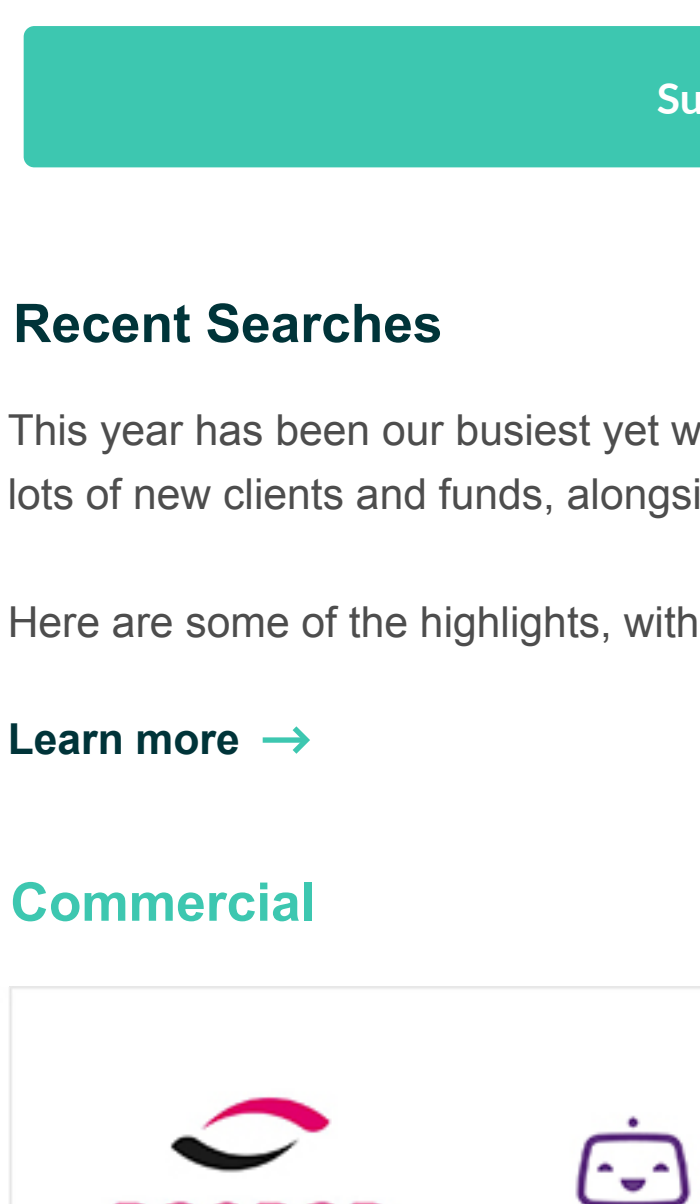


## Welcome to the Erevena Roundup of 2019

- it's been a great year.



Thanks to all the clients and candidates who have made it so worthwhile, and to the expanding team here at Erevena who have worked so hard to deliver these outcomes.

I look forward to catching up at some point next year.

Enjoy reading and Happy Holidays.

Dan Hyde, CEO

Subscribe

### Recent Searches

This year has been our busiest yet with the team at Erevena working with lots of new clients and funds, alongside more searches for existing clients.

Here are some of the highlights, with more details on our website.

[Learn more](#) →

### Commercial

 Group Chief Executive Officer	 VP Sales	 General Manager EMEA
 Head of Global Sales	 Chief Revenue Officer	 Senior Director of Enterprise EMEA
 Chief Executive Officer	 Head of Sales US	 Chief Marketing Officer
 VP Worldwide Sales	 Chief Customer Officer	 Managing Director EMEA
 Chief Commercial Officer	 Chief Marketing Officer	 Chief Executive Officer
 VP Sales & VP Marketing	 VP & MD EMEA	 Chief Marketing Officer
 Chief Sales and Marketing Officer	 General Manager, MD EMEA	 Chief Revenue Officer
 Managing Director	 VP Marketing	 VP and Head of Marketing
 VP Sales EMEA	 Head of Marketing	 VP EMEA

