



theHRchapter.

**STARTUP HIRING  
RESOURCE LIST:**

# **25 TOOLS TO RECRUIT TOP TALENT IN 2025**

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# Startup Hiring Resource List: 25 Tools to Recruit Top Talent in 2025



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TheHRchapter (as a partner resource)

# INTRODUCTION

Recruiting top talent is one of the biggest challenges early-stage startups face. While larger companies have the resources to offer high salaries, flashy perks, and extensive recruiting operations, startups need to compete using agility, purpose, and creativity. The good news? Many skilled professionals are looking for more than just compensation—they're seeking meaningful work, flexibility, and the opportunity to grow.

## Purpose of This Guide

The goal of this guide is to help startup founders, early-stage hiring managers, and people ops leaders:

- Identify non-traditional and budget-friendly recruiting channels
- Understand where quality candidates are spending their time
- Learn how to engage with potential hires outside mainstream job boards
- Optimize outreach and job visibility with targeted tactics.

## How to Use This Guide

This guide can serve as both a reference and an outreach toolkit:

- Browse the full list to identify platforms that suit your target roles (e.g., developers, designers, marketers).
- Use the included tips to guide your messaging, positioning, and engagement on each platform.
- Bookmark or share with your team to align on sourcing strategy and diversify your talent pipeline.

# 25 TOOLS TO RECRUIT TOP TALENT IN 2025

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## AngelList Talent (Wellfound)

**wellfound:**

A premier platform connecting startups with candidates who want to work at early-stage companies. Candidates here are often startup-savvy and eager to take on varied roles.

### **TIP**

Create a transparent company profile and highlight your mission and growth potential to attract serious startup talent.

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## GitHub



While GitHub Jobs closed, GitHub remains invaluable for scouting developers by reviewing their public repositories and contributions.

### **TIP**

Search for contributors to relevant projects and engage directly by commenting on their work or opening a conversation.

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## Dribbble

*Dribbble*

A community of designers showcasing portfolios, perfect for recruiting UX/UI and graphic designers.

### **TIP**

Use the job board and also proactively browse portfolios to reach out to promising creatives.

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## Behance



Behance is Adobe's creative platform, popular among freelance and agency designers. Portfolios span graphic design, branding, motion, and web.

### TIP

Look beyond visuals—read case studies and process descriptions to find designers who think strategically.

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## Stack Overflow Jobs



Developers visit Stack Overflow to ask and answer coding questions. The Jobs section is highly targeted to engineers and technical professionals.

### TIP

Include problem-solving challenges and technical vision in your job posts. Emphasize the real-world impact of engineering work.

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## Hacker News "Who is Hiring?" Thread



A monthly job board in the Y Combinator Hacker News forum. Companies post brief job descriptions targeting highly technical and startup-savvy users.

### TIP

Be transparent. Share salary, tech stack, and unique company challenges. Avoid generic buzzwords.

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## LinkedIn



Still the largest professional network, LinkedIn is useful for sourcing passive candidates and building employer brand visibility.

### TIP

Avoid cold InMails—engage by commenting on posts, joining discussions, and sending thoughtful messages.

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## Meetup



A platform to host and attend local events. Many tech, design, and startup communities run regular meetups for networking and learning.

### **TIP**

Sponsor or speak at meetups in your niche. Use them as a long-term talent pool—not just a job pitch.

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## Slack Communities



Industry-specific Slack groups have become popular for niche networking, project sharing, and informal job referrals.

### **TIP**

Join as a contributor, not just a recruiter. Offer help, share resources, and only post jobs where allowed.

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## Reddit (e.g., r/forhire, r/startups)



Reddit's forums include communities for freelancers, job seekers, and startup operators. Job posts are casual but highly visible.

### **TIP**

Be conversational. Post as a founder or team member, not a corporate entity. Engage in comments.

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## Product Hunt Jobs



Tied to Product Hunt's community of early adopters, builders, and startup lovers. Job seekers are often tech-forward and startup-aligned.

### **TIP**

Feature your product on Product Hunt, then post jobs. Show traction, roadmap, and team culture.

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## Glassdoor



Known for company reviews, Glassdoor is also a valuable employer branding and job listing tool. Candidates use it to assess work culture and leadership.

### **TIP**

Encourage honest reviews from employees. Respond to feedback and showcase transparency in your profile.

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## Jobbatical



A platform focused on global mobility and remote hiring, helping startups find talent open to relocation.

