

# CTO *Compensation Study*

BRIVVA

\*Chief Technology Officer

## **We conducted a study where we valued data from**

- our selection processes;
- of contracting companies;
- of hired candidates.

## **Besides a research with**

- founders;
- and CTOs from various segments.

*Analyzing the trends and perspectives of the market at the current moment.*

*\*\*This study is based on first semester of 2021.*

SEED, SERIE A, SERIE B, SERIE C+

**Fixed\_RS Average salary/month**



SEED, SERIE A, SERIE B, SERIE C+

**Bonus\_Receive or not**

Seed

**42%**

Yes

**58%**

No

Series A

**68%**

Yes

**32%**

No

Series B

**73%**

Yes

**27%**

No

Series C+

**86%**

Yes

**14%**

No

SEED, SERIE A, SERIE B, SERIE C+

**Bonus\_Average salary/year**

Seed

**1 to 3**

salaries/year

Series A

**2 to 4**

salaries/year

Series B

**3 to 5**

salaries/year

Series C+

**5 to 8**

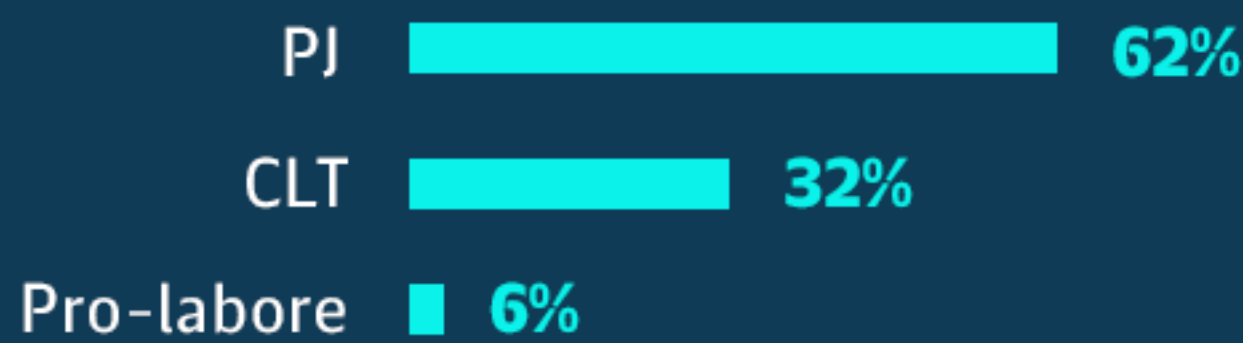
salaries/year



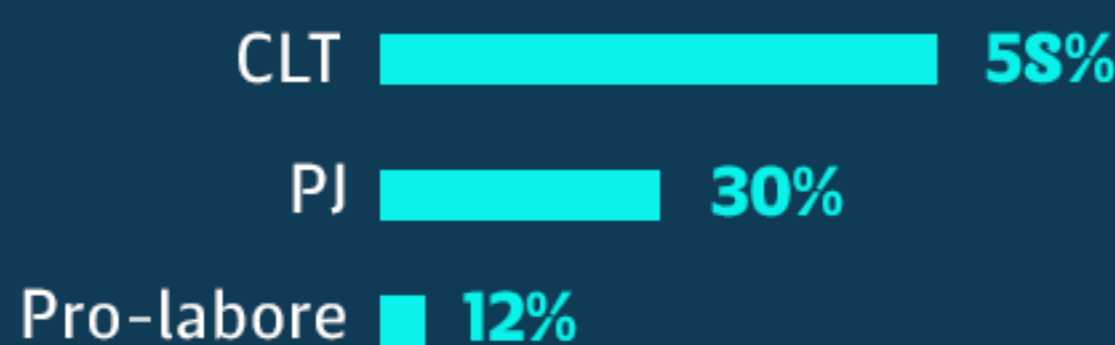
SEED, SERIE A, SERIE B, SERIE C+

## Hiring model\_CLT, PJ, Pró-labore

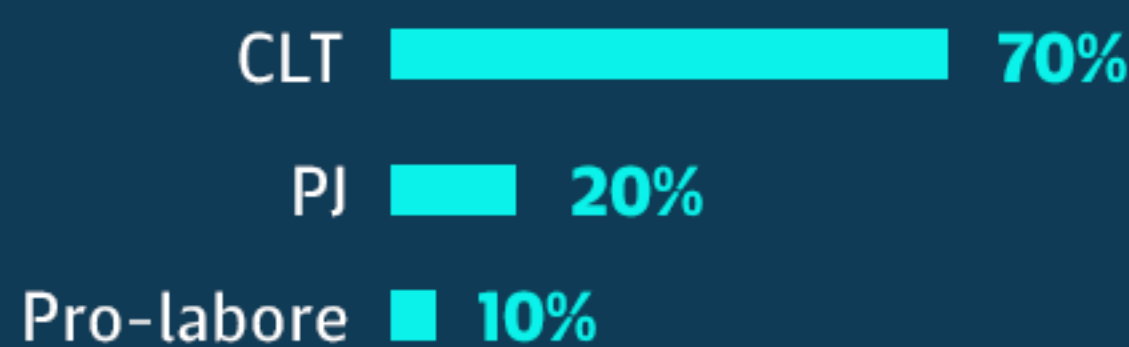
### Seed



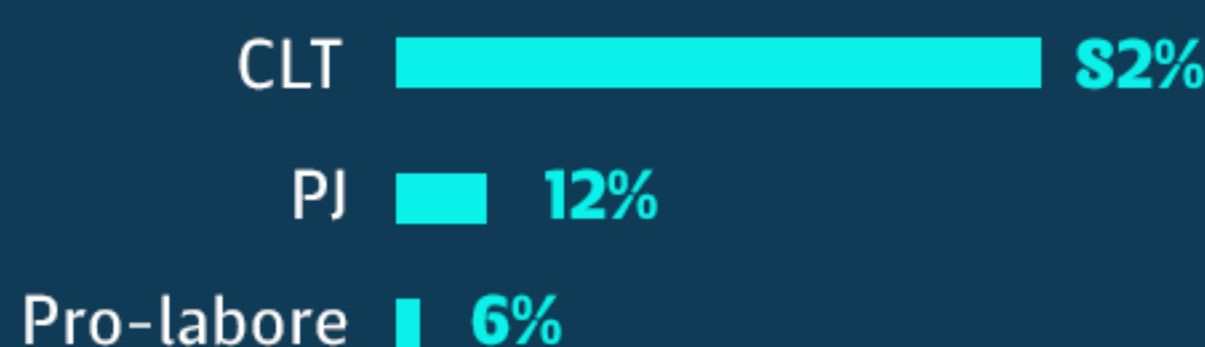
### Series A



### Series B



### Series C+



## ***At the beginning***

the remuneration in Statups is less attractive than mature companys because it is still a potencial company in the market looking for investiments and grow the business maturity. So ***the CTO usually needs to accept the risk.***

- *More likely to be hired by PJ or associate.*





***For the entry associates,***

is **common a vesting agreement**, that  
can vary, being widely practiced the  
4-year model, with one year of test,  
➤ **called cliff**



According to

## ***the startups are maturing***

the variable remuneration tends to represent a larger proportion of the CTO's remuneration. So **it's common in the proposal, the startup offer up to 4 hiring models**, being the first with lower fixed salary to achieve equality, and the last option the opposite.





## **The CTO profile**


**in the beginning it's more hands-on.**

As the company reach out maturity,  
starts to **act more managerially**  
**leading teams**, without ceasing as a  
technical reference.

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