

# PART TIME CTO IN A START-UP<sup>1</sup>

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# ABOUT ME<sup>2</sup>

- > 31 YEARS OLD/YOUNG
- > CTO SINCE MAY 1ST 2015
- > PROUD DAD SINCE MAY 1ST 2015 #MAYDAYGIRL
- > DISTANCE TO GRANDPARENTS ~250KM
- >  IS WORKING

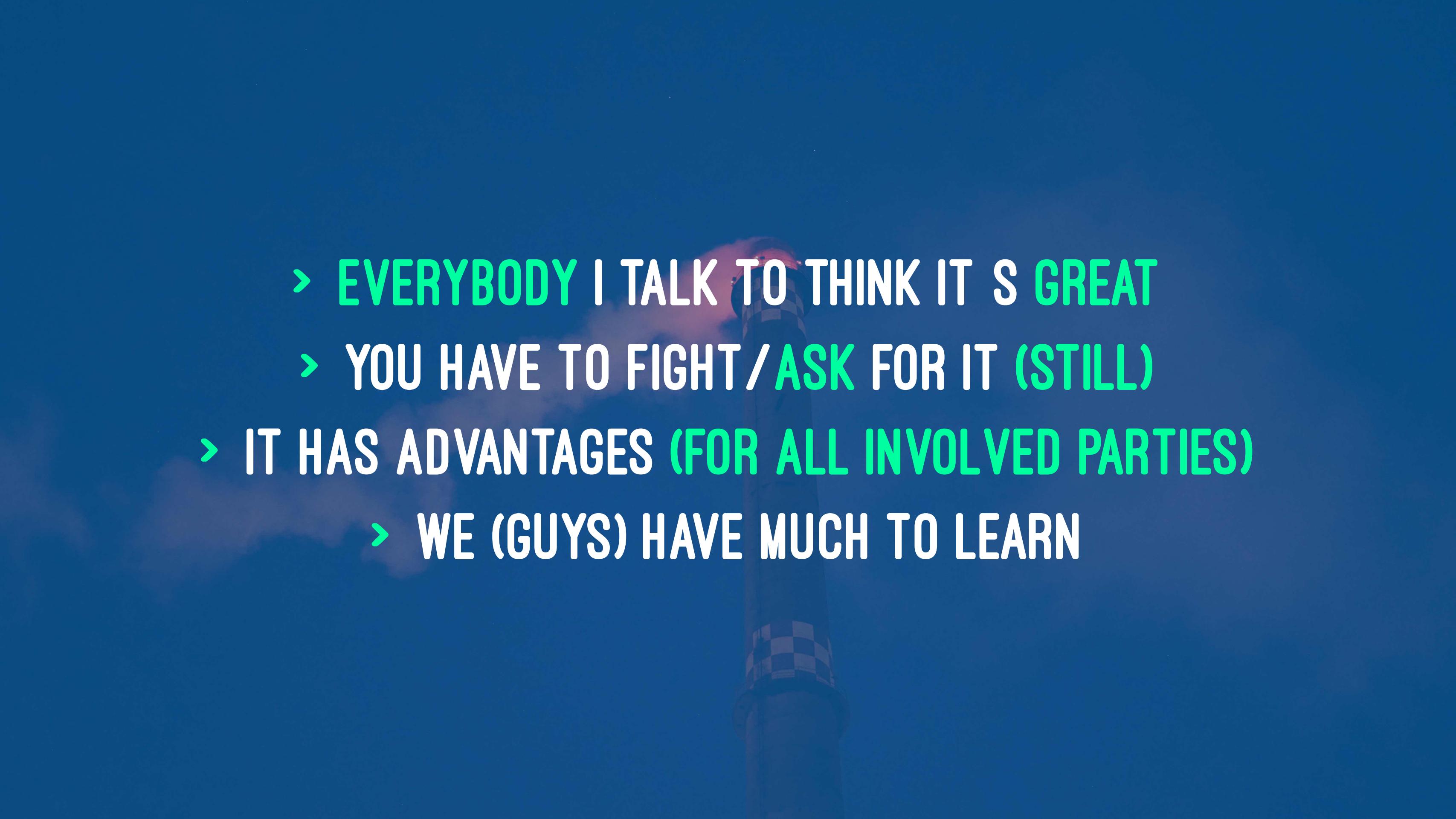
A group of diverse professionals, mostly men, are sitting together outdoors on a wooden deck, smiling at the camera. They are dressed in casual to semi-casual attire, including jeans, shirts, and jackets. The background shows a fence and some greenery.

