

# Case Study



How Pathlock Hired Top Offshore Talent and Launched Operations in 30 Days

**Brought to you by:**

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Humanizing Growth

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# Who is Pathlock?

Pathlock is a cybersecurity SaaS provider helping large-scale organizations manage access, reduce compliance costs, and maintain continuous audit readiness. With clients across the globe and a stronghold in the U.S., Pathlock stands out by combining identity governance, risk control, and advanced application monitoring in one platform.

Serving over 1,300 enterprise customers including those in highly regulated sectors, Pathlock partners with leading systems integrators to drive secure digital transformation. Its edge lies in deep expertise, rapid deployment, and quantifiable risk reduction

The core services of Pathlock are:

- Access Governance & Controls
- Audit Readiness & Compliance
- Application Risk Monitoring

Location

**United States**

Industry

**Finance and Accounting**

Portfolio

**1,300+ enterprise customers across  
highly regulated industries**

Year Established

**2004**



## The Challenges

### U.S. Hiring Couldn't Meet Growing Demand

- **Limited Local Talent Pool**

Pathlock faced rising demand for their enterprise-grade security tools but couldn't scale fast enough with U.S.-based hiring alone.

- **Need for Multi-Locational Risk Diversification**

Operating with a monolithic workforce made the business vulnerable to local disruptions and limited global coverage.

- **Slow, Complex Recruitment Process**

Finding proactive, committed talent with the right mindset remained a bottleneck, despite 12 years of experience building teams abroad.





## The Solutions

### Fast-Track Recruitment of High-Caliber Talent

- **Launched Philippine Expansion via Penbrothers**

Pathlock partnered with Penbrothers to establish an offshore team in the Philippines, leveraging on-site office access and local recruitment support.

- **Full Control, Zero Setup Hassle**

While Penbrothers managed candidate sourcing and logistics, Pathlock retained full ownership of training, KPI tracking, and day-to-day management.

- **Fast and Aligned Recruitment**

The offshore team was staffed within 30 days, with talent pre-screened for technical fit and enthusiasm to grow with the company.





## The Results

### Offshore Operations Launched in One Month

- **Hired Offshore Team in Under 30 Days**

Pathlock achieved a complete offshore team setup—from recruitment to office launch, within a month, beating internal timelines.

- **Office Setup Completed in 2 Weeks**

Through Penbrothers' infrastructure, the company secured and activated an on-site Philippine office space in just 14 days.

- **Improved Talent Quality and Engagement**

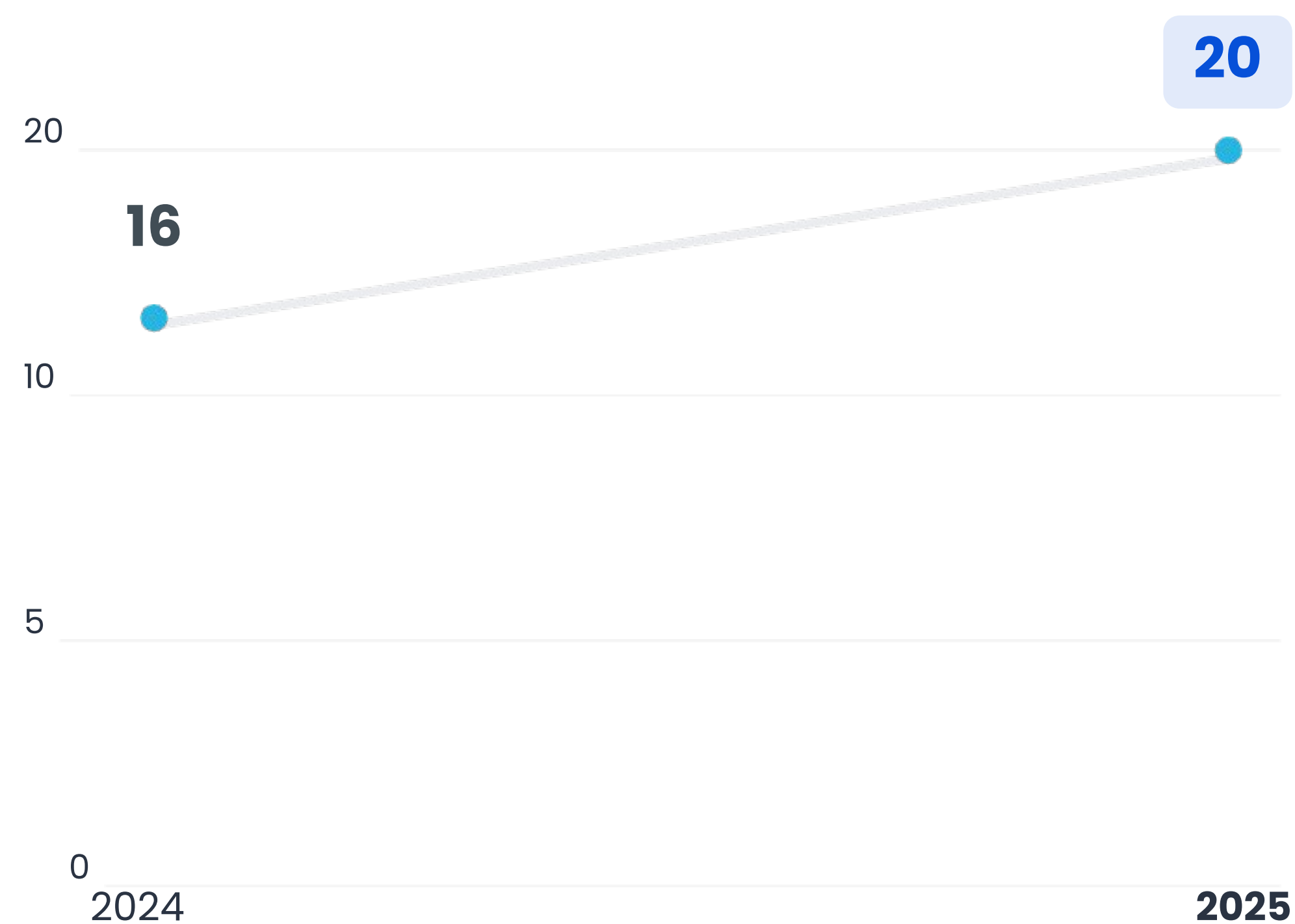
New hires weren't just technically qualified, they were motivated to contribute long-term, becoming "change agents" across teams.



