

Hiring kit

Ungated templates for filling the seats the capacity model schedules. Use them as-is or copy them into your own doc. Nothing here is HR theater. Each file also ships as a PDF with the same stem.

Companion page: <https://www.wesbecher.llc/team-buildout/>

What is in this folder

FILE	USE
Scorecard-TEMPLATE.md	The bar. Score must-haves 1-4. Hire or stop.
Interview-Guide-TEMPLATE.md	Screen, discovery, role-play, references. Time-boxed.
Take-Home-TEMPLATE.md	Optional. Three hours or less.
Offer-Comp-TEMPLATE.md	OTE, split, quota, pipeline-generation gate, accelerators.
ACME-AE-Scorecard.md	A filled example. Hypothetical and illustrative only. Not a real company.

How to run a loop

1. Name the seat from the stage gate, not from the next stage's org chart. (\$0-1M unlocks an FDE, not a VP Sales.)
 2. Fill a scorecard before the first conversation. Must-haves are the job. Nice-to-haves are not a veto.
 3. Run the interview guide in order. Record the role-play.
 4. Optional take-home only if the role-play left a real question. Cap it at three hours.
 5. Hire if must-have average is at or above 3.0, there is no hard red flag, at least two yes votes, and references confirm.
 6. Pair-check seat two against the same scorecard. Never lower the bar to fill the plan.
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Stage unlock (short)

- \$0-1M Prove. Strangers buy, deploy, renew? Founder plus one FDE. Contract SE. No VP Sales.
- \$1-5M Repeat. Two non-founder sellers at or above 70% quota, two quarters? 2-3 AE athletes plus 1-2 BDRs. GTM engineer by about \$3M.
- \$5-10M Engine. Field math clears at real ACV? 6-8 AEs, dual-track plus a velocity pod. CRO / VP Sales player-coach after evidence.
- \$10-20M Compound. Growth cheaper as ARR grows? 10-14 AEs. First-line managers on coaching evidence.

Pair hire

Every seller hire is a pair. Shared onboarding. An honest A/B on whether the bar held. If seat two only passes because the calendar is yellow, you did not hire. You staffed.

Day 60

Day 30 inspects setup. Day 60 decides the seat. A second miss at the day-60 activity gate opens the backfill that same day.

Company tripwire: two reps below day-60 gates. Reallocate pipeline and open the req the same day.

Plan at production, not quota. Haircut new and ramping seats about 30%. Year-one yield versus quota sits at 55-60%.

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Comp figures are plan assumptions.