# SENSORBERG

- 3.5 YEARS OLD
- LOT'S OF SOFTWARE ENGINEERS (FATHERS. SINGLE DADS. PART TIME PROJECT MANAGERS)
- COMPLEX TECHNOLOGY. REAL EXPERTS NEEDED
- SMALL TEAM (STILL)



WHY TALK  
ABOUT THIS?

- 
- › EVERYBODY I TALK TO THINK IT'S GREAT
  - › YOU HAVE TO FIGHT / ASK FOR IT (STILL)
  - › IT HAS ADVANTAGES (FOR ALL INVOLVED PARTIES)
  - › WE (GUYS) HAVE MUCH TO LEARN

# CHALLENGES STARTUP

- › TIGHT DEADLINES
- › INVESTORS WHICH EXPECT 80 HOUR WEEKS
- › LOT'S OF BUSINESS CHALENGES
- › RECRUITING

A photograph of a child's drawing on a piece of paper. The drawing depicts a figure with a large head, arms, and legs, and is surrounded by various shapes like circles and stars. The paper is resting on a textured, light-colored surface.

# FACTS

80% CONTRACT  
LIMITED TO 6 MONTHS. NO AUTORENEWAL

# HOW DO I DO IT ①

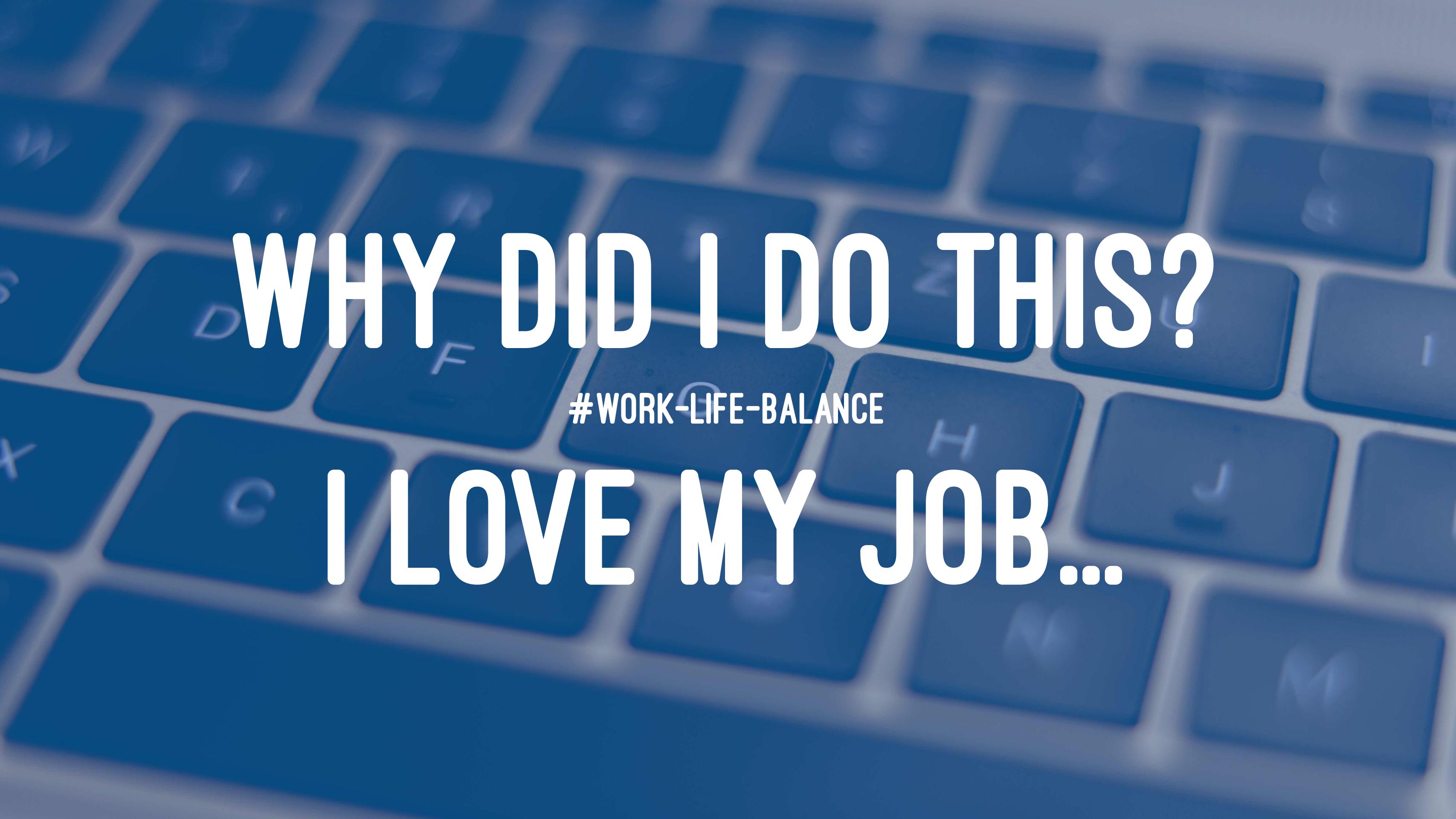
JUST BECAUSE I'M NOT IN THE OFFICE, I'M STILL RESPONSIBLE

