

IT AVALON

# Shaping Teams Who Innovate The Future

Expect More – We're Resetting  
Standards in Recruiting

IT Avalon stands out in tech recruiting. We reset the benchmark on hiring speed and quality, averaging **1.7 candidates** to every hire – more than **4 times** or **80% better** than the industry average. Our rich database of top-tier candidates and methodology enable precise targeting, leading to a faster close, major cost avoidance, and time savings of weeks to months. The business outcome? New hires reinforce your business sooner. Faster productivity impact translates to faster material impact on your top-line growth and bottom-line cost efficiency.

## Our Services

We take a holistic view of your workforce needs. We triangulate your needs for full-time **employees, contractors, and contract-to-hires** as one human capital strategy. Our methodology applies to all hire types, giving us the flexibility to partner with you as your business grows over time. Our specialization:

- AI engineering
- IT infrastructure
- Project managers
- Software engineering
- Data management

## Our Benefits

Our founders are lifelong recruiters who only hire career recruiters. We focus on top talent, not any talent. We are surgical in matching candidates to hiring managers, focusing on soft-skill alignment more than other agencies.

- Specialize in hard-to-fill roles
- Candidate assessment
- Experienced recruiters
- Cultural fit assessment
- Top-tier talent database
- AI-enabled sourcing
- Medical, 401k for contractors
- Post-hire check-in

**1.7** Candidates  
to Every Hire

**95%** Talent  
Retention Rate

**14** Avg. Years  
Experience

TECH RECRUITMENT

# Our Proven Methodology for Acquiring Top-tier Talent

There is a reason why we have the fastest close rate of quality talent in the industry at **1.7 candidates** per hire. Our methodology is proven. It speeds time to value and productivity for your business. Focusing on top-tier talent that actually matches the job description, soft skill requirements, and corporate culture, avoiding wasted time and opex.



## 1. Collaborate

A consultative, efficient partnership that you can trust. We're proactive and problem-solve so you can focus on other important priorities.



## 2. Source

We only source and distill top-tier talent. We rely on a decades-long database of successful candidates and carefully assess soft skills of candidate and client alike.



## 3. Hire

We focus on top-tier (vs. any-tier) talent sourcing and matching. We avoid wasting client time with unnecessary interviews.



## 4. Onboard

After hire, we do not run away. We ensure onboarding occurs efficiently and painlessly. We broker both sides and enhance communication.



## 5. Post-hire

We check in regularly to ensure desired productivity and foster client-new-hire relationship-building. We counsel both sides to ensure success.



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*"IT Avalon takes a fresh, unique approach to recruiting talent that enables our business with greater speed and impact. They have an actual methodology that streamlines recruiting processes to materially impact our business weeks or months faster than other agencies. Their knack for closing hard-to-fill roles, candidate quality, and hiring speed boost our operational scale and productivity."*

-Steve Salaets, CIO & EVP, Rimini Street