

Carnegie
Mellon
University

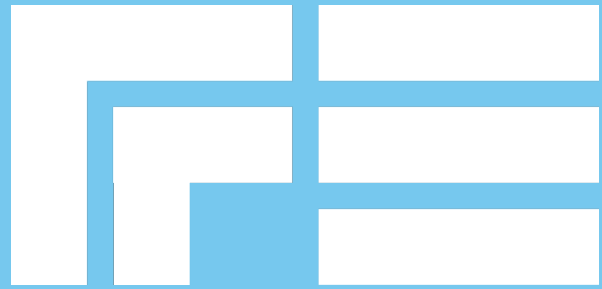
RRE @ CMU

WHAT TO THINK ABOUT WHEN JOINING A STARTUP



Maria Palma, Director of Platform
@RRE Ventures





**RRE VENTURES IS AN EARLY
STAGE, SEED & SERIES A,
VENTURE CAPITAL FIRM
LOCATED IN NEW YORK**

WHERE RRE INVESTS

MEDIA



FINANCIAL SERVICES



SPACE & ROBOTICS



HEALTH



REAL ESTATE



BLOCKCHAIN



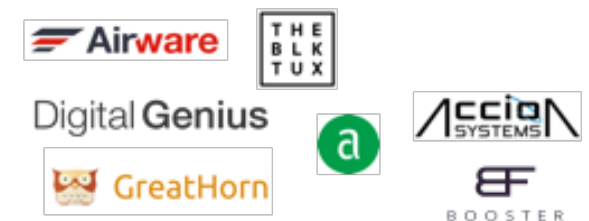
CONSUMER



ENTERPRISE



SEEDS



HERE ARE A FEW OF THE SPACES WE HAVE INVESTED IN AND SOME OF OUR 120 ACTIVE COMPANIES

OUR TEAM



STUART J. ELLMAN
Managing Partner, 1994



JAMES D. ROBINSON
Managing Partner, 1994



JAMES D. ROBINSON III
General Partner, 1994



WILL D. PORTEOUS
General Partner & COO, 2000



RAJU RISHI
General Partner, 2015



JOHN R. HASS
Partner, 2010



STEVE SCHLAFMAN
Principal, 2013



RIFKI ZABLE
VP of Finance, 2013



MARIA PALMA
Director of Platform, 2015



ALICE LLOYD GEORGE
Associate, 2014



JASON BLACK
Analyst, 2014



COOPER ZELNICK
Analyst, 2015



IBIS HANZEL
Controller, 2004



RITEN JAISWAL
Director of IT, 2015



JESSICA FORSYTHE
Executive Assistant, ?



JESSICA FORSYTHE
Executive Assistant, 2014



LAURA D'AMICO
Executive Assistant, 2016

**RRE VENTURES HAS BEEN AROUND FOR 23 YEARS
WITH \$1.5B AUM OVER 7 FUNDS**

NYC TECH ECOSYSTEM

LARGEST COMMERCE CENTER IN U.S.

- Industries: advertising, communications, financial services, media/publishing, pharma/life sciences, real estate, retail/fashion
- NY Metro Area: 15th largest GDP in the world
- Culture: talent, domain expertise, diversity, ambition, creativity

MATURING STARTUP ECOSYSTEM WITH SEASONED ENTREPRENEURS

- NYC is the second largest market for venture-backed companies
- Large pool of second- and third-generation startup founders

LARGE TECHNOLOGY & ENGINEERING COMPANIES ARE HERE TO STAY

- Google, Facebook, Uber, Slack, Microsoft, IBM, SAP, Salesforce, Cisco, Verizon, AT&T, etc.



WHAT TO THINK **ABOUT** WHEN JOINING A STARTUP...

WHAT STAGE TO JOIN



**CONSISTENT ROLE
VERSUS WEARING
MULTIPLE HATS**





BALANCING BRAND VERSUS PERSONAL UPSIDE

WHAT ROLE TO TAKE



PRODUCT

WHAT YOU DO

**NEW PRODUCTS
PRODUCT STRATEGY**

DO YOU LIKE?

**BRINGING THINGS TO LIFE
TRANSLATING TECH TO BUSINESS**

**RELEVANT
EXPERIENCE**

**TECHNICAL BASE
MARKET ANALYSIS**

MARKETING

WHAT YOU DO

**CUSTOMER ACQUISITION/GROWTH
BRAND & POSITIONING**

DO YOU LIKE?

