



Founder First

Every decision we make starts with the founder. We know that early-stage companies move fast, think differently, and need a recruitment partner that keeps up. At Spinwell Startups, founder priorities are our priorities — your timeline, your culture, your way of working.

Being founder first isn't just a mindset — it's how we operate day to day. We take the time to understand not only what role you're hiring for, but why it matters right now, what success looks like in your specific context, and what kind of person will genuinely thrive in your environment. We don't apply a one-size-fits-all process to companies that were built to be different.

We know that for founders, every hire is high-stakes. A bad fit at an early stage doesn't just cost time and money — it can affect team culture, investor confidence, and momentum. That's why we move with the urgency you need, communicate the way you prefer, and stay close to the process rather than handing it off and hoping for the best.

We've worked with enough founders to know that the best recruitment partner is one who feels like an extension of your team — someone who cares about the outcome as much as you do. That's the standard we hold ourselves to.

Your timeline. Your culture. Your way of working.