

NICE TO HAVES		
Decentralized team leadership		•
VC Board experience		•
Markets: Mobile, Marketing Automation, AdTech Platforms, IoT, PaaS or Big Data		•
Winner: Been part of growth, exit, return to investors		•
RANK ON		
Intellectual Bandwidth: High IQ? Analytical and strategic puzzle solver?		•
Leadership? Is the candidate a Leader of Men?		•
Entrepreneurial? Resourceful, figure it out and get it done		
Hard Charger: Decisive, leader who embraces ambiguity, loves to place the bet and take risk		•
High energy, stamina and the personal freedom to put in the time it is going to take to build Zos?		•
Cultural Fit w/ Russ, Aaron and team?		•