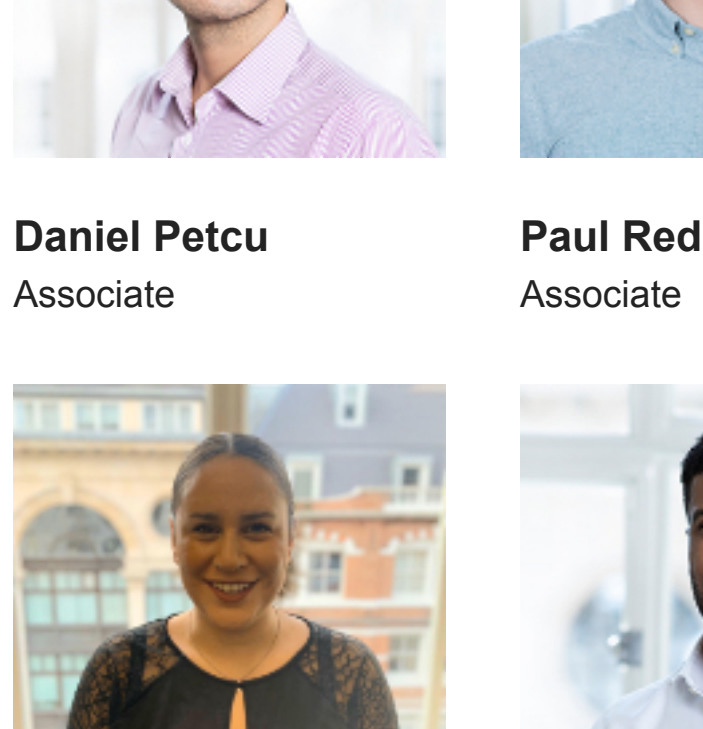
### Tech & Product

 VP Software Engineering	 Chief Product and Technology Officer	 Chief Product Officer
 Chief Information Officer	 VP Engineering	 Executive Chief Technology Officer
 Chief Technology Officer	 Chief Product Officer	 Chief Technology Officer
 VP Engineering - Listener	 VP Product	 VP Engineering

### Operations

 Chief People Officer	 Chief Operating Officer	 VP Finance
 Chief Operating Officer	 Chief Financial Officer	 Chief Operating Officer
 VP People	 Chief Operating Officer	 VP Finance

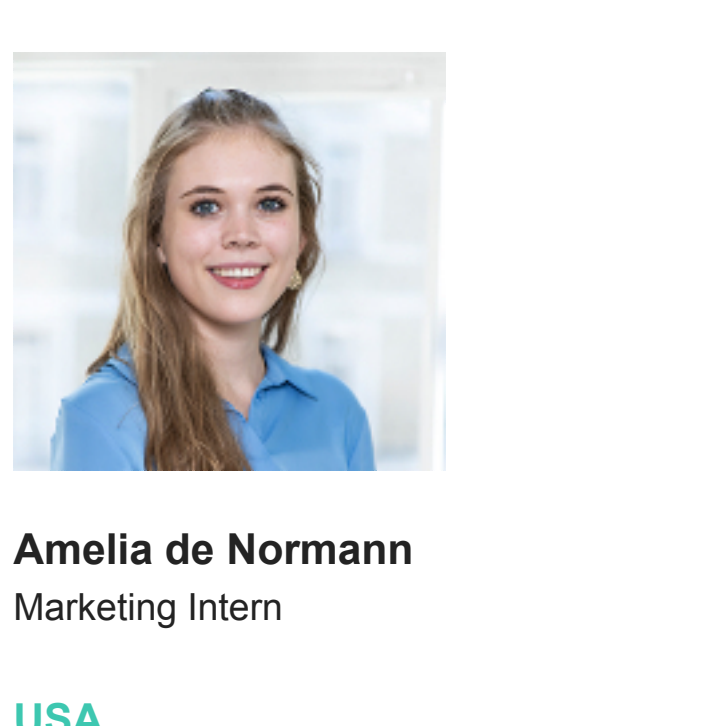
### Recent Publications



#### Boardroom Remuneration and Diversity Report 2019

The Erevena annual study into boardroom remuneration provides an interesting lens on boardroom remuneration trends in high-growth businesses. This third year of study also introduces a focus on boardroom diversity, exploring gender and ethnicity in the boardroom.

