anecdotes

How HiBob Built a Comprehensive and Increasingly Mature Compliance Program With anecdotes

The Challenge

HiBob is a people-focused company, and as such, Global CISO Tamir Ronen understood early on that protecting the sensitive information in their keep would need to be at the core of everything they built. Together with the Head of Compliance, Adi Kimhi, they realized the benefits of building a comprehensive and increasingly mature Compliance program to support their deep and sprawling security initiatives.

They began to work towards meeting multiple Compliance frameworks, including undergoing SOC 2 audits on various business units and ISO 27001 certifications for different regions. This was a great way to externally reflect their commitment to maintaining high Compliance standards and optimal security.

With dedicated spreadsheets for each regulation and framework, they were consuming an ever-growing amount of resources across the organization. A lot of time was spent on locating differences between regulations or frameworks and their relevant controls. In some cases, they had several spreadsheet versions and needed to add new ones yearly. Very quickly, the challenge of keeping their many spreadsheets organized and up to date became overwhelming, placing a great strain on the team and the stakeholders involved from across the organization.

bob

Founded in 2015, HiBob is an HR platform for multi-national, modern businesses. With offices across the globe and employee solutions for nearly every type of medium business, they have become one the the most formidable players in the HR tech ecosystem. And now, just seven years since they opened, their intuitive and data-driven platform is helping companies world-wide uncover the power of HR, to drive employee productivity, engagement, collaboration, and retention.

"It's clear that The OS was designed with fast-growing companies like HiBob in mind and we see our use cases accurately reflected in features and applications."

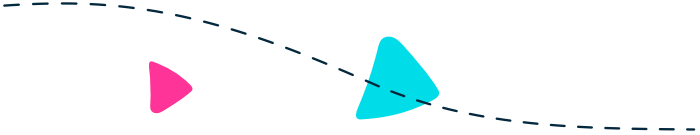**Adi Kimhi,** Head of Compliance, HiBob

The Solution

They started to search for a solution that could help them reduce the amount of time spent on manual labor and that could help them take control of their many Compliance processes. "We looked around at the Compliance automation market and found that only The anecdotes Compliance OS had all the features we needed to ensure we could continue to uphold our deep commitment to ensuring optimal security standards and procedures," says Tamir Ronen. "What's even more, the UI is fun and engaging – and we actually enjoy using it."

Their first objective was to eliminate spreadsheets and make sense of their many frameworks – (list of FW here). "We have SOC 2 on different business units and we have ISO 27001 in multiple regions where we do business. By uploading evidence into The OS, we can now see different and mutual controls in one place. Moreover, when there's a control for ISO 27001, it automatically reflects it to the correct control for SOC 2, creating a true cross mapping," says Tamir.

"Another thing is that The OS covers the greatest number of plugins in the market – but of greater consequence, it covers the most important types of plugins from the security ecosystem," says Adi. And since security is a primary driver for HiBob, they also leverage the data delegation capability, enabling them to retain control of their data at all times.

"We also love the option to share with auditors. We don't always have the time to sit with auditors and this allows us to give them read-only access and export the evidence to them to save time," says Tamir. They are also leveraging the policy manager and risk management apps. "This may sound funny, but The anecdotes Compliance OS isn't only about Compliance. It also helps us understand our GRC and policy management as well."

"We use all the features," says Adi Kimhi. "It's clear that The OS was designed with fast-growing companies like HiBob in mind and we see our use cases accurately reflected in features and applications."

> "We looked around at the Compliance automation market and found that only The anecdotes Compliance OS had all the features we needed."

Tamir Ronen, Global CISO, HiBob

The Results

With The anecdotes Compliance OS, HiBob has been able to develop a comprehensive and increasingly mature Compliance program while upholding their commitment to ensuring best security practices. Says Tamir, "anecdotes is helping us deliver on our goal of ensuring optimal Compliance to continually do the best thing for our many users across the globe."

Everything Compliance, all in one place. anecdotes is the first operating system (OS) for every stage of a business's Compliance journey. It reshapes the way the cloud-powered world thinks about security Compliance, transforming it from a box-ticking exercise into a powerful driver of growth for scale-ups, publicly traded companies, and everything in between.