



Finding Tech Leadership. By Tech Leadership.

We are ex-CTOs who recruit for CTO and other senior tech leadership roles.

Traditional Challenges of Exec Search

1

Technical expertise

Traditional recruiters often lack the technical expertise and understanding required to accurately assess candidates for senior tech roles.

2

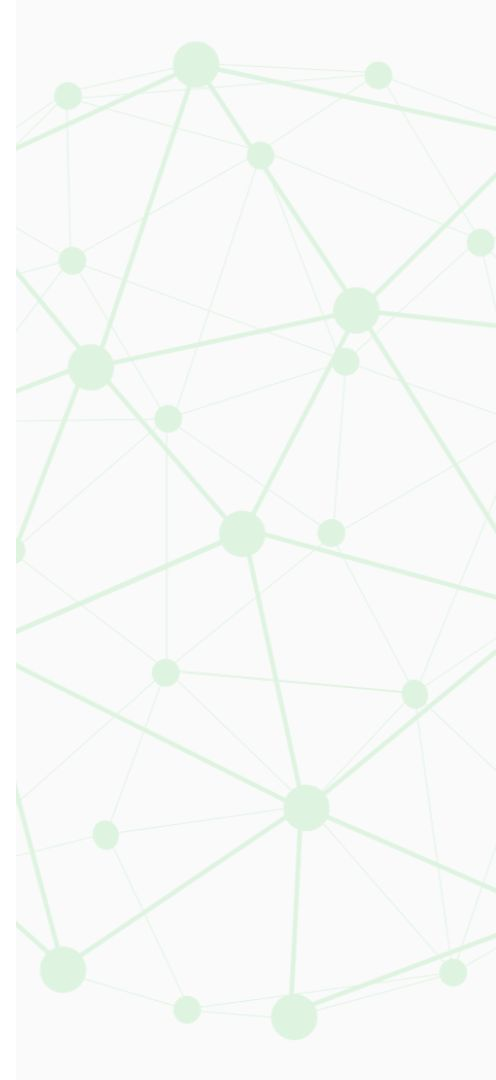
No talent network

Absence of a pre-established peer network of top senior talent, and the critical need for discretion in reaching out to these candidates.

