

# 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  
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# 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

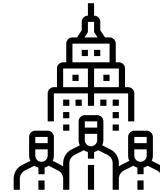
Bratislava

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](http://www.sdg.careers)

[www.climatebase.org](http://www.climatebase.org)

[www.climatejobsl.com](http://www.climatejobsl.com)

[www.terra.do](http://www.terra.do)

[www.wellfound.com](http://www.wellfound.com)

[www.builtin.com](http://www.builtin.com)

[www.workonclimate.org](http://www.workonclimate.org)

[www.climateu.earth/jobs](http://www.climateu.earth/jobs)

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

A high-resolution image of Earth from space, showing the Americas and the sun rising over the horizon. The sun is a bright white orb on the right side, creating a lens flare effect. The Earth's surface is detailed with landmasses, oceans, and city lights at night. The background is a dark blue space filled with stars.

Q&A