

REPORT

Talent & Organization Report

Market analysis of talent acquisition, organization building, and human-capital strategies for scaling companies in growth-equity backed environments.

Talent · Q3 2023 · Chainfir Talent Team

The talent market in 2023–2024

Executive-level talent moved faster than capital in 2023. Time-to-fill for credible CEO and VP-Engineering searches compressed to 4–6 weeks in AI infrastructure and B2B SaaS.

Candidates increasingly demand clarity on equity, scope, and board exposure — counter-offers now common at the C-level.

How we operate

Our Web3 Elite Hub platform hosts 374+ vetted international executives across Web3, AI, fintech, and adjacent verticals. Search-led engagements typically run 6–10 weeks end-to-end.

We engage at the search-mandate stage, not at the closing stage — talent matching is integrated into the deal thesis, not bolted on.

Organization design

The classic functional-org chart breaks at the 50–150 employee tier. High-growth profitable companies need explicit decision-rights frameworks, written OKRs at the team level, and a real second-in-command.

We support our portfolio through quarterly org-design reviews in years 1 and 2 post-close.

Compensation & equity

Equity-grant discipline matters more than headline valuation. Top-quartile performers in our portfolio rebalance option grants every 18 months to retain stretch-performers.

Looking ahead

Companies that treat talent acquisition as a core competency — not an HR function — will scale 2–3x faster than peers at the 5–50M revenue stage.