[Read more](#)



#### Accelerating Tech Startups

Published recently in The Times by Racounter, Accelerating Tech Startups explores crucial steps in the growth path for tech startups as they scale up and the common challenges faced when it comes to funding, tech and people.

[Read more](#)

### The Erevena 'How to' Series

The Erevena series of 'How to' articles addresses the issues that rapidly growing, venture-backed companies face on their journey to scale.

#### Building brands that people love

Brand is often viewed as an expensive and immeasurable channel within marketing and eschewed by cash-poor start-ups. What are the practical steps that you can take when building a world-class brand?

[Read more](#)

#### Recruiting a people leader for a high growth, venture-backed company

One of the key hires for scaling businesses is a Chief People Officer. How do you go about hiring an effective people leader for a rapidly scaling business?

[Read more](#)

#### Building an effective, B2B, go-to-market organisation

In the early stages of a growth journey, you often have to do whatever it takes to get flagship logos on your roster. What are the key steps to go through when building an effective go-to-market organization?

[Read more](#)

#### Building and scaling a world class product organisation

What does a great product function look like; what's the role of a Chief Product Officer and when do you hire them? Hints and tips for managing the long-term product strategy.

[Read more](#)

#### Successful hiring for IoT

Kevin Elderfield, Senior Partner at Erevena, shares his thoughts on the general characteristics to look for, in view of the scarcity of IoT-specific skills in the market.

[Read more](#)

#### Lessons learned from global expansion

What are the key factors to consider when deciding on international expansion? Learn from the experience of others and avoid common mistakes.

[Read more](#)

#### Demonstrating Investor Value in an IoT business

The problem of demonstrating value is one facing many IoT businesses. What are the steps to take to demonstrate investor value?

[Read more](#)

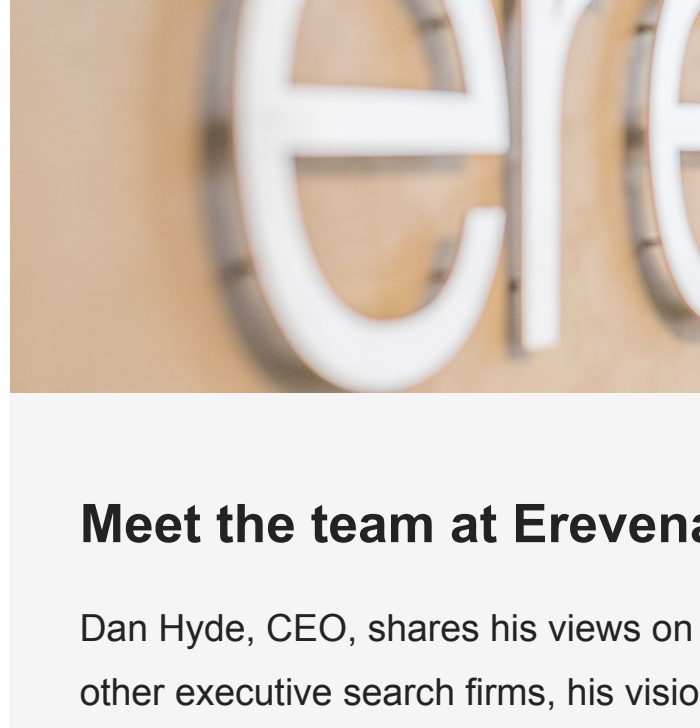
#### Recruiting a commercial leader for a bottoms-up SaaS company

A bottoms-up business is distinct from the traditional top-down model and requires a different skill-set. How do you identify individuals with the skills needed?

