

[Who We Are](#)

[Our Specialties](#)

[Positions We Fill](#)

[Vacancy Drain](#)

[Intangible Costs](#)

[Why OTB?](#)

[Our Secret Sauce](#)

[Global Coverage](#)

[Our Process](#)

[Our Clients](#)

[Testimonials](#)

[Case Studies](#)

[Pricing](#)

[Contact](#)

ON THE
Brink
RECRUITING



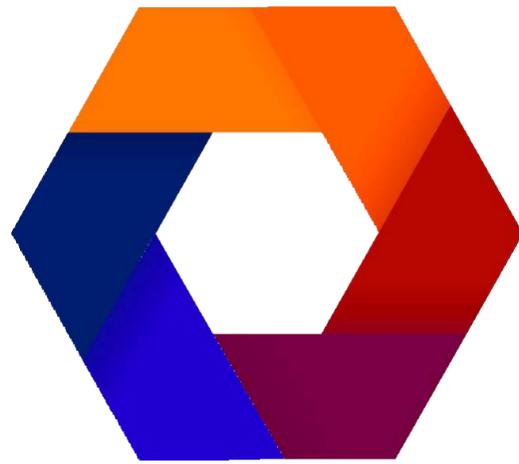
Recruiting is a people business, and we are the link.

We're a **full cycle** recruitment agency.

We recruit, source, and manage highly skilled talent required to succeed in an increasingly competitive, technology-driven world.



Our Specialties



Full Cycle Recruitment



Startup to Medium-size
companies
Seed to Series C



Companies breaking
into or expanding in
the U.S. market



Positions We Fill



Marketing/
Design



Sales



Executive
Management



Development



Engineering

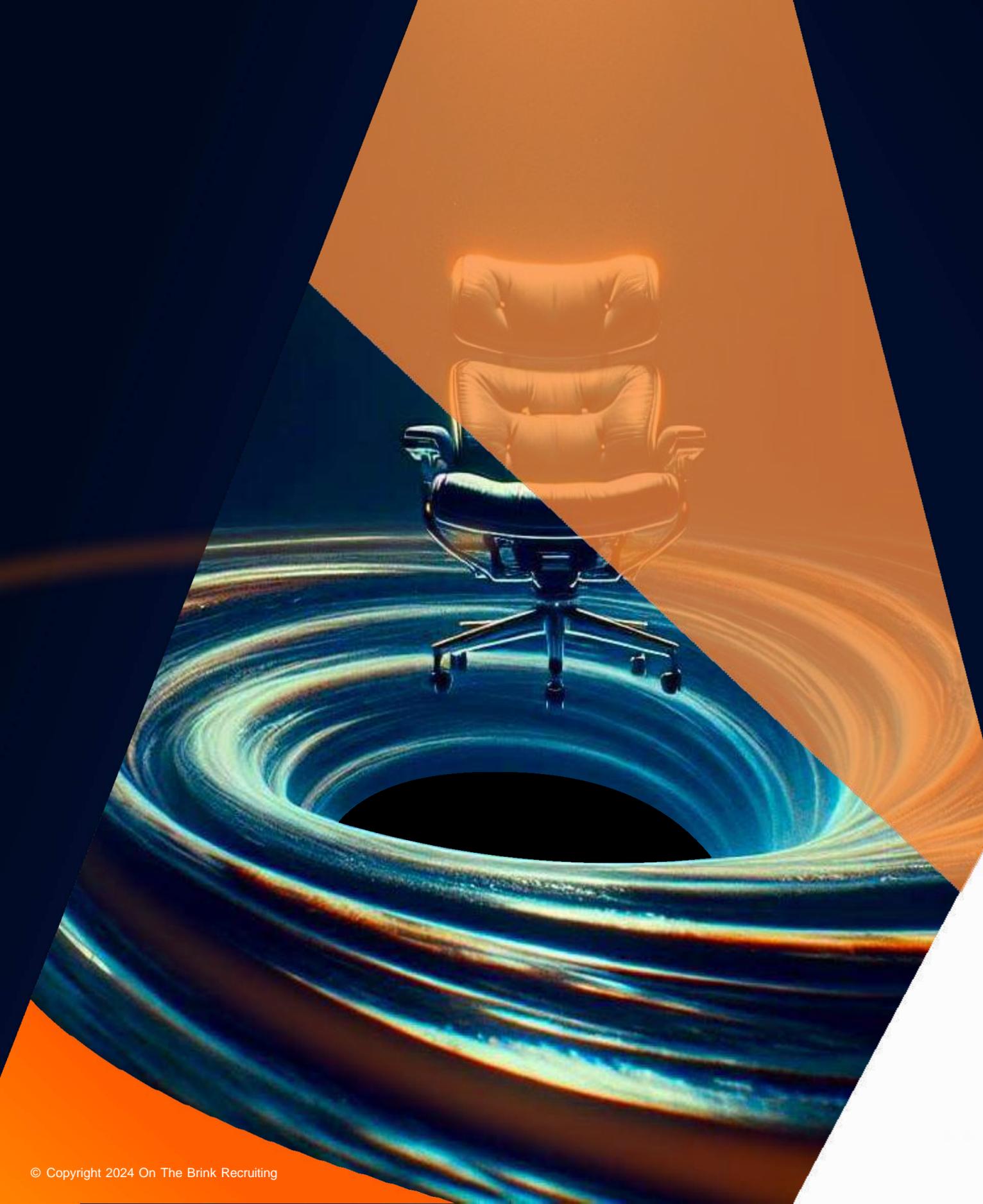


Customer
Success/
Professional
Services



Industry Expertise





The Vacancy Vortex

A **TRILLION** dollar tragedy

- Executive vacancies can cost up to **213% of the employee's salary.** ¹
- Skilled labor vacancies in tech can cost up to **150% of the employee's salary.** ¹
- Vacancies as a whole, cost the US economy a staggering **1.08 Trillion per month.** ²

