Ермолаева Мария М05-916в

**Rus-Eng 5**

**Sourcing Strategy Development**

During the goals setting requirements for staff are appeared for an organization. HR- specialists are engaged in solution to these problems. This particular process includes both outsourcing within the outer side as the provider and insourcing under which re- quired goods and services are purposely aquired or rented in the organization. During the information security staff distribution any company should determine which func- tions would be performed by current or employed workers and which by the outer (third) side (by the security services provider, for instance). Outsourcing is a common business practice covering a wide range of functions.

Despite all the advantages outsourcing does not provide the safety of data and security of system especially where regulatory compliance is an important factor.

Traditional sourcing is based on competitive applications submission ritual providing low prices and moderate but acceptable quality level and which is performed with one purpose to reduce the attract resources cost. The chosen provider has an opportunity to do business during the short time period then the process repeats. This model served different industries interests well for decades and proceeded to operate as long as the price was the main sourcing driving force.

However the majority of respondents are intended to use outsourcing further consid- ering the past agreements experience and taking into account next rules:

* accurate definition of main and strategic functions which should not be transferred to outsource if the company wants to preserve its competitive advantages;
* short term contracts conclusion with an opportunity to cancel the contract. Compre- hensive service level agreement is required, it should include both the quantity and quality indicators to provide the flexibility and avoid the provider personal compla- cency;
* work with several providers would allow to preserve the independence;
* standardized decision planning and making procedure;
* the organization of management should promote the realistic plans creation, deter- mine accurate providers choice criteria as well as consider the allocation of resourcesand time for the management of agreement preparation process in order to minimize the operational complexity in further.

As well as in the case of any staff the collective productivity and efficiency depends on various factors including the administration. To create the environment where cyber security specialists and also IT specialists and staff performing cyber security tasks could evolve the organization should realise personnel policy which is determined to success achievement.

The main features of an optimized staff are:

1. *Multifunctionality* : there should be workers in the stuff structure possessing related professions in various areas of cyber security sphere providing thus opportunities for education, mutual support as well as reducing the decision making time while reacting to crisis cases.
2. *Constant learning* : growth, staff productivity increase is achieved by the resources and opportunities for education and evolution which often promotes best specialists retention.
3. *Flexibility*: the opportunity to work in flexible, less strictly limited environment pro- motes creativity, innovations and high work satisfaction.

The management of the IT outsourcing projects themselves suggests the particular tasks distribution between several implementers. These tasks include: the maintainence of knowledge about regulatory and legal compliance issues and understanding of organi- zation changing business needs, effective support of link with the provider as well as the management of smooth receiving and sending of outsourcing IT systems data.

The periodic outsourcing agreement revaluation should be done to provide correla- tion with changed compliance and legal restrictions. An individual or individuals which perform this task should know about both the updating data and the changes in law. They also should be able to integrate these changes in contracts where necessary.