anecdotes

How Hibob Resolved the Conflict Between Retaining Control Over Sensitive Data and Optimal Compliance Management

Hi Bob

The Challenge

As a company that gathers and stores potentially sensitive data, maintaining optimal Security posture has been a core concern since Hibob's initial stages. Continually meeting Security Compliance requirements is a critical part of that commitment, and moreover, as they grew and began to approach new geos, they needed to add on additional frameworks to support these new requirements. And so, they started to look for a solution to manage and scale their Compliance program as they grew.

At the same time, the head of compliance at Hibob, Adi Kimhi, wanted to ensure their data and integration tokens (secrets) remained exclusively within their perimeter. Assessing the Compliance automation and management solution market, they found several options for automating evidence collection and audit processes. In order to raise the security level of storing the evidences they needed to be sure that their chosen tool would enable them to remain in control of their data and secrets at all times.

Founded in 2015, Hibob has become a household name, at least where HR platforms for growing companies are concerned. With offices across the globe and employee solutions for nearly every type of small to 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.

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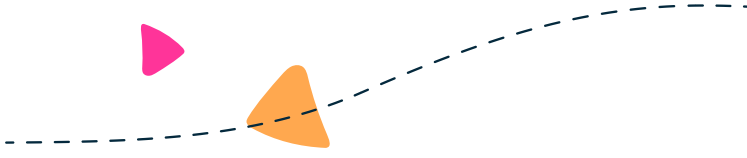
Adi Kimhi, Head of Compliance

The Solution

After looking at several solutions that couldn't address their business requirements, Tamir Ronen (global CISO at Hibob) turned to Anecdotes. They were excited at the prospect of building a compliance program that could easily scale as their needs grew but what really sold them was the possibility of keeping their data within their own perimeter. According to Kimhi, "In the world of SaaS services, it's difficult to find a product that allows you to take advantage of its capabilities while still keeping the information in our internal environment and Anecdotes allows us to do exactly this."

Here is how this is possible: when using the data delegation capability, Anecdotes serves only as a processor and the customer remains in control of their data the whole time. Secrets (or tokens) are provided by Hibob in order to authorize Anecdotes' collection engine to read raw data. This is unprocessed data that comes from different sources across the organization, such as cloud environments and security, HR, and CI/CD tools, etc., from SaaS/multiple sources/integrations. Metadata is created by Anecdotes as part of the usage (gaps, owners, etc.) and is the glue that provides context and acts as a reference to the raw data itself. This means that data is always stored within Hibob's own perimeter.

The Results

With Anecdotes' proprietary data delegation capability, Hibob can use the Compliance OS processing engine to automate evidence collection, streamline project management, get a unified view of controls and more, while storing all data and secrets exclusively inside their own perimeter, to own and retain their data at all times. Thanks to the Anecdotes Compliance OS, Hibob doesn't have to choose between maintaining their security standards and maintaining an optimal Compliance posture.

"We looked around for a tool that would help us scale compliance as we grew and secure our evidence collection. Anecdotes is the ideal solution for mature companies that need to meet complex business requirements."

Tamir Ronen, Global CISO