

# STARTUPS LOVE

 RecruitLoop



We started RecruitLoop after years of frustration in hiring, from all sides of the equation. We're rebuilding recruitment from the ground up, leveraging technology to unbundle the process and give companies the hiring support they need, on their terms, with better results.

RecruitLoop is a platform for Elastic Recruiting with a marketplace of expert recruiters and sourcers who work on-demand.



**Our clients love us.**

Once you hear what they have to say about working with RecruitLoop, we think you will too.



## John Gareau | VP, Digital

*"We have saved well over \$80,000 in agency fees in the seven months we have worked with RecruitLoop."*

### How did you become a client of RecruitLoop?

We began working with Recruitloop back in February of 2015. I had read about them on TechCrunch initially. It sounded like they had interesting model for recruiting. It really piqued my interest. Shortly thereafter, we began to ramp our hiring here at Eargo, Recruitloop was the first place I sought out to help us.

### How is your recruiting team structured?

We had about 20 employees when we started hiring with RecruitLoop, and we managed all hiring internally at the time. Sourcing candidates was a really difficult task for us initially. As a result, we leaned on RecruitLoop as an extension of our internal team.

### What are some of the unique challenges your organization faces while recruiting?

Most of the marketing/business side of our company are not from the Bay area, so we didn't really have a network to hire from like we would normally. We were in stealth mode pre-launch, there was no awareness of the company. And you know, the idea of working in the hearing aid category doesn't really engender a feeling of excitement in most people. Once we talked to them, then that changed, but hooking in great candidates was a challenge initially. The people we worked with through Recruitloop helped us overcome these hurdles by bringing us solid candidates that wanted to engage with us.

### What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

You can get a lot of value and save more money working with RecruitLoop. Initially, selecting a recruiter to work with meant a bit more work up front for us than "just get me someone," but the return has been big cost savings, strong candidates, and effortless sourcing.

### Why did you choose RecruitLoop?

I loved the technology aspect of RecruitLoop — pitching to the marketplace is painless and the quality of the people in the network was impressive. There's an element of control as well, being able to choose from a pool of professionals for the one(s) that best meet your needs, and direct them on where to use their time.

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

With traditional recruiting models, I've at times experienced a fire hose of candidates with varying degrees of fit. It's a lot of work to wade through. Ultimately, they get paid if they place a candidate, so that affects their motivation. I recall the pressures of traditional recruiters when I was on the candidate side. Conversely, I had a recruiter through Recruitloop queue up a prime candidate with but a few hours of work, and she proactively "paused" sourcing so as to save us money. I really appreciated that. Ultimately, startups need agility, efficiency, and cost savings, and that's what we get from working with RecruitLoop.

### **How has your recruitment process changed since working with RecruitLoop?**

When we gear up for hiring with RecruitLoop, we want to make sure we get the most out of the allotment of hours in the scope. And in the case where we don't land the ideal candidate within those hours, we will have only spent a fraction of cost of hiring through traditional recruiting models. We'll have gained a lot of learning, and can use that to inform our next steps. Even though the model is hourly, our recruiters know that if they can find a candidate in less time, we'll be back with more business.



Eargo is a company made up of ENT surgeons, tech geeks and dreamers, united in our belief that people should be able to hear life to the fullest. Because the world is full of great things to hear.

Eargo is based in Mountain View, California, with 35 employees and funded by top investors in Silicon Valley.

[eargo.com](http://eargo.com)



# Kristin Harris | General Manager

*"In my time working with RecruitLoop, I have had nothing but very positive experiences."*

## How did you become a client of RecruitLoop?

One of the cofounders of Deputy and I were presenting at an event in Sydney and RecruitLoop also presented there. We were sitting in the audience during their presentation and thought "WOW! That's fantastic! We really love this concept." Around six months later was the first time I used RecruitLoop.

## How is your recruiting team structured?

I operate the internal recruiting department and bring in leaders to head up new departments as we grow. RecruitLoop helps us fill these roles by screening and sourcing candidates for me to interview and select.

