

erevena newsletter

Summer 2021

Welcome to the Erevena Newsletter Summer 2021



It's raining heavily in London, so it must be July already!

It has been an incredible 3 months for Erevena, we have completed some amazing projects, hired 10 new people around the world and opened an office in Copenhagen, reinforcing our commitment to the Nordics as a key growth market.

As the world starts to come out of Covid restrictions we are finding more opportunities to spend time with each other, which is really helping to improve our sense of wellbeing and our company culture.

The market for great people has never been more competitive, our clients are having to be more responsive and proactive to secure the best people. Congratulations to everyone mentioned on the list below, we have secured some amazing hires for our clients this quarter.

The usual summer slowdown looks like it may skip 2021, so we should have lots to report at the end of Q3. I'd like to say a huge thank you to our investor partners, our clients and most of all the team at Erevena for their incredible dedication and support of each other through the last 18 months.

Dan Hyde, CEO

Client News

[Panaseer](#) raises \$26.5M Series B led by AllegisCyber Capital

[Handshake](#) raises \$80M led by Lightspeed Venture Partners and Spark Capital

[Ankorstore](#) raises \$100M led by Tiger Global and Bain Capital Ventures

[Datadog](#) completes acquisition of Sqreen

[Healios](#) raises \$10M led by InHealth Ventures with participation from AlbionVC

[Celonis](#) raises \$1B Series D round, increasing valuation to more than \$11B

[Etsy](#) to acquire global fashion resale marketplace Depop

[Huma](#) raises \$130M from Bayer and Hitachi

[Immersive Labs](#) closes \$75M Series C led by Insight Partners

[Nylas](#) raises \$120M and passes 80K developers

[Smart](#) acquires cookie-free CTV and video advertising platform DynAdmic

[Brut](#) raises \$75 million Series C financing

[UpGrad](#) raises \$120 million from Temasek at \$575-675 million valuation

[Malt](#) raises \$97M at a valuation of \$489M

Norway's [Kolonial](#) rebrands as Oda, bags \$265M on a \$900M valuation

[Bought By Many](#) raises \$350M at \$2B valuation

[JP Morgan](#) buys Nutmeg for £700M

[10x Future Technologies](#) set for £500M valuation on projected £130M raise

[Lingokids](#) raises \$40M Series C

[ManoMano](#) raises \$355M led by Dragoneer Investment Group

Subscribe

Recent Searches by Erevena Search

In the last few months Erevena Search have helped to hire Board executives and leadership roles for some of the fastest-growing companies in the world.



VP EMEA



Chief People Officer



VP Engineering



eCommerce Director



VP Global Sales



VP EMEA



SVP Intelligence Unit



Chief Financial Officer



Chief Commercial & Product Officer



VP Product



Chief Marketing Officer



Chief Revenue Officer



Chief Financial Officer



Director of Product Marketing



Chief Executive Officer



Chief Product Officer



Chief Marketing Officer



Head of Sales

Holland&Barrett

unifaun

VAFJQ

MD Customer

Chief Customer Officer

Non-Executive Director

billhop

bink

CONCENTRA

Chief Commercial Officer

Chief Financial Officer

Chief Product Officer

BAOBAB

cazana

COYO

Head of Investor Relations/Funding and Corporate Strategy

Chief Revenue / Commercial Officer

Chief Marketing Officer

groove

Holland&Barrett

Outreach

VP Engineering

Supply Chain Development Director

Director, Enterprise Customer Success

Mütiiny

Outreach

SOUNDCLOUD

Head of Product

VP of Technical Support

Interim Chief Technology Officer

IMMERSIVELABS

Nylas

Shift

VP Sales EMEA

Chief Finance Officer

Head of Product Marketing

DeepL

smart+ AD SERVER

tröv

Global Marketing Director

EVP Global Demand

GTM Advisor

Holland&Barrett

Outreach

unifaun

Non-Executive Director



















VP Global Technical Support

Chief Marketing Officer

[Learn more →](#)


