

INFRASTRUCTURE INTELLIGENCE · GOVTECH

• CONFIDENTIAL SEARCH · NO PUBLIC ROLE POSTED

Technical Lead. *Accepted in 28 days.*

LOCATION
Remote U.S.FOCUS
React + PythonROLE TYPE
Player-coachCOMPENSATION
\$200K + equityDAYS TO ACCEPTED
OFFER
28

THE DECISION THAT MATTERED

The CTO's strongest finalist had led a much larger engineering organization, raising the concern that he was overqualified. Passing on him would have reopened the search in one of the most competitive segments of the market. Brass Tracks tested his motivation directly, showed why the seat matched what he wanted next, and advised clearing a \$200K base the approved band did not reach. He accepted within days of his final interview.

01 THE BUSINESS MANDATE

BUSINESS PRIORITY A resignation left engineering without technical leadership as the company moved to an AWS-native architecture and planned for significant growth.

THE WORK Lead engineering across a data platform and a customer-facing application, own code review and standards, and partner with Product on delivery.

MUST HAVE Current hands-on depth in React, Python and AWS, plus evidence of raising standards and mentoring while still shipping code.

RELAXED Prior scope. A leader who had run a larger organization was welcome if he still wanted to code.

02 SEARCH JUDGMENT

COMP The approved base was \$165K–\$185K. Qualified player-coaches anchored at \$200K or more. We recommended clearing \$200K with meaningful equity, without leading with the ceiling.

TARGET MARKET Two sample slates with the CTO narrowed the target to React, Python and AWS builders, excluding Java-centric profiles, candidates above range, and anyone needing sponsorship.

ENGAGEMENT The hire was employed and leading a large team. A restructuring had changed his scope, and he wanted meaningful impact and a hand in shaping engineering culture.

03 SEARCH FUNNEL



CONVERSION

Reviewed to screened	22%
Screened to slate	44%
Slate to hire	1 in 8

04 EVALUATION AND CLOSE

HANDS-ON DEPTH

SYSTEM DESIGN

ENGINEERING LEADERSHIP

PRODUCT PARTNERSHIP

HOW WE DECIDED A three-part loop with Brass Tracks guides: CTO on system design and judgment, CEO on leadership and business sense, Product on collaboration. Both executives were a yes before the final read.

THE CLOSE A pre-offer call surfaced his expectations. The CTO delivered the personal close and Brass Tracks the business close. We flagged parental leave early and recommended exceeding his ask, which the CEO approved.

05 THE OUTCOME

HIRE SECURED A hands-on SaaS architect who had led a large engineering organization while still coding.

CAPABILITY ADDED One owner for engineering standards, code review, mentoring and roadmap execution across both platforms.

EARLY EVIDENCE The CTO is planning the next engineering hire around the team he is building.

"Incredibly painless, which is a nice surprise."
CTO, GOVTECH COMPANY

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Company and reference details are available upon request.

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