

OXIOMHUB SERVICE PITCH

**Brightening Careers and
Transforming Businesses**



WHO WE ARE

A SPECIALIST TALENT PARTNER BUILT FOR RESULTS.

At OxiomHub, our approach combines **transparency**, **technology**, and **genuine human connection**.

We believe successful recruitment isn't just about filling roles — it's about understanding people, aligning goals, and building relationships that last.

We take the time to truly understand your business and your culture, so every introduction we make feels natural, intentional, and long-term. That's why our clients stay with us — not just for one hire, but for the partnership we build along the way.

✓ Authentic

We believe in transparency and honesty in every connection.

✓ Agile

We adapt quickly to market trends and client needs.

✓ Connecting

We bridge people, technology, and opportunity.

✓ Dynamic

We bring energy and innovation into every collaboration.

THE PROBLEMS -> WE SOLVE

- ✘ Surprise invoices when salaries exceed estimates & unpredictable costs
- ✘ Limited Recruitment Support & More Work for Your Team
- ✘ No infrastructure left behind after placement
- ✘ Incentivised to place fast, not right
- ✘ No post-placement support or accountability

- ✔ Transparent pricing agreed upfront per role - NO hidden costs
- ✔ Full Lifecycle Recruitment Management & Time Back to You
- ✔ Hiring infrastructure & playbook handed over
- ✔ Incentivised only by the right fit
- ✔ Post-placement care — we stay invested

OUR VALUE PROPOSITIONS



Full Lifecycle Recruitment Management

We understand hiring managers are already stretched — balancing operations, team leadership, and business targets while trying to fill critical roles.

That's why we provide true full-lifecycle recruitment, managing everything from role scoping and candidate sourcing to interview coordination, offer management, and onboarding support.

As a seamless extension of your team, we remove administrative burden, reduce guesswork, and accelerate time-to-hire.

This gives you time back to focus on what matters most: leading your business.

With us, recruitment becomes one less thing to worry about — and one more thing done right.

OUR VALUE PROPOSITIONS

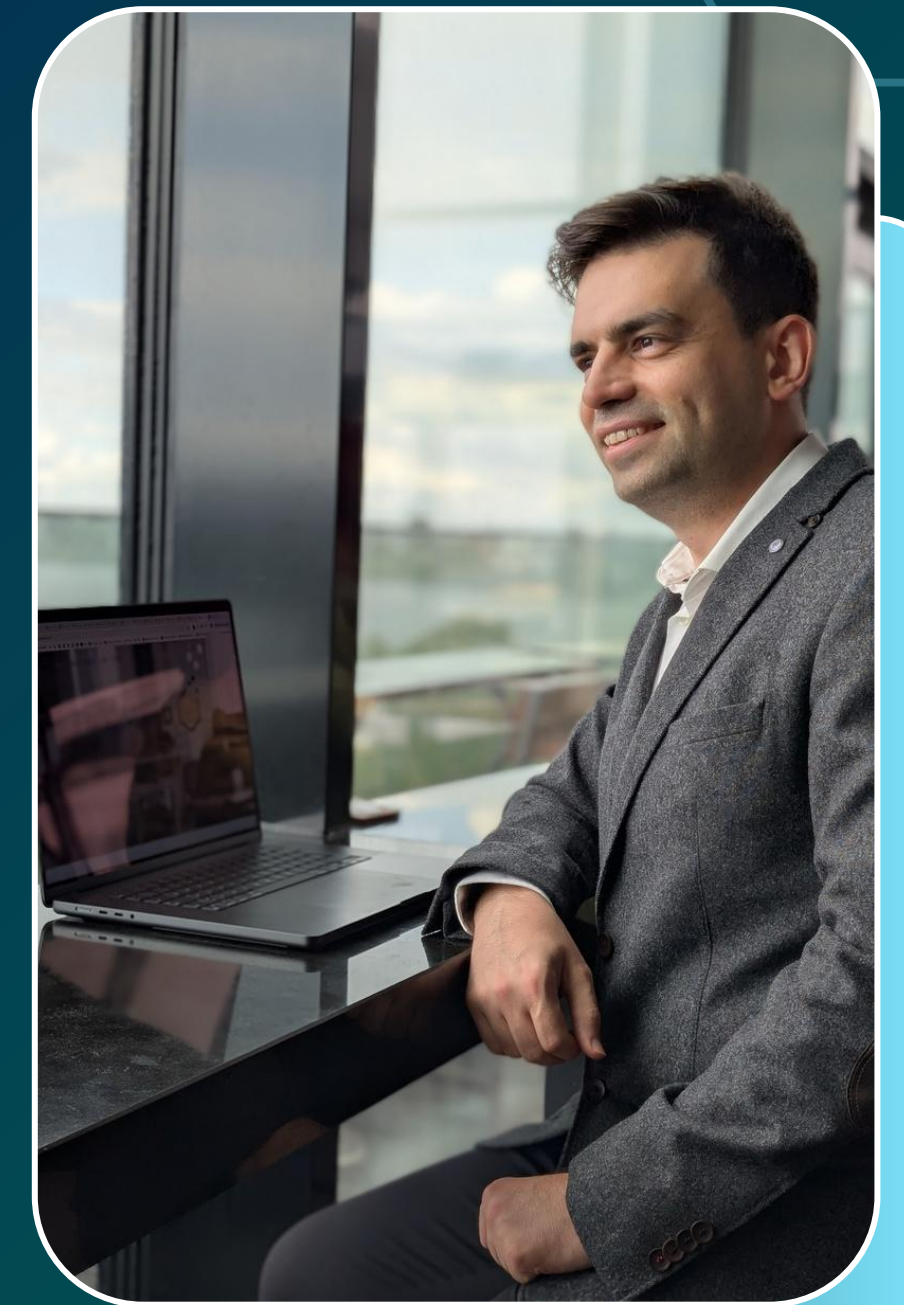
Strategic Headhunting for Hard-to-Reach Talent