# HOW DO I DO IT ②

FRIDAYS OFF 'IF IT'S URGENT, CALL ME EVEN ON A FRIDAY, I DON'T WANT TO CLEAN UP A MESS EVERY MONDAY'  
MONDAY - THURSDAY EVERYTHING IS REGULAR  
CRUNCH TIMES MAY INTERRUPT MY SCHEDULE I ACTUALLY HAVE  
ONE DAY BUFFER PER WEEK  
I DON'T BELIEVE IN OVERTIME, MY PRODUCTIVITY HAS A NATURAL  
LIMIT. I HAVE TO PICK UP MY DAUGHTER EVERY WEDNESDAY AT  
4PM

# HOW DO I DO IT ③

NO HOME OFFICE.  
I'M NOT A HOME OFFICE PERSON.



WHY DID I DO THIS?

#WORK-LIFE-BALANCE

I LOVE MY JOB...

A close-up photograph of a young girl with light brown hair and blue eyes. She is looking down and slightly to her right with a gentle expression. In her hands, she holds a small, fluffy blue dog, possibly a puppy, which is looking up at her. The background is dark and out of focus.

I ALSO LOVE...

A photograph of a man and two young children in a snowy outdoor setting. The man, wearing a blue jacket, a black helmet, and glasses, is smiling and pointing towards the camera. He is holding a rope attached to a sled. Two children are seated on the sled; one is wearing a green and white patterned hat and the other is wearing a pink and purple hat. The background shows snow-covered ground and some buildings in the distance.

