Hire for what AI demands.

Senior-led recruiting for AI and technical talent.

AI is reshaping what your company needs to hire for. The market is noisy, credentials are inflated, and a wrong hire at the senior level is expensive. Every BizFirst engagement is led by a senior Delivery Lead managing just 3 to 4 clients, with the technical judgment to separate real AI skills from an increasingly crowded field.

> *"The team understood the technical requirements from day one and never sent us a candidate who wasn't ready for the conversation. That level of vetting is rare."*
>
> SitScape · AI-Driven Enterprise Software · 96% Retention · 2-Year Engagement

Month-to-month.
No long-term contracts. Scale up, pause, or adjust as your hiring needs change.

Senior-led, always.
Every Delivery Lead is an experienced professional with real technical screening depth.

3:1 client ratio.
Your Delivery Lead manages only 3 to 4 clients, giving your search the focus it deserves.

Machine Learning · Generative AI · MLOps · AI Product · Data Science · AI Architecture

ROLES WE RECRUIT FOR

ML Engineering
ML Engineer
Senior / Principal ML Eng
MLOps Engineer
AI Platform Engineer
LLM / GenAI Engineer

Data & Research
Data Scientist (NLP/GenAI)
Applied AI Scientist
Computer Vision Engineer
AI Research Scientist
Data Engineer (AI/ML)

Product & Architecture
AI Product Manager
AI Solutions Architect
Technical Product Manager
AI Program Manager
Prompt Engineer

Leadership
Head of AI
VP of AI / VP of Data
Dir. of ML Engineering
Chief AI Officer
Chief Data Officer

60+
Years combined experience

3
Avg candidates to generate an offer

25+
Client companies served to date

~40%
Cost savings vs. traditional agency

WHO YOU'LL WORK WITH

Jeff Packard   Founder & CEO
20 years leading consulting teams at NTT DATA, Accenture, and KPMG.

Ian Bobbitt   Head of Client Delivery
Runs day-to-day execution across every client engagement.

The right model for how your team hires.

Every model includes a dedicated Delivery Lead. Pricing matches how you hire.

01

PartnerHire
Embedded Recruiting Team
$7,500 / month
Month-to-month. All tools included.

- Dedicated Delivery Lead across all searches
- First submissions within 3 business days
- Scales as your AI team grows
- Technical screening on every submission
- 90-day placement guarantee
- Weekly pipeline reporting

BEST FOR AI TEAMS THAT ARE
Building or scaling an AI function with recurring headcount across data science, ML engineering, AI product, and infrastructure.

02

DirectHire
Full Lifecycle, Per Placement
10–15% first-year salary
Zero upfront cost. Pay only on hire.

- Full lifecycle, sourcing to offer close
- Senior technical screening on all submissions
- First submissions in 5 to 7 business days
- Comp benchmarking included
- 90-day placement guarantee
- Free replacement in guarantee window

BEST FOR AI TEAMS THAT ARE
Senior AI hires where precision matters. Principal engineers, heads of data, AI architects, and technical executives.

03

SourceHire
Sourcing & Screening Only
$500 to start / $3,000 on hire
Flat fee. No percentage.

- 3 to 5 recruiter-screened candidates
- Candidate summaries with fit notes
- Salary expectations verified
- Delivery within 7 business days
- No ongoing commitment required
- Applies toward DirectHire if you proceed

BEST FOR AI TEAMS THAT ARE
Validating the market for a new or hard-to-define AI role before committing to a full search.

GET STARTED

Three steps to your first submission.

1 Schedule a call
Book at bizfirst.net/contact. We come prepared with examples from your sector.

2 Get a firm quote
Most clients receive pricing within 24 hours of the call.

3 Start your search
Kickoff in 1 to 2 business days. First submissions in 3 to 7 days depending on model.

Ready to connect?

Call: +1 703 940 0909   **Email:** sales@bizfirst.net   **Web:** bizfirst.net

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