Recent Searches by Erevena Growth

Erevena Growth have recently helped shape some of the world's most successful start-ups, hiring first line managers and building category winning teams across sales, marketing, customer success, engineering, product and professional services.

 airfocus	 coursera	 SPACEFLOW
VP Marketing	Director of Marketing, EMEA	VP Sales
 TRANSPOREON	 SODA	 Apperio
Sales Executive	Solutions Engineer	Sales Director
 CURIO	 precisely	 TRANSPOREON
Principal Product Designer	Sales Director UAE	Customer Account Manager
 HOPTROFF	 TRANSPOREON	 TRICENTIS
EMEA Head of Sales	Sales Executive	Marketing Program Manager EMEA
 CLOUDCYCLE	 flowhaven	 TRANSPOREON
VP Customer Operations	Director of User Experience	Sales Contributor
 TRANSPOREON	 mind FOUNDRY	 Interactio
Sales Leader	Director of Engineering	Head of Governmental Sales Unit

Learn more →

Erevena Launches the largest survey into European Boardroom Remuneration



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2021 BOARD SALARY SURVEY

A study into boardroom remuneration in high-growth businesses

Supported by

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EIGHT ROADS | Eka | EURAZEO | FLY VENTURES | MMC | NOTION

octopus ventures | OSI | pentech | SAPHIRE | SMEDVIC CAPITAL

Are you a member of a Board? Take part in the 2021 European Boardroom Remuneration Survey, run by Ereveva in conjunction with leading venture funds. This is the largest independent study into Boardroom remuneration in high-growth businesses, providing insight into boardroom remuneration trends and the evolving role of Non-Executive Directors and Chairs within venture-backed businesses.

The report answers:

- How much do board members get paid?
- How much equity can they expect?
- Do they have the opportunity to invest?
- How is this impacted by funding stage?

Please [take the survey](#), it takes less than 5 minutes! All respondents will receive a copy of the report.

The Ereveva 'How to' Series

The Ereveva 'How to' series draws upon the expertise of different people in our team, to give guidance to early-stage founders and CEOs on a range of key hiring topics.

Hiring Go-to-Market Leadership Talent

Dan Hyde, CEO at Ereveva talks to Andy Leaver, Operating Partner at Notion Capital as part of their Go-to-Market Heroes Podcast series. Dan unpicks how founders should think about who to hire, and in what order, and where things can go wrong.

To listen to the podcast, [click here](#).

The Three Stages of Technical Leaders

Sam Wilkins, Senior Partner based in Ereveva's San Francisco office discusses a framework for defining technical leaders, designed to help Founders and CEOs identify a stage-commensurate technical leader so that they bring instant impact and have lasting influence. Which of these three leadership types do you need?

[Read more](#)

Off to a flying start: Who should you hire to raise a Tier 1- Series A?

Maddy Cross, a Partner at Ereveva in London, recently undertook research in partnership with Berlin-based Point Nine Capital, looking at how Seed stage businesses hire.

[Read more](#)

Nordic Region Rises to the Global Talent Opportunity

Jonas Helgesson, Partner leading Ereveva in our expanding Nordics region, discusses why there's never been a better time for Nordic companies to seize the opportunity to attract international talent.

[Read more](#)

Recruiting a People Leader

Some of the most exciting work at Ereveva involves partnering with Founders as their businesses scale through series B and C. A key hire at this stage is a Chief People Officer / VP of People with demand for excellent talent growing dramatically over the past couple of years. Chris Warner, Partner in New York, shares his experiences of recognising an exceptional People executive.

[Read more](#)

The Changing Demands on CFOs

Harry Tolfree, Principal in London discusses why hiring the right CFO is a game changer. The profile and demands of CFOs has evolved enormously. Being a CFO in these rapidly scaling and uniquely challenging environments is no longer about being a number cruncher but delivering value in different ways as they play a more active leadership role.

