CHECKLIST for potential Board Members ← HR

Do you want to work with INOPTEC?

This checklist was designed for potential C-level Board Members – as we cannot make any compromises on those, who will steer all INOPTEC-related activities and subsidiaries under this holding company.

This document has been downloaded from https://inoptecgroupireland.ie/ in the context of our #recruitingday event – where the collaboration requirements were already described.

To **avoid disappointments** on both sides – for the applicant and for INOPTEC – even more clarity regarding the collaboration requirements will be provided in this document, to avoid needless real-life meetings due to an accidental mismatch, which can be time-consuming and frustrating.

Please read the following BEFORE you register for our meeting:

A) INOPTEC cannot provide a "fixed/permanent employment" (aka "Job" or "Position") at this point – which is why we keep using the phrase "**freelance**" or "**part-time manager**" – both in a stable situation so that no dependency on INOPTEC will arise.

B) However, since INOPTEC is working on the "next big thing", there is **great potential** that this part-time applicant will get more work, more responsibility, and more money in the future – and even stock options now (buy-in) or later (based on successfully achieved milestones).

Make sure that you understand and agree to the above – before you move on to C)

C) The following **Stage-Gate Process** should help you/us, to ensure that all collaboration requirements are met – as this will avoid the aforesaid potential disappointment.

The starting point is the top (1) – so you start with the first questions, and only when you fulfil ALL requirements, then you can "pass" the first gate.

Only after passing the first gate, you can go to section 2 to check again if ALL your answers are "YES" – and so on – until you have passed all 3 gates.

After you have passed the 3rd gate, you can simply register for our real-live event.

CHECKLIST (Stage-Gate Process) – Page 2

1. Gate = Years of work experience:

☐ Are you currently an established and experienced freelance entrepreneur for at least 5 years in a row (= now in a stable independent situation) – after having gained at least 10 years of various work experience (so 15 years in total)?

☐ **Or** (alternatively) are you a senior manager who could consider some work on the side, with a "kind of management buy-in" to get some lucrative incentive shares – aka "active business angel" – with the same amount of 15 years of work experience as stated above?

You must fulfil <u>ALL</u> these requirements, to pass this gate – to enter section 2.

2. Gate = Educational Background and Qualifications

☐ Have you got any Master-level (like an MSc or MBA or LLM) qualification?

☐ Do you have substantial experience in the field of "deep-tech <or> electronic hardware <or> electronic consumer goods <or> wearable tech <or> industrial product design <or> sophisticated worldwide online-shop sales processes including payment systems <or> logistic processes including customs regulations and VAT law <or> HR recruiting processes with a background in industrial and organisational psychology?

☐ Do you have experience & know-how regarding project management (PM)? Or even certificates, like IPMA?

☐ Can you self-organise your work in a logically structured way, and would you always prefer quality over speed – to ensure that the company meets its legal (and all other) obligations, down to the last details?

☐ Do you feel comfortable on Irish and international speaker stages and talking to the press about our mission?

☐ Assuming you were convinced by the product, can you sell yourself and the mission to others – preferably in a very charismatic and senior way, to get more deals undersigned or the next funding round secured?

You must fulfil <u>ALL</u> these requirements, to pass this gate – to enter section 3.

CHECKLIST (Stage-Gate Process) – Page 3

3. Gate = Passion, Purpose, Passport

☐ Do you have a passion for entrepreneurship <or> at least a duty-driven attitude, to build up a "big wearable tech brand"?

☐ You have reflected on your own purpose in life – and you have decided not only to make money and enjoy life, but you are trying to do good. For example, you like to solve society's problems and help patients mitigate their health issues – and you try to save our environment, whilst implementing UN SDG and ESG rules into our corporate strategy.

☐ You must be officially taxable in the Republic of Ireland (not in the UK/Northern Ireland) which is typically the case if you are a long-term resident of the ROI with your own tax number. / You also plan to stay in the Republic of Ireland for the next 10 years.

You must fulfil <u>ALL</u> these requirements, to pass this last gate!

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If you have passed **ALL these 3 gates**, then we would love you to attend INOPTEC's exclusive **meet-and-greet networking event:**
on **Friday, 27.10.2023**
at the **Royal Dublin Society (RDS) Members Club**
– where you can choose between 2 Groups, whatever suits you best,
either   **11:00 – 13:00**   <or>   **14:00 – 16:00**.   /   Please register via Eventbrite **(E)**:

(E) https://www.eventbrite.ie/e/inoptec-recruitingday-2023-group-1-tickets-693972068137

<or>

(E) https://www.eventbrite.ie/e/inoptec-recruitingday-2023-group-2-tickets-693971646877

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i.   We trust your ability to self-check, but **if you like**, you can fill this checklist out (with PDF fill & sign) by checking ☑ the applicable boxes above – and then send this filled-out PDF to careers@inoptecgroupireland.ie prior to our meeting, with your first and last name: ………………………………………………… and email: …………………………………………...

ii.   Moreover, bear in mind that we are always prepared to give a chance to someone who may be just on the edge of fulfilling our requirements (e.g., 13 years of experience instead of 15). If this sounds like you and you'd like to be considered, then please send your CV <u>and</u> this completed form to careers@inoptecgroupireland.ie, but in this case, with the hashtag **#chance** in the subject line.

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