

# **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 focuses on ethical and fair selection policies to ensure everyone has a fair chance of success.

Halzak is a leading recruitment partner, with over 20 years of experience placing Sales, Marketing, and Tech professionals across the UK and North America. Proud to represent and embrace all, through our fair selection practices focusing 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.



#### **TECHNOLOGY**

CTO VP of Engineering VP of Development Engineering Director Architect Tech Lead Product Manager Senior Software Engineer Senior Software Engineer Full-Stack Developer Back End Developer Back End Developer Front End Developer Data Scientist Data Engineer iOS Engineer Android Engineer

#### MARKETING

CMO Director of Marketing VP of Marketing Head of Growth Marketing Head of Product Marketing Demand Generation Manager Paid Marketing Manager SEO Manager Email Marketing Manager Product Marketing Manager Product Owner

#### SALES

CRO Chief Sales Officer VP of Sales VP of Customer Success Director of Sales Sales Manager CSM Account Manager Account Executive Channel Sales Sales Enablement Partner Sales BDR SDR

#### CREATIVE

Head of Brand Creative Director UX Designer UI Designer Copy Writer Designer Social Media Marketing Manager PR Manager Content Marketing Manager

# **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 TALENT SOLUTION**

Multiple hires - Bespoke solution and pricing

Retained Search - Retained solution created based on agreement

### TRUSTED BY THE GLOBAL TECH COMMUNITY











odataimpact



KATHY KUO HOME

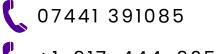


# HALZAK CONTACT HALZAK

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FOUNDER & CEO

**Kellie Kwarteng** 



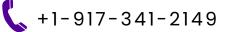
+1-917-444-9251

kellie@halzak.com

#### **Michael Kwarteng**

CO-FOUNDER & DIRECTOR

📞 07441 391261



michael@halzak.com