[Read more](#)

Ereveva Interview Series: Women in Software Sales

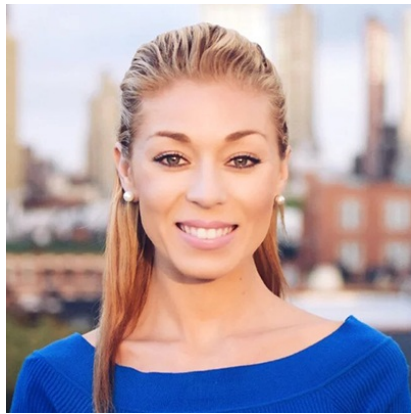
[Industry statistics](#) show that only 25% of salespeople in the tech industry are women. That number becomes even more brutal when you look at sales management where only 12% of sales leaders are women. Getting the gender balance right is still a challenge; this series demonstrates why software sales is a great career choice for women.



Interview with Hannah Godfrey, Senior Vice President Global Development at Adyen

Hannah Godfrey, Senior Vice President Global Commercial Development at Adyen, talks to Maddy Cross, Partner at Erevena, about her trans-Atlantic career in SaaS sales. She urges business leaders to be more proactive about recruiting women into sales roles, promoting diversity and reaping the associated benefits.

[Read more](#)



Interview with Natália MacQueen, Regional Vice President UK&I at Dataiku

A passionate advocate of empowering women in tech sales, Natália MacQueen, Regional Vice President UK&I at Dataiku, talks to Liv Price, Senior Associate at Erevena, about her own career in sales — and why every woman needs mentors and allies.

[Read more](#)

Erevena Interview Series: Changing the Face of Health

This Erevena interview series profiles CEOs, founders and investors who are changing the world through the use of technology in healthcare.

Interview with Nader AlSalim, CEO and founder at Gaia

Nader AlSalim, CEO and founder of Gaia, describes to Hazel Mulhare, Partner at Erevena how a struggle for him and his wife led to a new career that is reshaping access to fertility healthcare, using data, analytics and innovative financial products.

[Read more](#)



Interview with Richard Andrews, CEO of Healios

Richard Andrews, CEO of Healios, is

on a mission. Having identified a significant gap in mental healthcare provision, the company he founded is pioneering the world's first digitalisation of NHS Mental Health Trust outpatient services. He talks to Jonathan Bryant, Partner at Ereveva, about how Healios is helping families to feel better by bringing exceptional healthcare to anyone, anytime, anywhere.

[Read more](#)



Focus On

The Ereveva European B2B CFO Practice

The evolution of the role of the CFO during the COVID pandemic has accelerated quicker than perhaps any other Executive function. We've been reminded recently of the critical role a strong CFO plays in helping a company achieve its goals, with individuals we've placed at the heart of key deals such as Matillion's recent \$100m Series-D Fund Raise, Humio's Series-B Fund Raise and subsequent \$400m acquisition by CrowdStrike.

[Read more](#)

The Ereveva CTO Practice

We're passionate about the Technology function! Our specialist CTO Practice, a global team of dedicated and knowledgeable colleagues, work exclusively in this function, enabling us to bring insight and advise our clients when critical decisions need to be made with confidence. Recent clients are leaders in their fields, such as Snyk, Sqreen, Truelayer, Genomics, Masbai and Hazy.

[Read more](#)



Company news



We're hiring!

To help us with the increased demand for our search services we're looking for people at all levels. For more information about working for Ereveva and the opportunities available please visit our careers page.

[Careers page](#)

Welcome to the **TEAM**

New team members

It's been a busy Spring and early Summer and we're delighted to welcome on board our many new team members in London, Copenhagen, and San Francisco.

