

# Human Resources *Org Charts*

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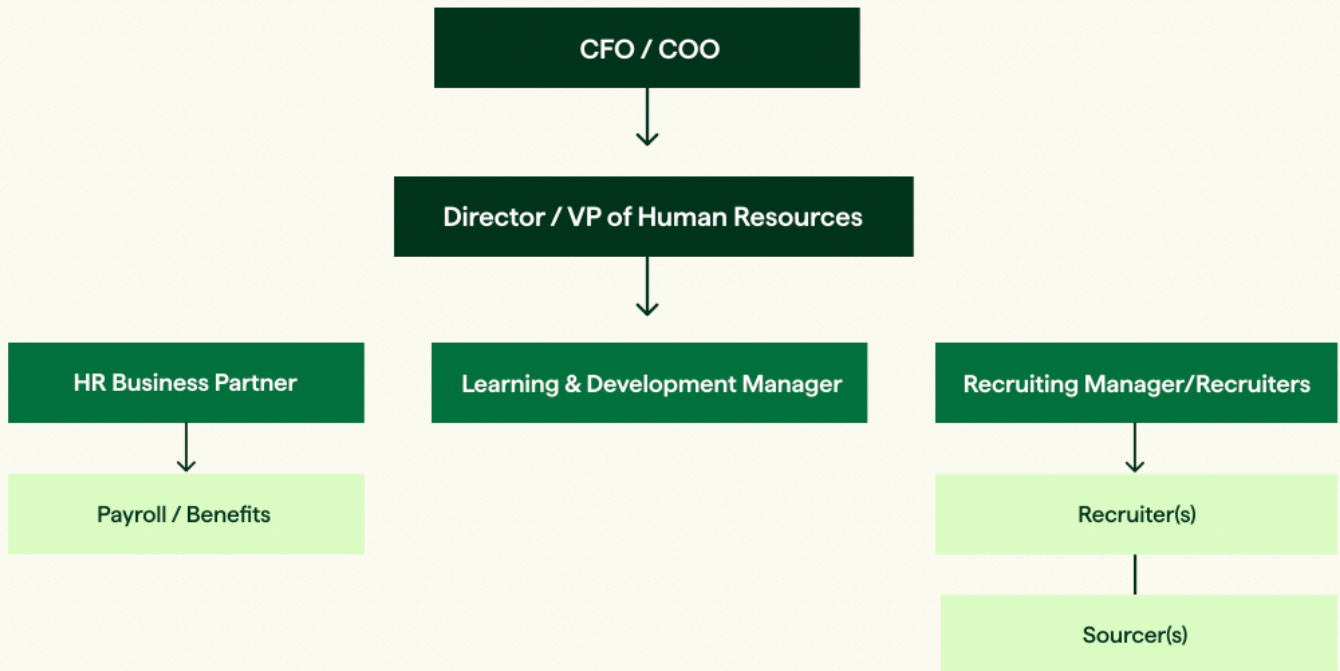
## Go-to-Market



### HuntClub *Insights*

- **Pre-series A you will not need an HR team. Rather than hiring a full-time HR professional, you can consolidate the responsibilities to an existing role.**
- An EA or Office Manager is generally versatile and used to handling a variety of tasks, making them a good fit for the diverse requirements of early-stage People resources, including scheduling candidate interviews, and all necessary administrative components.
- When approaching Series B funding, we recommend putting an HR manager in place to handle the company's needs. While a team still isn't necessary at this point, integrating a senior recruiter as a peer to your HR manager is a strategic addition to the team.