## What are some of the unique challenges your organization faces while recruiting?

We look for a very specific kind of person to join the Deputy team — people with almost entrepreneurial spirits. For that reason, it's very important that the recruiter has a really strong understanding of our organization and the role. With operations in multiple countries, the varying legalities between countries present a challenge. Also, time zones can be difficult, especially with regards to hiring in the U.K. from Sydney. We may not have as many opportunities to discuss the specifics of who we are looking for to fulfill a role or how we want to go about hiring.

## What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

I have recommended RecruitLoop — and I always say it's a fantastic platform, especially for sales and customer support roles, in my experience. The video interviewing platform helps us streamline interviews and allows candidates to put their best foot forward, so you get an opportunity to understand more about who the candidates are.

## Why did you choose RecruitLoop?

When I first started with RecruitLoop, I didn't consider any other alternatives. I gave it a shot and I had a really great experience with the recruiters I used. I really liked their style — it was very personal.

I choose RecruitLoop because I find it cuts our time to hire down — being able to streamline inefficiencies allows us to invest time in interviewing for culture, which is really important to Deputy. I tend to find that the quality of candidates from RecruitLoop is also much better than those we get from agencies. I can set up a structure for interviewing, but also the recruiters we have worked with have really understood our business and our needs.

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

I am not overly fond of working with traditional recruitment agencies as, in my experience, that can get very expensive and rather pushy with sales. With agencies charging really outrageous fees typically, I find RecruitLoop far more manageable for startups. I also find the experience is better with RecruitLoop because they tend to be

very responsive, whereas with agencies, even when I find a good candidate, it takes ages to finalize.

### **How has your recruitment process changed since working with RecruitLoop?**

From the first time I used RecruitLoop, our process became much more structured. I wanted to have the video content structured and the recruiter advised me on some questions and we were able to work together to formalize the process quite a bit. I've shaped my personal process differently as a result. Now I find we have a better understanding of the candidate experience as well as their understanding of our organization and the role.



Deputy is a cloud-based work scheduling and people management platform with social and mobile technologies at its core. The organization was co-founded in 2008 by aviation entrepreneur Steve Shelley and technologist Ashik Ahmed.

[deputy.com](https://deputy.com)



# Michael Arkins | HR Manager

*“RecruitLoop allows us to manage the complications of hiring globally, saving us time and money.”*

## How did you become a client of RecruitLoop?

We started working with RecruitLoop through referral. We were drawn by the ability to invite our own candidates to the platform for video interviews and how easy it was to find recruiters. We saw the value very quickly and the recruiter we partner with is brilliant — truly one of the best recruiters I have ever worked with. She is very tuned in to what the business needs.

## How is your recruiting team structured?

Our team is structured very differently across three continents — in the U.S., we maintain a larger internal headcount for hiring, but outside of the US, we heavily rely on RecruitLoop to help us fill roles.

## How important is recruiting to your organization?

Recruiting is absolutely essential to our organization's success. We're growing fast, diversifying, entering new markets — we need a constant pool of talent to recruit from. Because our business is global, in some markets, it's not only essential from a cost perspective, but also from a legal perspective, to make near-perfect hires every time.

## What are some of the unique challenges your organization faces while recruiting?

Geography is one of our biggest challenges — hiring in multiple markets makes it very difficult to have a constant flow of talent. RecruitLoop offers us access to quality

candidates early on, which helps us to engage potential fit a lot easier in comparison to the traditional recruitment process. Without RecruitLoop, we would have a lot more legwork to source candidates and our recruiter has helped us maintain a healthy momentum.

## What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

RecruitLoop offers an innovative way to make your recruitment process better by reducing the amount of time it typically takes to recruit or find/screen candidates. The process is very engaging and we save a lot of time and money with increased efficiency while also getting more insight into a potential candidate.

### **Why did you choose RecruitLoop?**

RecruitLoop came very highly recommended from a colleague I trust, so while I knew of alternatives, we didn't really consider them. At the beginning, we honestly didn't think too much about it — we jumped in, experienced it first-hand, and realized how unique the platform was. The process was a lot more convenient and efficient right from the start.

