



circular

Collective recruitment works

Connecting

eventbrite

facebook

twilio



hopin

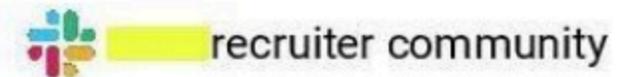
Preply

**Our journey together
started in 2015 as
VPs at Jobandtalent
(+€300m raised)**



Cooperative recruitment arose in small **communities**

- **99% candidates are rejected.** Some are very valuable.
- **Valuable candidates are already shared** in small trusted communities.



Janet

12:44 PM

Thursday, January 14th

Great mid-weight FS (would say stronger in FE) developer. Takes direction well, is proactive in his approach to work and a genuinely lovely guy! English is Julians second language and he has been working to improve his verbal comms, which has been a little challenging since the switch to remote working. However, he is great over written comms and is always keen to improve across both his technical and soft skills. (edited)

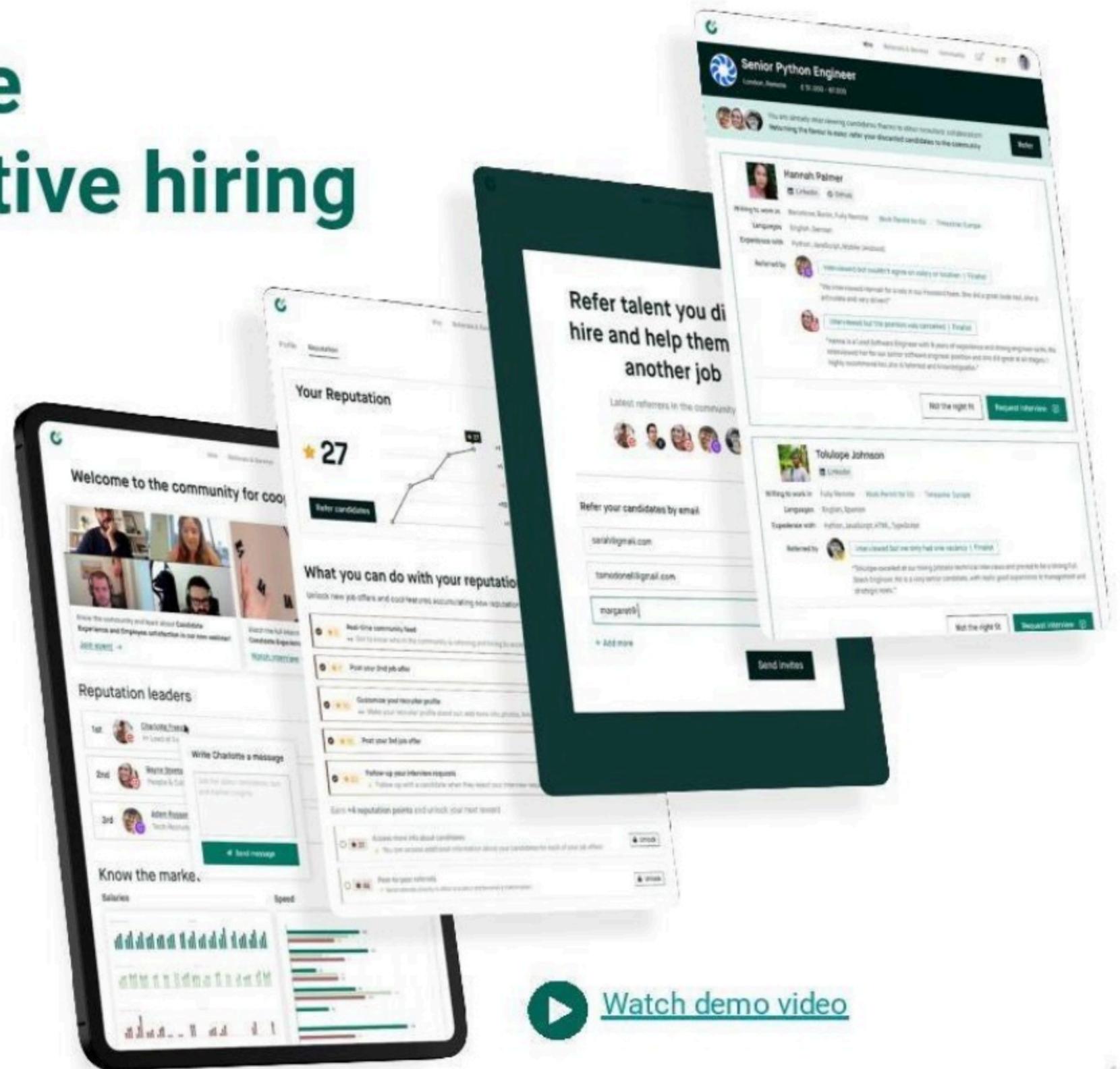
PDF

 CV-Julian.pdf
56 kB PDF

- **We scale this cooperation** by giving it a home and scaling trust.

For recruiters, **we are the community for cooperative hiring**

- **Hire candidates**
referred by trusted peers
- **Refer candidates**
that are still available
- **Build trust**
for being good at both
- **Learn**
from each other



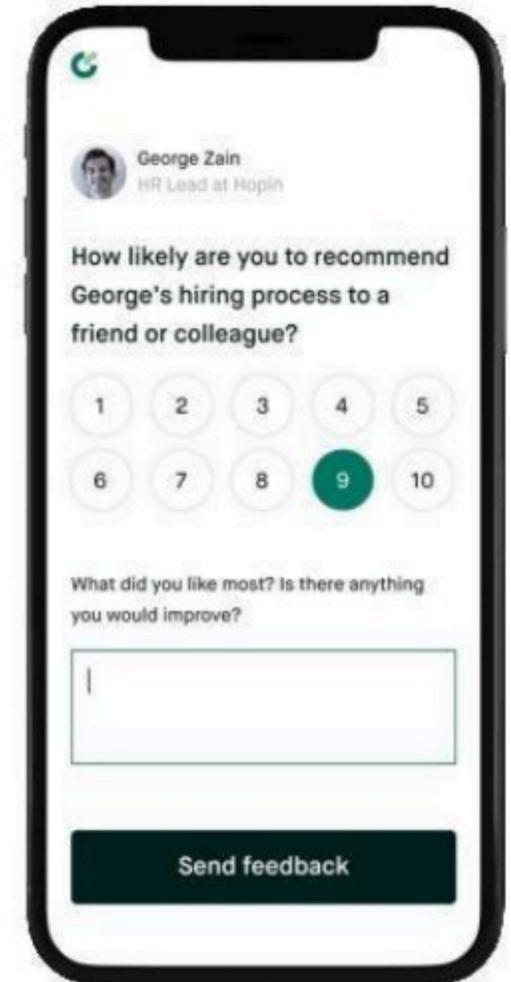
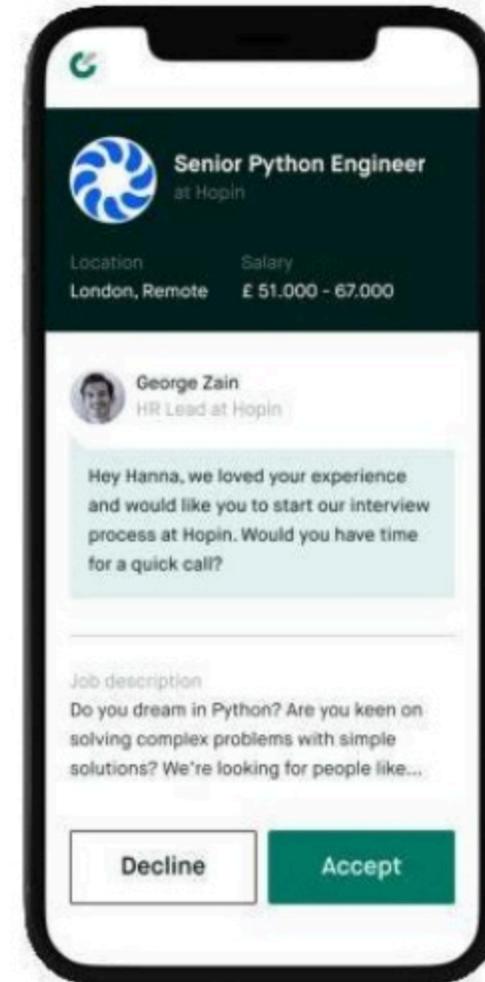
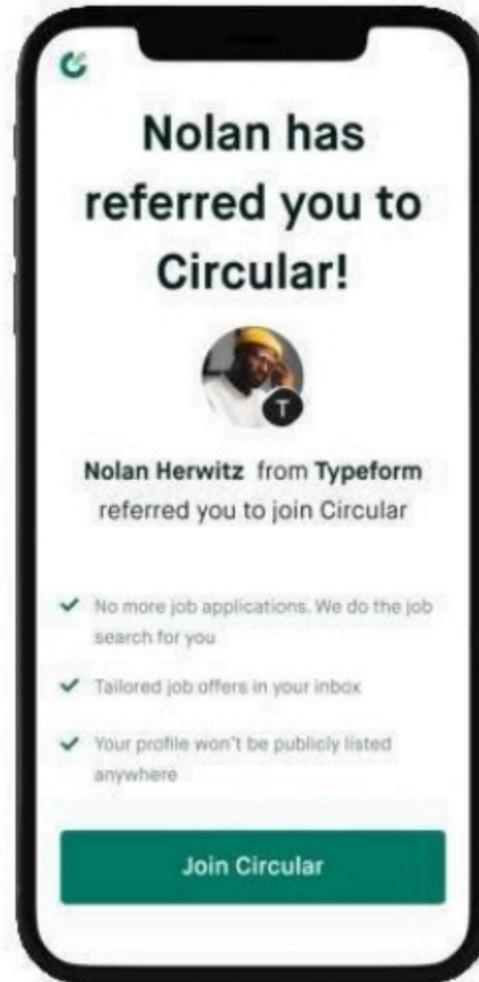
[▶ Watch demo video](#)