Unlike traditional recruitment agencies that rely on job boards and wait for candidates to apply, we take a proactive, intelligence-driven approach to talent sourcing.

Through specialist headhunting, targeted market mapping, and deep industry networking, we identify and engage top-tier professionals — including passive candidates who aren't actively searching but are the perfect fit for your organisation.

By building relationships long before a vacancy arises, we unlock access to talent pools that most agencies simply cannot reach.

This means every shortlist is built on quality, not volume — giving you access to the people who truly move your business forward.



SERVICE OVERVIEW

We connect ambitious companies with exceptional talents who will match your team and company culture, creating lasting impact through every hire.



RaaS - Recruitments as a Service

Most Popular

3–5 strategic hires in a structured 90-day sprint. Flat fee of €24K (3x €8K). Scalable hiring infrastructure included — legacy playbook handed over.



Retained Search

Senior & Confidential Hires

Exclusive, partner-led search for C-suite, director-level, or confidential roles. Pre-qualified shortlist of 3–5 delivered in 6–8 weeks. €10K–€15K per role.



Success-Based Recruitment

No Hire, No Fee

Zero upfront cost. You pay only when we place the right person — 15–20% of first-year base salary. Full end-to-end management from brief to offer.

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EU AI Act & Hiring Compliance

Compliance Training

AI used in employment, worker management, and access to self-employment is classified **HIGH-RISK** by default under Annex III, Category 4 - by law. We prepare you for compliance.



Team Culture Assessments

Team Culture Health Check

A diagnostic tool to measure the cultural health of your engineering team. Rate each statement honestly based on your actual day-to-day experience — not how you wish things were.



Redundancy Management Package

Employee Transition Management

We partner with you to manage redundancies the right way — with empathy, structure, and communication that supports both departing and remaining employees.

OUR PROCESS

01

Discovery & Brief

Deep-dive briefing with key stakeholders to define the role, culture bar, and success metrics. We build the hiring scorecard together.

02

Market Mapping

We identify and map every relevant candidate in the market, active and passive, using our proprietary research methodology.

03

Proactive Headhunting

Dedicated consultants reach out confidentially to target candidates. No job boards. No noise. Just direct, discreet outreach.

04

Screening & Assessment

Every candidate is rigorously screened against your scorecard before we present. You only see the top-tier shortlist.

05

Shortlist Presentation

A curated shortlist of 3–5 pre-qualified candidates delivered with full profiles, assessments, and our recommendation.

