

The Leadership Roles AI-Native Companies Actually Need

Who to Hire When: A Timeline | [Read the Full Article](#)

● The Builders [Months 0-12]

- 1 Head of Product or a technical co-founder with an AI-first mindset
- 2 VP of Engineering or Chief Technology Officer (CTO)

Goal: Proving the technology works and it's solving a real-world problem.

● The Validators [Months 12-18]

- 3 GTM Lead to transition from founder-led sales to a professional GTM engine
- 4 A Finance Lead, like a VP of Finance or a Fractional CFO

Goal: Proving that customers will pay and the business model works.

● The Scalers [Months 18-24]

- 5 VP of Marketing or Head of User Acquisition
- 6 VP of Talent or People
- 7 Head of AI Ethics and Compliance (for companies in regulated sectors)

Goal: Standardizing operations and preparing for expansion.

Technical Leaders

Phase	Priority Role	Purpose
Early Stage (Seed)	AI Generalist / Engineer	Build the MVP and confirm the technology works
Growth Stage (Series A / B)	MLOps & Data Architect	Scale the product and manage rising compute costs
Enterprise Scaling	AI Solutions Architect	Close large deals and manage complex integrations
	Forward Deployment Engineers	Help clients integrate AI into legacy workflows