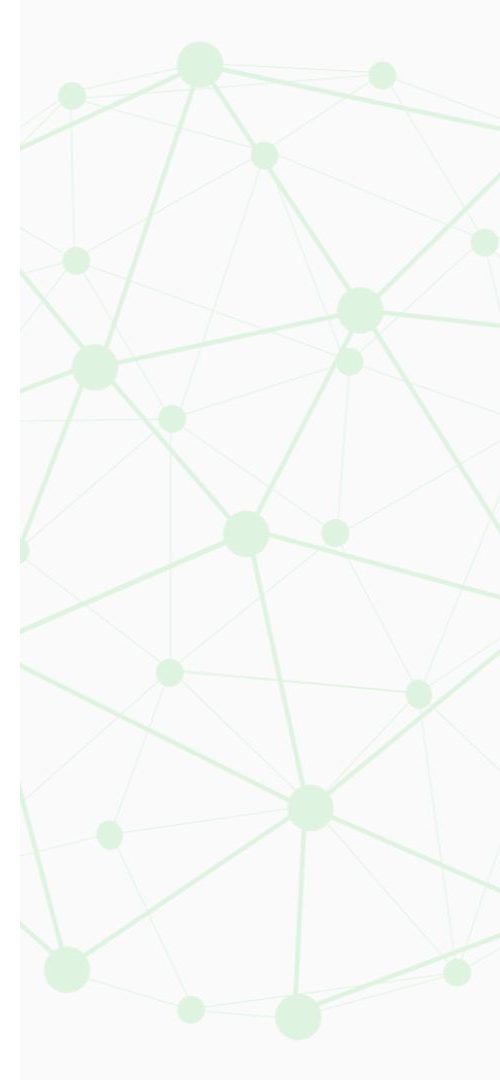
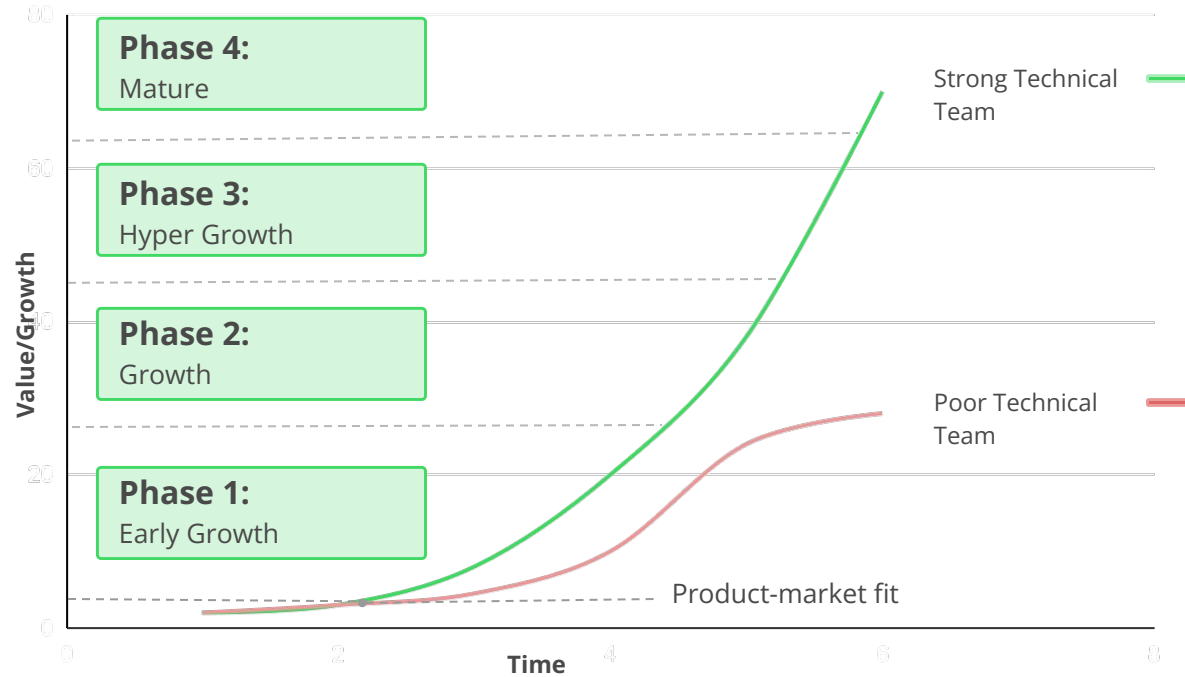
3

Benefits of an ex-CTO

They understand the nuanced requirements of the role, enabling them to identify and connect with the best candidates more effectively.



Tech x Business Impact



Who Builds Your Tech Team

Our 20Teamers

20Team gets you access to a network of ex-CTO industry experts, from high-growth tech companies. You can rest assured that you're in safe hands.

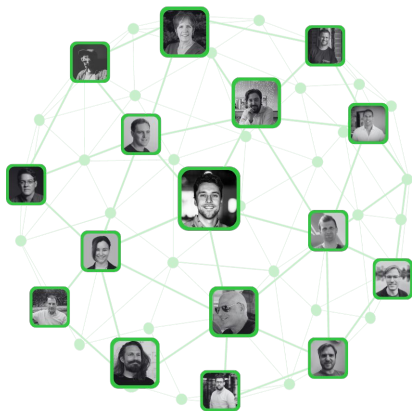
Unlock access to:

200+

ex-CTOs

120+

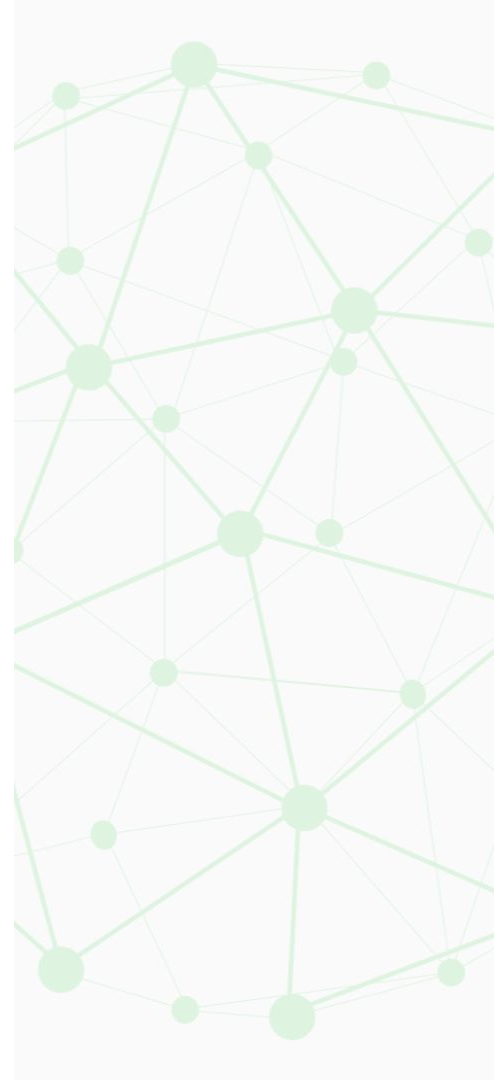
Based in USA



Marc Adler
fCTO 

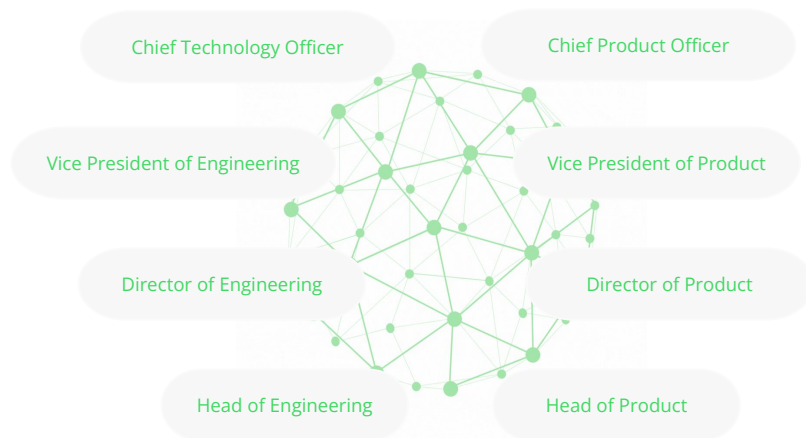


Dan Jacobs
fCTO 



Tech Roles

Senior Leadership



Sourcing Strategy

1/3

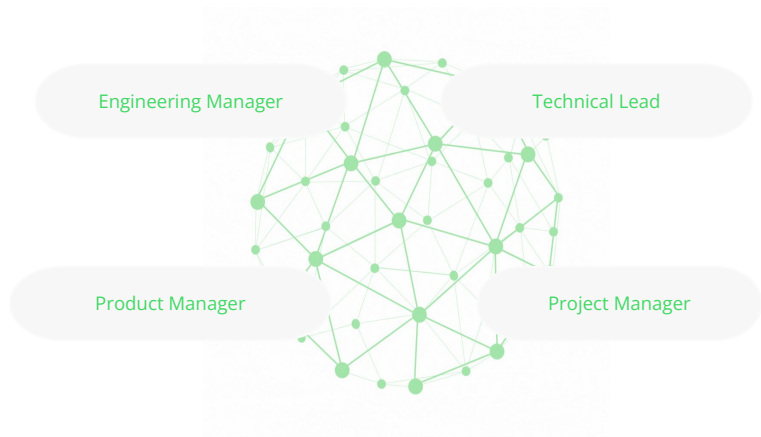
CTO-Led Recruitment:



With a roster of seasoned ex-CTOs, our recruitment process is spearheaded by individuals who deeply comprehend the technical landscape, ensuring an in-depth assessment of candidates for technical prowess and cultural fit.

