

## Our Story

A former HR executive and internal recruiter, Jennie Ellis, has led and managed hiring for over 20 years across both high-growth startups and more established organizations. Jennie founded Recruiting Bandwidth in 2012 to provide an alternative to legacy recruiting solutions. She wanted customers to get the quality hires they needed at a cost-effective rate, while building their brands and talent communities in a way that was scalable, predictable, and measurable.

In her career, Jennie has hired over 1,000 people, and prides herself on getting the right fit for each company's specific culture. Jennie is a recognized expert on recruitment, speaking on topics ranging from culture to how to compete with the tech giants.

## Our Approach

We're different because we've redefined recruiting as a managed service; building your brand through high-quality messaging, amazing people, and the industry's best practices. Our unabashed passion is to elevate the quality of recruiting, while ensuring you meet your hiring goals.

People Focused. Data Driven.

Head and heart in one solution



Managed Recruiting Service.

Scale us up, scale us down

Embedded Partner.

We recruit for you as though we are your internal recruiters



Elevating Recruitment.

Getting better 400 times a year

We deliver recruiting as a managed service with the capability to create and run your entire recruiting effort or support your existing teams. Unlike legacy recruiting firms, we hire as though we are your internal team and are not incented by a heavy commission-based model.

In a market crowded with transactional recruiters, there's a reason why we are preferred providers for Madrona, a16z, Ignition, and Google Ventures - our people focus and unique data-driven methodology.

Our people-focused, data-driven approach enables us to test, measure, and adjust as we go, all the while building your brand and talent communities. Our model is both lean and agile, allowing for intelligent decisions based on real data. And we're flexible - scale us up, scale us down - to provide growth on demand for start-ups, venture capital firms, and established organizations.



## Our Team

Our team of 25 consists of deeply experienced recruiters with full time researchers on board and very low turnover. We have worked in 17 verticals globally and with companies ranging from 5 to 5,000 people. We value transparency in our work with our partners and with one another.

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## Testimonials



"Recruiting Bandwidth helped us meet our engineering hiring goals on an aggressive timeline. And as our needs have changed, they've been able to adapt and flex to support our various stages of growth."

—Duoc Nguyen, VP of Engineering, Tally (formerly Trace.me)



"Having focused first on creating foundation for recruiting infrastructure, the recruiting process itself is a lot smoother and we hired very high caliber people."

—Joe Silver, SVP of Finance, Lighter Capital



"The Best Practices that (Recruiting Bandwidth) brought to us are paying off and will continue to pay off. This is a huge value to us now and in the long-term. You have set us up for success."

—John Combs, General Counsel & Vice President of Business Operations, Algorithmia



"We hired Recruiting Bandwidth to build our Seattle office, and they were instrumental in helping scale our team. Their expertise across all aspects of the recruiting life-cycle allowed us to quickly get ramped up and become relevant in the Seattle market. "

– John Thimsen, VP of Engineering, Qualtrics



"SCCA heard about Recruiting Bandwidth through word of mouth. Along with my other colleagues, we've been using their recruiting services. They really understood the qualities we were looking for and identified excellent candidates for us to make our hire. Recruiting Bandwidth really took the stress out of recruitment and I would recommend them to anyone needing additional recruiting support."

– Liz Forman, Clinical Analytics Supervisor, Seattle Cancer Care Alliance



"We noticed a tremendous step up in the quality of the candidates because of Recruiting Bandwidth's approach. They quickly integrated into the team and were delivering results. And compared to the recruiting fees we were paying with other recruiting providers, they were highly cost-effective."

-- Derek Edwards, CEO, Globys Inc.