

THE VOLTFORCE PLATFORM · NOW IN BETA



Filament.

Your platform. Your recruiter. *One system.*

Filament is the platform every VoltForce search runs on. Sourcing, outreach, applicant tracking, your careers page, and a live client portal, in one place. Engaging VoltForce is not buying software and hiring a recruiter separately. It is both, in the same system, working the same pipeline.

One system.

Both of us in it.

BUILT FOR

CLIMATECH · ADVANCED MATERIALS · INDUSTRY 4.0

Pre-seed through Series C · United States and Canada

The Talent Behind *Tomorrow.*

01 · ONE SYSTEM

The whole search, *in one place.*

Filament runs the entire search end to end. The sourcing that finds candidates. The outreach that reaches them. The tracking that moves them through your process. The careers page that brings them in. And the portal where you watch all of it happen, live.

SOURCING + OUTREACH

Native LinkedIn capture, an industry-tuned skill taxonomy, automatic dedup so no candidate is worked twice, and throttled outreach that protects deliverability.

APPLICANT TRACKING

Every candidate, every stage, every note. Sourced, contacted, screened, interviewed, offered, placed. One record, from first touch to signed offer.

YOUR CAREERS PAGE

Inbound applications land in the same system the search runs in. Nothing rekeyed, nothing lost in the gap between tools.

OWNED END TO END

Filament is self-hosted on infrastructure VoltForce owns and operates.

Your data. *Yours alone.*

No third-party SaaS touches it. Your shortlist is never fed into a shared candidate database, and your search is not visible to any other VoltForce client.

Not a stack of tools. *A system.*

A specialist, *already inside.*

Software gives you somewhere to put candidates. It does not go find them. Every Filament client has a VoltForce recruiter who has spent their career inside climatech, advanced materials, and Industry 4.0, working the pipeline in the same system you are watching.

FILAMENT BETA / Director of Process Engineering				18 candidates in pipeline
CANDIDATE	TITLE	LOCATION	SALARY	STAGE
TG Tomás García	Director of Engineering BatteryCo	Berkeley, CA	\$265K	OFFER
SK Sarah Kim	Sr. Process Engineer Materials Inc	Boston, MA	\$210K	INTERVIEWING
OM Olivia Marsh	Process Engineer Cell Mtg	Toronto, ON	\$185K	INTERVIEWING
MT Marcus Tan	Sr. Materials Scientist Chemicals Inc	San Francisco, CA	\$225K	SUBMITTED
PR Priya Rao	Process Engineer EnergyCo	Austin, TX	\$195K	QUALIFIED
DL David Lin	Operations Lead Manufacturing	Seattle, WA	-	CONTACTED
AS Anna Sato	Materials Scientist Refining Co	Vancouver, BC	-	APPLIED

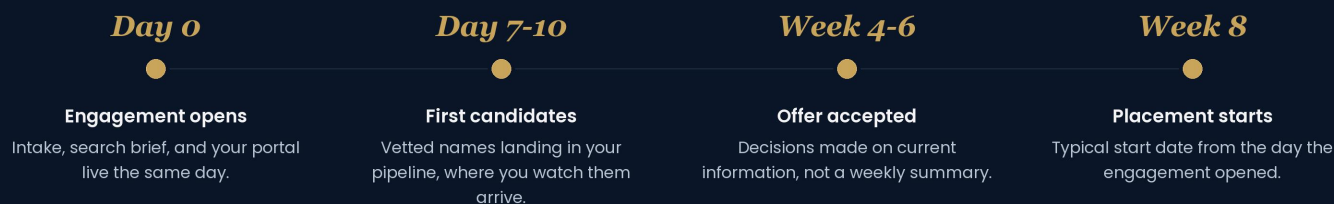
- Every candidate, every stage, every note.**
 Surfaced the moment it happens, visible to both of you.
- The funnel, as it forms.**
 Candidates appear as they qualify, not batched into a slate.
- A sector specialist on the desk.**
 Someone who knew your sub-sector before they read your brief.
- One pipeline, not two.**
 Nothing rekeyed between your system and ours. There is only one.