Tech Roles

Management



Sourcing Strategy

2/3

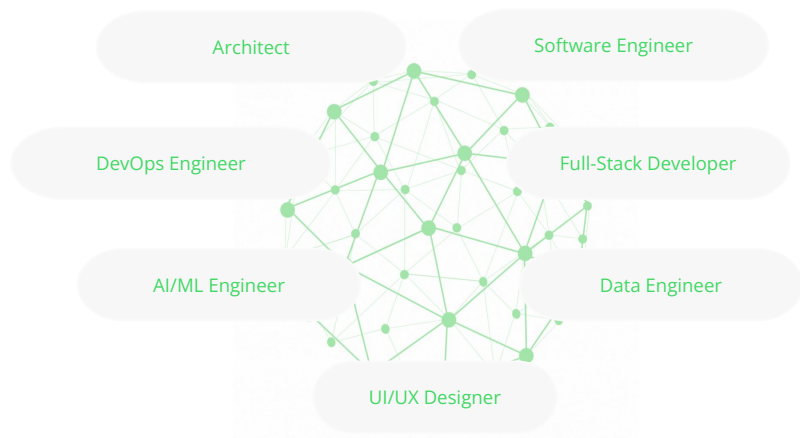


Network Penetration:

We tap into our vast network of tech professionals, cultivated through years of industry expertise, to access an array of skilled candidates, including those who might not be actively seeking new roles.

Tech Roles

Individual Contributor



Sourcing Strategy

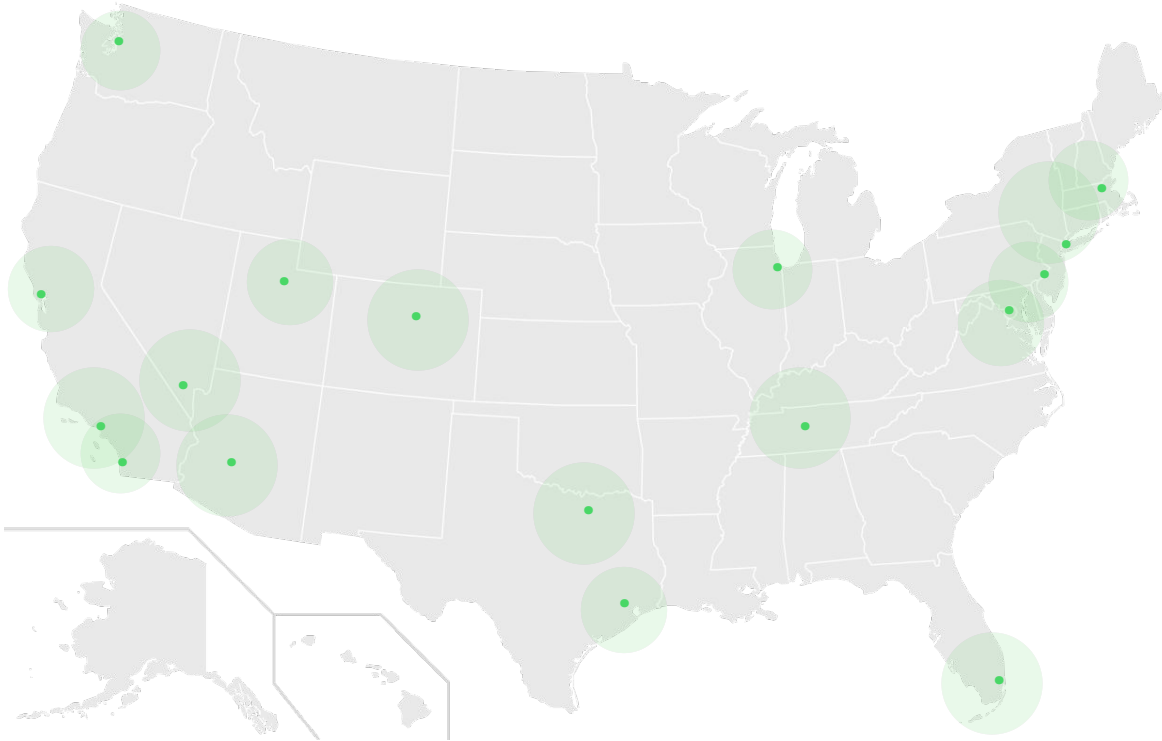
3/3

Industry-Centric Approach:



Understanding the intricacies of various industries, our approach integrates industry-specific knowledge to identify candidates with a demonstrated track record in domains relevant to our clients' needs.

