

# ADVISOR FOUNDING TEAM FORMATION

---

Expert guidance for  
early-stage Biotech  
and TechBio  
founders.



+44 1245 958712  
info@aspirelifesciences.com  
www.aspirelifesciences.com



## **Early teams rarely struggle because they cannot hire.**

More often, companies lose time and momentum by hiring the wrong capability at the wrong stage.

Founders typically have strong scientific or technical judgment. Translating that into the right team shape, while the story evolves and funding milestones approach, is a different challenge.

Our expert advisor service exists to help founders make clearer, higher-quality hiring decisions when they matter most.

## **Partnering with an advisor**

---

This is an advisory partnership designed to support founders through critical moments of team formation and scale.

It operates across two levels:

- **Strategic clarity** – defining the capabilities required now, next, and later.
- **Decision support** – acting as a trusted sounding board during high-stakes hiring moments.

The role is founder-facing, non-operational, and independent. It complements internal hiring efforts or external partners rather than replacing them.

## **Built to be low risk**

---

This is not recruitment execution.

It does not include running searches, sourcing candidates, building pipelines, or managing HR processes. The focus is decision quality. Execution support can be discussed separately if needed.

- Non-exclusive – work with internal teams, Aspire, or other partners.
- Independent – advice is not tied to a hiring channel.
- Lightweight – high leverage without operational drag.

Founders retain flexibility while strengthening one of the highest-impact areas of company building.



# Where value shows up

---

## **Team architecture**

Clarify what and when to hire, before role definitions begin. Align talent decisions with product direction, company narrative, and investor expectations.

## **Sequencing and timing**

Understand how the team should evolve over the next 12–24 months. Avoid premature headcount and ensure each hire creates momentum rather than constraint.

## **Market perspective**

Ground hiring plans in talent reality, availability, competitiveness, and seniority, before entering the market.

## **Live hiring decisions**

Objective support when judgment matters most:

- Candidate sense-checking
- Interview debriefs
- Strength and risk analysis
- Guidance on what to probe
- Offer calibration

At critical moments, founders gain perspective without losing speed.

# How it works

---

Typically structured as a three–six month engagement:

- One structured session per month
- Short touchpoints during active decision windows

Designed to provide clarity when it matters, not create dependency.

An initial session to map the near-term company story and product path, clarify implications for team shape, and define the next one to three critical hires, including what success should look like and what to test for.

**In early-stage companies, team decisions are company decisions.  
Making these decisions with clarity protects momentum.**