

WE BUILD TEAMS THAT FUEL GROWTH

We work extensively with the enterprise B2B sector and focus entirely on placing elite professionals that drive growth. We target and attract the best-of-breed product management and technical talent, the greatest marketing minds and the quota-busting sales executives that thriving tech companies need to be on the top of their game.

PRODUCT MANAGEMENT RECRUITMENT

CREATE VISION

The Product Management role is a hybrid that requires both technical and business skills and the perfect mix depends on the company, the industry, the market and other factors. We've developed a strong understanding of the skills and qualities that successful Product Managers possess and leverage our connections to place talent that successfully creates and drives product vision for technology companies of all sizes.

TECHNICAL RECRUITMENT

INNOVATE AND BUILD

Your software product is the backbone of your business and having technical and engineering talent that is anything less than amazing isn't a gamble you want to take. However, attracting the best and brightest to your tech company requires specific expertise. With over sixty years of collective experience in technical placements and access to an extensive network, we're the firm that can deliver the technical talent you need, no matter how specialized the skill set.

MARKETING RECRUITMENT

GENERATE DEMAND

Modern marketers with the knowledge and skills to create demand for software products and feed the sales team with qualified leads are in extremely high demand by tech companies today. We know the top technology marketers that can understand your product vision and build a marketing machine that builds awareness and brings in business.

SALES RECRUITMENT

CLOSE DEALS

Building and retaining a team of elite sales professionals that know how to sell software and have the track record to prove it isn't always easy. We've been placing high performance sales talent for over thirty years and have connections with the true software sales superstars that will help you meet and exceed your software sales targets.

WHAT TO EXPECT

- ▶ An in-depth consultation regarding the position and your business needs.
- ▶ Delivery of first round candidates within 10 - 15 business days.
- ▶ An average of 4 pre-qualified, top-tier candidates for consideration.
- ▶ Debriefing and coaching throughout the interview process.
- ▶ Support and mediation during offering and negotiation.
- ▶ Post-placement guarantees to ensure we've made the right match.
- ▶ Long-term commitment to partnership and an investment in your company.

We are true market masters at placing top tier talent in critical departments and offer insights and expertise on employee attraction and retention strategies that impact the long-term success and growth of technology companies.

The first candidate Martyn placed hit about 300% of his quota and went on to be a Regional Vice President. We have many vendors - but very few true partners.

Mark Organ
Co-founder & CEO, Influitive



RETAINED RELATIONSHIPS

We specialize in attracting top-tier sales, marketing, product management and technical professionals for B2B software, professional services and digital media companies. Our unique market position gives us an edge but our long-term success comes from deep, exclusive relationships we create with our clients. Our most successful clients see that a retained relationship delivers the best possible ROI.

There are just a few reasons we believe in the value of retained relationships:

- ▶ Top candidates aren't actively looking and are turned off by multiple agency calls.
- ▶ Managing multiple search firms can be as much work as conducting the search yourself.
- ▶ Our niche focus means we identify ideal candidates more accurately than generalized firms.
- ▶ You get guaranteed results because we can give the role our dedicated attention.

We are also open to non-retained engagements depending on the role and client situation.

Innovation is the key to success, which is why I trusted Martyn to build the product management team that's pioneering our next generation of software. These were strategic, technical roles and – as usual – Martyn's team delivered nothing less than the ideal candidate.

John McAuliffe
President, Leonardo



OUR PROCESS

Qualified doesn't cut it these days, which is why our recruitment process is designed to proactively identify excellence. You deserve the best possible candidate, and we have four steps that ensure we don't deliver anything less.

IDENTIFY

- ▶ We utilize our extensive professional network to identify ideal candidates for your position.
- ▶ We proactively target competing organizations to locate top talent.
- ▶ We attract candidates actively searching for your opportunity.

ATTRACT

- ▶ We do more than simply quote a salary and request a resume.
- ▶ We identify unique advantages of your opportunity and present them to candidates.
- ▶ Our deep relationship with candidates allows us to align with your opportunity and their needs.

EVALUATE

- ▶ We use our expertise and industry insight to identify meaningful skills.
- ▶ We assess a candidate's potential business impact and overall fit.
- ▶ You only see a shortlist of candidates that excel in our evaluations.

LAND

- ▶ We present offers and voice concerns on behalf of both parties.
- ▶ We insulate you during difficult negotiations to preserve positive relationships.
- ▶ You get a post-placement guarantee to ensure a good fit.

"Martyn's ability to bring talent to you is a benefit in and of itself, but what truly impressed me is his understanding of what you need and what you don't need and having the conversation about it.

I looked at Martyn as more than the guy bringing talent to me – I looked to him for advice throughout the process."

Jamie Schneiderman
CEO Clearfit



OUR PARTNERS

We take pride in facilitating growth and helping to shape tomorrow's landscape of technology companies. We view everything through the lens of being a long-term partner in your success – that's our commitment to our clients.