For candidates, **the best hiring experience**

➤ **Get referred to Circular**
by recruiters in the community

➤ **Get interview requests**
from top companies, confidentially

➤ **Share feedback**
to keep a great experience



A **community** makes **recruitment** efficient and human

In-house recruiters

Connect their interview processes and **distribute the work**

Get tools to improve hiring experience

Candidates

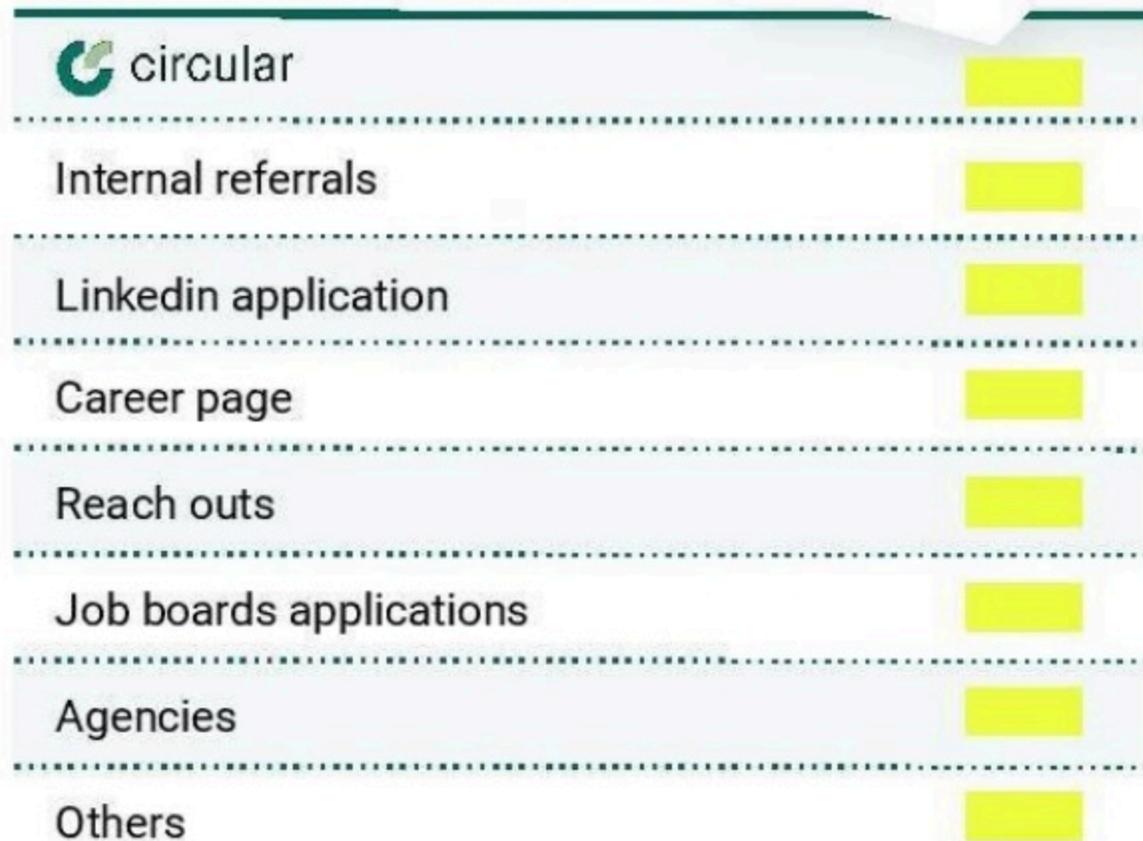
Centralize and leverage the effort put in multiple processes

