

# VC-backed FinTech

## CLIENT SNAPSHOT

Seed Stage FinTech Company

\$5m

in ARR

20

Employees



Very excited to close these key positions that we had previously been trying to fill for awhile. Thanks to LaunchWell for sourcing, screening, coordinating, communicating, guiding our interview process, and recommending best practices and approaches that led to us finding and closing great candidates."

— CTO

## Situation

No HR Structure

Rapid Client Growth

Highly Specialized Talent Requirements

### RISKS

- Slowed product roadmap due to hiring gaps
- Teams stretched by ineffective hiring practices
- Inability to attract senior technical hires

## LaunchWell Engagement



### Fractional Talent Partner

Partnered with CTO during critical growth phase



### Full-Cycle Recruiting

Owned the entire hiring lifecycle from sourcing to offer



### Owned Execution

for technical searches



### Advised Leadership

On labor profile and market-based compensation

## Results



### Placed 3 highly specialized Engineering hires in 12 weeks

Roles previous recruiters could not fill



### Brought consistency and rigor to technical hiring

Through a structured and repeatable process



### Calibrated compensation to market standards

Ensuring competitive positioning



### Built a targeted competitor map

To unlock passive candidate pipelines from similar organizations