



Strategic Talent Acquisition & Scalable HR Solutions

Hire. Support. Scale.



San Francisco Bay Area Based | Serving Clients Globally

www.tangerinerearch.net

Built For Agility. Designed for Scale.

Tangerine Search is a strategic talent acquisition and HR consulting firm built to transform how startups, scaling companies, and enterprise clients hire, scale, and retain talent.

We understand headcount planning, reporting pressure, compliance risk, and the value of strong HR and recruiting processes and infrastructure.

Senior Leadership



April Starlight

Founder of Tangerine Search and seasoned recruiter supporting high-growth teams.



Crystal Chung

Head of TA Operations focused on scalable recruiting strategy and team performance.



Katie McGonigal

Head of HR Practice building scalable people systems for high-growth teams.



90%

BUSINESS FROM REFERRALS

Not All Solutions Are Built the Same

Here's how we compare to traditional agencies, RPO providers, and internal teams when it comes to flexibility, transparency, and long-term impact.

TALENT ACQUISITION	TANGERINE SEARCH	RECRUITING AGENCY	INTERNAL TA	EXTERNAL HR CONSULTANT
CONTINGENCY SEARCH	✓	✓	✗	✗
EMBEDDED TALENT TEAM	✓	✗	✓	✗
EXECUTIVE SEARCH	✓	✓	Limited	✗
PRECISION TECHNICAL RECRUITING	✓	Limited Depth	Limited	✗
STRUCTURED INTERVIEW SCORECARDS	✓	✗	✓	Limited
ATS OPTIMIZATION & WORKFLOW CLEANUP	✓	✗	*	Limited
DATA-INFORMED HIRING STRATEGY	✓	Limited	*	Limited
FULL RECRUITING TECH STACK INCLUDED	✓	✗	✗	✗
JOB BOARDS INCLUDED	✓	✗	✗	✗
CANDIDATE EXPERIENCE DESIGN	✓	Limited	*	Limited
DIVERSITY-FOCUSED SOURCING AND METRICS	✓	Varies	Varies	Limited Advisory
HUMAN RESOURCES				
HRIS / ATS IMPLEMENTATION SUPPORT	✓	✗	*	✓
HR POLICY CREATION	✓	✗	✗	✓
EMPLOYEE RELATIONS SUPPORT	✓	✗	✗	✓
MANAGER TRAINING & GUIDANCE	✓	✗	Limited	✓
HR DASHBOARD & REPORTING STRATEGY	✓	✗	*	✓
ADMINISTRATION				
COMPLIANCE & RISK MITIGATION GUIDANCE	✓	✗	✓	✓
FLAT MONTHLY RECRUITING MODEL	✓	Per Hire Only	✗	✗
GLOBAL HIRING & SCALING ADVISORY	✓	✗	Limited	Limited
COST PREDICTABILITY	✓	✗	Fixed Salary	Variable

* Requires RecOps Team Member

Strategic Contingency Search

Overview

High-impact recruiting for companies that need precision hiring without long-term overhead or rigid agency models.

Ideal For

- Niche technical and hard-to-fill roles
- Fast hiring—you'll receive qualified candidates within 48 hours
- Teams needing highly calibrated candidate pipelines

What We Deliver

- Structured candidate vetting
- Precision sourcing & diverse talent pipelines
- Hiring manager calibration & full support through the interview cycle
- Excellent candidate experience & boosted employer branding
- Data-driven shortlisting & market insights

Why It Works

We combine deep role calibration with disciplined process design to reduce noise and improve signal, focusing on faster hiring cycles, stronger offers, and solid long-term matches.

48H

INITIAL BATCH OF
QUALIFIED CANDIDATES

92%

CANDIDATE OFFER
ACCEPTANCE RATE

5

AVERAGE ROLES
FILLED PER CLIENT

85%

REDUCTION IN
DAYS-IN-STAGE

Building Your Hiring Engine

Hiring is expensive. It eats time and energy from your team and has a huge impact on your brand if not done well.

When your hiring system works:

- Teams stay focused
- Candidates stay engaged
- Decisions are data-driven
- Employer brand strengthens

Embedded Talent Team (RPO)

Overview

A fully embedded recruiting partnership that operates like your internal talent team at a predictable monthly investment.

Ideal For

- Startups and companies experiencing rapid growth without internal TA
- Teams needing structure and hiring infrastructure
- Organizations seeking cost predictability

What We Deliver

- End-to-end Talent Acquisition
- Proactive sourcing and screening
- ATS optimization and reporting infrastructure
- Full recruiting tech stack, specialty job boards and sourcing tools included
- Hiring process design and improvement

Why It Works

Instead of acting like an outside vendor, we operate as part of your team. This creates consistency, accountability, and visibility while eliminating per-hire fees, surprise costs, and fragmented recruiting efforts.

