

RABBLE

FLEXIBLE HR AND RECRUITING SUPPORT FOR SF BAY AREA BASED IT SERVICES STARTUP



THE PEOPLE OPERATIONS CHALLENGE

Our IT Services provider client was a growing startup of 30+ and required fractional HR and Recruiting support. They enjoyed the flexibility our hourly model allows, including the ability to customize the hours that they needed monthly to level up support during busier periods. During this ongoing 1+ year partnership, we functioned as their embedded HR Generalist and Recruiter, while Bri executed on a range of HR initiatives and made great hires too.

KEY CONTRIBUTIONS

- Job leveling and compensation analysis
- Developing an onboarding and offboarding roadmap
- HR Handbook Revamp, including policy revisions
- Developing offer letter templates - exempt, non-exempt and incentivized
- Hired a range of positions from a Systems Engineer to a Sr. Manager in Customer Success



CLIENT BENEFITS OF OUR FLEXIBLE MODEL

With no minimum hourly commitment, our HR and Recruiting engagements are completely customizable to fit your needs. Our clients are able to use their limited resources wisely, by flexing support up and down depending on demand. Clients partner with us to bring on experienced pros like Bri, as well as everything from earlier career talent at the Coordinator level to interim Heads of People and Talent.



“Working with this IT Services provider was my 2nd Rabble engagement and I've particularly enjoyed it as I've been able to support my client on both the people ops and recruiting side. Having worked at many startups in the past, I'm used to wearing multiple hats, and leaning in on whatever is needed from an HR or Recruiting perspective. I love helping clients grow and build!”

- **Bri Nelson**, Rabble HR and Recruiting Expert