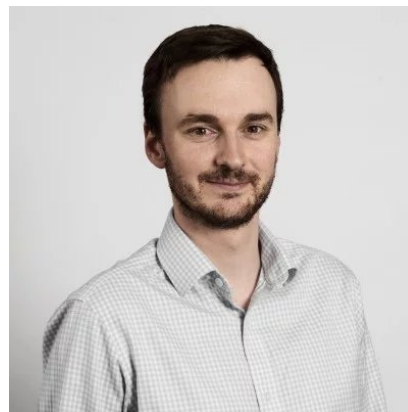


Safaa'a Muhammad, Head of Human Resources

Safaa'a joined Evevena in Spring 2021 as Head of Human Resources. As we continue on our rapid growth she will oversee our global HR processes, including induction programmes, learning and development, corporate policies and procedures and Diversity, Equity & Inclusion.

Tim Horslen, Principal, London

Tim joins us with a particular focus on Product and Commercial Leadership within VC Backed, B2B SaaS businesses. He has an extensive background of hiring Senior Executives, C-Suite and Board level mandates across the software sector internationally. Prior to joining Evevena, Tim was a Consultant at a Boutique search firm in the technology space, working cross-functionally and cross-industry from Software to Deep Tech across VC, PE and Publicly listed businesses.



Karla Guerra, Associate, San Francisco

Karla recently joined our San Francisco office to support early stage and pre-IPO businesses find Executive, C-Suite and Board Members. She has a functional specialism in engineering, deep tech, and product. Previously, Karla led a team at Harnham, a boutique firm specializing in data and analytics recruitment, where she helped establish the Data Science and Computer Vision functions for their West Coast practice.

James Hetherington, Senior Associate, London

James joined from a boutique search firm with a history of working with VC and PE-backed growth technology companies and has successfully executed searches across Europe and North America for firms such as EQT, Verdane and Sequoia Capital. He will focus on delivering searches for Ereveva Growth, hiring first line managers and building category winning teams.



Bex Hankin, Senior Associate, London

Bex joins us to deliver Board, General Management and Commercial searches with high growth and scaled portfolio companies for Private Equity firms. She previously worked at the Executive Search firm Redgrave, supporting Board and C-suite appointments within the Industrial and Business Services sector globally, working both with large, listed companies and Private Equity clients.

Sienna Rothery, Senior Associate, London

Sienna joins us to focus on working with early stage venture-backed (Seed – Series A/B) deep tech startups, particularly in AI, healthcare, and biotechnology. Prior to Ereveva, Sienna worked at Entrepreneur First, the deep tech company builder and investor, recruiting technologists and researchers to their cohorts, and working with them to find co-founders, develop startups from inception and build out their founding teams.



Niklas Cedenheim, Senior Associate, London



Niklas focuses on international Product leadership for high-growth, VC-backed start-ups. Previously, Niklas worked at Calibre One where he specialised in relocating senior Product and Engineering talent from Silicon Valley to Europe. He has a particular interest in the Berlin start-up ecosystem and has worked with funds including Accel, Andreessen Horowitz, Atomico, and EQT.

Ben Rimell, Senior Associate, London

Ben joins the Erevena Growth team to focus on hiring first line managers and building category winning teams. Previously he worked at the global recruitment firm, Harvey Nash, where he was focused on technical hires at Tier 1 and Tier 2 banks, asset managers and hedge funds.



Erevena London to Stockholm Challenge

Well done team Erevena! On June 10th the whole team completed over 1,200 miles running, walking, swimming, and roller blading raising £1,900 for Anthony Nolan, £1,900 for Sense and \$2,185 for Sogorea Te' Land Trust!

Our team in San Francisco and New York raised funds for Sogorea Te' Land Trust as part of their Shuumi Land Tax initiative. Sogorea Te' is an urban Indigenous women-led land trust that facilitates the return of Indigenous land to Indigenous people. More information about their goals can be found on their [website](#).

Our European offices supported two amazing charities: [Sense](#) who support people living with complex disabilities and [Anthony Nolan](#) who work tirelessly to save the lives of people with blood cancers.

Thank you to all our friends who supported us in raising funds for these amazing causes.

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