



## Indicative Finance Org Structure by Startup Stage

Stage	Funding & Revenue Range	In-House Finance Leadership	In-House Finance Support Roles	External/ Fractional Finance Roles
<b>Tier 0</b> Pre-Seed / Idea (0–5 employees)	Funding: <\$500K Revenue: Pre-revenue	Founder Led	None or junior accountant (part-time)	CA service
<b>Tier 1</b> Seed Stage (5–25 employees)	Funding: \$500K–\$2M Revenue: ₹0.5–5 Cr (\$60K–\$600K)	Founder Led	- Finance Manager (CA/MBA) for financial analysis, ad-hoc reports, due diligence support - 1-2 junior analysts for support	- CA service, - Fractional CFO - Accounting/ Tax compliance mgt, MIS, FP&A, Stakeholder management, Investor reporting
<b>Tier 2</b> Series A (25–75 employees)	Funding: \$2M–\$8M Revenue: ₹5–30 Cr (\$600K–\$3.5M)	Sr. Finance Manager (CA/ MBA) for FP&A	- 1–2 Accountants/ Finance Analyst (CA/ MBA) - 1-2 junior analysts for support	- CA service - Fractional CFO, Fractional Controller/ Tax/ Internal controls & audits - FP&A Advisor
<b>Tier 3</b> Series A+/B (75–200 employees)	Funding: \$8M–\$25M Revenue: ₹30–100 Cr (\$3.5M–\$12M)	Director Finance (on CFO track) as company finance lead. Primary responsibility for Accounting, FP&A and	- Finance Controller (CA) - 2-3 Finance Managers (CA/ MBA) - 2–3 junior analysts for support	- CFO Advisor - Fractional Treasury / Tax/ Internal Controls - Finance Systems Consultant
<b>Tier 4</b> Growth Stage / Pre-IPO (200+ employees)	Funding: \$25M+ Revenue: ₹100 Cr+ (\$12M+)	Full-time CFO	Full in-house finance team: FP&A, Finance Controllershship, Business finance, Tax, Treasury, IR, Compliances	- Project-based specialists (e.g., IPO readiness, ERP implementation) - Fractional leader for International business structuring and management - Seasoned CFO as independent director on Board