
Zeb Hastings

Startups & VC Operations

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PROFESSIONAL SUMMARY

Currently exploring opportunities with VC funds or startup teams where I can keep supporting innovation and scaling impact. I work across early-stage startups, operations, and venture financing. I've managed sourcing and evaluating startups for investment, run entrepreneurship programs, supported founders through training and mentorship, and grown partnerships throughout various entrepreneurial ecosystems. I focus on bringing structure to chaos, connecting people, and helping good ideas grow.

RELEVANT EXPERIENCE

Seedstars

Programs Investment Manager

Mar 2023 – Dec 2023

- Managed the global sourcing team for Seedstars Programs, conducting due diligence on **1K+** startup pitches and applications to accelerator programs.
- Directed **\$750K** of financing through equity and grants into **20** startups across **13** acceleration programs.
- Collaborated closely with internal teams, external partners, and investors to facilitate deal structuring, negotiation, and closing processes, ensuring alignment with Seedstars' Programs investment criteria and objectives.
- Monitored the performance and growth of companies within Seedstars' Programs, tracking key metrics, milestones, and KPIs to measure progress and identify areas for improvement and intervention.

Project & Program Manager

Mar 2022 – Mar 2023

- Oversaw the execution of **3** startup accelerator programs, coordinating the mentorship, curriculum, and demo day for each. A total of **74** startups participated, resulting in **7** funded a total of **\$150K**.
- Developed and executed a **\$1.2M** multi-company product launch of an AI investment analyst tool for venture investments.
- Developed and executed the Seedstars Mentorship Hub to connect startups and relevant mentors to each other within Seedstars Programs.

Startup Ecosystem Analyst

Apr 2021 – Mar 2022

- Analyzed and networked within startup ecosystems in global emerging markets to drive program sales. Efforts resulted in **28** programs sold amounting to **\$2.5M**.
- Created the Seedstars Index, a tool used to analyze and rate global startup ecosystems based on economic, political, and financial trends.
- Standardized all Seedstars internal data for the entire company history, published in a dashboard and various public reports and journals.

Vagabond VC (Vagabond Enterprises, LLC)

Owner/Operator

Jan 2020 – Dec 2022

- Actively managed an angel investment portfolio of **17** companies through Regulation CF platforms; responsible for deal sourcing, conducting due diligence, valuation, and return analysis. Portfolio
- Created/hosted a podcast and published a newsletter focused on venture capital and startups in emerging markets, achieving **+250% MoM** subscriber growth YoY.
- Provided mentorship and advisory services to early-stage startups, focusing on business development and operations, along with fundraising strategies.

Sutton Capital

Business Development Consultant

Aug 2020 – Mar 2021 (Contract)

- Developed and implemented a comprehensive content marketing strategy aimed at driving sales pipeline growth, business development, and community engagement; increased client base by **+140% MoM** FY 2020.
- Managed all aspects of content creation, distribution, and optimization across various digital marketing channels, including website, blog, social media, and email marketing.
- Led the development of high-quality, engaging content assets such as articles, blog posts, case studies, whitepapers, infographics, and videos to attract and engage target audience.

EDUCATION & CERTIFICATIONS

University of California, Berkeley

Venture Capital University

Jul 2020

- Certification focused on venture capital investing, including hands-on experience developing investment theses, cap table analysis, deal memo creation, and financial forecasting and analysis.

Kauffman Fellows

Venture Deals

Aug 2020

- Certification focused on startup and venture capital principles.

University of Tennessee, Knoxville

GPA: 3.0

Aug 2007 – Dec 2012

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- Bachelor of Science in Business Administration with a dual focus on Marketing and Supply Chain Management. Minor in Psychology.

OTHER WORK EXPERIENCE

Antarctic Fire Department (Amentum)

Firefighter

Sep 2024 – Feb 2025 (Contract)

Seedstars

Partnership Manager

May 2024 – Jun 2024 (Contract)

Perrigo

Operations Consultant

Mar 2021 – Jun 2021 (Contract)

Supply Chain Operations Manager

Feb 2028 – Jan 2020

Mars

eCommerce Business Analyst

Jun 2017 – Feb 2018

Customer Supply Chain Manager

Apr 2015 – Jun 2017

VOLUNTEER ACTIVITIES

Seedstars

Startup Mentor

Apr 2021 – Present

Newchip Accelerator

Startup Mentor

Jun 2022 – May 2023

Nolensville Fire & Rescue

Firefighter / Emergency Medical Responder

Aug 2020 – Present