USA Network Coverage



Our Process

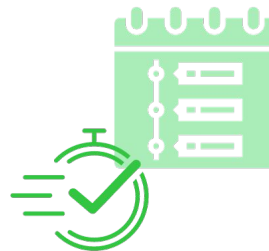
A Team of ex-CTOs

Your search is led by an experienced talent consultant and a team of ex-CTOs, ensuring a nuanced and knowledgeable approach to finding the perfect candidate.

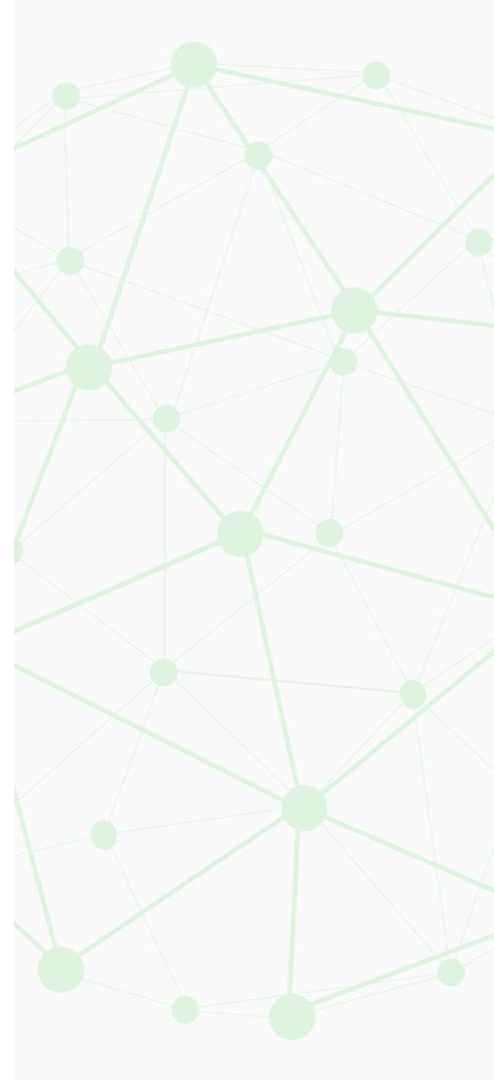
Industry Expert

We provide ex-CTOs, who not only evaluate your industry's talent landscape but also meticulously screen and vet all candidates to guarantee a perfect fit.

Avg. Timelines



- 1** — **Week 1: Role Capture**
Deep dives with senior leadership
- 2** — **Week 1-2: Initial Search**
Search network, screen, initial assessments
- 3** — **Week 2-3: Initial Short List**
2-3 top candidates
- 4** — **Week 4-8: Interviewing**
Additional search as needed
- 5** — **Week 8: Offer**
Assistance where needed



Pricing

Retained model



Executive Search

Dedicated ex-CTO resource team



Analysis

Analysis of applications by an ex-CTO



Pre-screening

Enhanced pre-screening by ex-CTO



Assessments

Technical Assessments by ex-CTO



Process Management

Interview | Offer | Rejection

Placement Fee

We charge a 30% placement fee on senior and C-suite appointments.

