

NOW LIVE



# Filament.

Recruitment, *in full view.*

Filament is VoltForce's proprietary recruitment platform. Every search VoltForce runs operates through it. Every client we work with gets a live, end-to-end view of their senior search, from day one through placement closing.

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The funnel you see is  
*the funnel we see.*

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BUILT FOR

CLIMATECH · ADVANCED MATERIALS · INDUSTRY 4.0

Pre-seed through Series C · United States and Canada

The Talent Behind *Tomorrow.*

PILLAR 01 · HIRING INFRASTRUCTURE

# More than *your search firm.*

For most VoltForce engagements, Filament is the platform your search runs on. For Talent Partner clients, Filament becomes part of your hiring stack, included in the engagement.

## CAREERS PAGE

A client-branded careers page hosted on Filament. Your open roles live there. Inbound applicants land directly in your VoltForce pipeline. No separate ATS, no engineering lift.

## TALENT MAP

A talent map that compounds across every search VoltForce runs for you. Every new role sharpens the taxonomy. Year-over-year clients see shortlists land faster.

## EMBEDDED FUNCTION

The depth of a sector-specialist boutique with the infrastructure of an internal team. Without the long-term commitment of a permanent TA hire.

## ADDED VALUE WITH TALENT PARTNER

An ATS subscription alone can run upwards of \$20,000 per year.

# Included with *Talent Partner.*

On top of the client-branded careers page and reduced per-role overhead. All in one engagement.

Filament becomes *part of how you hire.*

# The pipeline, *as it forms.*

Every VoltForce client engaged on a search receives a Filament client portal. It goes live the same day the search does, and stays open from day one through the placement closing.

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

- Every candidate, every stage, every note.**  
 Surfaced the moment it happens, visible to both.
- Your data, yours alone.**  
 Self-hosted on infrastructure VoltForce owns end-to-end.
- The funnel, as it forms.**  
 Not curated, not inflated. Numbers you see are the numbers we see.
- Confidential by design.**  
 Your shortlist isn't recycled into someone else's open role.

Recruitment, *in full view.*

# Sharper hires, *faster.*

VoltForce gets the first vetted candidates in front of you within seven to ten days of a search opening. That speed comes from running senior searches on a platform built specifically for the sectors we serve.

## SECTOR-TUNED TAXONOMY

Filament knows the difference between cathode lines and pack assembly, between hydromet and conventional refining, between additive and CNC. The verticals matter.

## CAREER-ARC MATCHING

The platform surfaces senior people whose trajectories fit the role's actual demands, not just whose resume happens to contain the right keywords.

## CONTINUOUS REFINEMENT

Every search VoltForce runs refines the taxonomy. The platform learns. Each new engagement is sharper than the last.

## THE OUTCOME

Tighter shortlists, faster. Less time spent on profiles that don't fit. More time spent on candidates worth a real conversation.

And sharper still *over time.*

## HOW TO ENGAGE

# Three ways to work *with VoltForce.*

Filament powers every engagement. The structure flexes to fit the shape of your hiring window.

### YOUR ATS, INCLUDED

#### TALENT PARTNER

Fractional embedded recruiting capacity for teams in active scaling mode. Filament becomes your internal ATS: candidate pipeline, client-branded careers page, full portal access. Predictable monthly engagement, and the most cost-effective structure for teams running multiple senior searches in a window.

#### RETAINED

Strategic, mutually committed engagement for mission-critical hires. Single or multi-role. Reduced overall fee in exchange for exclusivity and upfront retainer.

#### CONTINGENT

Standard placement engagement for individual hires. Backed by our replacement guarantee. No upfront fee.

### ALSO

#### Interested in Filament as *a standalone ATS?*

Reach out and let's discuss how to make that work.

Reach out to learn how Filament can  
elevate the way your next *senior search runs.*

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