



BUILD STRONGER TEAMS, COMMISSION FREE

- > Time-Based Recruiting®
- > Aligned Partnership
- > Affordable (~50% savings)
- > Impact Focused

MORE THAN A DECADE OF SUCCESS RECRUITING, INCLUDING IN:

Technology

R E C R U I T I N G R E I N V E N T E D

Need to add **RECRUITING BANDWIDTH** and **EXPERTISE** quickly and on demand?

Impact-driven scaling companies trust Creative Alignments' hourly **Time-Based Recruiting®** model to build strong teams while preserving capital. You pay no commissions or retainers.

Companies that are making the world a better place need a recruiting partner that is:

- > **Aligned.** Works as an extension of your team.
- > **Affordable.** 10% average first-year salary equivalent, not 25%.
- > **Flexible.** Pivots with changing needs. All functions & levels, including executive.
- > **Collaborative & Transparent.** Honest candidate assessments.
- > **Experienced.** Extensive candidate networks and recruiters steeped in technology.

THE BOTTOM LINE



IS ONLY

ON AVERAGE

10%

OF FIRST YEAR
SALARY

COMPARED TO

25% charged by
other search
firms

CASE STUDIES

CLIENT A

AN INCIDENT MANAGEMENT SOFTWARE PROVIDER

TOTAL POSITIONS FILLED: **23**
EQUIVALENT % OF FIRST YEAR SALARY: **6%**
TOTAL SAVINGS VS 25% CONTINGENCY FIRMS: **\$515,413**

POSITIONS FILLED INCLUDE:

VP Customer Success	Sr Scrum Master
Dir of Revenue Marketing	Sr QA Analyst
Sr QA Engineer	Sr IT Engineer
Sr Data Engineer	Mobile/Web Developer
Data Eng. Team Lead	FE JavaScript Developer
Web Team Lead	Android Developer
Platform Engineers	Inside Sales Rep

CLIENT B

A TECHNOLOGY CONSULTING COMPANY

TOTAL POSITIONS FILLED: **49**
EQUIVALENT % OF FIRST YEAR SALARY: **8%**
TOTAL SAVINGS VS 25% CONTINGENCY FIRMS: **\$568,000**

POSITIONS FILLED ACROSS ALL DEPARTMENTS INCLUDING:

Engagement Managers
Solutions Consultants
Sales Managers
Executive Assistant
Business Operations Coordinator
Marketing Consultant

CLIENT C

AN ENTERPRISE CLASS CLOUD STORAGE PROVIDER

TOTAL POSITIONS FILLED: **206**
EQUIVALENT % OF FIRST YEAR SALARY: **5%**
TOTAL SAVINGS VS 25% CONTINGENCY FIRMS: **\$4,056,917**

POSITIONS FILLED INCLUDE:

VP Sales	Sales Ops Engineer
VP SW Dev	PR Manager
SW Engineer/Quality	Oracle Engineer
Talent Acquisition Manager	Partner Alliance Manager
SWE Linux Platforms	MarComm Manager
Supply Chain Manager	Int'l Sales Manager
Security Engineer	Int'l Sales Engineer

CLIENT D

SOFTWARE SOLUTIONS FOR THE MORTGAGE INDUSTRY

TOTAL POSITIONS FILLED: **25**
EQUIVALENT % OF FIRST YEAR SALARY: **6%**
TOTAL SAVINGS VS 25% CONTINGENCY FIRMS: **\$347,000**

POSITIONS FILLED INCLUDE:

FS Sr Software Engineer	Tech Support Specialist
Customer Support Specialist	Dir of Marketing
Sr. Developer/Architect	Software Support Reps
FS Software Engineer	Enterprise Acct Manager
Client Implementation Lead	Marketing Manager
Customer Success Lead	Product Manager
Sales Dev Rep	Customer Recruiting Spec

*Client stats based on roles filled. Average equivalent of first-year salary for all tech clients is 10%, including fills & consulting.

WHAT OUR CLIENTS SAY...

“There are a ton of advantages to working with Creative Alignments. One I really appreciate is how integrated they are with the nuances of our roles. They are so in tune with VictorOps that once they recommend a candidate, my need to screen them becomes a formality. This has freed up a lot of my time to work on other priorities.”

— Dan Hopkins, VP of Engineering, VictorOps

A FEW OF OUR TECHNOLOGY CLIENTS



CREATIVE ALIGNMENTS' OFFERINGS

RECRUITING ALL FUNCTIONS

EXECUTIVE RECRUITING

OUTPLACEMENT SERVICES

CAREER ACCELERATOR



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Corporation

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