**COMBINING CREATIVE AND
ANALYTICAL PROCESSES**

**RELEVANT
EXPERIENCE**

**ANALYTICAL MINDSET
DESIRE TO LEARN**

BUSINESS DEVELOPMENT

WHAT YOU DO

**PARTNERSHIPS
EXPANSION/GROWTH**

DO YOU LIKE?

**BUILDING RELATIONSHIPS
NEGOTIATION & NEW MARKETS**

**RELEVANT
EXPERIENCE**

**PARTNERSHIP PROJECTS
MARKET ANALYSIS**

STRATEGY/CHIEF OF STAFF

WHAT YOU DO

**STRATEGY TO EXECUTION
SPECIAL PROJECTS**

DO YOU LIKE?

**CONSTANT VARIETY
BROAD EXPOSURE VS OWNERSHIP**

**RELEVANT
EXPERIENCE**

**CONSULTING/BANKING
INTERPERSONAL SKILLS**

OPERATIONS

WHAT YOU DO

**RHYTHM OF DAILY EXECUTION
PROCESS & MANAGEMENT**

DO YOU LIKE?

**CONSTANT IMPROVEMENT
PROBLEM SOLVING**

**RELEVANT
EXPERIENCE**

**CORPORATE, CONSULTING
CLIENT FIRST ATTITUDE**

SALES

WHAT YOU DO

**SELLING & CLOSING DEALS
RELATIONSHIPS, ENTERTAINING**

DO YOU LIKE?

**RELATIONSHIPS, # ON YOUR HEAD,
TANGIBLE OUTCOMES**

**RELEVANT
EXPERIENCE**

**SELLING CONCEPTS & PROJECTS
INTERNALLY OR EXTERNALLY**

ENGINEERING

WHAT YOU DO

**DRIVE STRATEGY/ROADMAP
MANAGE A TEAM WITH METRICS**

DO YOU LIKE?

**BUILDING INTERESTING PRODUCTS,
MOTIVATING A TEAM**

RELEVANT EXPERIENCE

**TECHNICAL BASE (ENGINEERING)
TRANSLATING TECH TO BUSINESS**

WHERE TO FIND JOBS



STARTUP JOB SEARCH



- 1** JOB PAGE ON VC WEBSITES
- 2** ANGELIST (AND A-LIST)
- 3** SCHOOL ALUMNI
- 4** GET OUT THERE!!

VC JOB SEARCH



- 1 NEWSLETTERS (STRICTLY.VC, MATTERMARK, LAUNCH TICKER)**
- 2 "TERM SHEET" NEW FUNDS**
- 3 FIND WARM INTROS & APPLY TO EVERYTHING QUICKLY**
- 4 GET OUT THERE!!**

[HTTP://JOHNGANNONBLOG.COM/VC-CAREERS/](http://JOHNGANNONBLOG.COM/VC-CAREERS/)