One pipeline. *Both of you in it.*

03 · WHAT THE COMBINATION PRODUCES

Speed is *a byproduct.*

When the recruiter and the client work in the same system, the search moves at the speed of the work itself. Candidates appear as they qualify. Decisions get made on current information. The process never pauses to assemble a report.



Representative timing from searches inside our three verticals. Actual timelines and candidate volumes vary by role, market conditions, and interview cycles. Not a guarantee of results.

THE RATIO

Three vetted candidates submitted per offer extended.

Depth of vetting. *Not a quota.*

The firm commits to the placement, not to a candidate count. If a search needs fifteen candidates to find the right one, we run fifteen.

The work moves. *You watch it move.*

TRACK RECORD

Every claim here *has a search behind it.*

A selection of engagements, anonymized. The stage, the sub-sector, the roles, and the outcomes are exact.

4 of 4

A seed-stage materials manufacturing intelligence client, built out from the top down. Chief Commercial Officer, Head of Operations, Director of Software and Machine Learning, and Lead Infrastructure Engineer. Every role filled.

VP to *Principal*

Placements across the battery and battery materials value chain, from cell developers through next-generation materials. Engineering, manufacturing, operations, and commercial.

65 *hires*

A brand-new cleantech division stood up from scratch for a large industrial client. Sixty-five senior and mid-senior placements inside twelve months, from org chart on a whiteboard to a functioning organization.

ON NAMES

Most of these searches are confidential, so we do not list client names. Where a client has approved it, we are happy to talk specifics in conversation.

The record *is the argument.*

HOW TO ENGAGE

Three ways to work *with VoltForce.*

Every engagement runs on Filament, with a sector specialist on the desk and your portal live from day one. What changes is the shape of the commitment.

PLATFORM INCLUDED

TALENT PARTNER

Fractional embedded recruiting for teams in a ramp. The lowest cost per hire of any model, built for periods of volume. Six-month minimum. Your platform and your specialist in one engagement, with a client-branded careers page included.

RETAINED

Committed, exclusive engagement for mission-critical hires, single or multi-role. 20% of base salary, less the \$7,500 retainer. Lower for multi-role searches and committed volume.

CONTINGENT

Standard placement engagement for individual hires. Starts at 25% of base salary, invoiced on placement, backed by our replacement guarantee.

Filament comes with a recruiter.
It doesn't require one.

Overleaf.

The Talent Behind *Tomorrow.*

FILAMENT ON ITS OWN

Comes with a recruiter. *Doesn't require one.*

Filament is available on its own, as a subscription. Your team runs your own hiring inside it: your careers page, your pipeline, your candidates, your decisions. No search engagement required, and no VoltForce recruiter on the desk unless you want one there.

YOUR CAREERS PAGE

Roles published under your brand. Applications land straight into your pipeline, not into an inbox.

YOUR TEAM RUNS IT

Your hiring team works the pipeline directly. Review applicants, leave notes, run interviews, move candidates, make the call.

YOURS BY SUBSCRIPTION

An ongoing subscription to the platform, self-hosted on infrastructure VoltForce owns and keeps current.

YOUR COMPANY *Careers*

POWERED BY FILAMENT · BETA

Director of Process Engineering

Engineering · Berkeley, CA · Full time

APPLY

Senior Materials Scientist

R&D · Boston, MA · Full time

APPLY

Manufacturing Operations Lead

Operations · Reno, NV · Full time

APPLY

AND WHEN YOU WANT THE SPECIALIST

Any Filament subscription can add a VoltForce search at any time.

Start with the platform. *Add the recruiter.*

The pipeline you have already built is the pipeline the search runs in. Nothing migrates, nothing restarts.

Tell us what your hiring looks like *this year.*

matt@volt-force.com · volt-force.com

The Talent Behind *Tomorrow.*