

# Advice for Founders

Quick Hiring Guide





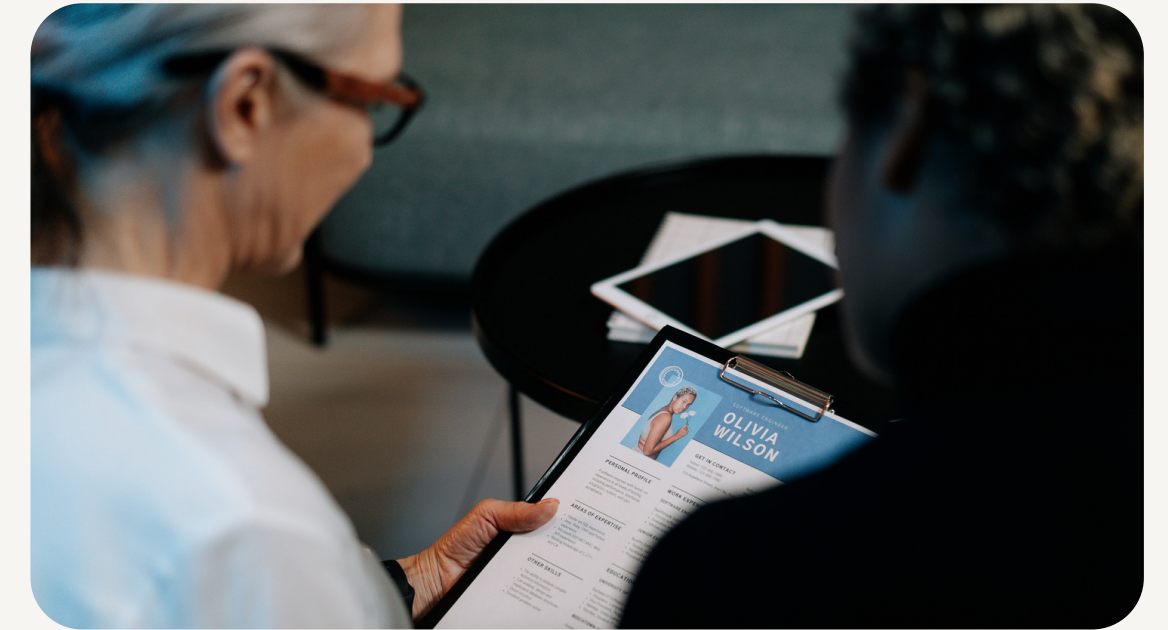
# Objectives



**Explore Our Services & Why They Matter**



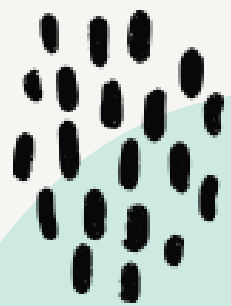
**Share Risk Management Techniques for Founders**



**Explain Best Practices for Hiring & Runway Planning**

# Services

- ✓ Full-cycle Recruitment & Sourcing
- ✓ Hiring Process Design & Management
- ✓ Organizational Planning: Compensation & Headcount
- ✓ Vacancy Marketing & Employer Branding
- ✓ Offer Negotiation & Paperwork
- ✓ Human Resources



# Commitments

- ✓ Recruit **top-quality talent** on a startup friendly budget & **give you time back** to build your company.
- ✓ Create an agile "**new age of work**" **business model** that is **built to scale** & keep pace during rapid growth.
- ✓ Remove bias from hiring processes, **cultivating diverse, innovative talent** to **advance the company's mission & vision**.
- ✓ Limit growing pains with a **high-touch advisory approach** & guidance for **successful, sustainable expansion**.

# Advice for Founders

- **Project Hiring Plans from Immediate Need to 18 Months**
  - Pair with Financing Timeline & Annual Reviews
- **Scope the Value of the Role**
  - Indefinite
  - Temporary
  - Replaceable



