CLIENT STORIES

What clients bought, and what they received.

Three engagements, anonymized at the clients' request and shared with their permission. Anonymized means: no client name, no personal names, no seat title; the industry, revenue band and situation are accurate, and the anonymization stands unless a client later gives written permission to be named. Every outcome described is the client's own account, never a measured result. No retention or day-90 figure appears here, because the denominator is zero until enough guarantee periods have ended.

STORY 1 · HIRING STRATEGY BLUEPRINT

Before the first hire: a founder who had to get the first one right

A pre-revenue crypto and AI company. Hiring Strategy Blueprint.

The situation. One founder, no employees, a working prototype that needed substantial development. He needed a technical co-founder, and he was raising his first outside money at the same time. Getting the first hire wrong would have cost him both.

What he bought. The Hiring Strategy Blueprint, $10,000, paid in full. Two weeks from the first meeting to signature.

What we did. We wrote down what good looks like before anyone was interviewed: the values and behaviors the company would hire against, each one defined so that 2 people read it the same way, the seat mapped to the stage the company was actually at, and the interview questions and scoring anchors to evaluate against it.

What he did with it. Two things, and the second one surprised us. He used it to define the technical co-founder profile, and to run those conversations knowing what he was looking for. He also took it into his fundraising conversations, to show investors a written plan for building a team rather than a hope.

What it cost, and what it did not include. $10,000, once. The Blueprint carries no placement and no guarantee. We do not source candidates on a Blueprint, and we do not make the hiring decision.

Anonymized at the client's request and shared with his permission. Results are the client's own account of what happened. The industry and stage are accurate and nothing here identifies the company: no client name, no personal names, no seat title.

STORY 2 · INTERVIEW AS A SERVICE

He had the candidates. The seat had already lost 3 people.

A technology company at about $6M in revenue. Interview as a Service.

The situation. The founder was hiring a customer-facing operations seat. He had 10 candidates in hand that he believed were a fit. He had also lost 3 people in that same seat already. The pipeline was not his problem, and his own read of it had a track record.

What he bought. An Interview as a Service pack: his 10 candidates, evaluated. He bought it for 2 stated reasons, a decision made on data rather than on impressions, and a date he could plan around.

What we did. We agreed the criteria before the first interview, ran structured behavioral interviews and a technical assessment built for the seat, scored every candidate against the same anchors with 2 evaluators scoring independently, and handed back a ranked top 3 with the reasoning written down, inside the agreed window.

What he received. The ranked top 3, the written reasoning behind each one, and the scores for the rest of the field. He made the hire.

What it cost. He paid $5,000 for 10 candidates at the price of the time. Today that pack is $8,000, and the packs run 5 for $5,000, 10 for $8,000 and 20 for $12,000, each with a month of screening included.

Interview as a Service carries no guarantee of any kind.

Anonymized at the client's request and shared with his permission. Results are the client's own account of what happened. The industry, revenue band and situation are accurate and nothing here identifies the company: no client name, no personal names, no seat title.

STORY 3 · INTERVIEW AS A SERVICE

A strong operator who knew interviewing was not his skill

A post-seed SaaS company at about $1.2M in revenue. Interview as a Service, 20 candidates. An operations leadership seat.

The situation. A founder who ran the business well, was short of time, and said plainly that interviewing was not something he was good at. The seat mattered enough that getting it wrong would have set the year back.

Why he bought. Three reasons, in his own words: the pricing was competitive, the time to complete the interviews was strong against the turnaround he was used to, and our collective experience was a real difference against the other tools, recruiters and placement agencies he had worked with. Three weeks from the first conversation to signature.

What we did. Criteria first, then structured behavioral interviews and a technical assessment built for the seat, 2 evaluators scoring independently, and a ranked top 3 with the written reasoning.

What he received. The ranked top 3, the scores behind them, and the written reasoning. He made the hire: in his own words, someone with more experience than he had been looking for.

What it cost. A 20-candidate pack at the price of the time. Today the 20-pack is $12,000, with a month of screening included.

Interview as a Service carries no guarantee of any kind.

Anonymized at the client's request and shared with his permission. Results are the client's own account of what happened. The industry, revenue band and situation are accurate and nothing here identifies the company: no client name, no personal names, no seat title.

HOW THE EVALUATION RUNS

The standard for the seat is written before anyone is interviewed. There are written anchors at every scoring level. Notes and recordings are kept. Two evaluators score independently before they compare. A rule-based combination decides who continues.

A trained human evaluator makes every assessment.

You make every hiring decision. We do not make it and we do not make it for you.

The method is structured behavioral assessment against written anchors; not yet validated; first test at 30 placements.

What is not analyzed by software: face, voice, tone, body language, eye movement or micro-expressions.

How the evaluation itself works, with a worked example: How we evaluate. The deliverable, interactively: the blind ranked top 3 demo.

Before the prices, the comparison: A contingency fee is a percentage of first-year base: 15 to 25% on mid-level and director seats, and 25 to 30% on senior and VP seats. A senior search through a firm runs 3 to 4 months to offer (fee and search benchmarks: Talentfoot, Recruiterflow and JRG Partners, 2026; Recruiterflow puts a senior search at 90 to 120 days). The Alignment Engine is a flat fee, whatever the seat pays, placed by day 60.

Today's ladder: Hiring Strategy Blueprint $10,000. Interview as a Service: screening across every applicant, unlimited roles, $500 a month; $1,000 a month adds graded technical assessments; evaluation packs of 5, 10 and 20 candidates at $5,000, $8,000 and $12,000. Alignment Engine: 3-month $45,000, 6-month $72,000, 12-month $120,000.

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