



THE TALENT BEHIND TOMORROW.

Fractional Talent Partner

Your Fractional Recruitment Department

Stop hiring search-by-search. Get a fractional recruiting team that manages your entire pipeline, saves you money, and gives you time back.

FOCUS

Cleantech
Deeptech
Advanced Mfg

STAGE

Pre-Seed through
Series C

GEOGRAPHY

United States &
Canada

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Hiring is an operational *bottleneck.*

Most companies and leadership teams spend up to **50% of their week** focusing on recruitment-related activities during periods of ramp up. Meaning they are only getting HALF of the work done that you need them to do.

In a competitive market, that just won't do. And that's where we come in. Our goal is to get your team not only the help they need, but to get them back on track and the time they need to get their job done.

01 · Competitive Urgency

You need to fill critical roles fast. Every week a position stays open, your competition gains ground and you miss milestones.

02 · Operational Burden

You're drowning in direct applicants. Someone on your team is spending 10–15 hours per week screening resumes and coordinating interviews.

Traditional contingent or retained search only solves problem #1. **Fractional Talent Partner solves both.**

Fractional Talent Partner is your fractional recruitment department: we manage your entire hiring pipeline (sourced AND direct applicants), deliver priority focus across all roles, and become an extension of your team at a fraction of the cost of an in-house recruiter or traditional search.



Seven ways we become *your team.*

Full Pipeline Management

We review, screen, and shortlist ALL inbound candidates from your careers page, LinkedIn, and referrals. You only see pre-vetted talent. No placement fees for direct hires.

Active Sourcing & Headhunting

For hard-to-fill roles, we conduct deep market searches and proactively recruit from our network in battery tech, materials science, and advanced manufacturing.

Weekly Hiring Manager Syncs

Regular check-ins to review pipeline, coordinate interviews, and maintain momentum across all active roles.

Complete Pipeline Transparency

Real-time access to our client portal showing every candidate, conversation, and status update across all roles.

Offer Negotiation & Closing Support

We help you close candidates, negotiate offers, navigate counter-offers, and ensure smooth onboarding transitions.

Dedicated Recruiter

Consistent point of contact who learns your culture, understands your technical needs, and becomes an extension of your team.

Candidate Exclusivity

Candidates we source work exclusively with you—no competition from other companies.



Fractional Talent Partner vs. *Going It Alone*

Typical Week

Without Fractional Talent Partner

- ✗ 20+ hours sorting through 100s of resumes
- ✗ Screening irrelevant candidates
- ✗ Only able to focus on 1 role at a time
- ✗ Roles sit open for months
- ✗ Leadership not focused on business growth

20+ hours/week

TIME LOST TO RECRUITING

VS

With Fractional Talent Partner

- ✓ We filter and screen all applicants across multiple roles
- ✓ Delivering the best technically, culturally, and logistically
- ✓ Leadership spends 1-3 hours/week MAX on interviews
- ✓ Scheduling coordinated for you
- ✓ Roles closed within weeks, not months

1-3 hours/week

YOUR TIME INVESTMENT

vs. Internal Recruiter

Internal Recruiter

- ✗ \$180k+ salary, benefits, equity, bonuses
- ✗ 2-3 months ramp time (may not work out)
- ✗ Additional \$20k-\$30k for ATS and tools
- ✗ Single point of failure if they leave
- ✗ Fixed cost when hiring slows down

VS

Fractional Talent Partner

- ✓ \$30k/quarter (scales with needs)
- ✓ Immediate start—no ramp time
- ✓ Portal and tools included
- ✓ Access to millions of professionals
- ✓ Flexible around startup growth cycles



When Fractional Talent Partner *makes sense.*

- Planning 4+ hires per quarter on an ongoing basis
- Receiving direct applicants that need screening and coordination
- Want fractional recruitment support without hiring a full-time recruiter
- Need strategic talent planning, not just transactional search
- Ready for quarterly commitment in exchange for better economics

When other models *work better.*

Hiring only 1-2 roles per quarter? Retained or contingent may be more appropriate.

No direct applicant flow? Pure sourcing model means Retained could be a better fit.

Not ready for quarterly commitment? Start with retained search to test our partnership.



Simple, transparent *pricing.*

Quarterly Retainer \$30k/quarter standard, \$25k/quarter with annual commitment	\$25k–\$30k
Direct Applicants Candidates who apply to your careers page, LinkedIn, or through referrals	\$0
Headhunted / Actively Sourced Candidates Candidates we headhunt and recruit from our network	10%

Example: 5 hires in a quarter (3 direct, 2 sourced at \$150k)

Quarterly retainer: \$25,000

Direct applicant hires: \$0 (3 hires)

Actively sourced hires: \$30,000 (2 × \$15k)

Total: \$55,000

Savings: \$95,000+ vs. contingent at 20% (\$150k total)

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.



Let's talk about your next hire.

Whether you have a brief ready or just an idea of what you need—reach out. We move fast, work transparently, and won't rest until the role is filled.

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ALSO

Interested in Filament as *a standalone ATS?*

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