Futures Transforms How Job Seekers and Employers Connect with Help from Sophos on AWS

Customer-at-a-Glance

As the world’s first cloud-based talent exchange, Futures transforms how job seekers and employers connect. Futures offers a software-as-a-service (SaaS) solution based on patented technology for matching the right people to the right jobs. Under contract to the United States (U.S.) Department of Defense (DoD), Futures Inc. provides the cloud software infrastructure for Hero2Hired (H2H.jobs), the world’s most successful military talent exchange for transitioning military and veteran job-seekers. Futures Inc. chose Sophos Unified Threat Management (UTM) as the best security platform for meeting the DoD’s stringent requirements and safeguarding jobseekers’ personal information on Amazon Web Services’ (AWS).

Futures Inc.
Durham, NC

Industry
Software and Services

Sophos Solutions
Sophos UTM Protection for Amazon Web Services
By matching the skill attributes to the skills required for a particular job, Futures’ Pipeline™, is able to propose several career paths, often unexpected, for the candidate. While traditional job boards may have single percentage success rate for jobseekers, H2H has seen phenomenal success – with at least 50 percent of interviewed candidates receiving job offers. Since its launch in 2012, H2H has been responsible for more than 200,000 documented military hires.

“With two wars winding toward conclusion, we have a record number of returning veterans entering the job market,” states John Crites, senior director, business analytics, Futures Inc. “After serving their country, many of these people are working hard toward re-integration into civilian life and finding meaningful employment. With H2H we’re proud to be a part of the solution, by helping connect veterans with rewarding and well-paying jobs as quickly as possible.”
“It’s tremendously satisfying to know that everything we’re doing is helping our heroes get hired, and none of it would be possible without Sophos.”

JOHN CRITES
Senior Director, Business Analytics
Futures Inc.

“Multi-factor authentication was critical for getting the DIACAP accreditation and it was not offered by the other vendors. Also, the Sophos team was much more responsive and coordinated in its presentation of the solution,” Crites explains. “Other vendors will say that they offer universal threat management capabilities but may lack strong linkages between the individual systems. Sophos, on the other hand, offers a comprehensive and integrated solution. We also liked that Sophos offered a number of flexible licensing options and the reliability of Sophos’ partners. After doing research on the ideal solution for Futures and our clients, we chose to go with standard software licensing which we easily purchased through known, local reseller 8K Miles.”

After a grueling 18-month process, eight months of which were consumed by the DoD auditing process, Futures Inc. received its three-year DIACAP Authority to Operate (ATO). During the audit, the DoD performed extensive intrusion and penetration testing on the Futures Inc. network, examined event logs and the company’s disaster recovery plan, and put many other internal controls under intense scrutiny.

“When we received our DIACAP ATO, we knew we had picked the right UTM for AWS with Sophos,” Crites remarks. “The DoD set the bar very, very high, but Sophos’ UTM measured up. We could not have gotten this accreditation without Sophos.”

Adding Business Value and Personal Satisfaction

With H2H users’ personal information secured by Sophos UTM for AWS, Futures Inc. has built a powerful business model for a cloud-based talent matching system that can be applied in virtually any industry.

It’s a great selling point for other customers that our security platform has passed muster with the DoD, based on one of the strictest security standards in the world,” Crites notes. “Sophos UTM Protection for AWS passed every test that the DoD threw at Futures.”

Seamless Support for AWS

As an AWS Advanced Technology Partner, Sophos UTM delivers the complete complement of next-generation firewall, IPS, Web and email, VPN, and wireless security to Amazon WorkSpaces, virtual servers, also known as Amazon Elastic Compute Cloud (Amazon EC2) instances on the AWS Cloud, and Amazon Virtual Private Clouds (Amazon VPCs).

“Compatibility with AWS was our starting point for finding a UTM solution, and we didn’t want to experiment with a product that had not already been proven in that environment,” Crites recalls. “Officially, AWS couldn’t recommend one of its partners over another or show bias, but they did speak very highly of Sophos.”

Crites admits that some people questioned whether AWS would pass the DoD’s strict requirements, but he reminded them that AWS has completed the U.S. Government’s Federal Risk and Authorization Management Program (FedRAMP) certification. FedRAMP provides a standardized approach to security assessment, authorization, and continuous monitoring for cloud products and services.

“Essentially what this means is that all Amazon datacenters, administration procedures, and other security-related factors have been pre-audited and certified by the DoD and the government,” he says. “This meant that, out of the 104 control points for DIACAP, 29 had already been met by AWS.”

Futures Inc.  A customer success story
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Crites described one example in which the DoD required a warning screen spelling out the penalties if the H2H data is stolen or misused, which all users must accept before logging in. “We thought this would require a big development effort to implement in a compliant manner, but it turned out to be extremely easy with Sophos.”

The support of the Sophos team was another added benefit for Futures. “The Sophos team really went above and beyond to make our implementation successful, and I know I can count on their expertise if we have any issues. But honestly, since we’ve been up and running, everything has gone very smoothly,” he comments.

Beyond the business advantages, Crites and his Futures team take great pride in knowing that they have created a system that is helping American military personnel who have served their country with honor. “It’s tremendously satisfying to know that everything we’re doing is helping our heroes get hired, and none of it would be possible without Sophos,” he concludes.

Click here to learn more about Sophos UTM on AWS.

About Amazon Web Services (AWS)

For 10 years, Amazon Web Services has been the world’s most comprehensive and broadly adopted cloud platform. AWS offers over 70 fully featured services for compute, storage, databases, analytics, mobile, Internet of Things (IoT) and enterprise applications from 35 Availability Zones (AZs) across 13 geographic regions in the U.S., Australia, Brazil, China, Germany, Ireland, Japan, Korea, Singapore, and India. AWS services are trusted by more than a million active customers around the world – including the fastest growing startups, largest enterprises, and leading government agencies – to power their infrastructure, make them more agile, and lower costs. To learn more about AWS, visit http://aws.amazon.com.