



# WE HELP BUILD YOUR TEAMS ON YOUR TERMS

**TIME-BASED RECRUITING®** ▶ HIGHER QUALITY, LOWER COST

## SPECIALIZING IN TECHNOLOGY

### RECRUITING REINVENTED

With our Time-Based Recruiting®, you pay no commissions or big retainers, simply the time it takes to find great talent.

#### THE CREATIVE ALIGNMENTS ADVANTAGES

- We align with your company and work as an extension of your team.
- We are flexible and able to scale with your changing needs.
- Affordable for emerging brands – often half the cost of traditional recruiters.
- We are transparent, presenting candidates authentically and honestly.
- Our experienced technology recruiters collaborate to tap into the best talent.



### OUR PROOF STATEMENT - TECHNOLOGY

▶ **736** POSITIONS FILLED 

**ONLY 8.2%** OF (EQUIVALENT) FIRST YEAR SALARY 

Better than the traditional **20-30%** of first-year salary commissions, right?

#### POSITIONS INCLUDE:

**Engineering** (SW, HW, DB, Quality, Web, Mobile, DevOps)

**Operations** (Tech Support, Finance/Accounting, Supply Chain)

**Sales** (AE, AM, SE, ISR, SDR, Sales Ops, Customer Success)

**Marketing** (Product, Digital, Social, Demand Gen)

**C-Level** (all areas)



### CASE STUDIES

#### CLIENT A

AN ENTERPRISE CLASS CLOUD STORAGE PROVIDER

TOTAL POSITIONS FILLED	<b>44</b>
EQUIVALENT % OF FIRST YEAR SALARY	<b>7%</b>
AVERAGE COST PER HIRE	<b>\$7,500</b>
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS	<b>\$582,883</b>

#### POSITIONS FILLED:

Software Engineer	DevOps / IT Engineer
QE Engineer	Sales Trainer
Automation Engineer	Operations Support
Web Developer	Program Manager
Tech Support Engineer	Solutions Architect

#### CLIENT B

CLOUD BASED HR PLATFORM

TOTAL POSITIONS FILLED	<b>25</b>
EQUIVALENT % OF FIRST YEAR SALARY	<b>7%</b>
AVERAGE COST PER HIRE	<b>\$7,900</b>
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS	<b>\$471,300</b>

#### POSITIONS FILLED:

Customer Care Manager	Tech Solutions Consultant
Site Reliability Engineer	VP, Regional Sales
Channel Sales Manager	Instructional Designer
Implementation Consultant	QA Engineer
Senior Java Developer	
Senior Project Manager/Business Analyst	

#### A FEW OF OUR TECHNOLOGY CLIENTS