[Read more](#)

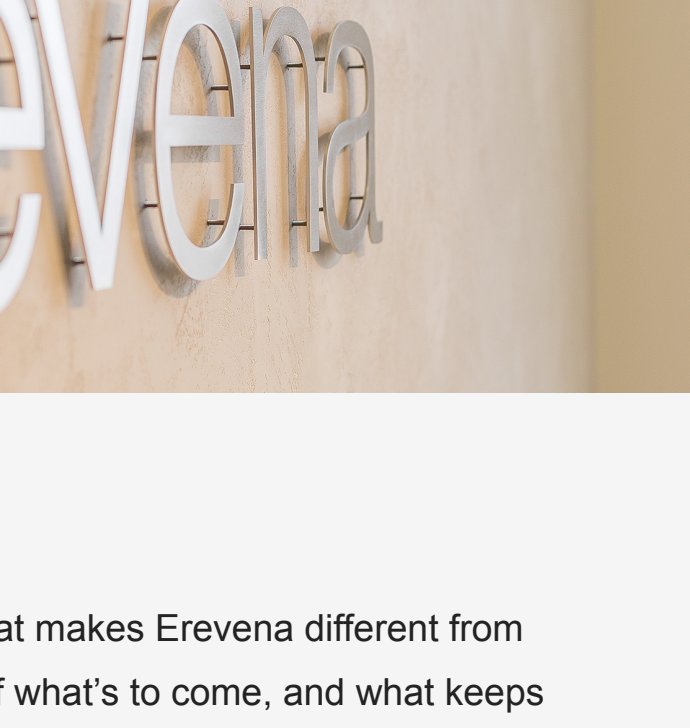
### Borderless Search Interview Series

This year we launched an interview series with product and technology leaders who have relocated from the West Coast to Europe, exploring the challenges and opportunities that they faced and overcame.



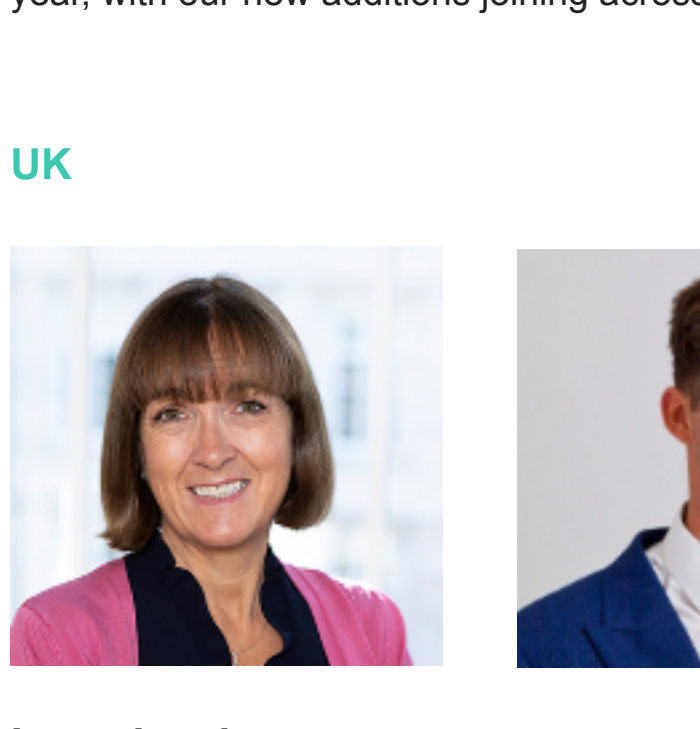
#### Interview with Mark Tselmelzon, Director of Engineering, Facebook/WhatsApp

[Read more](#)



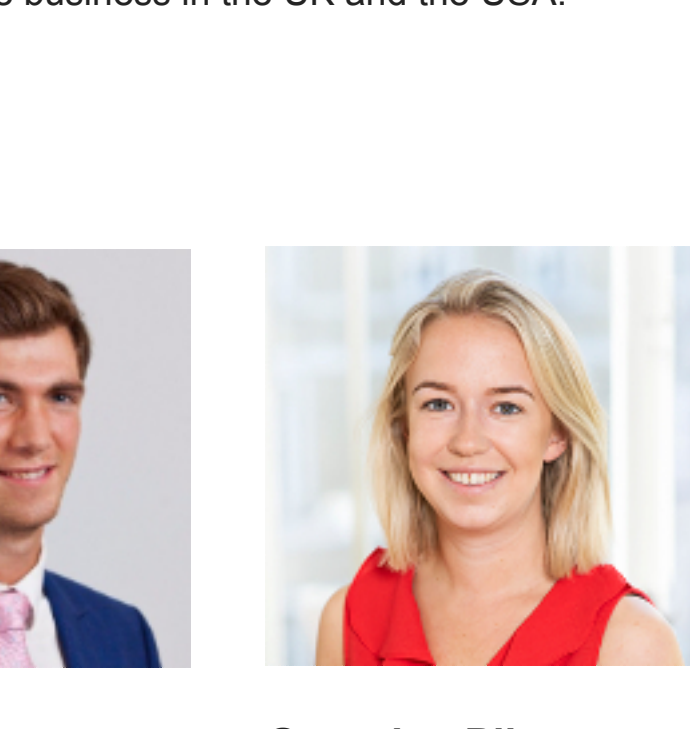
#### Interview with Mike Smith, Chief Product and Technology Officer, Barclays Ventures

