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About Us

Hatch I.T. is a boutique technology consultancy transforming the way early-stage and high-growth startups scale their engineering & product teams. We offer two services: Stride and Scale. Stride combines customized product leadership consulting with **engineering recruitment expertise** that brings founders' visions to life. Scale, our highly-specialized **software startup recruiting model**, offers rapid and consistent candidate delivery that's enabled by progressive technology and driven by community engagement.

Our roots can be traced to a garage in Leesburg, VA in 2013 where hatch first noticed a gap in the tech talent market. We recognized that the DC area is rich with service-based companies and talent, but product companies and startups were vying for candidates that thrived in a production-based environment. In 2015, we made the pivot from a general tech recruiting firm to a boutique partner specializing in software development, mobile development & product design recruitment for commercial product startups & small businesses in the DMV region.

We offer packages to NEXT members to support high-growth startups in the Washington DC, Maryland, Virginia metro area. Our hyperlocal community of highly-engaged product engineers, predictive AI talent intelligence software, real-time talent analytics and insights, specialist team, and predictable, fixed fees save clients 30% or more compared to other firms while delivering more engaged candidates and significantly increasing brand awareness in the community.

hatch IT will offer NEXT members the following services to assist in rapidly scaling their engineering and product teams:



All offerings start with a complimentary 30/60 minute consultation to go over all things related to building out your engineering/product teams (recruiting, growth planning, culture buildout, applicant tracking system implementation).

hatch IT NEXT Member Packages

Geared towards 3/6/12 month engagements however flexible per customer needs

Tier 1 Service Offering

2500/month

- Customer is added to our preferred startup list and every position presented to hatch will be presented to all engineers we speak to that coincide with that skill-set
- Setup of an Applicant Tracking System (ATS)
- Creation of customer job descriptions and actively post jobs to free social job sites
- Screening of candidates for specified client positions
- Interview coordination & scheduling
- Guidance on market compensation ranges for client's engineering/product positions
- Onboarding support

Tier 2 Service Offering

5000/month

- All Tier 1 Service Offerings +
- Full Lifecycle Recruitment on one (1) of customer's top engineering/product openings
- Stand-up a customized careers landing page outlining companies positions, culture, benefits
- Coordination of 1 recruiting event