**Career Advice #205 | Diane Daley**

**HR | 12 June 2019**

**Canada**

**Post via Kevin Hyberger and LinkedIn Premium Group**

I totally agree with this...I am job hunting due to relocation & my days are filled not only with my hunt but there is gym-ing, swimming, reading & watching motivational & self development items, webinars, an online course I signed up for, volunteering & taking care of my family. This free time has given me the opportunity to focus on the things I love & wanted to do but was just too tired to get them done. I am not stressing just counting my blessings😉

Hi Diane,

I am a 53-year old Canadian CPA that is relocating back to Canada after spending the last 10 years in the Middle East. Oil prices over that time have taken me to the unemployment line once too often. In 2017, I started researching emerging technologies. In 2018, I started listening to Gary Vaynerchuk. When you listen to him for a while, you will come to understand why I am writing this message. His ideas on branding, awareness and social media resonate on both a personal and professional level. His key-note speech earlier this year to the International Franchise Association may be a good start:

Apple podcast link: <https://apple.co/2Y6P2MB>

YouTube link: http://bit.ly/2IOv3h2

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Angel List |https://angel.co | startups list tech & non-tech roles here. Since I am not sure where in Canada you reside (or if you remain in Jamaica), a quick search revealed:

24,967 startups globally

1,255 across Canada

Toronto: 649

Montreal: 244

Vancouver: 195

Ottawa: 29

Calgary: 19

Edmonton: 12

When such startups scale, they will need experienced staff. Your HR background and related work experience will be valuable when combined with learning SaaS (software-as-a-service) applicable to the HR function.

See post 2 of 4 | Venture Capital in Canada

2nd POST

Hi Diane. This is post #2 of 4

Venture Capital (VC). Most VC’s list portfolio companies on their websites. Such companies will range from startups to full commercial entities. A selection of Canadian-based VC’s:

BDC | http://bit.ly/2WCM5SE

Brightspark | http://brightspark.com

Bumble Bees | http://www.bumblebeescapital.com

Front Row | https://frontrow.ventures/

Inovia Capital | https://www.inovia.vc

Manulife Cap Ventures | http://bit.ly/2Jr1eTr

Next Canada | https://www.nextcanada.com

OMERS Ventures | https://www.omersventures.com

Oneeleven | https://www.oneeleven.com/

Panache | https://www.panache.vc

RBC Ventures | https://www.rbcventures.ca/

Real |https://realventures.com

Relay | http://relayventures.com

Version One | https://versionone.vc/

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VC Platform Support. As VC’s expand, the need increases for them to hire various support functions to “work across the portfolio”. This is a growing trend that Stephanie Manning from Lerer Hippeau recently described in this Forbes article: http://bit.ly/2vNF9X6

Imagine if you reached out to one or more of the Canadian VC’s to hire you as “Head of HR” over the platform? This is a new concept and will require advance planning.

See post 3 of 4 | SaaS examples

3rd POST

Hi Diane. This is post #3 of 4

SaaS knowledge

Tech has changed significantly over the past 10 years. New tech (SaaS) products have moved from the “IT Department” to the “Operations” teams tasked with managing the business. SaaS today are affordable and bolt-on to existing ERP systems.

As CFO/investor relations with UnCloak and investor relations’ advisor to Digipharm since November 2018, I researched tech investments reported by Crunchbase News, Techcrunch, UKTN, VentureBeat & Connie Loizos (StrictlyVC newsletter). The focus on HR SaaS is incredible.

HR Support

Quinyx | scheduling, communication & payroll | https://www.quinyx.com

CEIPAL | automation for staffing companies | https://www.ceipal.com/

Skedulo | workforce control |www.skedulo.com

Personio | HR solution | https://www.personio.com

LumApps | connect & collaborate | www.lumapps.com

HR Recruiting

Allyo | AI recruiter | https://www.allyo.com

GoodTime |on-line interviews | https://www.goodtime.io/

Seekout | specialty recruitment | https://seekout.io

TalkPush | recruitment w/ chat bots | https://www.talkpush.com

Workable | automated recruiting | http://www.workable.com

See post 4 of 4 | SaaS (cont/) and VC outreach

4th POST

Hi Diane. This is post #4 of 4

HR PD

Interplay Learning | VR simulations | http://www.interplaylearning.com/

A Cloud Guru | https://acloud.guru/

OpenSesame | https://www.opensesame.com/

GO1 | on-line courses |https://www.go1.com/

BenchPrep | https://benchprep.com

Talentsoft | learning: in 27 languages | https://www.talentsoft.com

HR Performance

15Five | feedback | www.15five.com

Bonusly | https://bonus.ly/

Emplify | employee engagement | https://emplify.com/

GoCo | HR & benefits | https://www.goco.io/

Peakon | https://peakon.com

Perkbox | www.perkbox.com

Zestful | perk programs | https://zestful.com

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VC action plan

1) VC’s. Follow VC on LinkedIn & Twitter. Subscribe to VC newsletter.

2) VC portfolio. VC firms typically have “Portfolio” links on their websites. Make lists of companies you want to know more about. Follow them on LinkedIn, Twitter, FB & IG.

3) “Head of HR” platform role. You may want to consider creating a short strategy document before reaching out to VC firms.

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Learning SaaS

To learn most SaaS, you DO NOT NEED to attend classes. SaaS can be readily learned: download free demo; subscribe to newsletter; follow company on LinkedIn, Twitter, FB & IG

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Feel free to DM me with questions.