

# **TECH RECRUITMENT SPECIALISTS**

### **WELCOME TO HALZAK**

### CONNECTING PEOPLE WHO MODERNIZE THE BUSINESS WORLD

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# ABOUT HALZAK

Halzak supports global Tech companies to create a more diverse and inclusive workplace. As an ethical recruitment partner we do things differently, our processes are led by inclusive and fair selection practices enabling us to bring the right talent to your business.

> We are a new generation of recruiters focused on adding value by providing an honest and transparent service. We have no hidden agendas our goal is to help you achieve yours. Our approach is focused on ethical and fair selection policies to ensure everyone has an equitable chance to succeed.

Halzak is a leading recruitment partner, placing Sales and Engineering professionals across the UK, Europe, and North America. Proud to represent and embrace all, through our fair selection practice with a focus on increasing diverse candidate pools.



Customer Success is our Success No hidden agendas, our goal is to enable you to achieve yours.



**Dedicated** We get the job done!



**Do the right thing** Honest, transparent and committed to doing whats best



**Specialist** Sales, Marketing and Technology recruitment



### **OUR PURPOSE AND MISSION**

## We help build high-performance, diverse and inclusive teams across the global tech community

CONNECTING PEOPLE WHO MODENIZE THE BUSNESS WORLD

### **Diversity and Inclusion Partnership**

**Companies are 33% more likely to see top-of-their-sector profitability if they have culturally & ethnically diverse teams** *Mckinsley* 

A diverse and inclusive workforce not only brings differing approaches and perspectives but is proven to give greater employee engagement, increase innovation and boost business profitability.

Organizations with this kind of workforce are better able to understand the market they serve, identify the pain points of their target demographic, and develop opportunities to address those issues.

Diversity, Equality, and Inclusion are a business must. While employers are adopting plans, many targets set are not being consistently met.

As an inclusive recruitment partner, Halzak is a firm believer that **we must be the change you want to see**, and proudly support companies to impact diversity in the workplace through DEI business audits and our talent attraction strategies focused on identifying and removing bias and Fair Selection processes.

# HALZAK

#### **AREAS OF EXPERTISE**

Halzak is dedicated to building high-performing, diverse and inclusive teams across the global SaaS and Tech communities across Sales and Technology teams.

#### SALES LEADERSHIP

CRO - Chief Revenue Officer CSO - Chief Sales Officer VP of Sales VP of Customer Success Director of Sales Sales Manager

#### **SALES**

SALES Sales Executive Account Executive Channel Sales Partner Sales Sales Engineer BDR SDR

#### **Customer Success**

CSM - Customer Success Manager Account Manager Customer Onboarding Manager Implementation Manager Sales Enablement

### **TECHNOLOGY**

#### **TECH LEADERSHIP**

CTO VP of Engineering VP of Development Engineering Director Architect Tech Lead Senior Software Engineer

#### **SOFTWARE ENGINEER**

Senior Developer Full-Stack Developer Data Engineer Software Engineer Back End Developer Front End Developer iOS Engineer Android Engineer

# **OUR TALENT SOLUTIONS**

#### PEOPLE ARE NOT YOUR MOST IMPORTANT ASSET. THE RIGHT PEOPLE ARE. JIM COLLINS

Halak's services are built to support founders and senior leaders of tech and software companies to build high-performance, diverse and inclusive teams. we enable you to **find the right people.** 

Attracting and retaining the best talent is a vital part of the journey for any company, yet this process can be **time intensive, tedious, and costly.** 

As a specialist STEM recruiter, we actively monitor industry-wide talent to enable us to pinpoint highly relevant candidates to your shortlist every time. With 70% of the top talent passively seeking new opportunities having a wellestablished network is vital to securing you the right hire.



Diverse Candidate Attraction



Salary & Benefit Advisory



**Multilingual Capability** 



**Talent Mapping** 



**Competitor Analysis** 

## HALZAK SERVICES

#### ENGAGE

- Low commitment model
- Fee paid only when placed
- Onboarding Call Job Spec
- Supported by the Halzak Delivery team
- 8 week rebate

#### 63% Placement Success

#### COMMIT

- Dedicated Account Manager
- Access to research team
- Onboarding Fee on commencement
- Onboarding Discovery call
- Weekly check in call
- Salary benchmarking
- Management of
  interview process
- Post Placement Follow up for 6 months
- Exclusive sole agency agreement
- 3 month Candidate Guarantee

98% Placement Success

### **SUBSCRIBE**

- Dedicated Account Manager
- Access to research team
- Onboarding Fee on commencement
- Onboarding Discovery call
- Weekly check in call
- Exclusive sole agency agreement
- Salary benchmarking
- Management of interview
  process
- Post Placement Follow up for 6 months
- Shared risk Pay-as-yougo payment model with immediate termination clause option

98% Placement Success

### **CUSTOM**

**Outsource Recruitment Services** - Halzak becomes your dedicated Internal Recruitment Partner (typically used by the tech start-up community who need to scale but have not internal talent teams)

Multiple hires - Bespoke solution and pricing

Executive Search - Retained solution created based on agreement

### TRUSTED BY THE GLOBAL TECH COMMUNITY







# KATHY KUO HOME





# seven26

# HALZAK CONTACT HALZAK

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FOUNDER & CEO

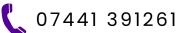
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