

DIGITAL  

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REPUBLIC

Driving Innovation through AI, Data Science,  
ML, Cloud & Media Talent  
in Texas

# Who Are We?

- ✔ We're a recruitment company who focus on data-centric roles and have been successfully operating for over **10 years**.
- ✔ We serve industries including, but not limited to, **healthcare, technology, software, energy, agency and consulting** across Texas, the US and the UK.
- ✔ Our core markets are **AI, ML, Data Science, Cloud Computing, Analytics, Media and Programmatic**.
- ✔ We have **50 years** of combined in-house expertise and we consistently deliver top talent to our customers.



# Richard Manso

## Founder & Managing Director

- ✓ Over **25 years** of permanent and contract recruitment experience across the US, UK, Germany and Canada.
- ✓ Personally placed over **1,000 professionals** with McDonald's, Publicis Groupe, Three, European Bank of Reconstruction, The Telegraph, Jellyfish and numerous start-ups, healthcare and energy companies.
- ✓ A recruitment **philosophy based on relationships** rather than transactions. His approach has earned him long-standing client partnerships, many spanning over two decades.
- ✓ He is a passionate **sports and music enthusiast** who plays football and tennis and collects vinyl music.
- ✓ He connects top-tier onsite or hybrid talent in Data Engineering, Analytics, Data Science, AI, ML, Cloud and Programmatic – with a strong focus on the **US market, particularly Texas.**

# Typical Roles We Fill

## Data Science

- Data Scientist
- ML Engineer
- Data Analyst
- Analytics Manager
- Head/ Director or VP of Data Science
- Instructor

## ML/AI

- AI Engineer
- ML Engineer
- Research Scientist ( ML )
- MLOps Engineer
- AI/ML Product Manager
- Head/ Director or VP
- Agentic AI Engineer

## Cloud

- Data Engineer
- Cloud Engineer
- DevOps Engineer
- Site Reliability Engineer
- Data Architect
- VP/ Director/ Head of Technology
- Instructor

## Analytics

- Digital, Insight and Data Analyst
- Data Strategy
- Implementation People
- Analytics Engineer
- Marketing Mix Modelling
- Head/ VP/ Director of Analytics

## Programmatic

- Programmatic Account Manager
- Programmatic Trader
- Digital Media Manager
- Ad Operations Exec
- Head/ Director of Sales
- Paid Search

## Product

- Product Manager/ Owner/ Lead
- Product Analytics Manager
- Data Scientist ( Product )
- Data Engineer ( Product )
- VP of Product

# Client Success Stories



- Real Estate
- Texas based
- 3 placements
- Data Science
- Platinum +



- Consulting Company
- 70 placements
- Multi-discipline / multi-country
- 10-year relationship



- Media Agency
- Texas-based
- 20 placements
- Multi-discipline
- Platinum +



- Agency
- 20 placements
- Multi-discipline
- Platinum + / Diamond



- Consultancy
- 30 placements
- Multi-discipline / multi-country
- 10-year relationship



- Technology Company
- 20 placements
- Texas based
- Gold + / Subscription



- Media Agency
- 20 placements
- Multi-discipline
- Platinum

# Our Product Solutions



## Diamond

- Retained solution
- Dedicated experts with deep sector, geographic and discipline expertise
- 100% vacancy fill rate within a month
- Advanced technology tools
- Weekly reports and market mapping for smarter hiring decisions
- More commitment, better results without extra cost
- We find the best person for the job, not just a fit



## Platinum

- Our Permanent / Contingency solution
- No hire, no pay
- Sector, geography and discipline-specific specialists finding top local talent with proven success in your industry
- 80% of roles filled within a month
- Volume-based discounts to reward your loyalty
- Platinum+ – extra commitment, resources and priority service



## Gold

- Subscription-based model – cost reductions of up to 30%
- Dedicated full-time team members with deep sector, geographic and discipline expertise
- Structured reporting & insights for better strategic decisions
- Added services like CV sorting, consulting, training and recruitment knowledge transfer
- Guaranteed delivery