[Read more](#)



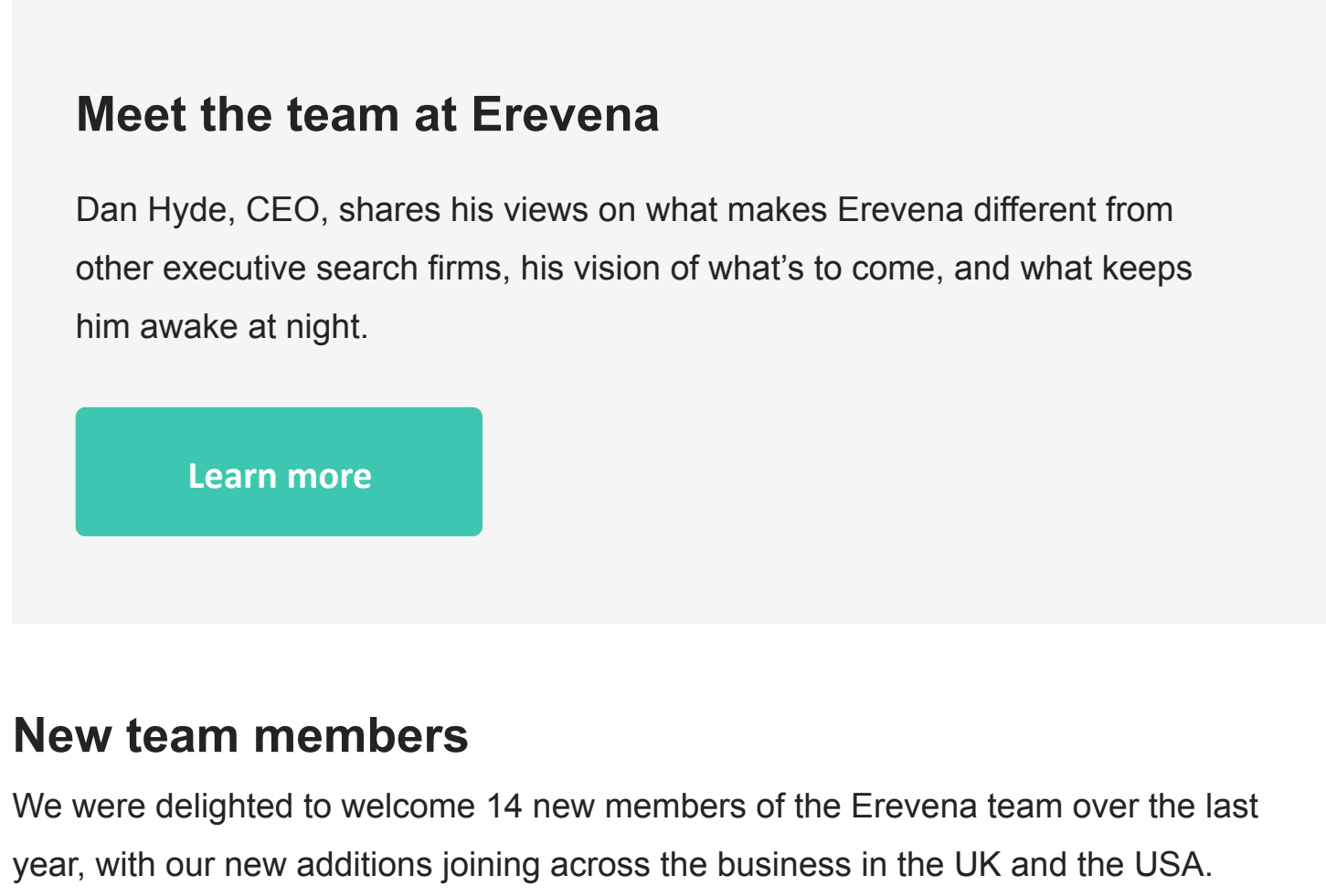
#### Interview with Artem Fishman, Chief Technology Officer, SoundCloud