...OTHER



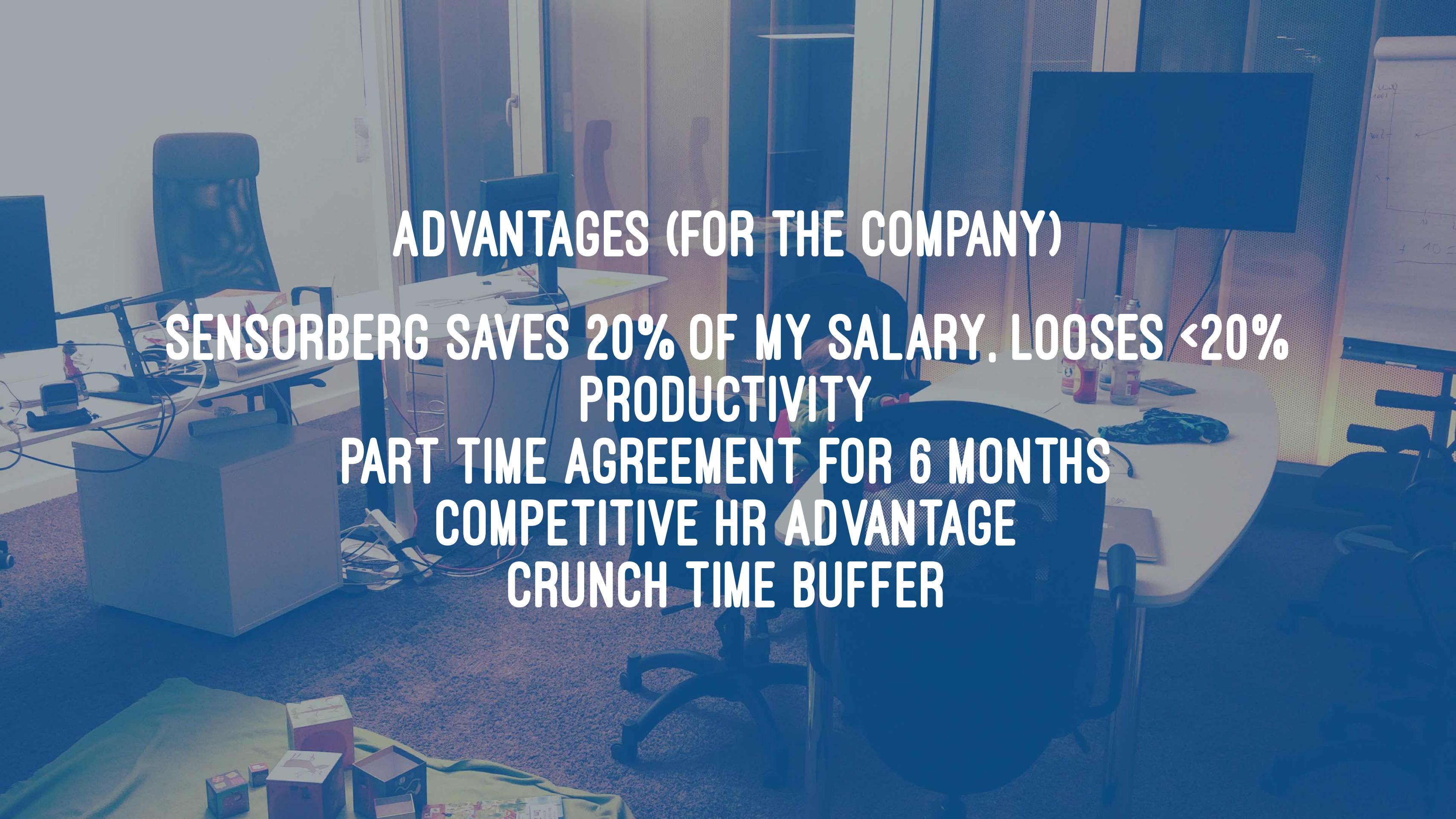
...THINGS

# OUTSIDE RECEPTION

- > PEOPLE ARE WISHING ME 'HAPPY WEEKEND ON THURSDAY'  
MY WEEKEND IS ALSO SATURDAY & SUNDAY
  - > "YOUR ALONE-SPA-DAY"  
I'VE ALWAYS GOT STUFF TO DO  
THIS IS WHY I NEED ONE DAY EXTRA TO THINGS DONE

**IMAGINE A FREELANCE COWORKER WHO ALWAYS HAS ANOTHER  
CLIENT ON FRIDAY**

**YOU DON T TREAT HIM ANY SPECIAL ON A THURSDAY, RIGHT?**



ADVANTAGES (FOR THE COMPANY)

SENSORBERG SAVES 20% OF MY SALARY. LOOSES <20%  
PRODUCTIVITY  
PART TIME AGREEMENT FOR 6 MONTHS  
COMPETITIVE HR ADVANTAGE  
CRUNCH TIME BUFFER

# ADVANTAGES

I DON T BURN OUT  
I HAVE ONE DAY TO GET MY HEAD FREE #CREATIVITY  
I DON T ANSWER TO RECRUITERS  
CRUNCH TIME BUFFER



# WHAT DID I PLAN TO DO ON MY FRIDAY?

- › AFTERNOON WITH FAMILY 
- › FIX THINGS AT HOME 
- › CLEANUP BASEMENT  / CLOSET 
- › TAKE NAP  (ON MY BIRTHDAY)
- › CLEANUP THE DIGITAL FAMILY PHOTO ARCHIVE 

# WHAT AM I ACTUALLY DOING

- > WORK  (CRUNCH TIME)
- > GO  /EXERCISE
- > WORK RELATED  MEETUP
- > GET THE CARGO  FIXED
- > ATTEND A  COURSE
- > FAMILY CHORES ( BANK TRANSFERS, WASH     ...)

# FINAL THOUGHTS

- > PROLONG CONTRACT? MOST LIKELY
- > 80% IS A GOOD COMPROMISE
- > FOUR 100% DAYS A WEEK WORKS BEST FOR ME
- > COMBINE WITH FLEXI LEAVE

# TALKING POINTS

- TANDEMploy
- ELTERNZEITGESETZ
- HIRING IS DIFFICULT. KEEPING EMPLOYEES AS WELL
- FÜR UNTERNEHMEN
- FÜR JOBSHARER
- FREELANCE PART TIME

THANK YOU  
QUESTIONS?

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