



# ESSENTIAL HIRING TIPS FOR YOUR TECH STARTUP

from leading tech startup investors.

01

## Vinod Khosla

A company becomes the people it hires. If you don't hire people for a billion-dollar company, you are not going to get there. Once a trajectory is set by the first 10 – 15 people you hire, it is very difficult to change.

02

CEOs should spend about 50% of the time on recruiting issues. Make sure you hire people who are much better than you and take the time and chance to chase people you really want and need. Become a talent collector.

03

## Mark Suster

Only hire A+ people who punch above their weight class. It's far better to hire somebody who's shit hot and stepping up a role (e.g. director to VP) than to hire somebody who has already held a bigger role and is taking a step back because they're after an equity play in a startup.

04

It's OK to find somebody who's had academy experience (e.g. IBM, Microsoft, Oracle) as long as they've done a startup after that before coming to you.

05

Be careful not to hire managers for a job that requires individual contribution. This is oil & water territory.

06

## Mark Andreessen

Hire people with drive and self-motivation; people who will walk right through brick walls, on their own power, without having to be asked, to achieve whatever goal is in front of them. People with drive push and push and push until they succeed.

07

Secondly, look for curiosity. Curiosity is a proxy for, "do you love what you do?". They work like hell to stay current in it, not because they have to but because they love to.