

# EFFECTIVE TIPS FOR A STARTUP CEO TO HIRE THE RIGHT CTO

STRATEGIC SYSTEMS INTERNATIONAL (SSI)



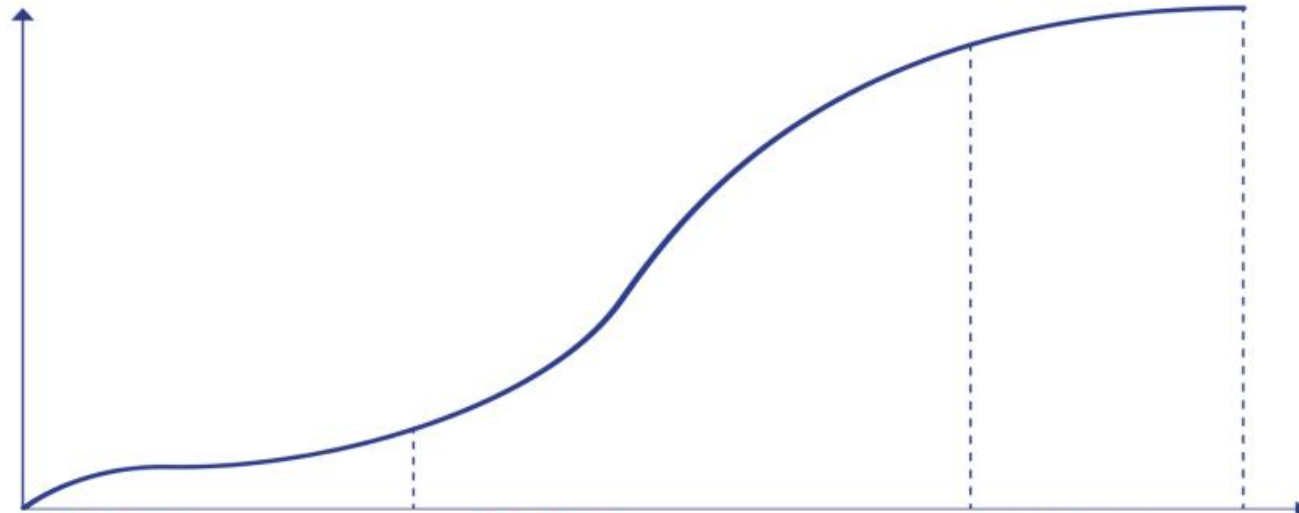
## WHEN DOES A STARTUP NEED A CTO?

One of the first inquiries from non-technical founders is, when do I need a CTO? To answer that, you first need to understand how a CTO fits into your organization. If you are building a company reliant on technology and you don't have a technical co-founder, I'd tell you that you need a CTO from day one.

There are various models available in the industry to get the CTO expertise needed to drive the technology strategy with a limited budget. For example, hiring a fractional CTO or a solid tech lead who has the inspiration to become a CTO with proper mentorship. These approaches have pros and cons associated with them and require proper planning and management to get the expected results.

# THREE STAGES OF A FAST-GROWING STARTUP

## 3 Stages of a Fast Growing Startup



### Early Stage

- Employee Type: **Warriors**
- Main Concern: **Speed**
- Looking for: **Product-market-fit**
- CTO main role: **Tech Lead**
- Lack of **A players**
- Lack of **brand awareness**

### Scale Stage

- Employee Type: **Professionals**
- Main Concern: **Quality**
- Looking for: **Exponential Growth**
- CTO main role: **People Manager**
- Requires **Scale Experience**

### Late Stage

- Employee Type: **Stabilizers**
- Main Concern: **Business Continuity**
- Looking for: **Agility**
- CTO main role: **Strategy & Vision Setter**
- **Relation & Communication Management**

# ADVICE FOR A STARTUP CEO FOR HIRING A CTO



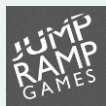
CTO responsibilities vary depending on the stage and size of the organization. If you're looking to hire a CTO, think carefully about the skills and background you need

- **Infrastructure Manager** – Mainly used in traditional businesses where IT is in more of a support role
- **Technology Visionary and Operations Manager** – Often a co-founder of the business or one of the first hires
- **External Facing Technologist** – Typically found in established, more traditional software or hardware companies where interaction with key customers is a prominent activity
- **Big Thinker** – Usually found in companies where information technology isn't critical to success and where having someone focus on opportunities in the horizon could be beneficial

## WHY CHOOSE SSI

- A team of 500+ highly skilled software developers and data scientists
- 30+ years history partnering with Fortune 500s and market leading tech firms
- We can build and scale a software development team within 4 to 8 weeks
- We hire top 5% global talent only
- Depth and breadth of tech expertise
- Mature software development processes
- An end-to-end service delivery partner

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