

"The single greatest value-add a venture firm can provide for their portfolio companies is to be a trusted partner for growth and founder support. When a company is in the fast-paced, high-pressure, and culture-forming startup phase, an expert hiring strategy is essential to maintain its leading edge."

—David Frazier, Managing Partner

Frazier Group

Outsourced Recruiting for Venture Firm's Portfolio

CASE STUDY: Venture Capital, Family Offices, Private Equity

At a glance

To support their portfolio companies, Frazier Group partners with IsoTalent to recruit key roles across various industries. The Frazier team leverages "on-demand" model, requesting requisitions for specialized roles at key inflection points in the startup's trajectory. As intermediary, the Frazier team offers support and guidance to produce positive returns for all parties.

Key metrics



9 HIRES

for 3 companies;
technologist and sales



50%

average savings



45 DAYS

average time to hire
across various positions;
industry average is
50-65 days



Recruiting and Global EOR services



www.isotalent.com



Lehi, Utah

CHALLENGES



Sourcing and retaining top talent is a persistent issue for startup organizations. Though under pressure to maximize resources and meet target growth projections, founding teams may have an incomplete picture of their recruiting pool. They often require an external PE firm's operational knowledge to secure talent and create the ideal conditions for sustainable growth.

SOLUTIONS



IsoTalent offers a long-term, on-demand recruiting partnership for private equity firms involved in their portfolio's hiring strategy. For Frazier Group's portfolio, IsoRecruiters sourced specialized requisitions at key inflection points in their trajectories.



**On-demand
requisitions**



**Cash flow
management**



**Reduced
time to fill**

BENEFITS



1

On-demand model makes for efficient PE partnership

Frazier Group engages IsoTalent on a position-by-position basis — turning services on or off according to their portfolio companies' needs.

2

Recruiting solutions add value to portfolio companies

Frazier Group's partnership with IsoTalent benefits their portfolio companies by removing barriers to a startup's growth and boosting efficiency of human capital efforts.

3

Improved CEO relations with founding teams

Solving portfolio clients' recruiting challenges converts into deeper ties and greater allocation for a PE firm's future financing and ventures.