WHAT TO THINK ABOUT WHEN JOINING A STARTUP
RRE VENTURES IS AN EARLY STAGE, SEED & SERIES A, VENTURE CAPITAL FIRM LOCATED IN NEW YORK
WHERE RRE INVESTS

HERE ARE A FEW OF THE SPACES WE HAVE INVESTED IN AND SOME OF OUR 120 ACTIVE COMPANIES
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
<table>
<thead>
<tr>
<th>WHAT YOU DO</th>
<th>STRATEGY TO EXECUTION SPECIAL PROJECTS</th>
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<tr>
<td>DO YOU LIKE?</td>
<td>CONSTANT VARIETY BROAD EXPOSURE VS OWNERSHIP</td>
</tr>
<tr>
<td>RELEVANT EXPERIENCE</td>
<td>CONSULTING/BANKING INTERPERSONAL SKILLS</td>
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</tbody>
</table>
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/
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)
Explore Salary & Equity Data

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

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

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

Your Name *

Short answer text

Your Email *

@RRE

RRE.COM/JOBS

TALENT@RRE.COM