

Venture Capital Fund Uses NextHire.biz Flat-fee Recruiting to Find CEO

Challenge

NextHire was tasked with finding a Director of Business Development for an entrepreneurial venture capital investment firm, Launch Angels. With a disruptive business model in an evolving industry, Launch Angels presented a compelling story. But as a startup with big plans, they had an ambitious wish list for the candidate. Their ideal applicant would have specialized financial experience, entrepreneurial appetite, excellent networks, marketing and selling chops, startup savvy, the flexibility to rapidly pivot the business, as well as acceptance of a deferred payout. And ideally the person would already be located in the region.

From 100+ candidates to 1 star

NextHire went from 100 applicants to one exceptional find in just six weeks:

- ✓ 108 applicants
- ✓ 11 one-way videos completed
- ✓ 6 live two-way interviews
- ✓ 3 sit-downs (with assessments and background checks on finalists prior)
- ✓ 1 offer letter
- ✓ 1 hire

Solution

NextHire not only found many well-qualified candidates, we exceeded expectations by finding one with sufficient experience and skills to be hired as CEO. We started by crafting the ad and upfront questions, and then placed the position in over 30 spots. From a flood of well-qualified applicants, we helped Launch Angels winnow to the best of the best. Folded into the process were candidate interviews not only with the principals but managers and Investment Committee members—all busy and decently located.

Here's how James Gill, Managing Partner at Launch Angels, viewed the experience:

"The NextHire process was exceptionally well organized. The staff was able to quickly identify the best candidates from the many who applied and advance them into the one-way video interview process. I found the videos really delivered a lot more information than I could have ever gotten from just a resume or a call. And from those, I felt I was able to make a well-informed decision on which candidates to engage in the two-way video process. I ended up with several great candidates and two real superstars. This was the most efficient and productive candidate search and selection process I've yet experienced."