Payment Model

1

1/3 Fee Payable

Upon search start

2

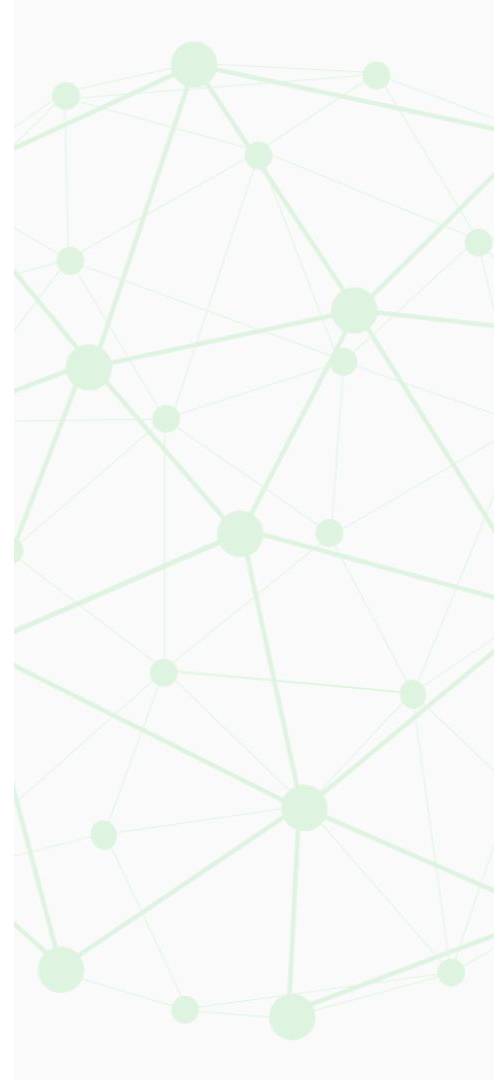
1/3 Fee Payable

Upon first shortlist completion

3

1/3 Fee Payable

Upon candidate start





Why Choose 20Team?

Deep Understanding

We intrinsically understand the tech roles, & know how to assess. Our ex-CTOs bring an unmatched level of expertise to talent search.



Industry Expert

Benefit from a dedicated ex-CTO industry expert, with intricate knowledge of the technology landscape but also the intricacies of your industry.



Warm Introductions

With our extensive network of ex-CTOs, we provide exclusive access and warm introductions to candidates that would otherwise be out of reach.



Speed, Quality, & Discretion

Leveraging our network, to ensure your needs are met with efficiency, precision, and confidentiality.



Testimonials



We had the privilege of working with 20Team during a critical phase of our journey. They not only addressed our immediate technical needs but also helped us identify and recruit the perfect permanent CTO. ”

Dan Bowyer, CEO (Superseed VC)



We were blown away with 20Team. Not only did they find the best candidates ... our new engineering lead started less than two weeks after our first call with 20Team. ”

Jelte Liebrand, CEO



Additional Services

Unlock Playbooks



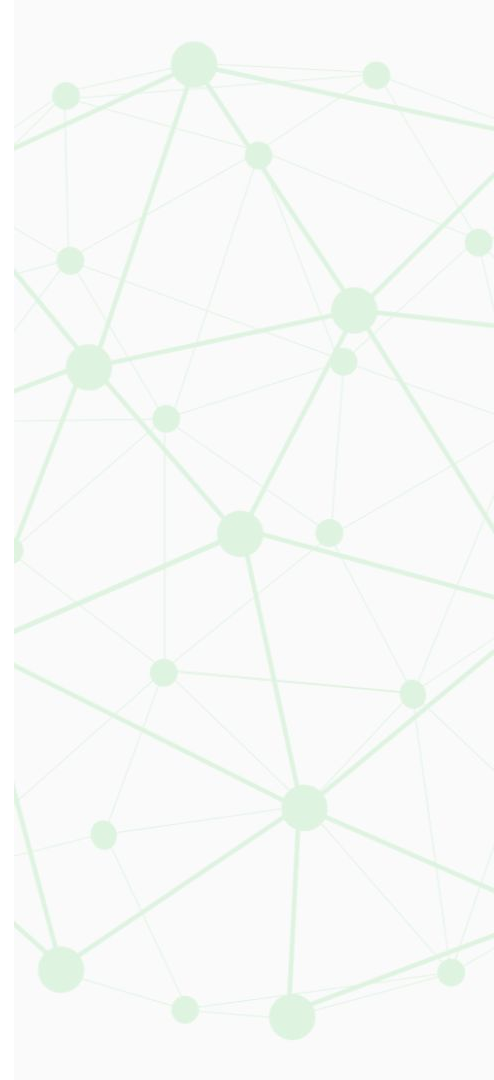
Growing your tech org? Our ex-CTO tech advisors will help with tried and tested playbooks.