Collectively monitor hiring experience with their feedback

In 2 years since launch, we are the **#1 hiring source** for **1000** companies

% Tech hires per source

100% of our customers' tech hires are filled through Circular



+ 1000 companies were active last quarter

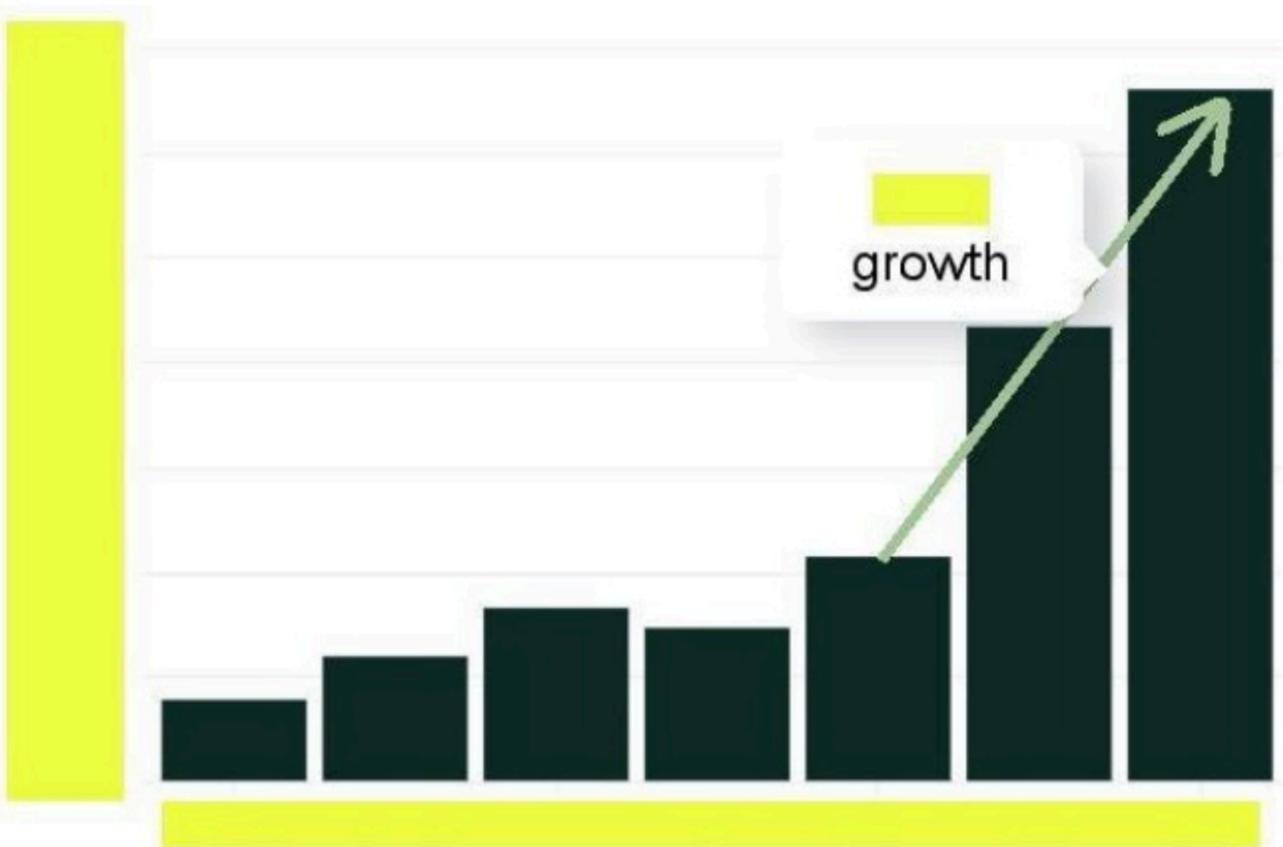


We are growing at **accelerated speed.**

Interview processes, hires, and GMV in two quarters

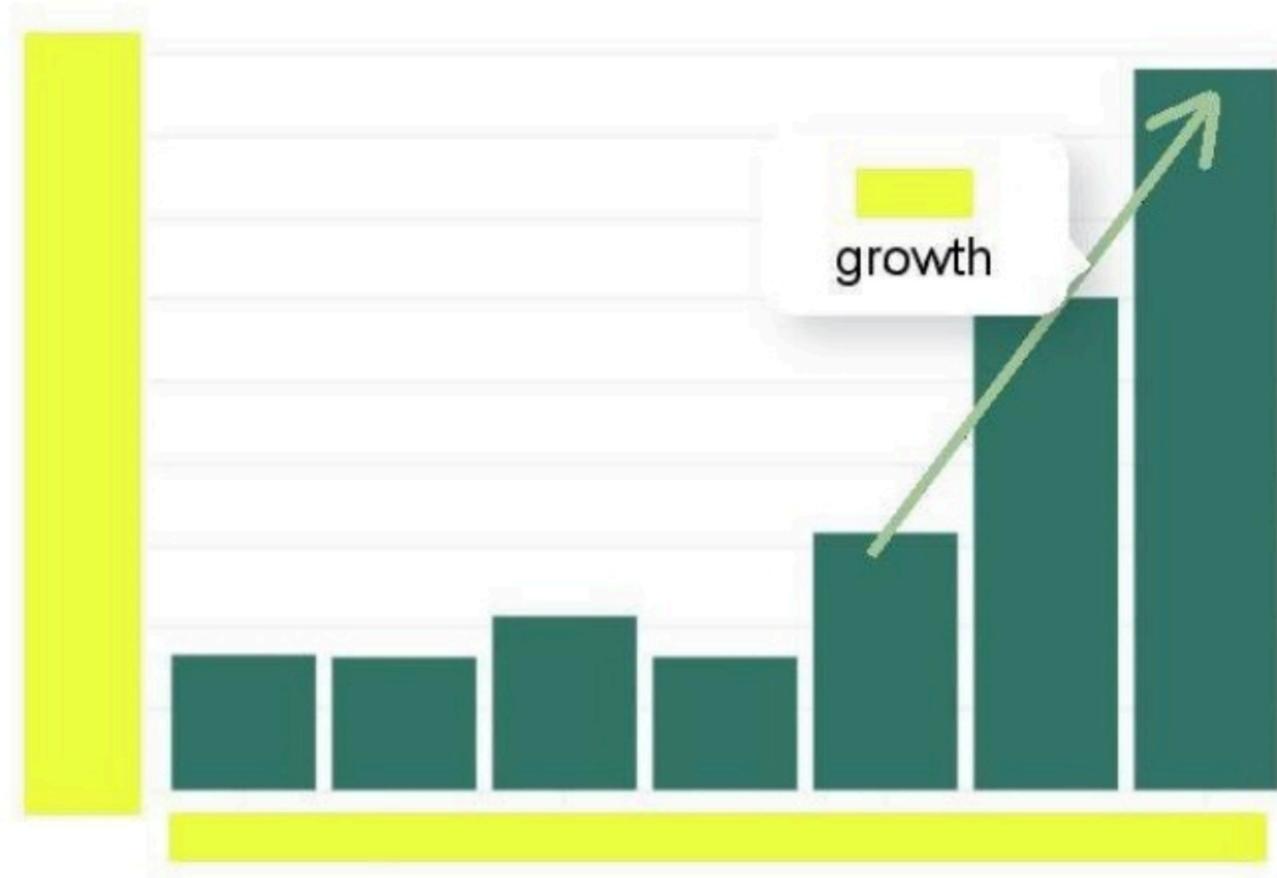
Interview processes

Started through Circular



GMV

GMV = annual salary of the hires closed during the period