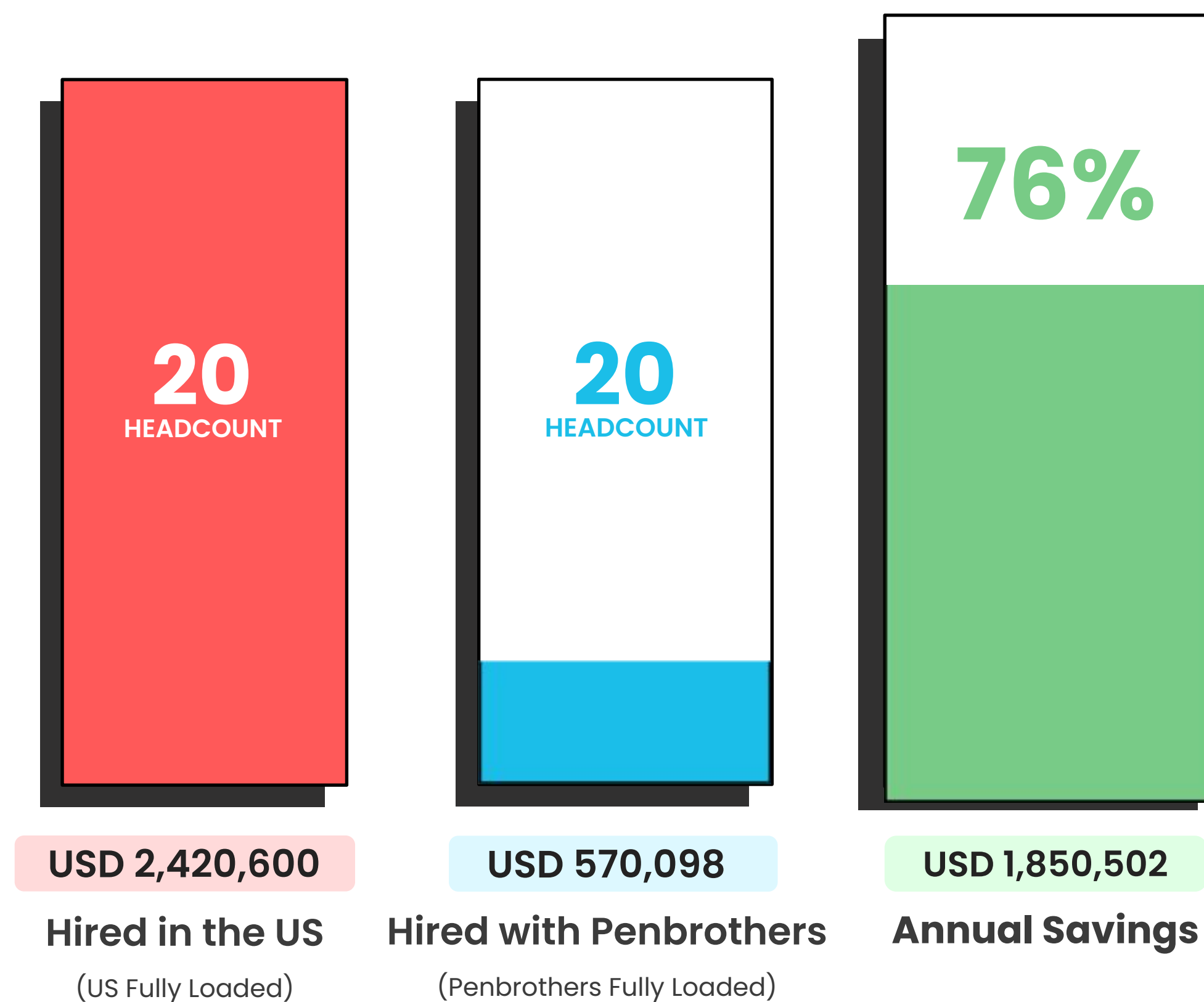


## The Analytics

### Headcount Growth



### 2024 Salary Cost Savings





## Testimonials

"I needed to build a team as quickly as possible. Penbrothers allowed me to do that. The agreement was super simple and easy. We started recruiting and hired in 30 days or less. We opened our office here in record time, within two weeks."



**Tony Daubenmerkl**

VP of Support, Pathlock

# Grow Faster and Smarter.

Scale fast and hire high-quality talent with a fully managed offshore team.

**Talk to Us**

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