**Org Design
Templates**

**Talent
Benchmarking**

**AI, Web3 +
Roadmaps**

**Technical
Frameworks**



Next Steps

1. Talk To Us

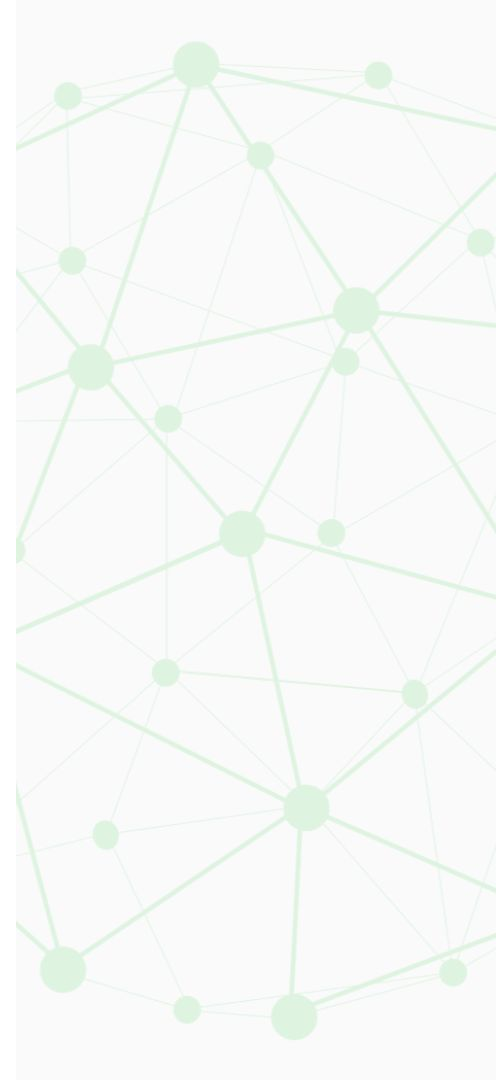
Reach out to discuss your specific requirements and goals, to explore how we can help you find your executive effectively.

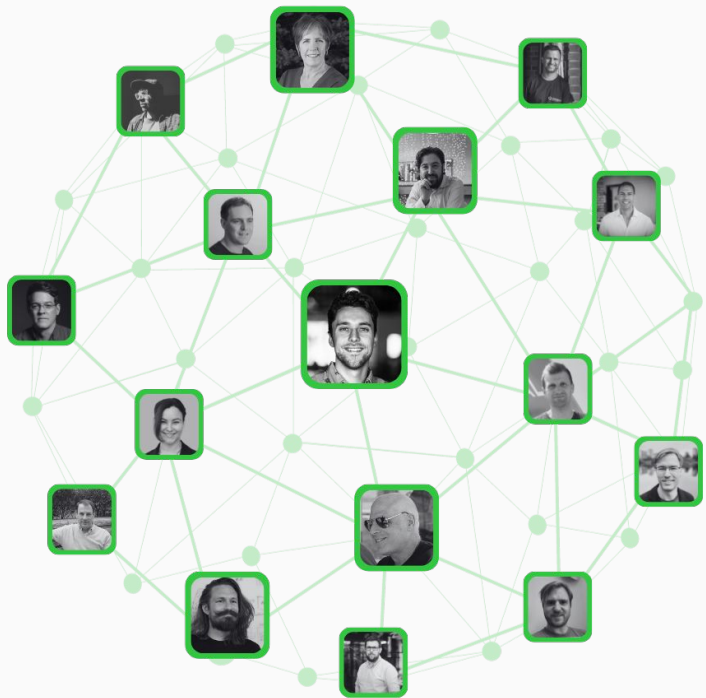
2. Industry Expert Pairing

We will pair you with an ex-CTO in your industry from our network to lead the search. They will run a consultation with you to scope & plan.

3. Agreements & Begin

We dot the I's and cross the T's to begin your search.





Speak soon!

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CEO

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Head of Sales

neela@20.team