

TALENT HOUSE

talent-house.co

Senior Technical Recruiter (Contract)

Location: Remote / Work From Anywhere (U.S.-based)

To apply: Send your resume and LinkedIn profile to hi@talent-house.co

Subject line: *Talent House Technical Recruiter Role*

About Talent House

Talent House is a boutique recruiting firm based in the San Francisco Bay Area, founded by former sales executive Bill McHargue. We specialize in partnering with high-growth startups to build world-class teams across **GTM (Sales, Marketing, Customer Success)** and **Technical/Engineering** functions. Our services include Embedded RPO, Retained Executive Search, and Contingency Search.

We work with founders, executives, and investors across the U.S.—helping venture-backed startups and scaling tech companies hire the people who move the needle.

The Role

We're looking for an experienced **Senior Technical Recruiter (Contract)** to join our embedded recruiting team. In this role, you'll act as an extension of our clients' companies—running full-cycle recruiting processes for technical roles. You'll collaborate closely with founders, hiring managers, and engineering leaders to source, engage, and close top-tier technical talent.

Engagements typically run **3 to 6 months or longer**, depending on client needs. This is a **remote contract role** with flexibility and autonomy. Compensation can be structured on a **project basis or hourly**, depending on the engagement. You won't need to generate clients or do business development—our founder manages client acquisition. Your focus will be on delivering high-quality recruiting execution and results.

Responsibilities

- Partner with founders, executives, and hiring managers to understand technical hiring needs
 - Source, engage, and manage pipelines of high-quality candidates (Software, Cloud, AI/ML, DevOps, SRE, Security, and related roles)
 - Run full-cycle recruiting: sourcing, screening, scheduling, candidate management, and closing
 - Build and maintain strong pipelines of passive candidates through LinkedIn Recruiter, networking, and outbound strategies
 - Provide a high-touch candidate experience and represent both Talent House and client brands with professionalism
 - Track activity, progress, and results using modern recruiting tools and ATS platforms
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Requirements

- **3+ years of technical recruiting experience** (agency, RPO, or in-house startup preferred)
 - Proven track record filling roles across **software engineering, DevOps, SRE, security, or cloud infrastructure**
 - Strong sourcing skills: Boolean logic, LinkedIn Recruiter, outbound candidate engagement
 - Experience recruiting for early-stage and venture-backed startups
 - Excellent written and verbal communication skills
 - Self-starter who can thrive in a fully remote, fast-paced environment
 - Strong organizational and prioritization skills
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Preferred

- Existing LinkedIn Recruiter proficiency
 - Established network of engineering/technical candidates
 - Experience partnering with C-Suite and VP-level leaders
 - **Experience working with VC-backed startups (Seed to Series C)**
 - Familiarity with Bay Area and broader U.S. tech startup ecosystem
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Why Talent House?

- 100% remote, flexible contract role
 - Projects typically run **3 to 6 months (or longer)**
 - Compensation options: **project-based or hourly**
 - No commute, no office politics—just impactful recruiting work
 - Collaborative tools and processes that let you work seamlessly from anywhere
 - Competitive contract rates
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Talent House is an Equal Opportunity Employer. All qualified applicants will receive consideration for engagement without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.