**Candidate Experience =  
Loyalty + Culture**



# Candidate Experience

## Your Recipe for Success Starts with the Hiring Plan

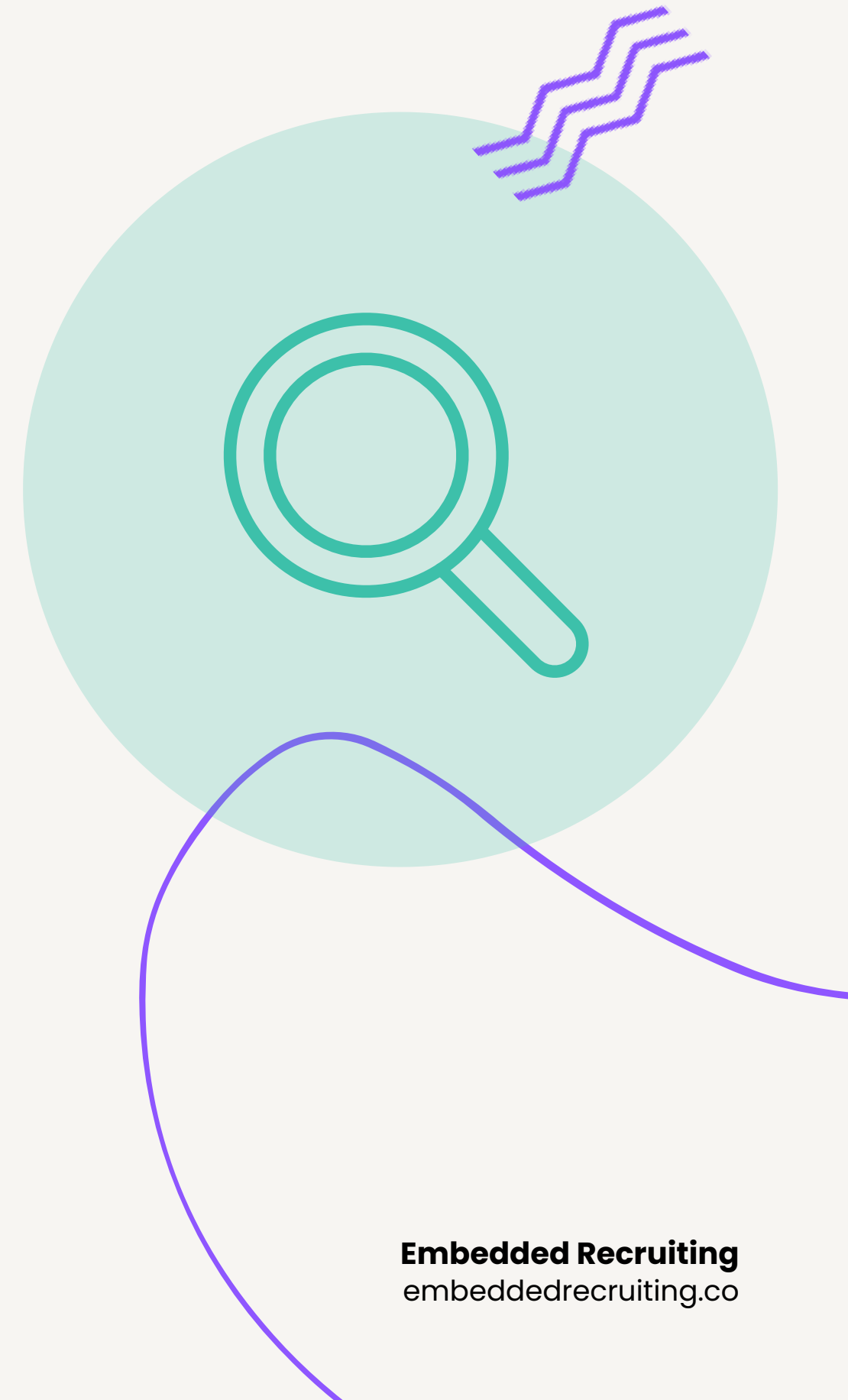
- Set Clear Expectations & Timeline
- Build Trust & Overcommunicate
- Do What You Say You'll Do



# Recruiting

## Full-Focus Role

- Requires Diplomacy, Social Consciousness, & Sales Skills for Quality Hires
- Listening for Unspoken Candidate Needs
- Founders Spend 50% of Their Time on Recruitment





# Membership Enrollment

## Employee Buy-In

### Design the Job

- Build a Progressive Interview Process
- Clear Impact & Scope for the Next 18 Months
- Pair Candidate Expertise to Product Roadmap
- Attract Talent Through Narrative of Interesting Problems the Role Will Solve
- Motivation Through Growth Opportunity & Challenge



# Membership Enrollment

## Employee Buy-In

### Create Social Ties

- Budget for Team Building Events & Activities
- Quality Production, Retention, & Advocacy

