

Case Study: HiringThing

Reducing attack surface, and limiting organizations' risk and liability using InnoVault

Overview

HiringThing provides online recruiting and applicant tracking software that makes it easy to post jobs online, manage applicants and hire employees.

Tozny is a cybersecurity company providing products and services for security and privacy to government entities and commercial clients.

Challenge

HiringThing provides software to organizations of various sizes to simplify and streamline their full-cycle recruitment and hiring process. Clients use HiringThing to host their applicant tracking software, and collect, analyze and store applicant data. By customizing each deployment based on the client need, data collected by HiringThing's software can include sensitive information, such as Social Security Numbers, addresses, banking information and other Personally Identifiable Information (PII). In order to safely and securely collect and store applicants' data, HiringThing was looking for a solution to encrypt that data at the user level without compromising the user experience.

Solution

HiringThing collects and passes this sensitive PII to its clients (the businesses that use their solutions), but does not itself need to access or process it. That provided HiringThing with an opportunity to utilize Tozny's InnoVault encryption to ensure that HiringThing handles only encrypted data and never itself has access to private information. InnoVault is a commercial toolkit for end-to-end control of stored structured data using strong encryption. InnoVault can be embedded in an app, web page, or server to ensure that the data owner maintains complete control of the data from the point of creation, through transmission, storage, analysis, and finally expiration and deletion.

By using InnoVault to reduce its attack surface, HiringThing doesn't see the collected data, which limits the company's own risk, and further proliferation of applicants' data.

Testimonials

Our clients have entrusted us with critical data about their workforce, and that makes data security a major part of our mission. Tozny's InnoVault allows us to take that security to the next level, and ensures that the most sensitive data our clients bestow on us is as protected as possible.

Josh Siler, HiringThing CEO