“

Tangerine didn't just help us hire—they helped us build hiring. We had a recruiting engine overnight.

– SENIOR ENGINEERING MANAGER, R-ZERO

“

Finding the right experience and skill sets for the cloud-native authorization space is like trying to find rare earth materials. The Tangerine team matched our energy and progress exceedingly well.

– VP OF PRODUCT, STYRA



Scalable & Transformative HR

Overview

Strategic HR partnership designed to help growing organizations build strong people infrastructure without a full internal HR department.

Ideal For

- Startups building their first HR foundation
- Growth companies needing operational maturity and expertise
- Organizations navigating the complexities of compliance
- Teams scaling across regions or globally

What We Deliver

- HR training and leadership development
- Policy and handbook creation
- HRIS and ATS implementation
- Employee relations guidance
- Global scaling support
- HR analytics and dashboard reporting

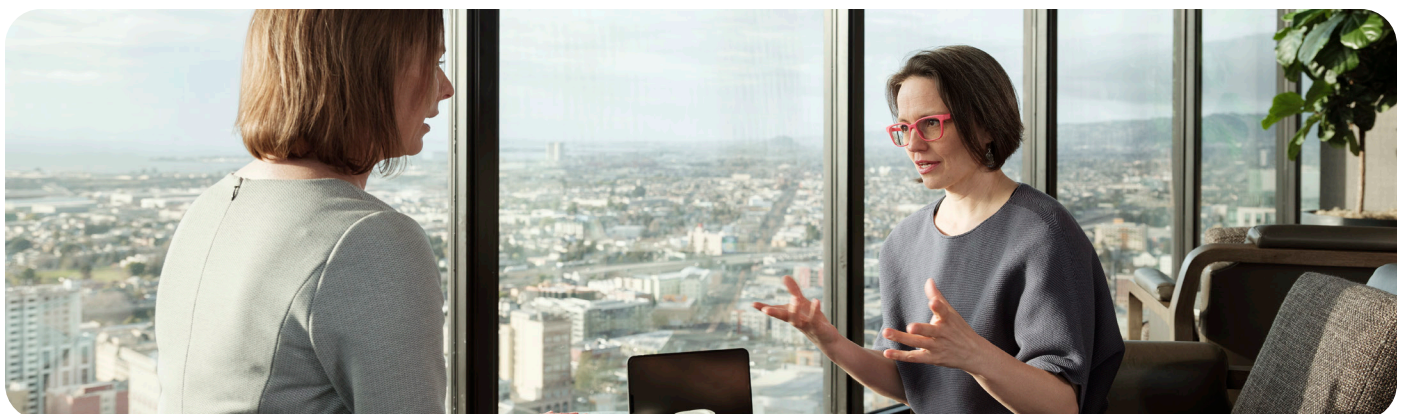
Why It Works

No two organizations are the same—so neither is our approach. We design and implement customized HR systems aligned to your specific challenges, goals, and growth stage, helping reduce risk, strengthen retention, and empower better leadership decisions.

“

Katie has excelled in supporting my company with HR needs and compliance. Her methodical and direct approach is a perfect fit. I've gained valuable insights from her that aid me in employee management. Thank you, for this invaluable service!

– CEO, POSTMARC



The Tangerine Advantage

Experience

We bring decades of hands-on experience from within technology and high-growth companies, enabling us to approach each challenge with practical insight and seasoned judgement.

Tailored, Not Templated

Every engagement is customized to your goals, adapting sourcing strategy, hiring process, and support as your organization evolves.

Transparent by Design

Clear pricing, defined deliverables, and collaborative scoping ensure you understand costs, expectations, and outcomes from the start.

Technology with Discernment

We use modern sourcing tools and responsible AI to improve efficiency and insight while keeping human evaluation and structured decision-making at the center.

Diversity Drives Performance

We expand candidate pipelines, support structured evaluation, and promote inclusive hiring practices that strengthen innovation, retention, and business outcomes.

Enterprise Ready

We support regulated environments including banking and healthcare, with experience navigating security reviews, compliance standards, and procurement requirements.

“

Tangerine became an integral part of a big project and helped us deliver what we needed! I look forward to engaging April and her team again!

– SENIOR MANAGER, CVS HEALTH

40%

UNDERREPRESENTED TALENT
PLACEMENT INCREASE

70+

YEARS COMBINED
LEADERSHIP EXPERIENCE

NGLCC 
National LGBTQ+ & Allied
Chamber of Commerce

**WOMEN
OWNED**

Our Partners & Clients



keystrike 

Crunchyroll

SONY

SCHAEFFLER

 **ace**
communications

ASTRONOMER

BEAM CIRCULAR



rzero

We Don't Just Hire.
We Build High-Performing Teams.

Schedule a Consultation

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