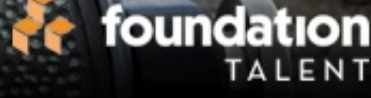
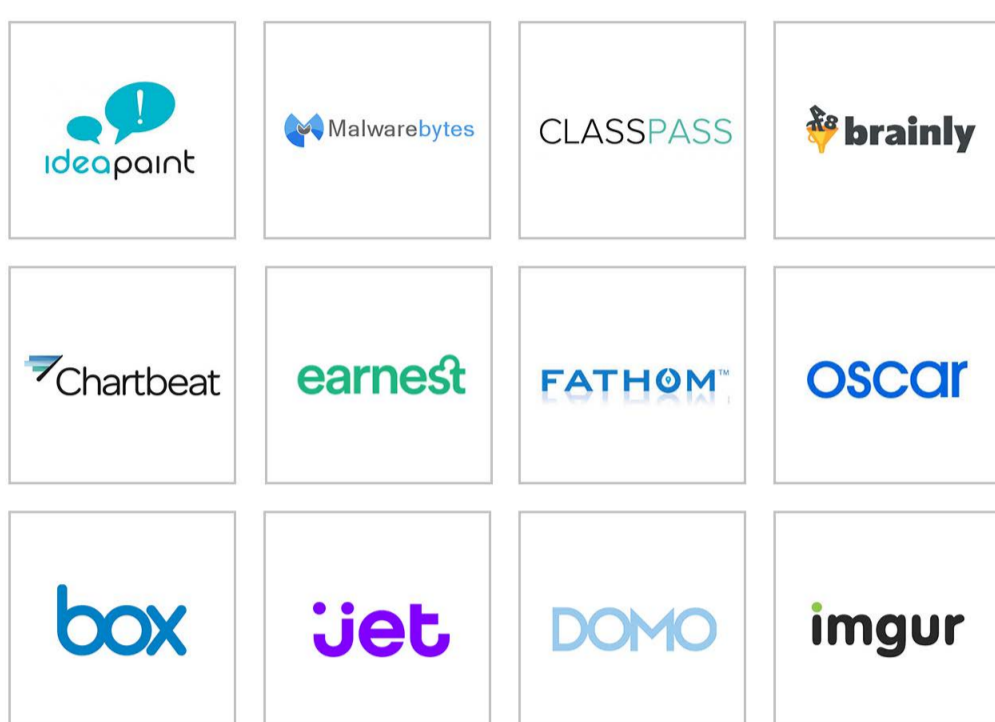


# UNLOCKED



Like many of our clients, we at Foundation Talent have seen **explosive growth** in 1H 2015. We've expanded our team in both the U.S. and EMEA and we're set to launch a **game-changing technology platform** to improve mid-level hiring. There won't be much chill time for us this summer. And to that, we say bring it on!

## A FEW RECENT CLIENTS



## ROLES WE'VE RECENTLY FILLED

- Director, Customer Service
- Director, Sales Operations
- Marketing Operations Manager
- Director, Finance
- Director, Digital Analytics
- Director, UX Research
- VP, Product Marketing
- Senior Software Engineers
- Director Engineering
- Director Product Marketing
- Director, Talent Acquisition
- Senior Java Engineers
- Product Designer
- Director, People Operations

## HEARD ON THE STREET

Foundation Talent partners Zen Mak and Dickon Moon recently shared some thoughts on the recruiting industry. Check out their full articles on [the resources page of our website](#), but a couple of takeaways...

- For a replacement hire, managers should make sure the job spec addresses the need for a stronger candidate than the departed one.
- Candidates should interview to get the job. Playing cool doesn't work.

## AROUND THE HORN

### 1H 2015 | MARKET TRENDS IN EUROPE

#### Recruitment Acceleration Program (RAP)

EMEA-based VCs and portfolio companies are increasingly engaging us to hire several talented professionals at once. This growing demand for multiple hires within an organization is partly due to the limited pool of senior HR talent with deep start up experience.

#### Beyond London

Although our EMEA team is based in London, the large majority of our work has expanded by the UK's borders, taking us to Sweden, Belgium, Poland, and Germany. All of these companies

#### Common Language

Many European companies have designated English as their official corporate language, a new trend highlighting a desire for using a common language across all geographies.

## GIVING BACK



Our Philly-based team was honored to spend a day volunteering at Broad Street Ministry, a local organization that caters to the

underserved community. We prepped lunch, got creative in the art room, and serve as personal shoppers for guests needing new clothes. Most importantly, we engaged with a very warm group of people. It was an awesome experience.

## JUST BECAUSE

- 90% of text messages** are read within three minutes of being delivered.
- According to the Journal of Experimental Psychology, fooling yourself into thinking you've slept well, even if you haven't, still improves performance.
- 220 million tons** of old computers and tech devices are trashed in the U.S. each year.

## CONTACT US

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