

Dimension	Weight	0 (No fit)	1 (Some fit)	2 (Good fit)	3 (Excellent fit)
Scaling + Stage Fit	45%	No clear examples of being part of scale in a venture-backed setting	Some exposure to growth but not primary owner / limited impact	Owned meaningful scale (team growth / hiring acceleration) with clear levers and outcomes	Repeatedly led scaling through high-growth phases; demonstrates “hire faster + raise bar” tradeoffs with proof
Enterprise SaaS Hiring	35%	Mostly non-enterprise hiring or unclear GTM/tech scope	Partial enterprise SaaS exposure (either GTM or Tech, not both)	Solid enterprise SaaS hiring across key functions (GTM + Product/Eng)	Deep enterprise SaaS hiring incl. senior/exec roles; strong calibration for “enterprise operators”
Conversational AI / Agentic AI / (or AI-forward) Hiring	10%	No AI adjacency; can't speak to AI talent market	Some AI/ML hiring exposure but limited depth	Has hired AI/ML/Product/Eng in AI-forward orgs or adjacent hard-to-hire domains	Direct conversational/agent ic AI company experience OR strong AI market fluency + demonstrated wins closing top AI talent
Role Stability	10%	Predominantly short stints (<2 yrs)	Mixed tenure	Mostly 2+ years/role	Consistent long stints (2–3+ yrs) and clear progression