BlockRec - Client Brochure

BY MATT WILLIAMS AND GEORGE CUSTANCE

About Us

BlockRec

Welcome to BlockRec, a specialist crypto/web3 recruitment agency firm focused on providing the best talent in this space and bespoke hiring solutions.

Web3 is one of the most forward-thinking, technologically advanced industries in the world, and we believe that recruitment agencies in the Web3 space should take inspiration from the industry we love.

BlockRec is an agency that wants to do just that. From our innovative recruitment techniques to our unique consultation approach, we're here to use EXPERTISE, NETWORK, and PASSION to reinvent recruitment in Web3.

When you partner with us, you're building a relationship with a recruitment partner that is fully committed to shaping the Crypto/Web3 space. BlockRec aims to be different, but most of all, we aim to be better.

Our Coverage:

- DeFi.
- P2E Blockchain Gaming.
- Metaverse.
- Web3 Security & Compliance.
- Crypto Exchanges.
- Financial Trading.

Meet the Founders

Matt Williams

CEO/ Co-Founder

Matt has been involved in the crypto space since 2019, first as an investor in various altcoins as well as Bitcoin to shortly after starting a career in recruiting for the sector. As CEO, he has a proven track record recruiting for Seed companies as well as larger corporations, helping to realise their visions for growth.

He was worked with major clients such as Oasis Network, Bullish, BitMart, Hamsa, and many more. His passion for learning and understanding more about blockchain/web3 use cases gives him a unique insight into how the industry is evolving and how to connect companies to top talent within the space.

George Custance

COO/ Co-Founder

Beginning his career as a graduate of Herbert Smith Freehills' Networked Programme, George entered into the world of Legal Finance, before an opportunity arose to transition into recruitment for Golden Circle Law firms.

Over 3 years later, George has developed market-leading experience within the Crypto and Blockchain sector.

As our COO, George will be responsible for leading the headhunting function of the firm, managing the development of the candidate function, delivering candidates to our clients, and overseeing the development & expansion of BlockRec.

Our Offers

Contingent

20% of remuneration

A contingent hire allows the search to start without any upfront cost incurred, and find suitable candidates to send over for review. If the candidate makes it through all recruitment stages successfully and is subsequently hired; a fee will be incurred as soon as the candidate starts. 20% of candidate remuneration (basic salary plus any guaranteed bonuses) is charged to the employer.

Example Fee: Candidate is offered a salary of $100k.
20% of $100k = $20k.

Retainer

Available on Request

A Retainer allows us to assist you on multiple hires within one project for an upfront fee across a set timeframe. This not only allows for clarity and an even distribution of your recruitment costs, but also allows us to dedicate resources to your account, making you a top priority.

Example Fee: 6 roles with an average salary of $100k. Fee is 17% of remuneration paid over 3 monthly installments.

$100k x 6 = $600k
17% of $600k = $102,000
$102,000/3 months = $34,000 per month

Our Process

Partner

- Our unique qualitative approach helps us to build relationships and understand your business better.

- At BlockRec, we take the time to learn all the nuances of your business' operations, from culture to future plans, making us truly feel like part of your internal process, and helping us service you better over time.

Search

- Take advantage of our industry-wide network to scale your teams.

- We use the information gathered from our in-depth qualification calls to scour our network for market leading candidates that match your expectations.

- We also make sure we conduct a thorough pre-screening interview of all our candidates before they are introduced to the client, making sure every detail of their career history is represented fairly and accurately.

Deliver

- Our service doesn't stop at the introduction stage.

- We make sure that we are there to assist you in your hiring needs from end to end.

- This includes helping to manage your interview schedule, managing candidate expectations throughout the process to keep them engaged, and attaining regular feedback to ensure our service continues to evolve.

Setting Expectations

From BlockRec:

- Once requirements are agreed for the search, we commit to delivering a minimum of 2 profiles that are suitable to go forward to a first-round interview within a 6-week period.
- We commit to organising and attending weekly meetings with client to discuss feedback and any adjustments to search.
- If we are working on a retained structure, the minimum amount of interviews are not achieved, and no candidate is hired by the client 2/3 of the search fee is retained, the other third is returned to the client.

From the Client:

- The Client commits to providing weekly slots for interviews and assisting with arrangements.
- The Client commits to providing access to Hiring Manager(s) calendars via Calendly.
- The Client commits to providing regular feedback and transparency with the stage the search is at, any other candidates unknown to us that are in process, or changes in requirements for the position.
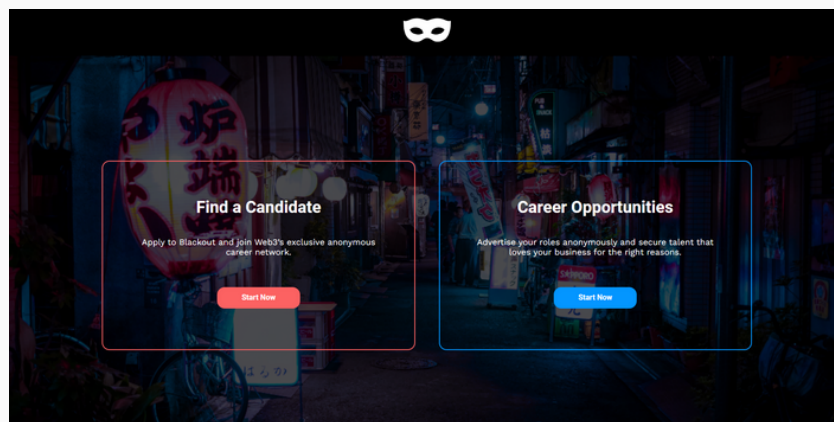
Blackout Platform

Blackout is a membership-only platform that provides a free space for the Web3 industry's leading talent to advertise their experience with full anonymity. We're here to provide a prejudice-free way for those gifted few to find their dream role in the darkness of a bear market.

Our personal approach includes developing hand-written summaries of the careers and needs of our members, using information gathered from our membership interviews. We're here to understand your needs and give you the freedom to express them...

To bring balance to this approach, we're also proving a free to use service for Web3 firms to advertise roles anonymously on our platform. By advertising with us, we provide the perfect place for Seed and Series A firms to compete on a level playing field with larger firms without expending your resources to do so. If you think you, or your business would be a great addition to the Blackout family, we would love to hear from you.

Mask Up...

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