[Read more](#)



#### Interview with Vinay Ramani, Chief Product Officer, Pipedrive

[Read more](#)



### Meet the team at Erevena

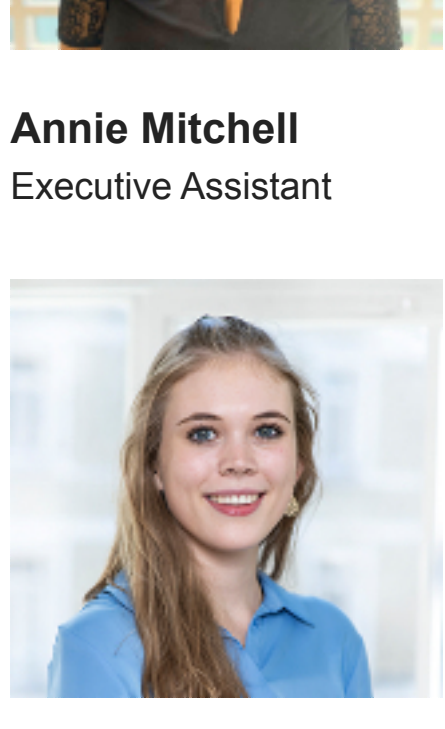
Dan Hyde, CEO, shares his views on what makes Erevena different from other executive search firms, his vision of what's to come, and what keeps him awake at night.

[Learn more](#)

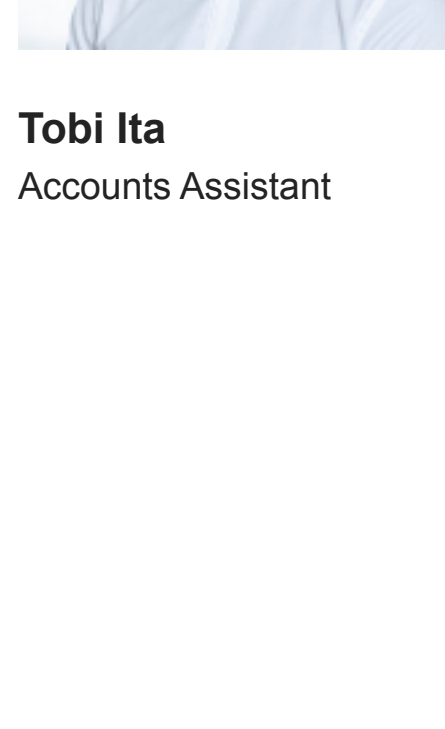
### New team members

We were delighted to welcome 14 new members of the Erevena team over the last year, with our new additions joining across the business in the UK and the USA.

