



akascia

executive search, purely done



# Akascia, in a Nutshell

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## About Us

Akascia is an executive search firm focused on helping startup, VC funded, pre-IPO and otherwise plain-exciting technology companies hire awesome people in EMEA and APAC.

Our customers love working with us because we like to jump right in with them. We love working with them because they understand what we're trying to achieve. The result? We'll sweat, bleed and work tirelessly to help them find the perfect, kick-ass candidates.

## Our Customers

A typical Akascia client designs, creates, builds, deploys and sells software, hardware or services to other businesses. They are ALWAYS awesome, usually have less than 1000 employees and have probably been around for less than 10 to 15 years. Often they are private, pre-IPO with VC funding and sometimes they are publicly listed.

We really get a kick out of working with disruptive companies who are challenging larger incumbents. We understand their need for outstanding people who can handle a somewhat chaotic environment; autonomous, tenacious people who don't need a whole department behind them to make a sale or resolve a support case.

We've worked for companies with cloud-based, on-premise, perpetual, subscription, XaaS, indirect, direct, high-touch, channel and virtually every other license or sales model you can think of (and probably some you can't).

## Who do we Find?

We are often initially engaged to find customers' first people in a region and generally that starts with sales staff. Once we're dialled-in to a client's culture, we then can handle much of their hiring, regardless of the department or seniority. Our focus and expertise is very much on identifying people who have the character and ingredients needed for working at disruptive and challenging startups where culture fit is paramount.

Our extensive network and search expertise gives our customers access to the very best people from Senior Individual Contributors to VP-level across Sales & Marketing, Services & Support and Research & Engineering.

## But Wait, Don't Hire Us...

...unless you're committed to building unbeatable teams and crushing your competition. We don't do average because your company needs more than average. We suspect you knew that already; it's no secret that great people can be the difference to a company's success and it has been well-written and reiterated over and over again by almost every Venture Capitalist, Entrepreneur and CEO on the planet.

Average is so attainable, so in reach and sometimes so seductive it's difficult to ignore, even by the most well-intentioned companies. Average is so middle of the road; neither good enough to promote nor bad enough to fire. Average teams and people kill startups before they've had a chance to flourish by eating away at their culture, productivity and motivation.

Akascia help you hire amazing people who will make your existing team better. They'll get everyone to step up their game and increase productivity across the board. They're able to produce almost miraculous amounts of work that you previously thought would take ten people.

We can't emphasize enough how much better it is for a company to have fewer brilliant people than many average people. And the best part; awesome people also make it easier to attract other amazing people.

## What Next?

Well, if you don't enjoy collaborating with partners, rewarding hard work and having fun, then we're probably not the right firm for you. But, if your company screams '***I should be an Akascia client!***' then we'd love to speak with you about your next recruitment project. So contact one of us now and let's do this!