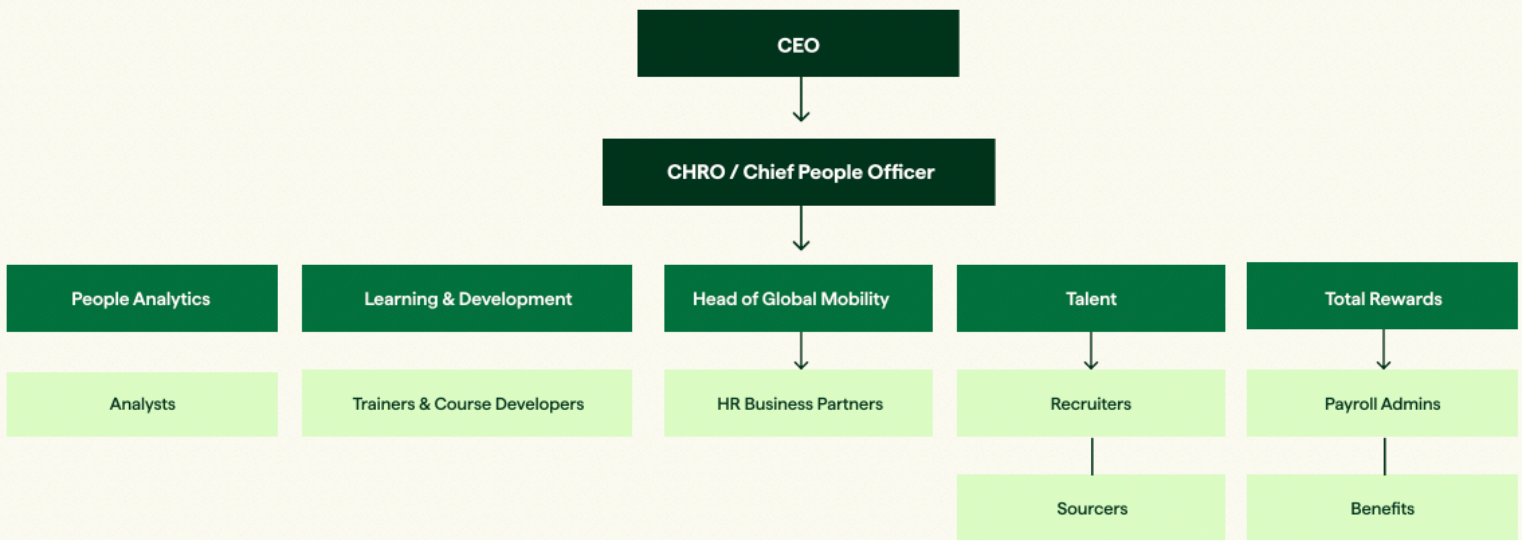
# Organizational Scaling



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- As a company scales, HR requirements will become more complex and will require dedicated HR professionals.
- At this stage a Director or VP of People/Human Resources is sufficient, rather than a CHRO. An ideal HR leader will have experience building processes and teams from the ground up.
- During rapid scaling, a Learning & Development Manager will be a valuable resource to establish an effective onboarding process throughout the organization and up-skill existing team members.
- Typically at this stage, the HR team will report up to the COO or CFO.
- The number of recruiters and sourcers will depend on your organization's individual hiring needs.
- Now is the time to Invest in robust HR technologies that can scale with company growth, particularly in areas like onboarding, performance management, and reporting.

# IPO Ready



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- As a company approaches IPO, an HR team with a deep knowledge base becomes essential to navigate this intricate landscape. Individuals with IPO readiness experience ensure that the company adheres to all regulatory stipulations, prepares employees for the transition, and sets up structures for post-IPO operations.
- Additionally, those with a background in Mergers and Acquisitions (M&A) are invaluable for potential strategic growth opportunities or integration challenges that often arise in the pre and post-IPO phases. This specialized expertise is paramount to safeguard the company's interests and optimize its trajectory in the public market.
- If the company operates internationally, ensure HR is equipped to handle global compliance, diverse workforce needs, and differing social and cultural systems.
- The HR team is not just a supporting function during the IPO process but a linchpin that ensures the transition is smooth, compliant, and in line with the company's long-term goals. Going public can bring significant changes in corporate culture, operational expectations, and employee dynamics. HR guides the organization through this transition, managing anxieties, setting new norms, and ensuring the integration of the company's vision and values.