

FAMILY OF COMPANIES

C4K · ETL · OST · AGZ · GFI · IAB · URX · RVG

OPPORTUNITY · ELITE EXECUTIVES · ENTERPRISE-WIDE LEADERSHIP

Bob Builder

The talent architect across our family of organizations · identifies, recruits, develops, and supports talented individuals who can contribute to the success of every organization.

You have stepped into one of the most strategically important positions within our Parlayed Parties — and right now, that means exploring whether your gift for finding and developing exceptional people belongs as Bob Builder for the enterprise. We are excited you are here. Welcome aboard. While Ricky Recruiter focuses on individual organizations, Bob Builder operates across the entire family. You connect the right people to the right opportunities · whether in C4K, ETL, OST, AGZ, GFI, IAB, URX, or RVG. Your work multiplies because every person you place strengthens the whole.

GREAT in Action

Every position within our family of companies is anchored in GREAT — the framework that keeps everyone aligned, purposeful, and accountable.

G	Goals	Identify, recruit, develop, and support talented individuals who can contribute meaningfully across our family of organizations.
R	Role	Conduct high-level candidate sourcing, interviews, assessments, and placements. Maintain talent pipelines for all organizations. Spot people whose strengths fit emerging needs.
E	Expectations	Sharp judgment of character and capability. Strategic patience. Confidentiality. Strong follow-through.
A	Accountability	Own each candidate relationship from sourcing through placement and early support. Protect candidate trust. Communicate transparently with hiring leaders.
T	Timelines	Active searches measured in weeks. Talent pipeline development is an ongoing, multi-year investment.

What You Will Actually Do

The Bob Builder brings purposeful action to the rhythms of the role. Here is what those rhythms look like:

Daily Duties

- Identify and reach out to high-level candidates.
- Conduct interviews, assessments, and background checks.
- Maintain detailed records of candidate progress and communications.

Weekly Goals

- Source and present qualified candidates for key positions.
- Analyze placement success and identify opportunities for talent replication.
- Provide updates to leadership on recruitment progress and strategic opportunities.

Tracking & Reporting

- Log all candidate interactions, evaluations, and placements.
- Deliver weekly summaries of recruitment metrics and high-potential leads.
- Recommend adjustments to improve high-level sourcing and placement strategies.

What We Are Looking For

- Strong instincts for spotting talent and character.
- Excellent interviewing and assessment skills.
- Discretion with sensitive candidate and organizational information.
- Strategic patience · you understand the right person takes the time it takes.
- Strong written and verbal communication.
- Comfort across multiple industries and organization types.

WIIFM · What is in it for You

Place exceptional people. Watch the ripple.

Every person you successfully place becomes part of a story that lasts. You see careers transformed, organizations strengthened, and communities better served · all because you saw the right fit. This is influence with a long memory.

Engagement at a Glance

Type	Contractor · retainer + per-placement performance
Reports to	Enterprise-wide leadership
Time Commitment	Flexible · typically 15-30 hours per week
Location	Remote with periodic in-person assessment time
Compensation	Retainer base + placement-success bonuses
Growth Pathway	Bob Builder → Chief Talent Strategist → Enterprise Strategic Leadership

Next Steps · The Pillared Pattern System

Every position in our family of organizations follows the same clear, consistent pathway. Here is what comes next if you decide to take the next step:

Pipeline Pirouette	Paperless paperwork to capture your basic information. Already complete if you submit through the form on this page.
Ontime Onboarding	An orientation to our rules, norms, and regulations. Delivered online at a time that works for you.
Initial Induction	The exact tools, systems, and starting tasks you need to thrive in this specific position.

We are honored you are here. Let us build something remarkable together.

Take the Next Step

READY TO EXPLORE THIS OPPORTUNITY?

Tell us about yourself using the form below. We will respond personally within 3 business days.