

VC-backed Health Tech

CLIENT SNAPSHOT

Seed Stage Health Tech Company

\$3.3m

in ARR

15

Employees



LaunchWell helped us land 5 critical hires in 5 months, ranging from CXO to Director level, while building scalable People infrastructure and a structured hiring process, without adding fixed Talent or HR headcount.”

— Co-Founder, President

Situation

First Institutional Capital Raised

No HR Structure

Rapid Client Growth

Leadership Gap

RISKS

- Loss of operational glue for CS, Sales, Engineering, & Product teams
- Founder bandwidth stretched managing transition
- Client delivery instability during growth phase
- Executive mis-hires at early inflection point

LaunchWell Engagement



Fractional Talent & HR Partner

Partnered with President during critical growth phase



Owned Execution

for executive and senior technical searches



Designed & Implemented

Structured hiring framework



Advised Leadership

On ideal client profiles and market-based compensation adjustments

Results



Placed 5x leadership placements (CXO to Director)

Within 5 months



Implemented structured hiring process

Across 100% of roles



Executed market-aligned compensation adjustments

Tied to funding stage



Professionalized Talent & HR systems

To support growth without increasing permanent HR overhead