

Nomination: 9103

Rare Talent for Rare Vision: Building an Art-Tech Startup's Team in Under Six Months

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Outstaff Your Team

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Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Rare Talent for Rare Vision: Building an Art-Tech Startup's Team in Under Six Months

Category

D01 - D08 Solution Provider > D07 - Talent Acquisition & Retention Solution Provider of the Year

Solution Provider Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Outstaff Your Team is a staffing and HR operations company on a mission to help global tech companies grow faster with brilliant teams. Since 2010, we've been assembling top-tier Tech, Digital, and Creative teams and setting up full-scale HR solutions that enable product-driven organizations to scale without friction.

With 15 years in the industry, we've partnered with visionary companies, supporting them from early development through to product maturity. We specialize in building teams that don't just fit roles — they move companies forward. We operate globally, taking into account regional talent markets and our clients' specific business needs.

What sets us apart is our ability to bridge two traditionally separate worlds: precision hiring and operational HR. We embed ourselves into our clients' growth infrastructure. While our clients retain full control over product development, we handle the talent side: from hiring to retention, payroll, HRIS setup, and policy implementation.

Our reputation speaks through results: faster hiring, lower attrition, and HR systems built to scale. We've been recognized by DesignRush (Best Outsourcing agencies to hire 2025), Clutch, The Manifest, and UpCity as a top-rated staffing and HR partner.

b. Outline the organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

We helped Digital Original, a digital art tech startup, transition from outsourced MVP development to building a fully operational in-house product team. The challenge was urgent: scale fast, fill 18 highly specialized roles (art direction), and launch internal HR — all without existing hiring processes or internal HR infrastructure.

We delivered measurable impact across three core pillars:

1. Full-cycle talent acquisition

- Recruited 18 professionals across blockchain, VR, marketing, design, operations, and development — 80% were middle/senior level.
- Sourced globally, with a focus on Eastern Europe.
- Screened 600+ candidates for a key front-end role, filled in just 16 days.
- Hired rare profiles, including a Full-Stack Blockchain Developer and VR Designer, despite market constraints and below-market budget.

2. Custom-built HR operations setup

- Designed and implemented all HR policies: onboarding, milestone reviews, time-off and compensation.
- Set up and customized BambooHR as HRIS, created company playbook, launched payroll policy, and trained the company's first HR Generalist.

3. Results that accelerated product delivery

- Allowed the founder to focus on product and business development while we handled team growth.
- Enabled the company to deliver product features faster and transition to stable operations with minimal friction.
- Scaled from idea to execution-ready team in less than 6 months.

This was more than a recruitment project — it was a full-scale organizational launchpad. The result: a fully staffed, execution-ready team, a functioning HR backbone, and a founder and a CEO free to focus on innovation and growth — all within half a year.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

This project demonstrates how a solution provider can directly accelerate a company's business readiness — not just by filling roles, but by building an entire talent ecosystem.

What makes this achievement unique:

- 1) Startup-grade speed, enterprise-grade structure: We built a hiring and HR foundation in <6 months, a timeline rare even among in-house teams with bigger budgets and longer runway.
- 2) Rare hires in low-supply markets: For the Full-Stack Blockchain Developer role, fewer than 300 qualified professionals existed locally. Our team succeeded with targeted headhunting and value-based offer negotiation, despite a restricted budget (\$3K–\$3.2K vs. market rates starting at \$5K).
- 3) Integrated HR delivery: Few solution providers manage both recruitment and operational HR. We provided end-to-end support — policies, reviews, payroll, and HR tech setup — at no extra onboarding cost to the client.
- 4) Sustainable outcomes: The startup evolved from founder-led hiring to a fully equipped HR-led model within one year, with a trained HR Generalist we onboarded and mentored.

Compared to other players, our hybrid model outperforms traditional recruiters (who stop at recruitment) and standalone consultants or staffing providers (who lack sourcing power). This project is a proof point: you can build a top-tier team and HR stack, globally and affordably, without internal resources — if you have the right partner.

By delivering both capability and continuity, we set a new operational standard for early-stage teams. This case proves that with the right partner, startups can scale with the confidence, structure, and talent strategy.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

To support this nomination, we have included a range of third-party materials that validate our impact and reinforce the claims made throughout this submission.

1. Case Study – Digital Original

Our full case study outlines the strategy, execution, and outcomes of the engagement. It details how we scaled Digital Original's in-house team from zero to 18 highly specialized hires (including rare blockchain and VR roles) and built their HR infrastructure — all within six months.

2. Verified Client Reviews.

Digital Original has provided direct testimonials via: Clutch and Capterra.
These reviews highlight our effectiveness, responsiveness, and ability to deliver high-impact results under time and budget constraints.

3. Industry Recognition – DesignRush.

Outstaff Your Team has been named one of the Best Outsourcing Agencies to Hire in 2025 by DesignRush:
Feature Article and YouTube Feature.

This third-party recognition supports our position as a top-tier HR and staffing partner globally.

Together, these materials offer strong, multi-angle validation — client outcomes, peer-reviewed recognition, and industry media — demonstrating our excellence in delivering rare talent, operational HR, and strategic impact for high-growth, art-tech startups.

Webpage Link

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Would you like to add an additional webpage link?

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For more information, contact the Office of the Vice President for Research and Economic Development at 319-273-2500 or research@uiowa.edu.

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