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

We get more of a personalized touch working with RecruitLoop. Our recruiter puts in a lot of heavy lifting to find candidates and I have found that the quality of the candidates she brings are much better than high-churn recruitment agencies. Having worked with traditional agencies, I have seen a lot of misses — but RecruitLoop tends to hit the mark most of

the time. In our experience, our recruiter asks all the right questions, is very honest about any challenges, and delivers on the quality of candidates she promises.

### **How has your recruitment process changed since working with RecruitLoop?**

When we acquired a company earlier this year, we were suddenly drawn into a new market and needed to ensure the office was equipped for rapid growth. We needed salespeople as well as hires in customer care, marketing, information technology (IT) — and RecruitLoop allowed us to find all of those people in a pretty quick time frame. We used the central location to login and manage the process from one platform and we were able to ensure we had the team we needed to grow quickly.



Fleetmatics is a leading global provider of mobile workforce solutions that enable businesses to meet the challenges associated with managing local fleets, and improve the productivity of their mobile workforces, by extracting actionable business intelligence from real-time and historical vehicle and driver behavioral data.

[fleetmatics.com](https://fleetmatics.com)



## Ben Fewtrell | Co-Founder

*“RecruitLoop costs us about 20-25% what we spend on traditional recruitment agencies.”*

### How did you become a client of RecruitLoop?

A few years ago, my business partner brought up RecruitLoop because we were recruiting intensely and decided we needed to hire our own HR manager. As it turns out, RecruitLoop was a better option than an internal hire for us long-term. They give us the ability to scale up and scale down as we need — and their platform is exceptionally easy to use.

### How is your recruiting team structured?

ActionCOACH has used a system for the last twenty years that works really well for us. We do a group interview with most of our positions — and today, we rely on RecruitLoop to fill the room with

candidates. In the two hour group session, we share our vision with prospective employees. I've always had the mindset that recruiting is marketing: You're marketing your role, your business, and the future. During the session, a team of listeners fill a scorecard of feedback. We typically have two or three one-on-one meetings after that initial session.

### What are some of the unique challenges your organization faces while recruiting?

People don't necessarily consider business coaching as a career for themselves — most people who have experience command a high salary and people without specific experience in coaching don't always know this field is an option. Some people are

willing to take a big step for a change in career, while others are not.

### What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

I've referred a lot of people. My experience has been very positive. I never liked the old, traditional model of recruiting. To me, it's sort of like real estate — they're interested in putting a butt in the seat so they can get their commission, they're not always interested in the long-term outcome. I like the model of RecruitLoop a lot more — I am always happy to recommend them.

### Why did you choose RecruitLoop?

When I decided to scale up recruiting, I looked around, but we landed very quickly

on RecruitLoop, it just suited us. I would much rather work with RecruitLoop than any of the traditional agencies.

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

The difference is big — the main thing I have found is that you feel like you're working with someone, not being sold to. Traditional firms get paid on placement, so they're very heavily sales oriented. That's not a good model for us or the person being placed, because they're not usually very interested in finding the right person. RecruitLoop is an hourly model and the recruiters are more vested in finding the right person so you continue the relationship. And our cost has been about 20-25% of the cost of a traditional agency.

### **How has your recruitment process changed since working with RecruitLoop?**

We had a progressive approach to recruiting from the beginning, and the process hasn't changed a whole lot. What has changed is that they do a lot of the work we used to do for us.

### **How important is recruiting to your organization?**

Having the right team is paramount to the success of any team. If you have 12 people in a boat and some people aren't rowing, or worse, rowing the wrong direction, you're not going to get anywhere.



ActionCOACH is the largest business coaching company in the world. Founded in 1995, ActionCOACH has grown to more than 1500 offices in over 50 countries. ActionCOACH helps tens of thousands of business owners increase their profit, manage their time better and improve their employees' productivity throughout the world.

[actioncoachanz.com](http://actioncoachanz.com)



# Jindou Lee | CEO and Co-Founder

*"We have seen great results from working with RecruitLoop that we couldn't have achieved another way."*

## How did you become a client of RecruitLoop?

We had been looking for a senior marketing hire for six to nine months. We looked on our own and tried a traditional recruitment agency, but it was getting expensive and we weren't finding anyone. We gave RecruitLoop a try, and the recruiter we got was amazing. The process was easy and we have stayed with the same recruiter ever since.