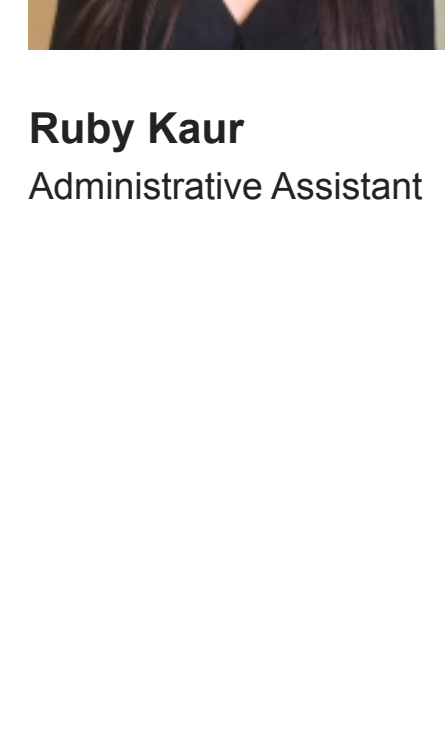
#### UK



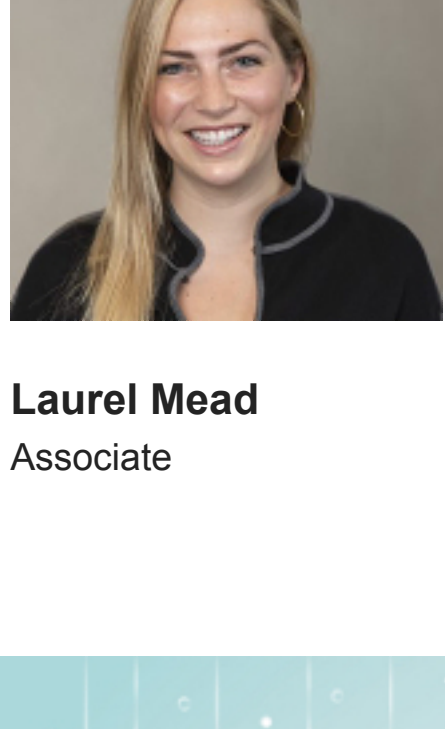
**Lucy Jacobs**  
Chief Marketing Officer



