

G-FORCE.

HELP THE PLANET

Career in startups
Is it for me?



INSPIRING THE MINDS

Toward a sustainable society



Norwegian Directorate
for Higher Education
and Skills



Funded by the
Erasmus+ Programme
of the European Union

Who am I

- **Founding Partner at G-Force**, investing in mission-driven climate-tech startups
- In 2017 **co-founded IPM Growth**, a VC arm of the IPM Group that invests in high growth companies from Central and Eastern Europe
- Helped scale **Startup Grind** into the world's largest organisation for entrepreneurs, based in 125 countries
- In 2015 **co-founded BrainTrust**, a think-tank of top technology Founders/CEOs from Central and Eastern Europe



G-Force in a nutshell

G-Force is an early-stage investment fund backing stellar founders around the globe who are building climate-tech startups.

Our investment package is composed of cash investment + 6-month operational support.

We help founders refine their product, achieve product-market fit and be prepared for international growth



**FOUNDERS
FACTORY.** × **G-FORCE.**

G-Force is part of a
global operation...



London

Johannesburg

New York

Miami

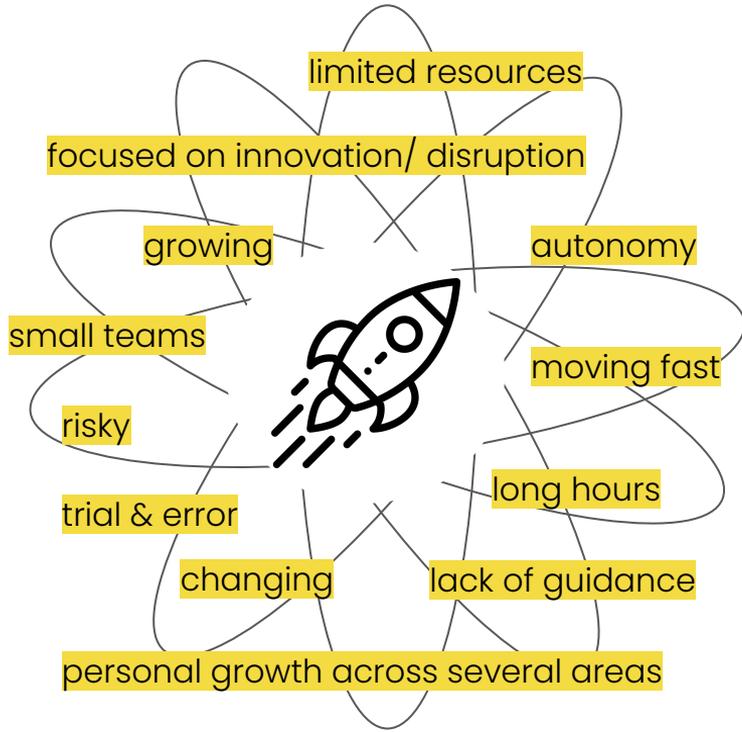
Bratislava

Bucharest

Berlin

Milan

Working in startups vs working in corporations



established

hierarchical

professional

secure

stable

predictable

focused on productivity

slower

developed resources and company wisdom

work-life balance

professional growth in one domain

Personal experience

- Move out of comfort zone
- Steep learning curve
- Essential contribution & ability to influence
- DIY
- More creative
- Increased workload
- More stressful situations
- Less stability

Will I thrive in a startup environment?

A great startup hire:

- Believes in the vision of the company
- Embraces uncertainty, ambiguity and moving targets
- Is a self starter who doesn't need to be told what to do and how to do it
- Works hard and is dependable
- Can wear many hats
- Can make decisions despite limited information
- Is resilient and relentless
- Is willing to take risks
- Is curious
- Is kind and empathetic
- Is resourceful



Compensation in startups

1. **Learning**
2. **Salary**
3. **Employee stock ownership plan (ESOP)** - ability to participate in the company's success as its shareholder
 - founders usually set aside around 10-15% of startup's share for key employees
 - ESOP helps attract and retain best talent
 - usual terms: 1 year cliff, 4 year vesting
 - Employees have the option (not obligation) to buy their vested shares at a lower price

Many times, you should expect lower salary in the early stages of a startup. This is compensated with the prospects of a future 'exit'.

Average time to exit is 7-10 years.

Explanatory video on ESOP by Slidebean: [here](#)

Pro reading: guide on rewarding talent in European startups by Index Ventures: [here](#)

Looking for jobs in climate & startups?

www.sdg.careers

www.climatebase.org

www.climatejobsl.com

www.terra.do

www.wellfound.com

www.builtin.com

www.workonclimate.org

www.climateu.earth/jobs

<https://inspiringtheminds.cloudearthi.com/internships> - list of internship opportunities

A high-resolution image of Earth from space. The planet's curvature is visible, with the Americas (North and South America) in the foreground. The sun is rising over the horizon on the right side, creating a bright glow and illuminating the atmosphere. The background is a dark field of stars.

Q&A