

EFFECTIVE TIPS FOR A STARTUP CEO TO HIRE THE RIGHT CTO

STRATEGIC SYSTEMS INTERNATIONAL (SSI)

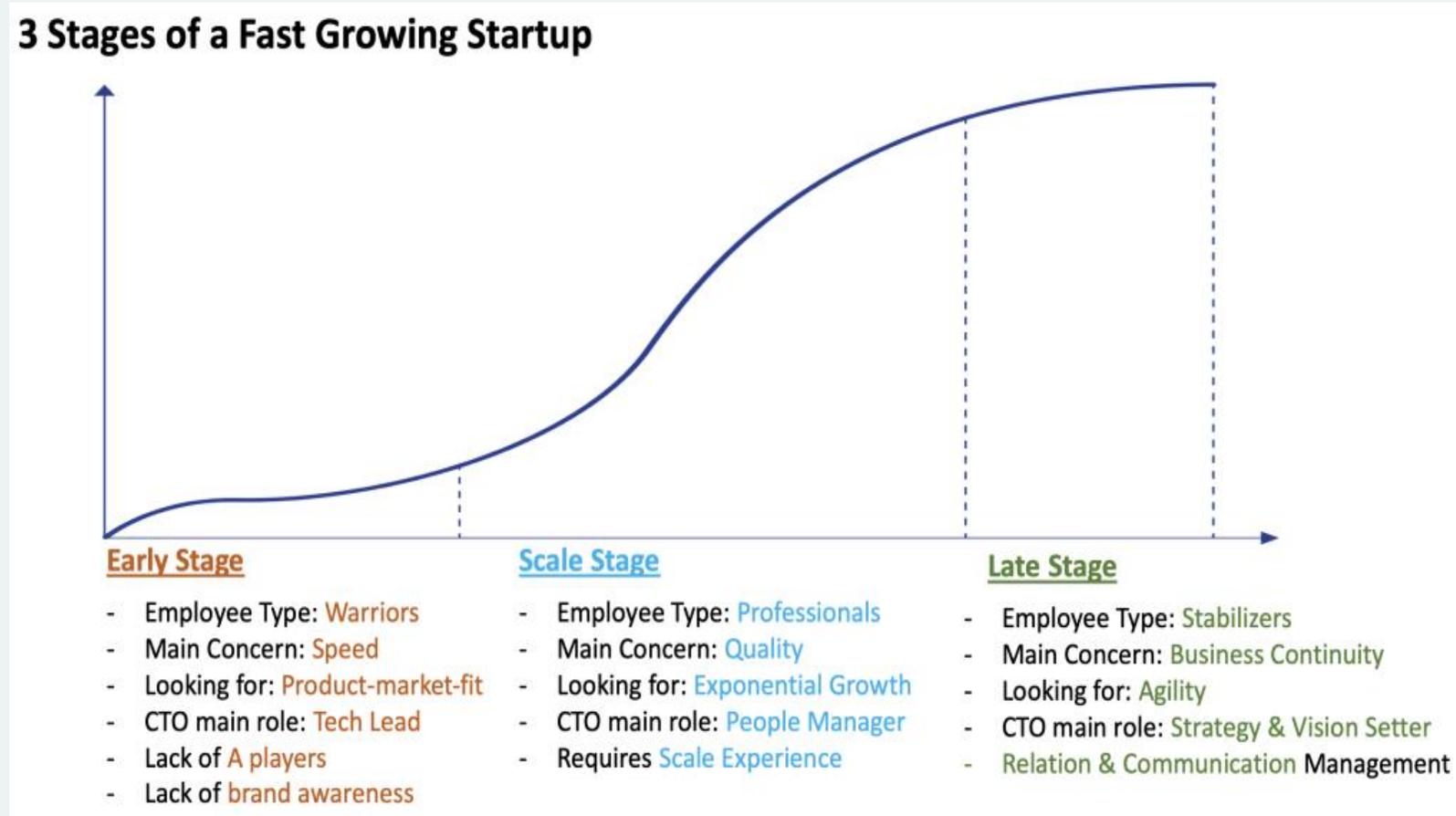


WHEN DOES A STARTUP NEED A CTO?

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



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

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