



The Talent Behind *Tomorrow.*

The specialist boutique for climatech, advanced materials, and Industry 4.0.

PRE-SEED THROUGH SERIES C · UNITED STATES AND CANADA

WHO WE ARE

Powered. Sourced. *Produced.*

Three verticals. *One thesis.*

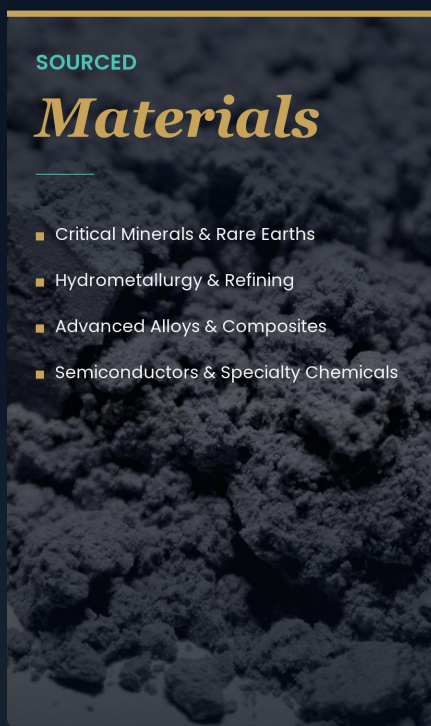
VoltForce is the specialist boutique recruitment firm for the companies reshaping how the physical world is powered, sourced, and produced. Built on a single thesis: the talent moving across these three sectors is the talent we know best.



POWERED

Climatech

- Batteries & Energy Storage
- EVs & Charging Infrastructure
- Grid & Power Electronics
- Hydrogen & Clean Fuels



SOURCED

Materials

- Critical Minerals & Rare Earths
- Hydrometallurgy & Refining
- Advanced Alloys & Composites
- Semiconductors & Specialty Chemicals



PRODUCED

Industry 4.0

- Robotics & Automation
- Additive Manufacturing
- Factory Software & Digital Thread
- Reshored Production

PRE-SEED THROUGH SERIES C · UNITED STATES AND CANADA

Four reasons *clients stay*.

01

Vertical Specialization

Three adjacent industries, deeply understood. We don't take side mandates outside these verticals.

- No generalist coverage. No diluted attention.
- Every search compounds our sector intelligence.
- It is the entire firm.

02

Specialist Recruiters

Every search is led by a recruiter who has spent their career inside our verticals.

- Real expertise, real relationships.
- Never LinkedIn-scraped lists.
- Embedded in flagship industry events and publications.

03

Stage-Aware Recruiting

Pre-seed needs first technical hires. Series A through C needs senior leaders. We engage differently at each stage.

- Stage-specific search calibration.
- Pricing and engagement model fit each profile.
- Never confuses early-stage builds with growth-stage org-design.

04

Filament Platform

Our proprietary, AI-backed recruitment platform. Real-time client portal, sector-tuned matching, owned and operated by VoltForce.

- Real-time pipeline visibility for every client.
- Sector-tuned skill taxonomy and matching.
- Self-hosted, owned and operated end-to-end.

Three ways to work *with VoltForce.*

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

INCLUDES FILAMENT · YOUR ATS, INCLUDED

TALENT PARTNER

Embedded & Fractional.

Fractional embedded recruiting capacity for teams in active scaling mode. Filament becomes your internal ATS. The most cost-effective structure for teams running multiple senior searches in a window.

- Candidate pipeline + portal access
- Client-branded careers page
- Sector-tuned AI matching
- Predictable monthly engagement

RETAINED

Strategic & Committed

Strategic, mutually committed engagement for mission-critical hires. Single or multi-role.

- Reduced overall fee in exchange for exclusivity
- Deeper market mapping & strategic insight
- Embedded pipeline access through Filament
- Single or multi-role engagements

CONTINGENT

Per-Role Placement

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

FOUNDER



Matt Anders, *Founder.*

FOUNDER & PRINCIPAL RECRUITER

Matt founded VoltForce to build a specialist boutique recruitment firm for the operators driving climatech, advanced materials, and Industry 4.0. Over a decade in technical recruitment across energy, battery, and advanced manufacturing sectors.

INDUSTRY ROLES

- **Workforce Program Director**
Volta Foundation
- **Contributor**
Battery Tech Online
- **Regular speaker**
International Battery Seminar · AABC

GET STARTED

Let's talk about *your next hire.*

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