### **TIP**

Share your support for relocation logistics, visas, and onboarding—key to building trust with international hires.

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## Remote



A curated job board for remote jobs, especially in the tech and digital industries.

### **TIP**

Write listings that describe how your team collaborates remotely—tools, rituals, and culture matter here.

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## We Work Remotely



One of the oldest and largest platforms for remote-first roles. Especially good for attracting experienced freelancers and nomads.

### **TIP**

Describe your async work style, timezone expectations, and autonomy level. Clarity attracts the right remote talent.

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## Talent.io



An invite-only hiring marketplace for vetted tech talent, especially in Europe. Startups get access to active job seekers.

### **TIP**

Be responsive—candidates expect timely interviews. Use filters to prioritize skill fit and location.

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## Angel City Data (Slack)



A private Slack group for LA-based (and remote) startup operators, including engineers and marketers.

### **TIP**

Be helpful and show up consistently before recruiting. Share ideas, job posts, or event invites to gain visibility.

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## Tech Ladies



A job board and network focused on connecting women in tech with inclusive employers.

### **TIP**

Use gender-inclusive language in posts. Highlight mentorship opportunities and female leadership in your team.

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## Women Who Code



A global nonprofit that empowers women engineers through events, education, and job listings.

### **TIP**

Partner with local chapters for co-hosted events. Show your company's DEI commitment clearly.

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## Outreach



Originally a sales engagement tool, Outreach can also streamline personalized, multi-step recruiting outreach.

### **TIP**

Use it for candidate pipelines—automate follow-ups while keeping tone personal and relevant.

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## Hubstaff Talent



A free resource for finding remote freelancers across development, design, and marketing.

### **TIP**

Focus on clarity—what outcomes you expect, budget range, and communication expectations.

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## VentureLoop



Job board for roles at VC-backed startups, often visited by candidates actively looking for growth-stage companies.

### **TIP**

Mention recent funding, growth metrics, and product roadmap to build trust.

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## Built In



A network of localized job boards in major U.S. tech hubs (e.g., Built In NYC, Built In LA).

### **TIP**

Tailor your company page with local culture, perks, and stories from your team.

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## Otta



A fast-growing platform focused on matching candidates with roles at mission-driven startups and tech companies. Otta provides a clean, candidate-centric experience and is known for attracting high-quality applicants who care about values, culture, and role fit.

### TIP

Craft honest, engaging role descriptions and emphasize team impact —Otta users are selective and motivated by clarity and purpose.

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## Handshake



University-focused recruiting platform connecting employers with students and recent grads.

### TIP

Offer internship or entry-level roles that emphasize mentorship, impact, and skill development.



## TheHRchapter



A strategic HR and recruiting partner for startups. TheHRchapter works directly with early-stage teams to build lean, intentional hiring systems. From role scoping to outreach, interviews, and onboarding—we offer expert support without the overhead of a full in-house HR team.

### TIP

Use TheHRchapter when you need hands-on help building your hiring process, writing roles, or expanding your reach into niche talent pools. We bring the playbook and the execution.

# ABOUT THEHRCHAPTER

Your Strategic Partner for HR, Payroll & Headhunting Solutions

[Check our Services](#)

**TheHRchapter** helps early-stage and growth startups build practical, people-first hiring strategies without overextending their budgets. Whether you're making your first few hires or scaling fast, we provide tailored support to help you attract, assess, and retain top talent—on your terms.

## CEO & FOUNDER

**Mariel Schaab** is the CEO and Founder of **TheHRchapter**, a strategic partner in HR and recruitment solutions. With **15 years of experience** in Human Resources, she brings a high level of expertise and dedication.

Mariel's expertise spans talent acquisition, organizational development, employee engagement, and performance management. Under her leadership, **TheHRchapter** helps businesses tackle HR challenges, streamline recruitment, and build inclusive workplace cultures.



# Recruitment & Headhunting



TheHRchapter has designed tailor-made HR and Talent Acquisition consultancy services that will help you achieve your strategic business goals on time!

We use the most up-to-date HR technologies to align HR processes and get talent when and where you need it.



**Excellence & Response Time**



**Humanizing the HR Process**



**Transparency & High-quality Results**



**Diversity & Inclusion**

## We Make Things Happen!

We'd love to hear from you! Whether you have a question, feedback, or need support, feel free to reach out to us.

### Contact Us

Don't hesitate to reach out!

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### Book a Call with Us!

For business inquiries and client support only.

We're here to help—let's talk soon!

 **Book a Call**