



Feldspar & Flint

STRATEGY | TALENT | GROWTH

A GUIDE TO HIRING

RECRUITING SUPPORT TO FILL ROLES FASTER FOR HIRING MANAGERS

WWW.FELDSPARFLINT.COM



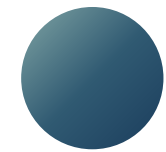
Welcome

Thank you for taking the time to review our services. In today's market, hiring delays quickly create real business impact: increased workload, slower execution, and missed opportunities. Our focus is to help you hire faster without sacrificing quality. We partner closely with your team to understand the real need behind each role, build targeted pipelines, and drive consistent momentum through screening, communication, and accountability. We look forward to supporting your hiring goals.

About Feldspar & Flint

Feldspar & Flint is a NYC-metro based Recruiting firm specializing in Permanent and Temporary hiring, focusing on core business functions for our clients. We help organizations get talent to market fast by delivering highly qualified, pre-screened candidates and maintaining consistent communication throughout the hiring process. Our approach is execution-driven, focused on reducing time-to-fill, protecting team capacity, and producing measurable hiring results.

Our Mission



Our mission is to build meaningful, trust-based relationships with clients, partners, and team members, grounded in integrity, collaboration, and excellence.

At Feldspar & Flint, we are grounded in a simple belief: hiring should create momentum, not friction. When key roles stay open, the impact is immediate, workloads increase, deadlines slip, and performance across teams begins to strain. That's why we exist: to help organizations solve hiring challenges quickly and effectively, without sacrificing quality.

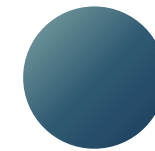
Our approach is structured, disciplined, and highly responsive, designed to move faster than traditional recruiting models while still delivering candidates who are technically aligned, professionally vetted, and ready to contribute.

We don't measure success by resumes sent, we measure it by roles filled, teams stabilized, and outcomes protected. Through targeted sourcing, rigorous screening, and clear communication, we deliver accountable execution. Our team operates as an extension of yours, focused on speed-to-market, quality hires, and consistent results.



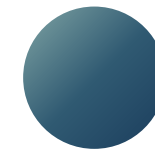


Hiring delays and limited capacity create costly strain



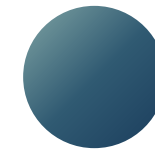
Lack of Quality Candidates

A limited pool of qualified candidates slows hiring and increases strain across the business. Recruiters spend more time sourcing and screening, while hiring managers waste hours on unqualified applicants. As roles stay open, existing employees absorb extra work, reducing productivity and increasing burnout risk. The longer a position remains vacant, the greater the operational impact.



Compensation Isn't Competitive

When compensation isn't aligned with the market, hiring slows down quickly. Candidates disengage, offers get declined, and roles stay open longer than planned. As vacancies extend, managers and employees are forced to cover the workload, often leading to overtime, burnout, and reduced productivity. The longer the gap remains unfilled, the more costly and disruptive it becomes to operations.



Hiring Process is Slow

A slow hiring process creates avoidable delays that impact productivity and strain team capacity. When interviews, feedback, and approvals take too long, strong candidates lose interest or accept other offers. As roles remain open, workloads shift to existing employees, increasing burnout risk and reducing performance. Speed and consistency in the hiring process are critical to securing top talent.





Our Search Methodology



Targeted Talent Mapping + Proactive Outreach

Build qualified pipelines beyond job boards by sourcing passive candidates, screening for must-haves, and delivering interview-ready talent faster.



Market Compensation Calibration

Provide real-time pay benchmarks and candidate feedback in order to adjust ranges, level expectations, or total compensation to reduce offer declines and restarts.



Structured Screening + Shortlist Control

Use consistent screening criteria (skills, scope, communication, availability) to reduce unqualified interviews and tighten slate quality, saving manager time.



Hiring Cadence + Process Acceleration

Drive scheduling, follow-up, and fast feedback loops (24-48 hour cadence) to keep candidates engaged, reduce drop-off, and shorten time-to-fill.





Modern Recruiting Powered by AI + Best-in-Class Tools

We invest in AI-powered tools and workflows to identify, engage, and qualify candidates efficiently, so clients don't have to.

- CRM + ATS optimization to track pipelines, maintain momentum, and improve visibility
- AI-driven sourcing to expand reach and surface qualified passive talent faster
- Contact intelligence tools to improve accuracy and connect with the right decision-makers
- Automated communication workflows (email, text, scheduling) to reduce delays and drop-off
- Market insight + reporting to benchmark compensation and adjust search strategy in real time



Industries & Hiring Areas We Support

Industries

- Financial Services
- Healthcare & Hospitals
- Professional Services
- Manufacturing
- Software
- Retail & Consumer Services
- Logistics, Warehousing & Transportation
- Construction & Engineering
- Hospitality

Business Functions

- Executive Leadership & C-Suite
- Operations & Supply Chain
- Human Resources & Talent Management
- Legal & Compliance
- Technology & Data
- Finance & Accounting
- GTM Strategy & Digital Marketing
- Healthcare & Life Sciences





Next Steps

Hiring Alignment Call

- We'll review your priority roles, timelines, and what good looks like, no commitments, just clarity.

Market & Process Check

- We'll walk through your current hiring flow and share quick feedback on bottlenecks, compensation alignment, and why candidates may be dropping off.

Pilot Search on One Role

- Pick your hardest open position and let us run a focused search as a test, then evaluate results before expanding.



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THANK YOU

Thank you for taking the time to review and consider Feldspar & Flint as a recruiting partner. In today's market, the cost of open roles and hiring delays is real, impacting productivity, team capacity, and results. Our approach is built on speed-to-market, high-quality candidate delivery, and full accountability throughout the process. We value long-term partnerships and look forward to understanding your hiring goals and earning your trust through performance.



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