



BUILD STRONGER TEAMS, COMMISSION FREE
PAY ONLY FOR THE TIME IT TAKES TO
FIND GREAT TALENT.

TIME-BASED RECRUITING® ► BETTER RESULTS,
MORE AFFORDABLE

SPECIALIZING IN BETTER-FOR-YOU BRANDS & CPG

RECRUITING REINVENTED

With our hourly billing model and experienced team,
you get a recruiting partner that is...



- **Aligned** with your company and works as an extension of your team.
- **Flexible.** Able to scale and pivot with your changing needs.
- **Affordable** for emerging brands — often half the cost of traditional recruiters.
- **Transparent.** Candidates presented authentically — no edited resumes or coached candidates.
- **Collaborative.** Recruiters steeped in food/CPG work together to find the best talent.

OUR PROOF STATEMENT FOR
NATURAL FOOD/BEVERAGE, SUPPLEMENTS, INGREDIENTS & CPG

► **629** POSITIONS FILLED*

*All time.

ONLY 13% (EQUIVALENT) FIRST YEAR SALARY


Compared to **20-30%** charged by other search firms

POSITIONS INCLUDE:

CEO, VP Marketing, VP Operations, VP Finance, HR Manager, VP Sales, Brand Manager, Sales Manager, Creative Director, Data Analyst, Supply Chain Analyst, Retail Marketing Specialist, Territory Manager, Channel Sales Manager, Senior Operations Manager, Chief Scientist, Food Scientist, QA/QC Manager, Dir of R & D and Commercialization, Insights & Analytics Manager



CASE STUDIES

CLIENT A

A FAST-GROWING BEVERAGE COMPANY

TOTAL POSITIONS FILLED: **13**
EQUIVALENT % OF FIRST YEAR SALARY: **8%**
AVERAGE COST PER HIRE: **\$8,700**
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS: **\$230,000**

POSITIONS FILLED:

CEO	Supply Chain Analyst
VP, US Sales	Nutrition Director
VP Marketing	Brand Manager
VP Finance	Accounting Associate
Supply Chain Manager	Executive Assistant
Comptroller	Office Administrator
Social Media Manager	

CLIENT B

A RAPIDLY EXPANDING ICE CREAM BRAND

TOTAL POSITIONS FILLED: **67**
EQUIVALENT % OF FIRST YEAR SALARY: **6%**
AVERAGE COST PER HIRE: **\$4,547**
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS: **\$680,028**

POSITIONS FILLED ACROSS ALL DEPARTMENTS INCLUDING:

Operations	Marketing
Sales	Legal
Quality	Logistics
Communications	Accounting

A FEW OF OUR NATURAL PRODUCTS CLIENTS



“Creative Alignments is a busienss partner. It’s never a transactional relationship. They worked with us around how our company will grow, the philosophies of the company, and the skill sets and gaps that we would need to fill over time.”

— Alan Murray, former CEO, GoodBelly/NextFoods

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CREATIVE ALIGNMENTS’ OFFERINGS

Non-Exectuive
Recruiting

Executive
Recruiting

Outplacement
Services

Career
Accelerator



BOULDER • CHICAGO
CREATIVEALIGNMENTS.COM