

Talent Acquisition Partner • EU & US

# Not Here to Fill Seats. Here to Build Teams.

I'm Joanna, your new recruiter. I hire with intention and care, building teams that stick around.

Book a call with me

See open roles

TECH RECRUITMENT SERVICES

## Hiring Partner For Your Growing Team

The best teams aren't found, they're built. Let's talk about your hiring goals.

Having recruited across Germany, the Netherlands, Spain, and wider Europe, I bring cultural fluency and a global perspective to every hiring partnership. While I specialize in engineering, product, design, and go-to-market functions in tech teams, I'm not limited to it. I can build around your specific context.

LONG-TERM - ONGOING

### Long-Term Partnerships

Ideal for companies looking for someone who works alongside their business (long-term hiring) and stays involved as teams grow and context shifts. I take the time to deeply understand the founder, culture, values, and future direction, and I build a recruitment strategy on what and when to hire, not just who to hire.

THIS PARTNERSHIP TYPICALLY INCLUDES:

- ✓ Curated candidate sourcing, not volume pipelines.
- ✓ Deep attention to cultural and values alignment beyond skills.
- ✓ Gentle, structured communication that reflects your brand.
- ✓ Continuous support and guidance for newer Hiring Managers.
- ✓ Strengthening of the internal hiring structure and overall confidence.

ONE-OFF - PROJECT

### Project-Based Consulting

Ideal for companies trying to find a pivotal hire or solve a short-term problem. This is a one-off service for when you need someone to talk to (advice), or to source the talent that unlocks your next stage. While I take the time to fully understand your existing needs, the process is more linked to a role than the bigger picture.

THIS PARTNERSHIP TYPICALLY INCLUDES:

- ✓ Targeted, hand-picked candidate outreach.
- ✓ Support in decision-making at critical moments.
- ✓ Deep role scoping to define what "right" looks like.
- ✓ Thoughtful evaluation focused on capability, adaptability, and alignment.
- ✓ Clear, structured communication throughout the process with both parties.

## Want to Work Together?

Tell me about your hiring challenge, and I'll show you how we can solve it together.

Let's chat

WHO I PARTNER WITH

### The space I know best.

SaaS recruitment is different; it has its own discipline. It requires real tech fluency and an understanding of how product, people, and growth intersect.

That's the space I know best.

I prioritize partners that truly understand how every hire shapes success, identity, and culture.

Explore my recruitment services

#### Early-Stage Startups

Often I'm a company's first recruiter — building a team from the ground up.

#### EU & US Markets

Germany, Netherlands, Spain, wider Europe — plus the United States.

#### Scaling Tech Teams

Engineering, product, design, go-to-market — across multiple companies simultaneously.

"Whether you're looking for your first hire or scaling, you're in good hands. I won't bring you headaches or painful admin. Just a fun, stress-free (no lies!) hiring process that gets results."

Learn about my recruitment experience

HOW I RECRUIT DIFFERENTLY

### Precision over volume.

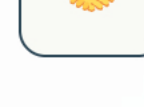
Misaligned hires are costly mistakes — and these hiccups ripple far beyond a single role, impacting culture, product, and team morale.

That understanding sits at the core of how I work, so I invest in genuine relationships and make sure the fit is right from the start.



#### Quality Over Quantity

I position myself as a sparring partner; an extension of your team. I don't do volume SaaS hiring for the sake of filling seats or chasing unrealistic hiring targets. Securing top talent takes precision, and I can only place people as well as I understand them. During this process, you can expect fewer applications, but stronger matches that are genuinely aligned with your needs.



#### Warm Candidate Experience

This work deserves honesty. Any recruitment process impacts your brand's reputation, and that's not something I take lightly. Every conversation is approached with the same level of respect and attention. There's no ghosting or uncertainty, even when the outcome is a no.



#### Hiring Manager Support

People-first recruitment isn't only about the candidates. It's equally about supporting hiring managers during this journey. I work closely with management to advise, guide, and build the right foundations for their needs. The goal is to bring clarity to a process that can otherwise feel overwhelming.



#### Global Tech Experience

I'm a talent acquisition partner with experience across different markets, cultures, and growth stages in Europe and the United States. I've seen first-hand what builds resilient teams and what hurts them when hiring is rushed. That experience comes with me into every search, adapted to your pressures, pace, and context.

#### Access to a Talent Community

Years of genuine relationship-building have shaped a talent community I truly trust — people I've partnered with, or supported along the way. That network means I often already know someone who's the right fit before the search even begins.

Learn about my recruitment experience

OPEN ROLES

## Find Your Next Role

I only share roles I genuinely believe in — from companies I know and trust. No noise, no mass applications. Just real opportunities worth your time.

At the moment, I am not conducting any recruitment. However, if you would like to leave your CV, feel free to contact me.

Contact

ABOUT ME

### Hi, I'm Joanna!

I've been knee-deep in recruitment since 2012, way before AI recruitment services were ever a thing. I started recruiting across different industries, but I found my home as a tech recruitment specialist in 2014.

Since then, most of my work has been early-stage hiring. Often, I'm a company's first recruiter, responsible for building a team from the ground up. Other times, I'm scaling high performing teams and working across multiple companies at the same time. Every experience has been different and challenging in its own way.

Whether it's Germany, Spain, or the US, the principle holds: your first hires shape everything. They set the culture. They influence what comes next. They determine whether you buckle under pressure or thrive. I've seen how successful teams are built on human relationships and alignment. Not just skills on paper.