## How is your recruiting team structured?

We manage recruiting internally within the executive team and externally with the help of RecruitLoop. Working with the right recruiter really helps us free up our time screening and sourcing candidates so we

can focus on interviewing, selecting, and placing candidates.

## What are some of the unique challenges your organization faces while recruiting?

The demand for good people is high, especially in Silicon Valley where pockets run deep and wide. We are always looking for the right cultural fit — entrepreneurial spirits with the right motivation to want to work in a startup vs. one of the giants in the area.

## What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

The traditional agency model is pretty broken. A lot of people don't know that

there's another model that could work better for them, and we have seen great results from working with RecruitLoop that we couldn't have achieved another way. We have worked with the same recruiter for several roles and I would emphasize that getting the right recruiter is important, especially from a cultural standpoint. People tend to view recruiters as kind of salesy, but our recruiter through RecruitLoop always listens to and understands where we are coming from.

## Why did you choose RecruitLoop?

We considered agencies, but for our needs, it was going to be close to \$200,000 to fill four roles. We could have continued recruiting internally through the executive team and we're not removed from the

hiring process now, but working with RecruitLoop has focused our time on selection instead of managing the process from sourcing to placement.

### **How important is recruiting to your organization?**

Hiring for fit is extremely important to our team — the executive team is very involved with every hire.

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

We get a lot more control over the whole process because they work on an hourly basis with input from our team along the way.

### **How has your recruitment process changed since working with RecruitLoop?**

Our process is more structured now and working with RecruitLoop has actually improved the way I hire from seeing how our recruiter works with candidates. Our recruiter goes above and beyond and gives us advice on interview questions and screening — it's really changed our whole process as a result.



HappyCo develops mobile apps for inspections to be carried out with ease and speed. The company was founded in 2011 and has been focused on bringing happiness to property managers. HappyCo has been used by over 9000 property managers and field agents to complete the repetitive tasks of inspecting properties.

[happyco.com](https://happyco.com)



## Skip Franks | Staffing Consultant

*“Full-time recruiters like myself can learn a lot from new tools — and this is an exciting new thing. I highly recommend them.”*

### How did you become a client of RecruitLoop?

Over a year ago, I found RecruitLoop while looking for a recruitment solution and I'm glad I did. The concept is awesome and it saves us a lot of money on cost per hire. The recruiter we work with is very talented and maintains a close relationship with our organization — I highly recommend them.

### How is your recruiting team structured?

There are two of us at Stem Group who manage recruitment and hiring, so we regularly partner with our recruiter to make placements. It's made a big difference in the way we source and screen candidates as our resources can be limited during growth due to the size of our team.

### How important is recruiting to your organization?

Recruiting is considered absolutely essential to everyone in our organization. We haven't lost anyone in more than three years! When we hire, we do team interviews and strongly consider long-term fit. We've been fortunate to work with a recruiter who understands our needs and has helped bring in a lot of incredible hires we wouldn't have found otherwise.

### What are some of the unique challenges your organization faces while recruiting?

We don't necessarily have instant name recognition, so getting candidates to understand who we are can be a challenge. The second challenge is time. We have a

small internal team and just being able to look through dozens of resumes can take a lot of time when you're growing. When I get to a point where I know I will need help managing the pipeline for new roles, it's comforting to know our RecruitLoop recruiter is there, ready to help, with a solid understanding of what we need.

### What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

First I would say it's time-saving and cost-effective. That's certainly been the case for us: we are able to maintain an extremely low cost per hire thanks to RecruitLoop. The process is easy, it's very streamlined, and the recruiters I have met and worked with are, in one word, awesome.

### **Why did you choose RecruitLoop?**

I was considering a traditional recruitment firm at the time, and that's what zeroed me in on RecruitLoop — their process was just what we needed for the size of our organization today, and we've been able to scale the relationship as we continue to grow. Today, we consider RecruitLoop like our right arm, in a way — the model makes a lot of sense for us and I'm really glad I found them. I remember first learning about the concept and thinking, "Why didn't I think of this?"

