CRITERIA

Pre Seed

Raising initial capital to validate problem-solution hypothesis and market demand

Key Focus:
- Developing prototype/MVP and hiring first employees
- Focus on continuously building, testing and iterating prototypes

Seed

Achieved market validation of product/solution with some product-market fit. Has gained some traction

Key Focus:
- To set up and start full-fledged but lean operations
- Keeping burn rate low and funding product development

Series A

Developed a track record - i.e. an established user base, consistent revenue figures, etc.)

Key Focus:
- Scale product across multiple markets, secure critical and experienced talent, further optimise product offerings and grow user base.
- Scalability and sustainability of infrastructure to take on load of large client base

Series B & Up

Has generated stable and substantial revenues and scale

Key Focus:
- Scalability of business and continuous growth/hiring of the internal team
- Market expansion, continuous innovation and R&D to improve products/create new products to expand client base

TECH TALENT NEEDS

Pre Seed

Software Developer
2 to >5 years experience

Companies may opt to outsource MVP development or leverage on no-code tools to greatly reduce time and costs required for development.

Seed

UI/UX Designers >2 years experience

Product Managers >3-5 years experience

Software Developer 2 to >5 years experience

A product team with more technical expertise to design and build functional product/ full build after idea validation. Some companies may still opt for outsourcing or work with freelance developers on a needs basis to keep cost low.

Series A

CTO >5-10 years experience

UI/UX Designers >2 years experience

Head of Engineering >5 years experience

Product Managers >3-5 years experience

Solution Architects >4 years experience

Software Developers >2-5 years experience

A highly experienced product and engineering team to support heavier user load & more product developments to enhance user experience. Helpful to have a CTO to translate business goals into a technical vision that defines the strategy, direction, and requirements of the idea into products.

Series B & Up

CTO >5-10 years experience

UI/UX Designers >2 years experience

Head of Engineering >5 years experience

Product Managers >3-5 years experience

Solution Architects >4 years experience

Software Developers >2-5 years experience

A highly experienced product and engineering team to support heavier load & more product developments to enhance user experience. A larger engineering team that can constantly keep up with the digital landscape, innovate, develop and test new ideas and solutions to help keep the business ahead of the curve.

HIRING SUPPORT

Talent Platforms

- Tribe (Software Developers), from Series A
- SGI STARS (e.g. AI, Blockchain, MedTech)
- CareerBuilder
- LinkedIn
- Monster
- Glassdoor
- LiveHire
- BroadBean

Local Tech Talent

Access talents trained under national tech training programmes/ bootcamps

Hiring Graduates from Tech Immersion and Placement Programme (TIPP)

- General Assembly
- Institute of Data
- Industry Connect
- Le wagon (SEA Coding Academy)
- MAGES Institute of Excellence
- NTUC LearningHub
- Trent Global College of Technology and Management

Hiring Graduates from SGInnovate PowerX

Overseas Tech Teams

Build overseas tech teams with in-market recruitment partners*

Vietnam: Fetch Technology, Glints, Tech JDI, and 9cv9

India: Web Synergies, Xpheno, Squareboat

Please approach EnterpriseSG for StartupSG Talent (Global Tech Talent Alliance).