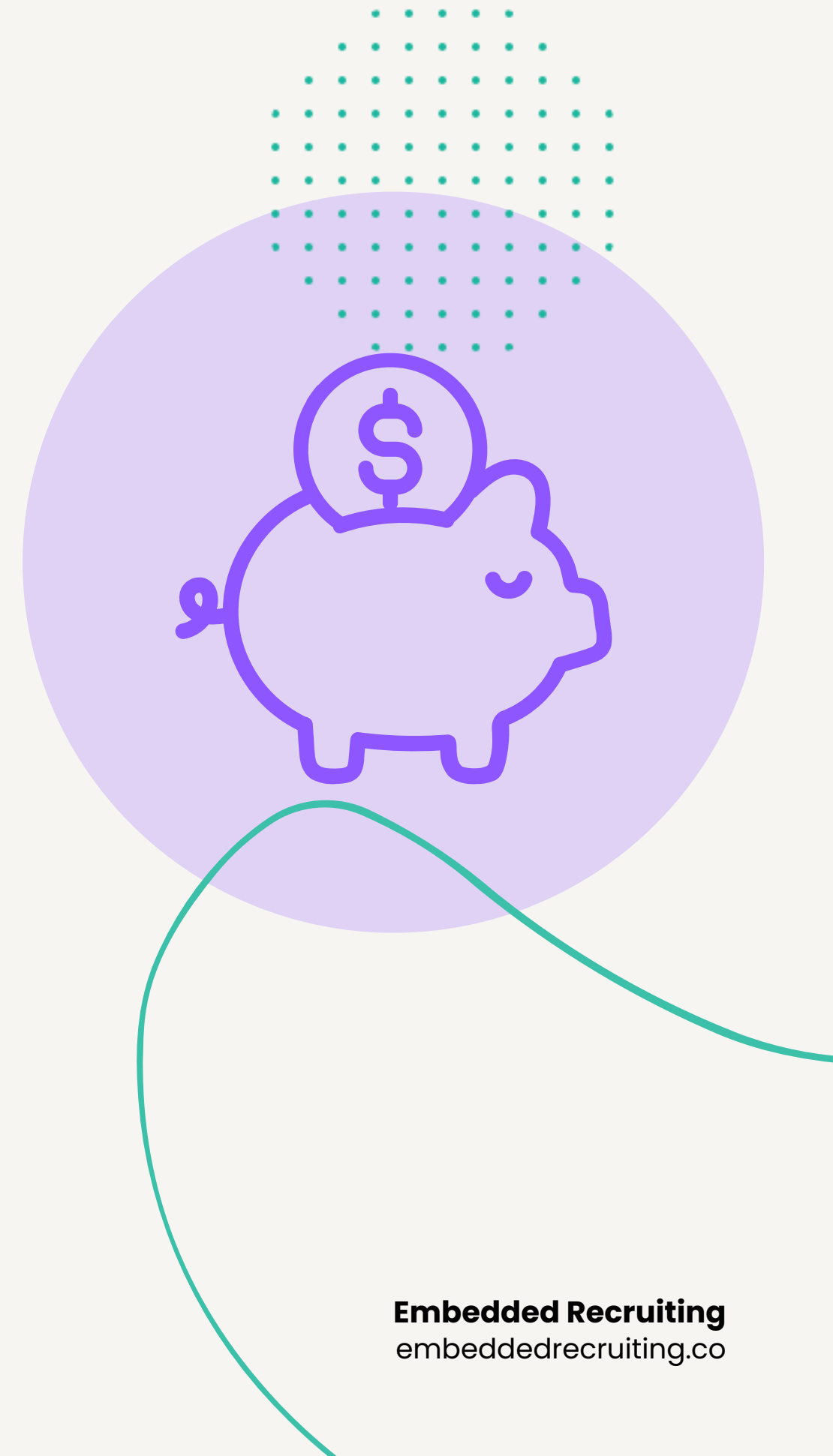
**Emotional Safety + Collaboration = Innovation & Productivity**