### **How is RecruitLoop different from your experience with traditional recruitment agencies?**

When you work with traditional recruitment firms, you tend to get a high number of candidates, but primarily they deliver low-hanging fruit. In my experience, I can get as much information from a Boolean search on Google as I have gotten after paying hefty agency fees.

Working with RecruitLoop, we have received a smaller pool of really high-quality candidates — and saved more than \$100,000 filling critical roles in the process.

### **How has your recruitment process changed since working with RecruitLoop?**

The RecruitLoop team has been Johnny On-the-Spot in terms of intuitively managing the process. A lot of things can be automated in modern recruiting, but you still need a person to screen candidates, source hard-to-reach talent, and communicate personally with potential hires. The tools RecruitLoop provides mean you can do a lot of things yourself as well if you need, like getting access to data from the platform. It's very easy to get insights, which has allowed us to use more data in our hiring decisions, significantly impacting our process internally.



Stem creates innovative solutions that are changing the way energy is distributed and consumed. Stem combines powerful learning software and advanced energy storage, simultaneously helping businesses better manage energy costs while creating a more efficient electrical grid.

[stem.com](https://stem.com)



# Nick Holmes à Court | Founder & CEO

*“When we need good people quickly, we can rely on RecruitLoop to help us find them.”*

## How important is recruiting to your organization?

Recruiting is the most important thing you need to do well, and it's the easiest thing to prioritize last.

## What are some of the unique challenges your organization faces while recruiting?

Like any growth company, we have two primary challenges. First, how do we hire a high volume of skilled talent. And second is, obviously, budget. Recruitment agencies can get quickly unattainable with the number of roles you need to fill quickly to grow.

## What would you tell a friend, connection or colleague interested in partnering with RecruitLoop?

I tell people about RecruitLoop all the time. Hiring in San Francisco can be very difficult and competitive. Especially for highly technical roles — it's very hard to hire good people when you're competing against Google and others who can offer more benefits, more pay and more advancement. In this environment, it can take months to place someone. I must have told 15-20 people with the same challenges about RecruitLoop.

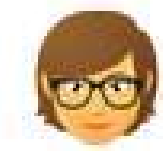
## Why did you choose RecruitLoop?

We get pitches from agencies, but the only real alternative is to do it ourselves. At the end of the day, we aren't recruiters day in and day out, and RecruitLoop lets us choose the parts of the process you want to be involved in. So when we need good people quickly, we can rely on RecruitLoop to help us find them.

### How is RecruitLoop different from your experience with traditional recruitment agencies?

You can expect to pay 30% of the first year's salary to a traditional recruitment agency. And they don't save you time. RecruitLoop is a refreshing flip to that. Not only is it more affordable to place through their recruiters a fraction of the cost (about 1/10th), but it's time saving and I would say the quality of the candidates we have gotten has at least been the same.

*"Let's change the way we pay for recruiting. Why wouldn't you if the quality is the same? Simply put: The marketplace at RecruitLoop makes things better and easier — I'm very pleased they exist."*



**LUCY**

Lucy is an AI-driven web and mobile app that keeps track of a your important contacts using your inbox data. It leverages big data, machine learning, and social APIs to generate natural-language email content, alleviating the mammoth cognitive burden of replying to hundreds of sales and marketing emails daily.

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# About RecruitLoop

RecruitLoop is building a fair, sustainable platform for companies and great recruiters to work together. We connect clients with a marketplace of verified independent recruiters and sourcers, who help with part of the hiring process. We call this 'Elastic Recruiting' and gives clients unmatched flexibility, with massive cost savings compared to traditional recruiting firms.

## For Companies

Try a smarter way to hire. Get matched with expert recruiters and sourcers, working on-demand at hourly rates. Save hours of time, and 80% in cost compared to traditional recruiting.

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## For Recruiters

Join thousands of recruiters, sourcers and executive search professionals expanding their businesses with RecruitLoop. Get free recruiting tools, marketing support, and a community of like-minded professionals.

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