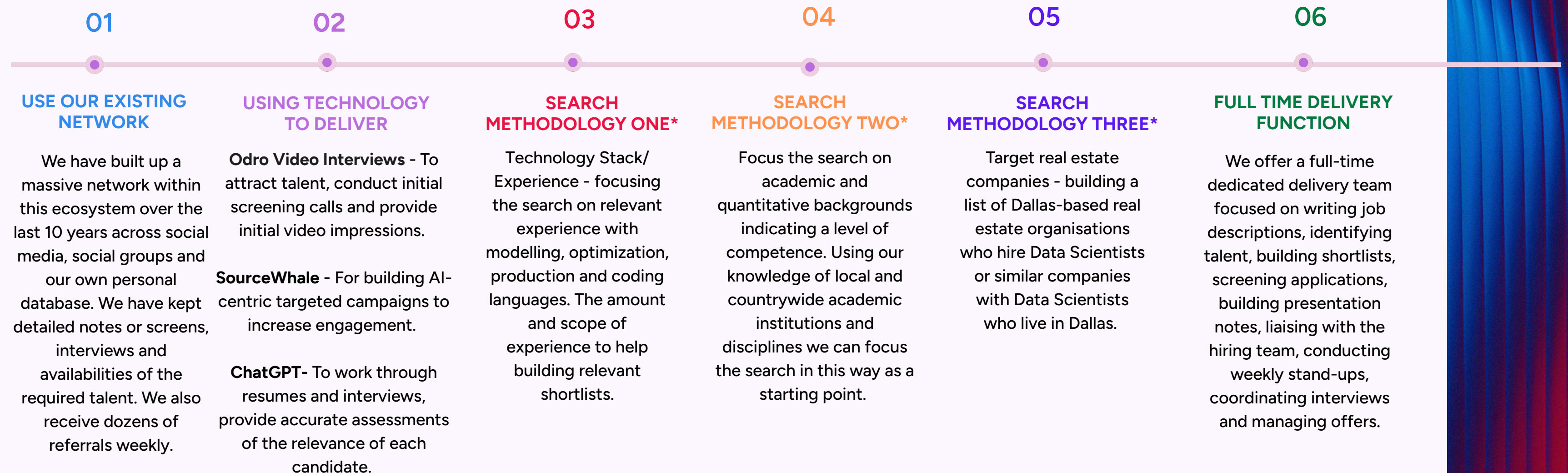


## Emerald

- Contract / Freelance solution
- Local candidates with industry-relevant experience
- 24-hour shortlist turnaround, 80% of roles filled within a week
- Free contract replacements & flexible pricing tailored to your budget
- Fully compliant contractors
- Free trials available

# Bespoke Delivery Method

- Unlike other recruiters, we do not employ a one-size-fits-all delivery method for our customers
- Here's a specific talent identification and selection process we designed to help one of our customers identify the best Data Science talent quickly and accurately



*\*We can also combine the three searches to help identify the right talent*

# Why Are We Different?

✓ **Proven Expertise**

10+ years in data-driven recruitment, 50+ years of combined experience and thousands of successful placements delivered.

✓ **Deep Specialization**

Technical, geographical and sector focus tailored to your needs as a Data Science, AI and Machine Learning employer.

✓ **Finding Local Texas Talent**

For the last four years, we have focused on finding employers in Texas, hybrid and onsite talent.

✓ **Hiring Security**

We offer psychometric evaluations for specific hires and extended rebate periods to provide customers with increased peace of mind when hiring.

✓ **Customer-Driven**


A boutique firm with a relationships-over-transactions approach.

✓ **Results That Speak for Themselves**

80% of vacancies are filled within a month, and 95% within six weeks.

# Driving Innovation through AI, Data Science, ML, Cloud & Media Talent

## Get in touch today

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