# Retention

## Cost of Employee Replacement Can Be 2x Salary

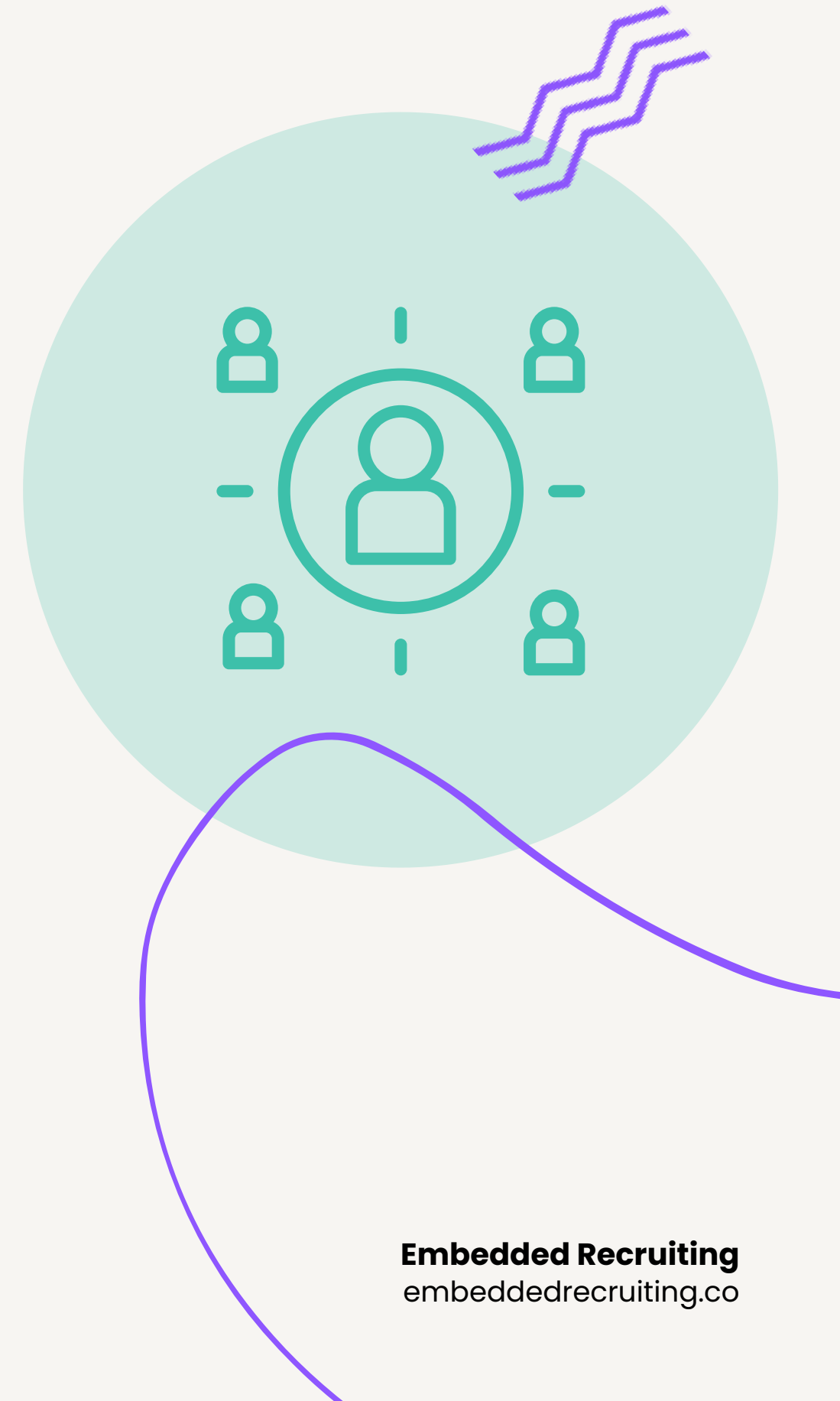
- Risk Mitigation Starts with the Candidate Experience
- Get Honest About Company & Candidate Value Matching
- Invest in Upskilling, Growth Opportunities, & Visible Impact



# Recruiting

## On-Demand Support with No Overhead Expense

- Minimize Hiring Missteps & Compliance Risks
- Founders Get a Dedicated Owner for a Tailored Hiring Process
- The Candidate Experience Is Curated, Consistent, & Calculated





# Advice for Founders

## Top 3 Values for Top-Quality Candidates

- Career Growth
  - Translation: Upskill
- Work from Anywhere
  - Translation: Trust & Privacy
- Profit Sharing
  - Translation: Ownership Mentality



**Recruiting is a  
specialized talent that  
draws in high-quality  
candidates.**



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# Contact



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**Free Compensation Guidance**