



## RECRUITING

The right team to help build yours.

### Who we are:

NVSA Recruiting embeds a high-performing, senior-level talent acquisition team directly into your company—and that makes a difference. Many recruitment firms work for the candidate, not the client—we work with and for you. We shorten the recruiting cycle and speed up your talent acquisition efforts. We can work with your executives or internal talent team to optimize your growth plan, and immediately build a pipeline. We don't just throw resumés at the wall and hope something sticks—we become your champions, your voice, your ambassadors.

### We work with you to:

- Launch your employer brand and craft your mission & values statements
- Support your culture – and give people a reason to want to work for you
- Build out and train your core talent team
- Craft recruitment strategy
- Scale internal infrastructure
- Foster a diverse, inclusive environment that keeps people happy at work no matter their background, level, on-site or remote
- Set up your careers page and develop recruitment materials
- Rev up your social media content and rankings: Glassdoor, LinkedIn, and others
- Establish & curate your engineering blog – because engineers do their research!

### We deliver:

- Below Average Cost Per Hire (CPH)
- Applicant Tracking System (ATS) selection
- Compelling job postings
- Recruitment pipeline – initial candidate outreach through onboarding
- Executive and management recruitment/interview training
- Guidance on compensation and benefits plans
- A long-term roadmap – recruiting events, executive roundtable engagements, speaking engagements
- An effective, reasonable, and ROI-oriented cost structure
- Matching product development cycles with resource needs
- Forecasting – 6, 12, 18 months out
- Analysis & alignment – the metrics that matter, from full-process reporting to team growth to industry & competitor comparisons

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