



Transparent by Default

No percentage fees. No hidden costs. No surprises after the offer lands. We believe funded startups deserve to know exactly what hiring costs before the search begins. Every fee is agreed upfront. Every process is visible. Honesty and transparency are non-negotiable at Spinwell Startups.

In an industry where percentage-based fees and opaque pricing are still the norm, we made a deliberate choice to do things differently. We think it's wrong for a recruitment bill to be a moving target — one that grows simply because your new hire negotiated a better salary. Founders have enough uncertainty to manage without that.

Our flat-fee model means the number we agree on at the start of a search is the number on the invoice at the end. No uplifts, no add-ons, no small print. You can budget with confidence, report to your board with accuracy, and make hiring decisions based on what's right for the role — not what it might cost you.

Transparency doesn't stop at pricing. We keep you informed throughout the process — where we're searching, who we're speaking to, what the market is telling us, and where we're running into challenges. We won't dress things up or tell you what you want to hear. If a search is proving difficult, you'll know why. If candidate expectations are higher than the budget, we'll tell you early.

We believe that the best client relationships are built on trust, and trust is built on honesty. That's not something we switch on when it's convenient — it's the foundation of how we work.

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