06

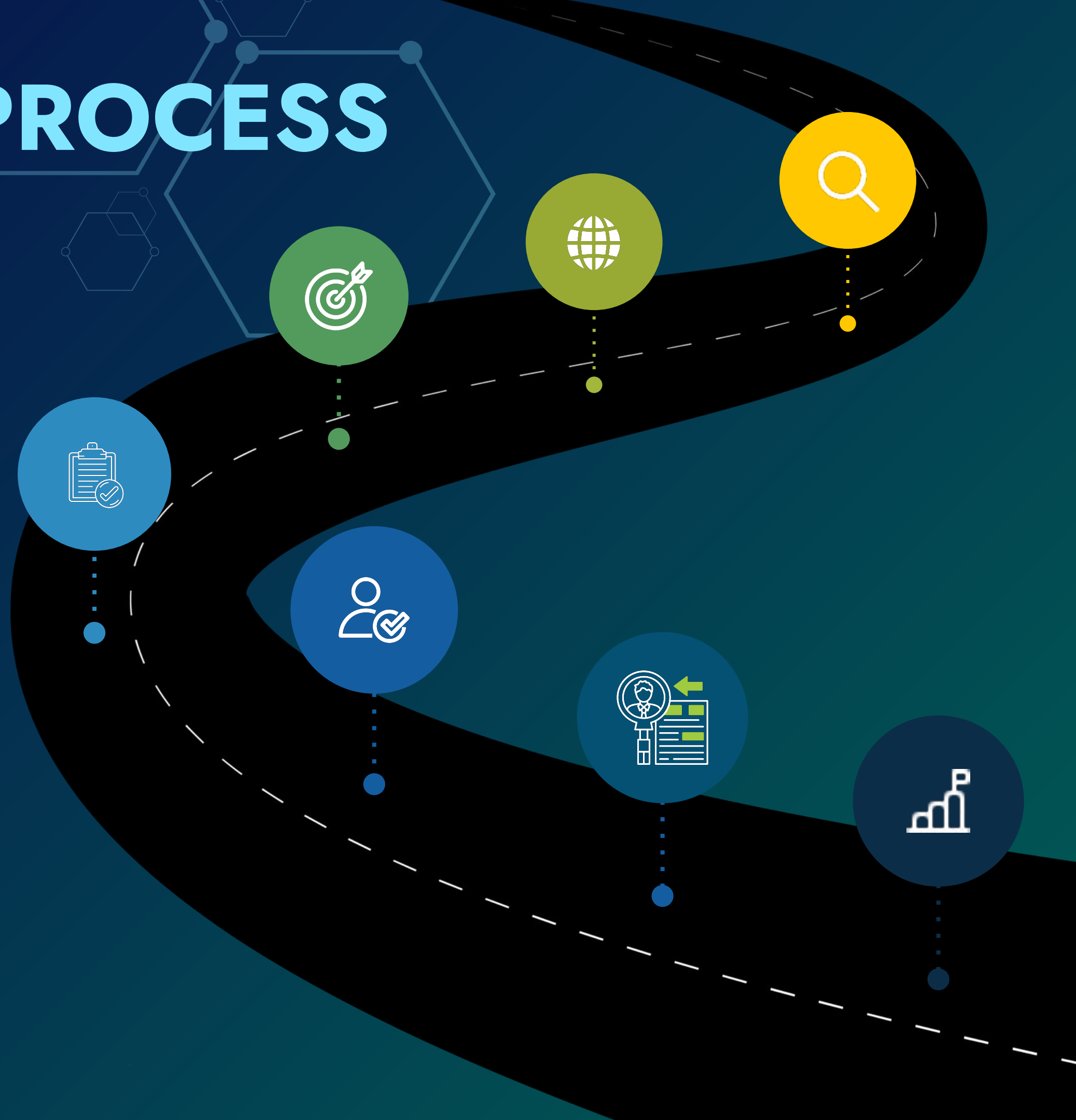
Verification & Reference checks calls

Verification & reference checks confirm the candidate's background, performance, and suitability before finalizing the hiring decision...

07

Offer & Close & Support

We manage interviews, feedback loops, and offer negotiation acting as a trusted bridge to secure your preferred candidate.



WHY OXIOMHUB?

✓ Quality Over Quantity

Every candidate we present is pre-qualified for both skills and cultural fit.

✓ True Partnership

We act as an extension of your team, aligning with your goals and communication style.

✓ Transparent Process

Clear timelines, honest feedback, and no surprises — ever.

✓ Speed With Precision

We combine data insights with human expertise to deliver results faster without cutting corners.

✓ Long-Term Focus

We measure success in retention and growth, not just placements.

✓ Smart Technology, Better Talent

Our AI-enabled recruitment tools and market intelligence help us uncover exceptional candidates, not guesswork.

OUR TEAM

OxiomHub is led by two founders who share a single vision: to connect people and opportunities through trust, technology, and authenticity.

Together, they bring a rare blend of experience — combining technical leadership with talent strategy to reshape how companies hire and how professionals grow.



KAMYAR GILAK - CEO



DRAGANA BARTHA - COO

READY TO BUILD YOUR NEXT GREAT TEAM?

LET'S MAKE YOUR NEXT HIRES FASTER, SMARTER.

THANK YOU
FOR YOUR ATTENTION

GET IN TOUCH

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