1. 'The Real Cost of Unfilled Jobs', Propel HR (www.propelhr.com);

2. 'The Cost of Open Jobs', Lightcast Research, (www.lightcast.io)

The Empty Chair Vicious Cycle

Empty chairs = **FUD** = Empty chairs

- Loss of client confidence
- Loss of competitive advantage
- Decreased customer satisfaction
- Increased workload and overtime
- Loss of employee morale and engagement
- Decreased productivity and missed milestones



Why On The Brink?



1. Speed

We're fast. We save time and money by shortening the job fill cycle. In our over 10 years of recruiting, we've streamlined our process for efficiency.



2. Access

We're connected, and our talent pool is deep. We offer our clients access to a larger selection of qualified and vetted candidates.



3. Expertise

We're recruiters. Pinpointing and placing talent is our core competency for over 10 years. Stay focused on your goals while we find your team.



The Secret Sauce

Our formula is fine-tuned to reach, attract, and deliver talent.



Talent Attraction

We convey compelling and intellectually rigorous narratives that demonstrate a thorough understanding of the client, the value of their product and their company.



Experience

We deliver high-touch, white glove candidate experiences based on honesty, integrity, and trusted partnership.



Reach

Expertise working with international companies that are hiring and expanding in the U.S., U.K., and global tech hotspots.



Delivery

Whether working with internal or external clients, executives count on us to consistently negotiate and deliver excellent hiring outcomes.

We've got you covered.

We work with international companies hiring and expanding in the US, UK, and other global tech hotspots.

Canada

United States

Germany

UK

Finland

Israel

Romania

Ukraine

Brazil

Singapore



Our Process

Week 1

1

Kick-Off

Align search strategy, based on desired mission outcomes, and competencies for the role.

2

Create Profile

Determine the ideal candidate profile, focused on critical skills and past experiences.

3

Compensation

Set target/mix, preferred location, etc.

4

Outreach & Vetting

Engage potential candidates, conduct extensive phone and video screening.

5

Calibration

Tighten search to ensure alignment on search strategy and tweak as needed.

Weeks 2-4

6

Candidate Biographies

Produce and provide updates, present candidates, address bottlenecks, etc.

7

Interviews

Schedule and streamline the interview process, making it fast, reliable and convenient

8

Salary Negotiation/ Offer

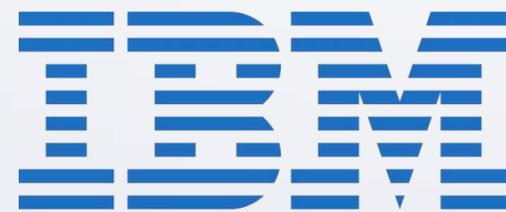
Negotiate competitive offers and ensure they are signed.



Our Clients

We work with startups to Fortune 100 companies, to venture capital firms, filling roles for their portfolio companies.

We see the impact of each new hire reflected in the massive growth of our clients.



Client Testimonials

“

Sean and the team at OTB Recruiting were instrumental in the accelerated growth of UiPath. They consistently delivered great results on time.

Ex-Chief People Officer,
UiPath,
Current Investor/Advisor

Working with On The Brink Recruiting for our recruitment needs has been an unparalleled partnership.

Chief People Officer,
AI Automation Company

Sean is a rare, top-notch professional who combines a strategic view, understanding of the Fintech and B2B SaaS industry specifics, with a very smart and focused approach.

Co-Founder & CEO,
Fintech Company

Working with Lana, two things set her apart: Communication and Passion. Lana cares deeply about finding the right match for company & candidate, & that passion results in great relationships.

VP Integrations Architecture,
Cyber Security Firm

”

Testimonials given April, 2024

Candidate Testimonials

“

Sean is an excellent Recruiter! His strong communication skills let me know how I was progressing and what to expect next, providing support and collaboration through the process.

VP of Marketing,
AI Process Automation Company

Sean and the On The Brink Recruiting team offers comprehensive recruitment services tailored to meet the unique needs of start-ups. They will deliver against your needs.

”

Head of Partnerships,
Automation Company

Testimonials given April, 2024



Pricing

Fee agreement to be provided and agreed upon prior to engagement.



Contingency Search

- Percentage of first year annual base salary
- Only pay when a candidate is hired
- **90-day guarantee** with replacement and/or pro-rated refund option



Retained Search

Let's talk.
We work with you on a case-by-case basis.



Contact

www.OTBRecruiting.com



Sean

sean@otbrecruiting.com

801-771-9000



Lana

lane@otbrecruiting.com

801-413-1995