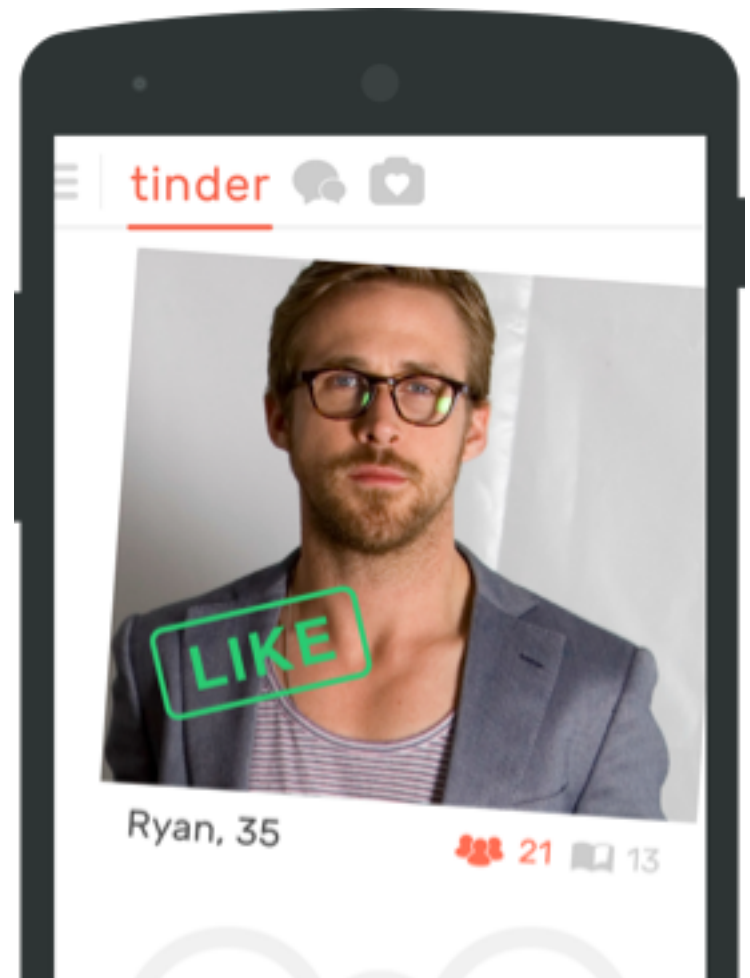
HOW TO LAND A STARTUP JOB OFFER





TAKE **TIME TO BUILD
YOUR USER **STORY****

**MAKE SURE IT IS
ATTRACTIVE FOR
THE COMPANY/ROLE**



**TAKE INITIATIVE AND FOLLOW UP
WITH RELEVANT INFORMATION**

THOUGHTS ON COMPENSATION





SALARY & EQUITY EXPECTATIONS AND WHEN TO RENEGOTIATE



EQUITY WHAT TO **KNOW
AND **TYPICAL** TERMS
(4 YR VEST, ONE YEAR CLIFF)**

COMPENSATION BENCHMARKS



PROFILE CONNECTIONS JOBS RECRUIT INVEST SERVICES **NEW** MORE

SEARCH



Explore Salary & Equity Data

Share

Filters Reset

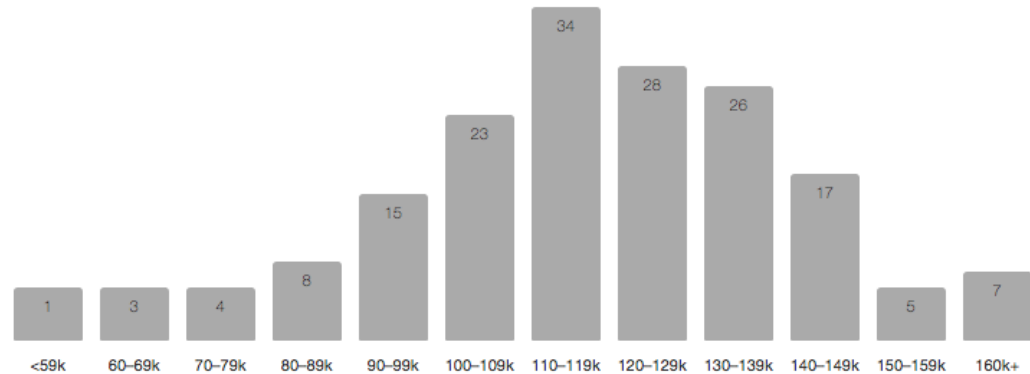
Role · compare all

- Developer
- Sales
- Full Stack Developer
- Marketing
- Backend Developer
- Frontend Developer
- Business Development
- Designer
- Mobile Developer
- Product Manager
- UI/UX Designer
- Account Manager
- Marketing Manager
- Growth Hacking
- Data Scientist
- DevOps
- Content Creator
- more

Location · compare all

- Silicon Valley
- San Francisco
- New York City
- India
- Europe
- Los Angeles
- London
- Boston
- Karnataka

Compensation: **Salary** Equity



ANGELIST CAN ALSO BE A GREAT RESOURCE FOR EQUITY & SALARY DATA



**ALWAYS READ WHAT YOU
SIGN ... FOR REAL**

A FEW WORDS OF CAUTION



**DILIGENCE THE
CULTURE & TEAM
FOR YOURSELF**





**MAKE SURE YOU ASK
FOR **FEEDBACK** TO
DEVELOP AND GROW**

ADVANTAGES OF JOINING A VC BACKED STARTUP

**ONCE YOU ARE
THERE, GO ALL IN**



HOW TO SEE RRE OPPORTUNITIES

QUESTIONS RESPONSES

RRE Portfolio Job Opportunities

Please fill out this form if you would like to be connected to opportunities within RRE's portfolio companies

[HTTP://BIT.LY/RRE-JOBS](http://bit.ly/rre-jobs)

Your Name *

Short answer text

Your Email *



@RRE



RRE.COM/JOBS



TALENT@RRE.COM