

BRASS TRACKS

Current Introductions

CONFIDENTIAL

A curated selection of professionals currently represented by Brass Tracks for thoughtful introductions to growth-stage organizations.

ISSUE 01 • JULY 2026

PREPARED FOR: [FOUNDER / OPERATING PARTNER]

NOT FOR DISTRIBUTION

A NOTE ON THIS BRIEFING

Every search introduces us to remarkable people. While most searches conclude with a single hire, some introduce us to professionals we believe are worth knowing. From time to time, we'll share those individuals with organizations we think highly of and when we believe there's a genuine alignment. To that end, we'll occasionally make thoughtful introductions to organizations we know and respect.

Each person featured here has been personally interviewed and considered for a specific search. These are not candidates who happened to remain "available" — they are professionals we sought out, or met unexpectedly, and chose to represent because we believed in them.

Elite Talent. Carefully Introduced.

Brass Tracks maintains a small, active roster at any given time. Full backgrounds, references, and direct introductions are available upon request, where there is genuine alignment.

Engineering Leadership

A builder who scales both systems and teams

CAREER SNAPSHOT

Spent the last decade building and scaling engineering organizations from the ground up — most recently leading engineering at a Series C infrastructure company through a 10x headcount increase and a full platform re-architecture ahead of an enterprise push.

WHAT MAKES THEM EXCEPTIONAL

Equally fluent in systems architecture and organizational architecture. Capable of writing production code one week and setting a three-year technical roadmap the next — without either muscle atrophying.

PROBLEMS THEY SOLVE

Brought in when an engineering org has outgrown its founding architecture, when technical debt is silently taxing velocity, or when a founder needs a technical partner rather than a manager.

LEADERSHIP STYLE

Low-ego and direct, with a low tolerance for process that exists for its own sake. Earns trust with engineers by staying close to the code, and trust with the board by translating technical reality into business terms.

IDEAL COMPANY STAGE

Series B – D • 40–250 engineers

IDEAL ROLE

VP Engineering or CTO, reporting to the CEO

COMPENSATION RANGE

\$260K–\$310K base, plus equity consistent with a Series C leadership seat

WHY BRASS TRACKS REPRESENTS THEM

We ran this person through final rounds on two unrelated searches this year. Two different founders, independently, called them “the best technical hire I almost made.” That kind of consistency is rare enough that we asked to represent them directly.

Growth & Revenue Marketing

A skeptic's approach to growth, applied with speed

CAREER SNAPSHOT

Built the growth function at a category-defining consumer subscription company from single-digit-million to nine-figure ARR, then spent two years advising four early-stage teams as they searched for their first real growth engine.

WHAT MAKES THEM EXCEPTIONAL

A rare pairing of instincts: comfortable modeling CAC payback in a spreadsheet, and equally comfortable persuading a hesitant board to fund an unproven channel.

PROBLEMS THEY SOLVE

Called in when growth has plateaued, when paid channels have stopped scaling, or when a company needs its first real discipline around testing growth hypotheses.

LEADERSHIP STYLE

Evidence-first and skeptical of orthodoxy, but moves quickly rather than over-analyzing. Builds small, senior growth teams rather than large junior ones.

IDEAL COMPANY STAGE

Seed – Series B • post-product-market fit

IDEAL ROLE

Head of Growth, VP Marketing, or founding growth advisor

COMPENSATION RANGE

\$220K–\$260K base plus equity, or a fractional arrangement for the right situation

WHY BRASS TRACKS REPRESENTS THEM

During a short project engagement, we watched them turn around a stalled growth motion in six weeks – convincingly enough that the client asked whether they could hire them outright. We couldn't promise they'd say yes to that one company. We can promise someone will want them.

Finance & Operations

A finance partner, not a scorekeeper

CAREER SNAPSHOT

Spent seven years as the first finance hire inside two venture-backed companies, building the planning, reporting, and board mechanics that let each raise its next round with confidence. Most recently led finance through a full acquisition process to close.

WHAT MAKES THEM EXCEPTIONAL

Operates as a strategic partner to the CEO rather than a reporting function. Turns a chaotic cap table and an uneven forecast into a clean story the board actually trusts.

PROBLEMS THEY SOLVE

Brought in ahead of a fundraise, ahead of an acquisition, or when a founder realizes they are making seven-figure decisions without real financial infrastructure beneath them.

LEADERSHIP STYLE

Calm under pressure and precise without being pedantic. Builds finance functions meant to scale with the company, rather than ones that must be rebuilt at every stage.

IDEAL COMPANY STAGE

Seed – Series C

IDEAL ROLE

Head of Finance, VP Finance, or CFO-track for a founder's first true finance partner

COMPENSATION RANGE

\$200K–\$250K base plus equity, structured to stage

WHY BRASS TRACKS REPRESENTS THEM

This is someone we would place in front of our own portfolio without hesitation — the rare finance leader who improves a founder's decision-making, not just their reporting.

IN CLOSING

These introductions are shared simply because I believe exceptional people deserve to meet exceptional companies. If one stands out, I'd be happy to connect you.

Tim Paul

FOUNDER, BRASS TRACKS

paultimothyd@gmail.com

410.419.3749

brasstracks.us

THIS BRIEFING IS CONFIDENTIAL AND PREPARED SOLELY FOR THE ADDRESSEE.
PLEASE DO NOT FORWARD WITHOUT PERMISSION.