Note: hires and agreed salary are confirmed through the product. Average salary on Circular is [redacted] Source: Circular.

Once companies are posting jobs, our **feedback loop** kicks in

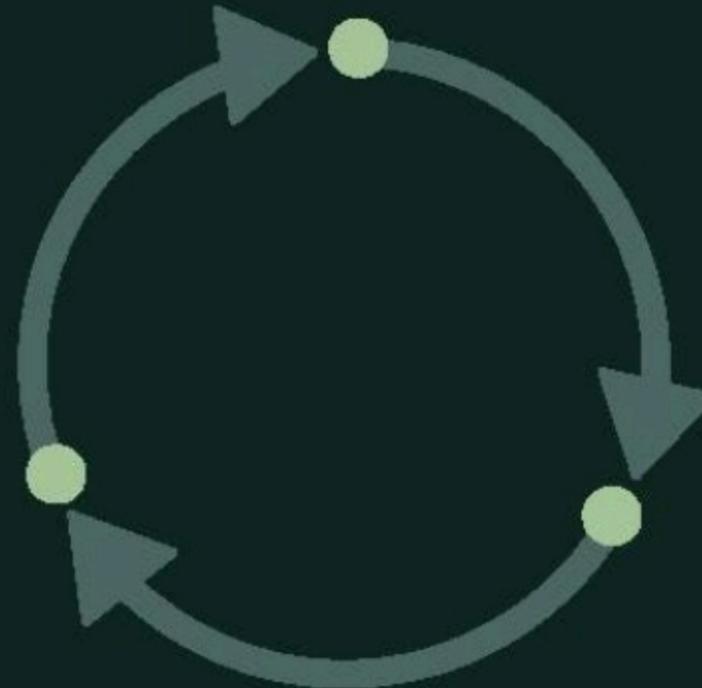
#1 Companies **refer vetted candidates**
from each job posted

the number of referrals per job posting:



#3 **More jobs are posted**
after a good experience

Active companies post 90% of their
jobs in circular



#2 More quality candidates
means **more jobs are filled**

jobs are filled in Circular.
We're the #1 hiring source for our customers

We have a plan for making recruitment cooperative

Next stage is scaling the community

Seed. €2.1m



Prove that we can get quality candidates at zero cost

Focus on building the incentives to encourage recruiters to refer more quality candidates per job posted in Circular

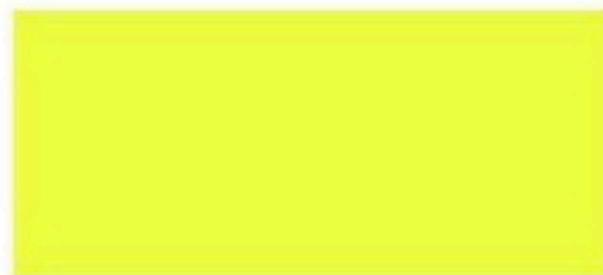
#2

Scale the community across tech hubs

The priority is to dominate major tech hubs because we believe it is a *winner takes most* opportunity due to:

- Network effects
- Reputation lock-in

#3



#4





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