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*Teamwork:* Every organization values teamwork; for startups, however, it is absolutely imperative that a high level of collaboration, cooperation, and harmony exists throughout the company. Given the limited physical space available at most startups, most if not all employees are working in close proximity to each other. And given the need for constant communication and exchange of ideas in order to su ex o

*Passion for the Product:* All companies start with an idea—a service or a product—that the founders believe will be successful. At a startup, this idea is still new and evolving, and it is essential that all employees believe in and are committed to making the idea work. In many ways, this commitment is reflected in the critical skills outlines above—willingness to go above and beyond to help the company to succeed, adjusting to changing circumstances, etc. The bottom line is that, in most cases, a start-up job is not just 9-to-5...it's also a dedication to a team effort.

CMU Swartz Center Job Board: <http://www.cmu.edu/swartz-center-for-entrepreneurship/get-involved/job-board.html> Lists opportunities at CMU-related startups

Venture Capital Firms: <https://www.entrepreneur.com/article/242702>

*In addition to funding, venture capital firms often provide their client companies with candidates to help these companies fill critical hiring needs. The URL above provides a list of the largest VC firms—visit their websites and search for*