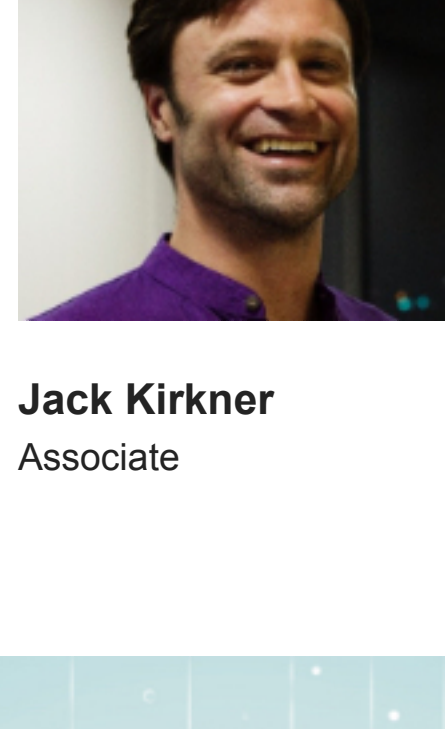
**Hugo Darby**  
Senior Associate



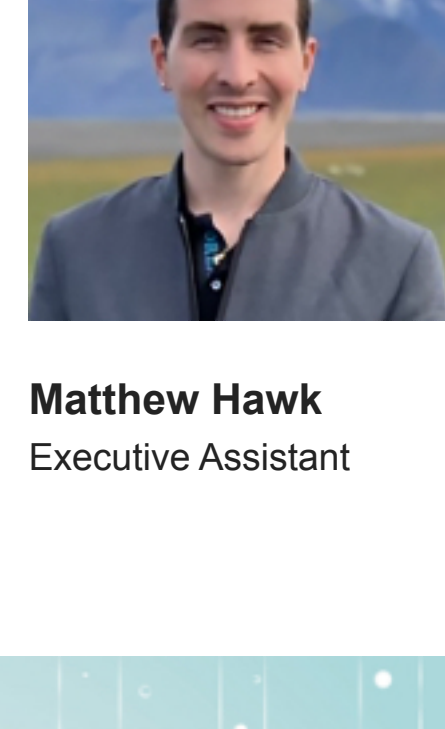
**Georgina Pike**  
Associate



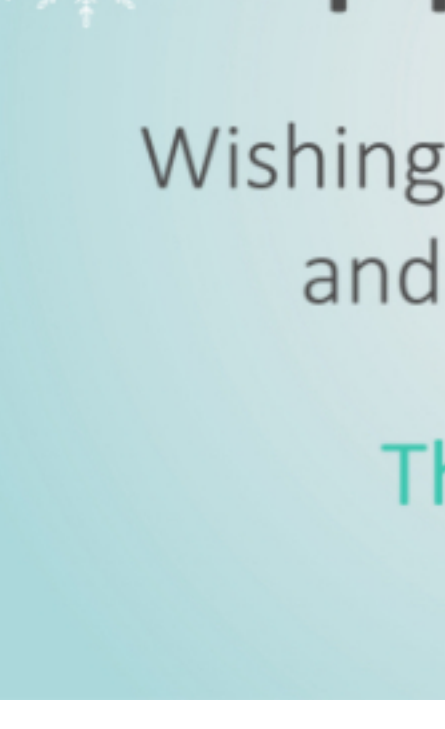
**Daniel Petcu**  
Associate



**Paul Redgrave**  
Associate



**Peter Snow**  
Financial Controller



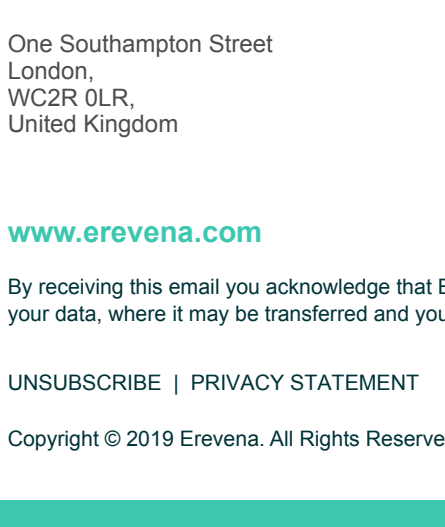
**Annie Mitchell**  
Executive Assistant



**Tobi Ita**  
Accounts Assistant



**Ruby Kaur**  
Administrative Assistant



**Amelia de Normann**  
Marketing Intern

#### USA



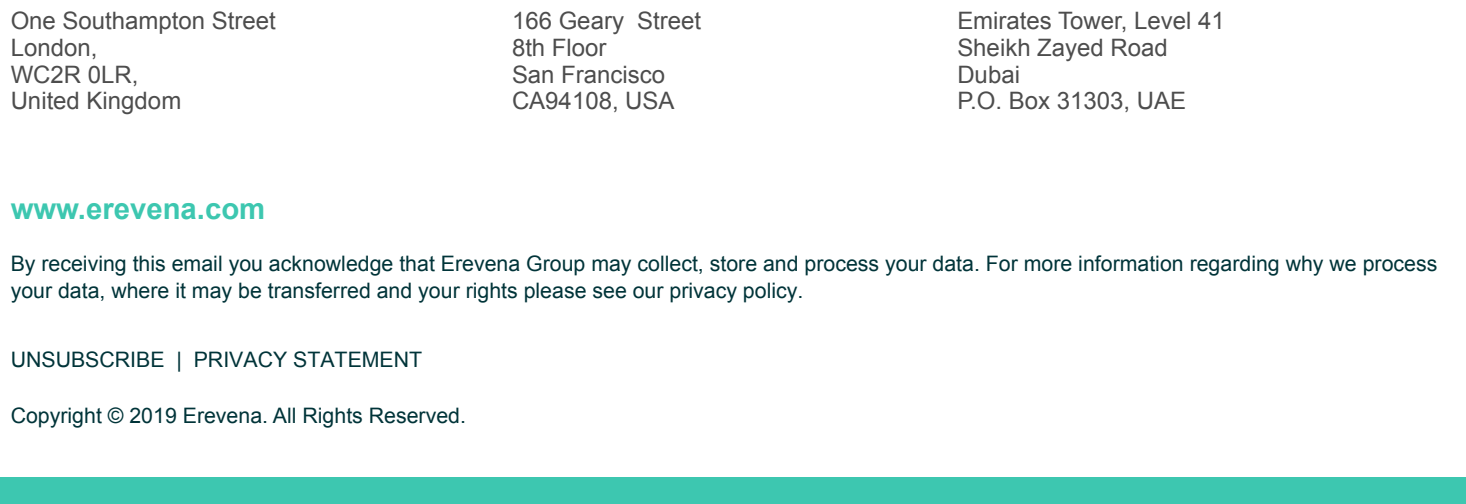
**Laurel Mead**  
Associate



**Jack Kirkner**  
Associate



**Matthew Hawk**  
Executive Assistant



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