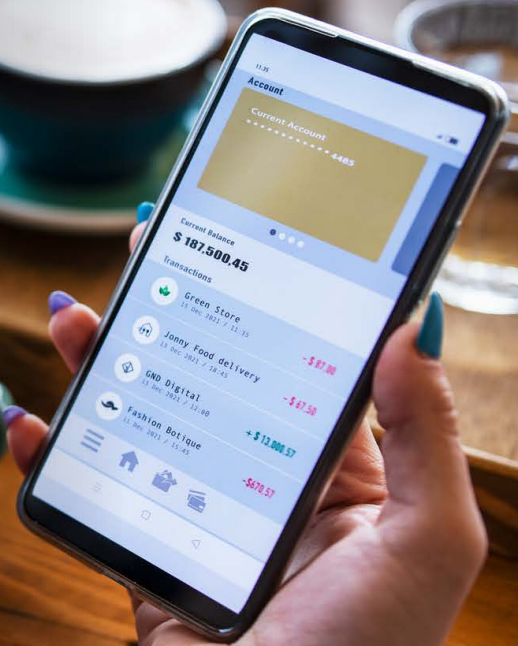


IT AVALON

Shaping Tech Teams Who Protect & Grow Financial Institutions

Expect More – We're Resetting
Standards in Tech Recruiting



IT Avalon has a deep understanding of unique challenges in today's financial sector. We have a history of empowering financial institutions by providing top-tier resources that support technical operations, regulatory compliance, and M&A. 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.

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 financial institution grows over time. Our specialization:

- AI engineering
- Software engineering
- DevOps
- IT infrastructure
- Cybersecurity
- Compliance
- Risk management
- Solution architecture
- 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
- Experienced recruiters
- Top-tier talent database
- Medical, 401k for contractors
- Candidate assessment
- Cultural fit assessment
- AI-enabled sourcing
- 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.

