In-house, consultant, or managed service

Managing Governance, Risk, and Compliance (GRC) in a dynamic cloud environment like Microsoft Azure is no longer just a checkbox exercise; it's a business-critical function. However, before organizations can even begin to implement the right technical controls, they face a more fundamental and universal hurdle: building and retaining a capable team to manage them. The intense demand for specialized cloud security talent has created a systemic challenge that impacts organizations of all sizes.

The GRC talent crisis: a universal challenge

There is a big shortage of skilled people to handle GRC (Governance, Risk, and Compliance) in the cloud. A recent survey found that 76% of companies have a hard time hiring qualified GRC professionals. This leads to delays in important projects and makes companies more vulnerable to risks. This problem affects businesses of every size, not just large ones.

All organizations struggle to build and keep strong Azure GRC teams. The main problem is that hiring and keeping these experts is expensive and hard, especially for smaller businesses, but larger ones feel it too. Finding people with the right cloud security skills costs a lot, and sometimes, the budget can't even cover one experienced GRC professional. When that happens, all the important GRC work might fall to just one person. If that person leaves or makes a mistake, it can create serious problems for the whole company.

The competition to hire skilled workers makes things worse. Companies of all sizes are looking for the same small group of experts, and it can take six to nine months to fill one position. This slows down projects and increases risk. Even after hiring someone, there's a good chance they may leave for another job, causing the company to lose important knowledge. This means organizations often have to keep hiring and training new people, which is disruptive and makes it hard to keep up with security and compliance needs.

Another challenge is that cloud technology changes quickly. Skills that are up-to-date now might be old news in 18 to 24 months. This means companies have to keep investing in training just to stay current, which takes both time and money. Also, while GRC is very important, it doesn't help companies stand out from competitors. Spending too much time and money on GRC can take away from other projects that help the business grow. Because of all this, the shortage of GRC talent is a constant challenge for everyone.

A strategic solution: the four-factor GRC sourcing model

To move beyond these challenges, you need a clear method for evaluating your options. This model provides a lens through which to assess your organization's internal capabilities and strategic priorities across four critical factors.

1. Financial and resource commitment 💰

This factor assesses the direct and indirect costs associated with your GRC strategy. Ask yourself:

- Can our budget truly accommodate the fully-loaded cost (salary, benefits, training, tools) of at least two senior cloud GRC professionals?

- Are we prepared for the significant ongoing costs of continuous training and certifications required to keep pace with Azure's evolution?

- How does this GRC investment compare to the opportunity cost of funding other revenue-generating IT projects?

2. Talent and skills management 👩‍💻

This factor evaluates your organization's real-world ability to attract, develop, and retain the specialized talent needed for effective cloud GRC. Ask yourself:

- How long does it typically take us to recruit highly specialized technical talent? Can our business objectives afford project delays of six to nine months?

- What is our concrete strategy to retain top GRC talent when competing with hyperscalers and large enterprises for the same people?

- How will we mitigate the "skills half-life" and ensure our team's knowledge remains current with the rapid pace of cloud innovation?

3. Risk and dependency posture ⚠️

This factor measures your organization's exposure to risks related to personnel and the concentration of knowledge. Ask yourself:

- What would be the immediate business impact if our primary GRC expert resigned or went on extended leave tomorrow?

- Is our critical GRC knowledge—our policies, custom scripts, and operational history—documented and shared, or does it reside with just one or two individuals?

- How would we handle a critical security incident if our fractional consultant is unavailable or committed to another client?

4. Strategic business alignment 🎯

- This factor determines whether managing GRC is a core competency or a necessary distraction from your primary business goals. Ask yourself:

- Does perfecting our compliance reporting create a competitive advantage that our customers will pay for?

- Is managing foundational GRC the absolute best use of our most talented and expensive cloud architects' time?

- Could we accelerate business innovation by offloading this "undifferentiated heavy lifting" to a specialized partner?

Evaluation matrix and decision guide

After assessing your organization against the four factors, use this matrix to see how each GRC model typically performs.

Factor	In-House Team	Fractional Consultant	Managed GRC Service (GRCaaS)
Financial & Resource	❌ High & unpredictable cost (CapEx)	⚠️ Hidden costs & vendor lock-in risk	✔️ Predictable & scalable cost (OpEx)
Talent & Skills	❌ Constant hiring & retention battle	⚠️ Limited access, no knowledge transfer	✔️ Instant access to an expert team
Risk & Dependency	❌ High key-person dependency	❌ Extreme single point of failure	✔️ High resilience, distributed risk
Strategic Alignment	❌ Distracts top talent from innovation	⚠️ Often misaligned with core business goals	✔️ Frees internal talent to focus on growth

How to choose your path

Your self-assessment and the matrix above should point you toward a clear decision.

Lean towards an in-house team
You are a massive enterprise with an extensive budget, a dedicated HR pipeline for scarce talent, and a firm belief that GRC management is a core strategic differentiator for your specific industry. Be prepared to invest heavily and continuously.

Consider a fractional consultant
Very specific, short-term projects with a clear scope and end date. This is a tactical gap-filler, not a long-term strategic solution, due to the high dependency risk involved.

Choose a managed GRC service (GRCaaS)
You are an SMB, corporate, or enterprise that wants to **reduce financial risk, eliminate talent acquisition challenges, increase operational resilience, and focus your best people on creating business value** rather than on non-differentiating, foundational maintenance. For most organizations, this model provides the optimal balance of expertise, resilience, and strategic alignment.

Take the next step
Choosing the right GRC model is a critical strategic decision that allows your organization to innovate securely. If the challenges of talent scarcity and opportunity cost resonate with you, exploring a managed GRC service is the logical next step.

To learn how MyPlatform delivers GRC as a Service to solve these challenges and help you focus on your core business, visit us at **www.myplatform.net**.