

# Founder series: Where to find early-stage talent

Growth at tech and innovation-driven startups has accelerated in the last decade. Venture-backed companies have access to more than \$130 billion, and competition for top talent is at an all-time high. To help your business stand out, we've put together three ideas to get you started:

## 1. Team up with 4-5 angel investors

As a founder, you're used to rolling up the sleeves to get things done. As time progresses, you need to loosen the reins across different functions and hire smarter people to take your business to the next level.

When it's time to raise your next round of capital, try hand-selecting four to five angel investors who are outside of your market to get access to new networks. Get them involved in your next round and target people who don't work or live within a 50-mile radius of your business. Why? To open network effects that you don't already have, and from people, you don't know.

**Takeaway:** raise capital from people you have relationships with but who are sitting somewhere else.

## 2. Build essential relationships

It's something you always have to be doing and not something you start when you need to make a hire. You never know when a coffee meeting can become an executive hire in one or two years.

This is the future of talent.

**Takeaway:** When you have a potential candidate in mind, focus on keeping the relationship going. Even if your timeline to hire is uncertain, the most natural thing you can do is find a way to stay in touch. One way (and it doesn't require much of your time) is to create a newsletter and add them to the distribution list.

## 3. Communicate to your investors

Make a plan to send weekly or bi-weekly updates. You would be shocked at how many founders fail at this.

Make the updates comprehensive and make them interesting. And, really speak to the people on the other end. Investors come in many different shapes and flavors.

Some investors need detailed information, and others are fine with a few lines and bullets. The number one thing you can do is get to know your investors and be very clear about the challenges and obstacles you are facing as a founder and as a business.

**Takeaway:** Be honest and open because bringing investors up to speed on your challenges gets them actively involved with your company, and it makes them think of ways they can be helpful.

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If you're not building airtight processes around interviewing, hiring processes, communication, and feedback, you're missing out on a valuable opportunity to let people know all about your awesome company.

Working with Hunt Club helps you deliver an exceptional candidate experience and access to real relationships built on trust.

Get in touch: [partnerships@huntclub.com](mailto:partnerships@huntclub.com)