#### Why I Love This Work

The human element of my job. The stories, the ambitions, the hopes, and the fears people carry when navigating their careers. Additionally, I enjoy taking the "stress" out of the process of finding a match.

After years in SaaS recruitment for incredible companies, I chose to work independently so I could partner with clients who truly resonate with me. I love diversity and solving challenges, and working solo enables me to live my values (maintaining the humanity behind this industry) and build my own playbook.

#### What Guides My Work

I connect with the vulnerability that comes with searching for what's next. I care about founder support and trying to create something that lasts. And I care deeply about the emotions behind recruitment experiences.

Alongside empathy, I bring intuition, selectiveness, honesty, and my love for partnerships. When SaaS hiring is approached thoughtfully, really cool, meaningful work unfolds. People grow into roles they didn't know they were ready for. Teams strengthen, and things start to feel like they matter.

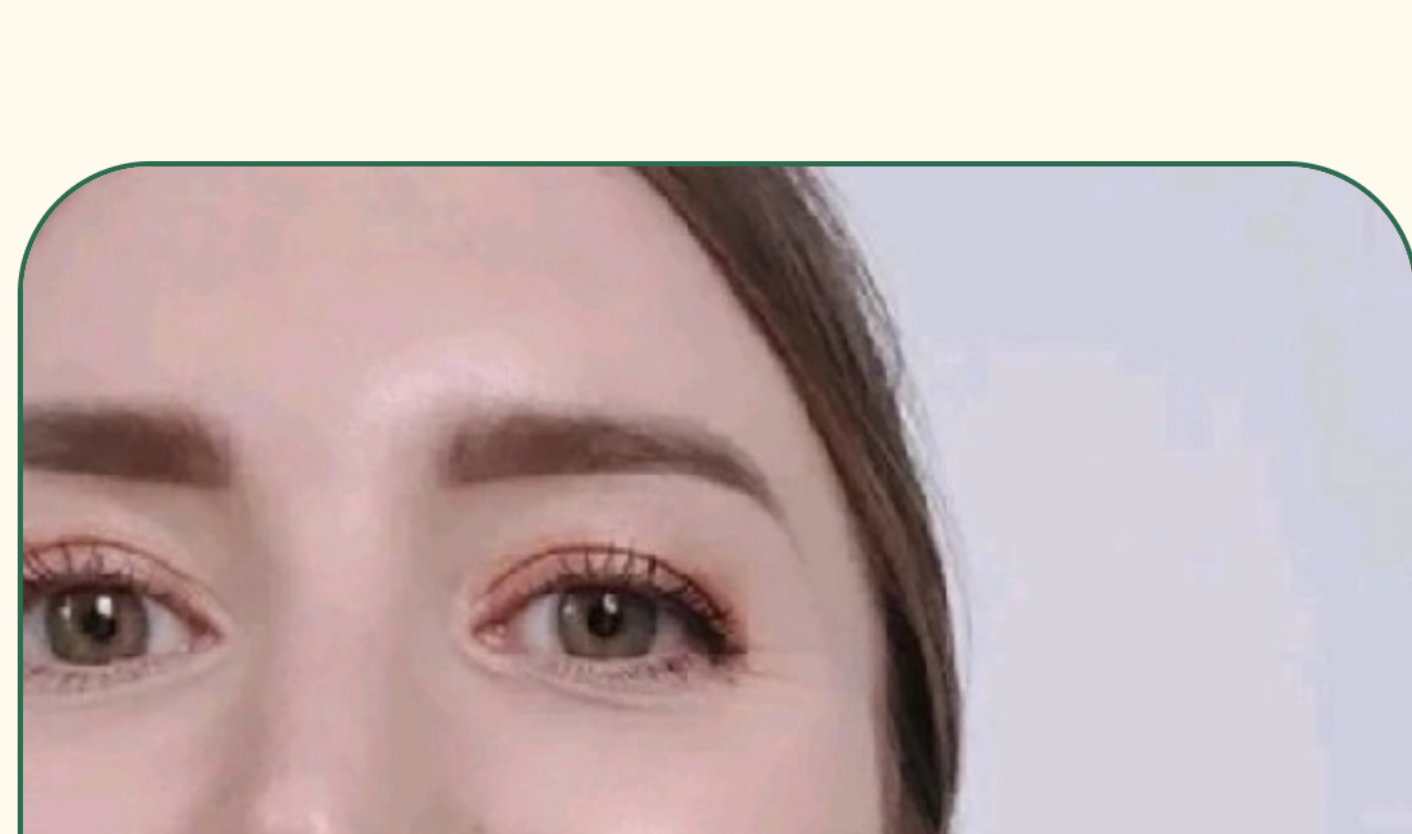
#### Let's Have a Chat

If my story resonates with you and I sound like the kind of talent partner you need, let's talk.

Empathy Intuition Selectiveness Honesty

Honesty Partnerships Human-first

Get in touch



GET IN TOUCH

## Let's Talk Hiring

Building your team or looking for your next role? Either way, I'd love to hear from you.

#### For Companies

Reach out if you need a hiring partner who brings structure and empathy. Share as much or as little as you'd like. Together, we'll see if we're a match.

#### For Candidates

Exploring your next opportunity? Perhaps I have something for you. Apply for a role, share your profile, or simply say hello. I read everything.

#### Connect with me on LinkedIn

Not ready to yet? That's no problem. Connect with me as I share open roles, hiring tips, and what I'm seeing across the tech landscape. It's a low-pressure way to see how I work.

Joanna on LinkedIn