



REAL PEOPLE REAL JOBS

We're more than an IT and healthcare staffing agency.

We're a people company focused on you.



Are you technology driven company
in start-up or growth mode?

Do you need to expand your dev
team, sales team, every team?!

WELL, YOU HAVE COME TO THE RIGHT PLACE

INNOVA People's Start-Up Growth Program tackles the hardest part of the plan, **Talent Acquisition**



With over **20 years** of industry experience, we can assess where you are today, and help you plan and execute where you want to go, and get you there faster than you ever thought possible.



Our proven model will allow you to get the people that you need, but also set you up for the future so that when you do this again, you are ready and know how to really tackle this daunting part of your company's growth life cycle.

WHAT YOU GET



FULL PROFILE ORGANIZATION

In order to measure Culture Fit and where the gaps are when it comes to hiring and onboarding talent.



INNOVA'S PROPRIETARY TECH STACK

Then utilizing the tools available through INNOVA's proprietary tech stack, we will build a full job description of the roles needed as well as build the interview process formally.



FORMALIZE THE TALENT ACQUISITION PROCESS

In writing, what tools to be used, interview process, salary analysis, onboarding kit and retention plan.

WHAT YOU GET



FORMALIZE THE SEARCH PROCESS

This will include the following:

THE SEARCH

- Job posted to job boards
- National search services engaged
- Database search, as well as: LinkedIn Recruiter, Career Builder, Indeed, Monster, Facebook, and Dice Program implemented
- Email marketing campaign (assets created for future use)
- Social media campaign
- AI tools engaged for national search
- AI job seeker and candidate pool statistics presented at onset of search
- Job description and job duties comparison tool engaged at onset of search

THE SCREENING PROCESS

- Screening and interview questions designed
- Full candidate screening and presentation profile
- Reference checks completed before offer stage
- Video conference screening process, including video interview presentation of each candidate
- Personality tests and or behavioral based personality profile tool used (if chosen)

THE INNOVA GUARANTEE

- Guaranteed time frame for successful placement
- 180-day guarantee period for all successful placements

What people say about using INNOVA People's proprietary strategy and two decades of start-up experience

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“Working with Joel and INNOVA has significantly reduced the amount of time finding the right people and increased our ability to scale quickly. I trust them to find and screen candidates on our behalf.”

Laura Simson, CEO Side Door Access

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“As a VC funded start-up, the demands that need to be met in order to satisfy our VC partners were very difficult. But we knew that by partnering with Joel and his team, that we would get there and maybe even ahead of schedule. You can trust them to take you the next level, they know exactly how to function in a start-up environment and make you better for it.”

Mat Elis, CEO Cloudability

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“Joel and his team were foundational to the success of our massive hiring push. They partnered up with our existing TA team and made a miracle happen for us.”

Luke Kanis, CEO Puppet Labs

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“Partnering up with Joel and the team at INNOVA has greatly reduced the time to hire very difficult to find Splunk consultants for our rapidly growing start-up. We would recommend INNOVA to anyone that needs expertise in Talent Acquisition, and a partner that can help you grow faster than you could on your own.”

Brand Hubbard, CEO RHONDOS

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“Joel and the team at INNOVA have been instrumental in finding rare, high-quality candidates for our rapidly growing start-up. Anyone looking to save time and energy on Talent Acquisition would be well served in partnering with INNOVA, even in niche industries like ours where the job requirements can feel impossibly specific. Their expertise helped us grow faster and stronger than we could on our own. ”

**Matt Clabrese, Director of Customer Success
RHONDOS**

TAKE AN **INNOVATIVE** APPROACH TO HIRING

Contact INNOVA People today.



INNOVA
PEOPLE

503-847-9364

www.innovapeople.com