

Boston ENET Deck

Hiring Models

Permanent

- Attraction & Flexibility
- With Equity, Stock or PSUs

Staff Augmentation

- Consulting Resources
- Systems Implementors

Temp to Perm

Outsourcing

Internships

Key Principles When Hiring In a Startup Environment

- HIRE DELIBERATELY
- OUTSOURCE EXTRANEIOUS TASKS AS MUCH AS POSSIBLE
- HIRE FOR ATTITUDE, TRAIN FOR SKILL
- CULTURE FIT & GUARDS
- AVOID GETTING THE BAND BACK TOGETHER



Other Hiring Based Considerations

- Maintain a Pipeline and Nurture It
- Ensure Good Data Quality & Tracking Mechanisms for Your Pipeline
- Plan Time for Hiring & Execute On Your Plan
- Consider Diversity & Inclusion Early
- Automate Wherever Possible...Let Technology Work for You



TOOLS

- YOUR NETWORK
- RECRUITING & CONSULTING PARTNERS**
- LINKEDIN
- HAVING A STRONG ONLINE PRESENCE (WEBSITE, WRITEUPS/ARTICLES, SOCIAL, JOB POSTINGS) TO BOLSTER HOW OTHERS PERCEIVE YOUR ACTIVITY