Work Pass Facillitation

- StartupSG Talent - (EntrePass (For Entrepreneurs))
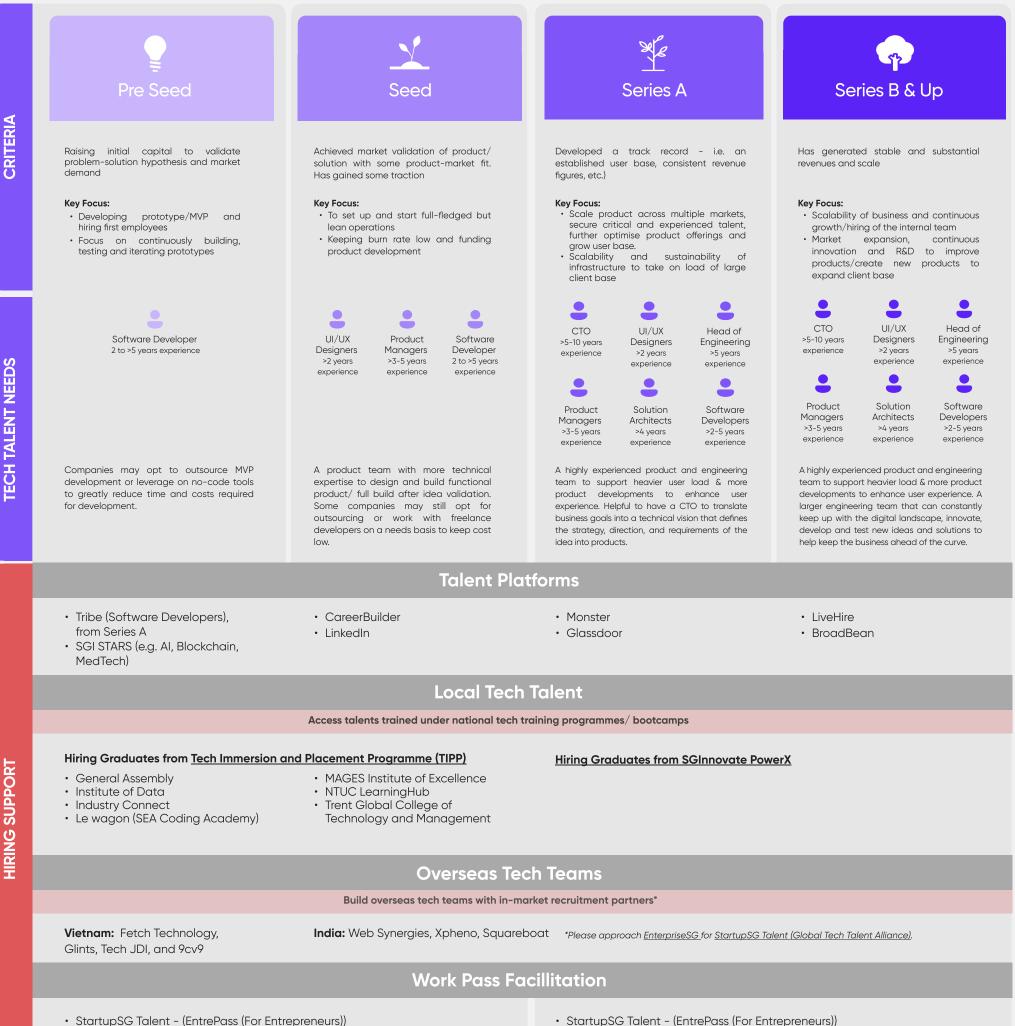- Employment Pass
- StartupSG Talent - (EntrePass (For Entrepreneurs))
- Employment Pass + EP facilitation/StartupSG Talent (Tech@SG) - (For Core team members)

TRAINING & PLACEMENT

Training Young Talent

- SGInnovate Infinity - (For local students in Deep Tech Product & Software projects) - Up till Series B
- SGInnovate Summation - (For local & international students & fresh graduates in Deep Tech Projects) - Up till Series B

Upskilling Working Professionals

Courses for No-code self-help tools:

- General Assembly
- Coursera
- Tribe Academy
- Makerpad

Courses for upskilling in technical skills/programming languages:

- General Assembly
- Coursera
- Tribe Academy
- Udemy
- Codecademy
- freeCodeCamp

Placement Programmes

- SGInnovate PowerX - Placement source and traineeship for mid career hires - up to Series B
- Company-Led Training (CLT) - Series B and beyond
- SkillsFuture Work-Study Programmes (WSP) - From Seed Stage
- Career Conversion Programmes (CCPs) - From Seed Stage