



# Stanford eCorner

## Hiring Your Friends

Julian Mann, *Skybox Imaging*

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Video URL: <http://ecorner.stanford.edu/videos/3097/Hiring-Your-Friends>

Skybox Imaging Co-Founder Julian Mann explains why hiring friends is sometimes a good idea, especially when you need to hire fast and are looking for people you trust.



### Transcript

We walked out of the board meeting and ultimately we probably did better than we could have and realized now we have to go hire some people. We are trying to build the satellite, we're going to need at least like 10 or 15 engineers to make this whole thing work. And they're going to need to be from a number of different engineering disciplines. And it turns out through the process of raising the Series A, investors would often ask us, can you give us some examples of the types of people that you're going to go hire. So we would go to our friends in the grad school and say hey, can you lend us your resume, we just need an example of the type of person, just so we can get across the finish line. We are not trying to convince you to like leave your PhD, the cushy corporate job you just got, but then suddenly you're sitting there with this long list of positions that you need to fill and of course we just immediately turn around and started turning up the heat on them to actually jump ship and come join the team. And apparently we must have done something right, because as Dan already mentioned about the first 10 people we hired were all our friends from school. So, turns out hiring your friends when you need to hire fast, sometimes actually works.