

HALZAK



TECH RECRUITMENT SPECIALISTS

www.halzak.com

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.



Do the right thing

Honest, transparent and committed to doing what's best



Dedicated

We get the job done!



Specialist

Sales, Marketing and Technology recruitment

HALZAK

OUR PURPOSE AND MISSION

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

**CONNECTING
PEOPLE WHO MODERNIZE
THE BUSINESS 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.

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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

SALES LEADERSHIP

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

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 well-established network is vital to securing you the right hire.



**Diverse Candidate
Attraction**



Multilingual Capability



Talent Mapping



**Salary & Benefit
Advisory**



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-you-go 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**



HERO



KATHY KUO HOME



HALZAK

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