



**Feldspar & Flint**

STRATEGY | TALENT | GROWTH

# HIRE FASTER & SCALE TEAMS

*SUPPORTING START-UPS POST FUNDING*

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WWW.FELDSPARFLINT.COM



# Welcome

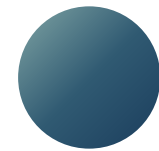
Thank you for taking the time to review our services. In today's market, hiring delays quickly create real business impact: increased workload, slower execution, and missed opportunities. Our focus is to help you hire faster without sacrificing quality. We partner closely with your team to understand 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 recruiting firm specializing in permanent and temporary hiring for high-growth companies. We partner with recently funded startups to help scale teams quickly across core business functions.

Our process is built for speed and precision, delivering highly qualified, pre-screened candidates, maintaining consistent communication, and keeping hiring teams aligned from kickoff to close. The result is faster time-to-fill, reduced internal strain, and measurable hiring outcomes that support rapid growth.

# Our Mission



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

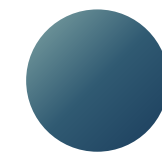
At Feldspar & Flint, we believe hiring should create momentum, not friction, especially for high-growth startups. When critical roles stay open, the impact is immediate: product timelines slip, teams stretch thin, and execution slows. We exist to help venture-backed companies scale headcount quickly and confidently, without sacrificing the quality needed to sustain growth.

Our approach is structured, disciplined, and highly responsive, built to deliver candidates fast who are technically aligned, professionally vetted, and ready to contribute. We measure success by hires made, teams stabilized, and business outcomes protected. We operate as an extension of your team to drive speed-to-market, reduce internal strain, and produce consistent hiring results.



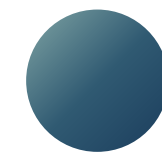


# Funding Creates Momentum. Hiring Delays Kill it.



**74%**

Of Employers say they are struggling to find the skilled talent they need.<sup>1</sup>



**46.2**

Average amount of days between a candidate's first interaction and an accepted offer in 2025.<sup>2</sup>



**30%**

Average cost of an employee's first year earnings when making a hiring mistake.<sup>3</sup>



# Mounting Risk

Quality of Talent, Speed to Hire, and Cost creates a Compounding Growth Problem



## Execution

Open roles stay unfilled longer, which slows product delivery, sales motion, and customer support.



## Overload

Existing employees absorb extra work, increasing burnout risk and lowering performance.



## Time

Longer cycles mean more candidate drop-off and restart effort, and a mis-hire can force a full reset wasting time and budget.



## Runway

Every extended vacancy or wrong hire consumes funding without producing output, making scaling less predictable.





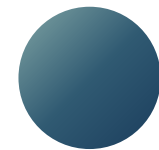
# Our Services

Flexible Hiring Solutions to Scale Teams Fast.  
Now & Long-Term.



## Consulting

Immediate support to keep business-critical work moving while you complete a project or direct-hire search. This flexible, short-term solution helps protect momentum and reduce operational strain, at a fraction of the cost typically charged by large, big-name consulting firms.



## Direct Hire

Secure full-time professionals to drive long-term impact and support sustained growth. We identify, vet, and deliver highly qualified candidates aligned to your technical needs, team culture, and business goals. We reduce time-to-fill and risk, delivering results without the high fees and complexity often associated with large recruiting firms.





# Modern Recruiting Powered by AI

**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





# Keep Growth Moving with Faster Hiring Support

**A recruiting partner increases hiring capacity, improves outcomes, and supports both full-time and contract hiring.**

- Faster Time-to-Hire (Speed-to-Market)
- Agencies expand sourcing capacity immediately and deliver qualified candidates faster, reducing vacancy time and keeping growth plans on schedule.
- Higher Quality Talent + Better Hiring Decisions
- Strong screening and targeted outreach improves candidate fit, reduces mis-hires, and strengthens long-term team performance.
- Immediate Execution Through Contract Support
- Contract and consulting talent can step in quickly to cover urgent projects, bridge gaps, and protect productivity while permanent searches run in parallel.
- Reduced Internal Strain + More Predictable Hiring Outcomes
- Agencies take on sourcing, coordination, and pipeline management, freeing leadership and hiring managers to focus on execution, while improving hiring consistency and results.





# 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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