



# VANTAGE

25 Years Finding IT Talent

**FREE** TECH TALENT





1ST PLACEMENT  
**FREE**

**100% REBATE**  
GUARANTEED

HELP DESIGN &  
IMPLEMENT YOUR  
**RECRUITMENT,**  
**ONBOARDING** AND  
**RETENTION**  
PROCESS &  
STRATEGY

4 EXPERIENCED  
START-UP  
**EXPERTS**



# Welcome to Vantage: Your Partner in Tech Startup Recruitment

At Vantage, we understand the vibrant landscape that startup tech organisations navigate. As pioneers in the recruitment industry, we offer tailored solutions designed to propel your startup's success through the strategic acquisition of top-tier talent.

## Why Partner with Vantage?

### **Industry Expertise:**

Our seasoned team of recruiters possesses in-depth knowledge of the tech sector. We stay abreast of the latest trends, emerging technologies, and the specific skill sets that drive success in startup environments.

### **Agility and Flexibility:**

Startups demand agility. We recognize the fast-paced nature of your industry and offer flexible recruitment solutions that adapt to your evolving needs. Our agile strategies ensure a swift and efficient hiring process.

### **Cost-Effective Recruitment:**

We understand the importance of cost-effectiveness for startups. Our recruitment strategies are designed to deliver results without compromising your budget, allowing you to allocate resources where they matter most.

### **Access to Exceptional Talent:**

Through our extensive network and proactive sourcing techniques, we have access to a pool of highly skilled professionals in the tech industry. We focus on identifying candidates who not only possess the necessary technical skills but also align with the culture and vision of your startup.



### **End-to-End Support:**

From initial talent acquisition to onboarding, we provide comprehensive support throughout the recruitment lifecycle. Our services include candidate sourcing, screening, interview coordination, and assistance with the final selection process.

### **Market Insight and Benchmarking:**

Stay competitive with our market insights and salary benchmarking. We offer valuable data to help you attract and retain top talent in a rapidly evolving industry.

## What We Offer

### **Talent Acquisition:**

Identifying Skill Sets: We work closely with you to understand the specific technical skills and expertise required for various roles.

We proactively search for and identify potential candidates within the industry.

### **Recruitment Strategy:**

Tailored Recruitment Plans: We develop customized recruitment strategies based on your startup's unique needs and goals.

Market Insights: We provide insights into the current job market and salary trends to help you remain competitive.

### **Candidate Screening:**

Technical Assessment: We conduct technical assessments to ensure candidates possess the necessary skills and knowledge.

Cultural Fit: We evaluate candidates for cultural fit within your startup's work environment.



### **Efficient Hiring Process:**

Streamlined Processes: We help optimize the hiring process to reduce time-to-fill and secure top talent quickly.

Interview Coordination: We assist in scheduling and coordinating interviews with candidates.

### **Access to a Talent Pool:**

Industry Connections: We leverage our networks and relationships to tap into a pool of qualified candidates.

Database Access: We utilize our in-house database of potential candidates to find suitable matches.

### **Contract and Temporary Staffing:**

Flexibility: We offer contract staffing solutions for specific projects or to fill immediate needs.

Contract-to-Hire Options: We provide the option to hire candidates on a temporary basis with the possibility of a permanent role later.

### **Market Knowledge:**

Industry Insights: We provide insights into industry trends, ensuring you stay informed about the latest developments.

Salary Benchmarking: We offer guidance on competitive salary ranges to attract top talent.

### **Diversity and Inclusion:**

Diverse Candidate Pools: We actively seek and present a diverse pool of candidates to promote inclusivity within your startup.

Inclusive Hiring Practices: We provide advice on inclusive hiring practices to foster a diverse workplace.



### **Onboarding Support:**

Orientation Assistance: We help coordinate the onboarding process for new hires, ensuring a smooth transition into your startup's culture.

We continue to stay engaged post-placement to address any concerns or additional needs.

### **Market Branding:**

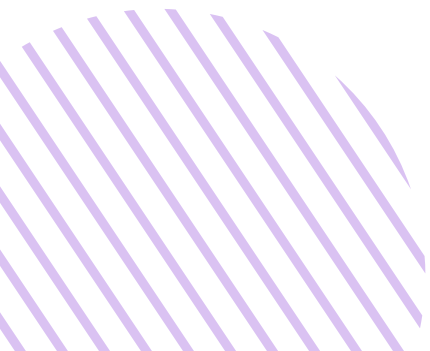
Employer Branding: We assist in developing and promoting your employer brand to attract top talent.

Positioning as an Employer of Choice: We showcase your startup as an attractive workplace for skilled professionals.

### **Retention Strategies:**

Feedback Loop: We establish a feedback loop to understand candidate experiences and improve the recruitment process.

Retention Strategies: We provide recommendations for employee retention strategies.



# Meet Our Startup Experts:

Our team possesses a wealth of experience and expertise in working with startups in Ireland. With a successful track record of growing technical teams from scratch, developing recruitment strategies, and implementing effective onboarding and retention programs, Vantage is well-equipped in driving the growth and success of your business.



**Jason McNeill**

Managing Director



**Kevin Hearn**

Director of Ops & People



**Sharon Murray**

Commercial Manager



**Cathy Wojnicki**

Team Lead & Tech Recruiter





# Contact us:

[www.vantage.ie](http://www.vantage.ie)

[vantage@vantage.ie](mailto:vantage@vantage.ie)

+353 (1) 295 2850

**Jason McNeill,**

**Managing Director**

[jason.mcneill@vantage.ie](mailto:jason.mcneill@vantage.ie)

(087) 248 3256

**Kevin Hearn,**

**Director of Ops & People**

[kevin.hearns@vantage.ie](mailto:kevin.hearns@vantage.ie)

(085) 815 0543

**Sharon Murray,**

**Commercial Manager**

[sharon.murray@vantage.ie](mailto:sharon.murray@vantage.ie)

(089) 606 3832

**Cathy Wojnicki,**

**Team Lead**

[cathy.wojnicki@vantage.ie](mailto:cathy.wojnicki@vantage.ie)

(086) 222 2901

