

## erevena newsletter

Quarter 4, 2021

## Welcome to the Erevena Newsletter Q4, 2021



Over the last 3 months we have placed 66 Executives and each of these key searches was a battle against the hottest job market we have encountered in 20 years. Congratulations to all our teams and clients for their tenacity and resilience whilst working with us to get these great placements over the line.

We are doing our utmost as a firm to help our clients position themselves for success in this buoyant market. A few things that I would mention here, to hopefully help you when you are hiring:

- There are not enough qualified candidates to go around; the result of this is that everyone has optionality, and many people are having to be creative to get the experience set that they are searching for.
- Everyone's story is amazing! Lots of companies have raised huge funding rounds, have great growth and great TAM. Companies need to work even harder to make sure that their narrative stands out and addresses what is important to the kinds of people they are trying to attract.
- Focus on the selling and not just the buying. Good people will be getting approached all the time by people who know they are great. Avoid spending too much time asking candidates to prove how qualified they are, or you run the danger that someone else will have hired them already.

So, in short, strive for clarity before you go to market, work as a team to get in front of the people you want to engage with and then make sure you get across how amazing your opportunity is. You can read a much more eloquent summary of this in the [great article](#) recently written by Maria Josife.

In other news it has been wonderful to be able to get most of our team together for the first time in a long time, it really has been great to see everyone in person. I'm looking forward to seeing you all again this Quarter!

**Dan Hyde, CEO**

## Client News

[Soldo](#) raises \$180 million Series C led by Singapore's Temasek

[Spensdesk](#) raises \$118 million led by General Atlantic

[Collectiv Food](#) raises \$12 million Series A round led by VNV Global

[Livingbridge](#) invests in re-commerce platform World Of Books Group

[Visa](#) to buy Currencycloud at a valuation of £700 million

[Contentful](#) closes \$175 million Series F, valued at over \$3 billion

[Xentral](#) raises \$75 million Series B from Tiger Global and Meritech

[Corelight](#) has raised \$75 million in Series D investment led by Energy Impact Partners

[Sorare](#) raises \$680 million Series B round led by Softbank, which values the company at \$4.3 billion

[Heydoc](#) raises \$8.3M Series A led by Smedvig Capital

[Truelayer](#) raises \$130 million in a funding round that values the company at over \$1 billion

[Snyk](#) closes \$530 million Series F Investment at \$8.5 billion valuation

[Starry](#) go public in near-\$1.7 billion SPAC deal

[Personio](#) raises \$270 million on a \$6.3 billion valuation

[Dataiku](#) raises \$400 million in Series E investment led by Tiger Global

Subscribe

## Recent Searches by Erevena Search

The last few months have seen Erevena Search help hire Board and C-suite executives for some of the fastest-growing companies in the world.

**HOLLAND & BARRETT**

**Chief Data  
Officer**

**MATILLION**

**Chief  
Engineering  
Officer**

**sumo logic**

**Board Member**

**LINGOKIDS**

**Chief Marketing  
Officer**

**Solidatus**

**Chair**

**Teamtaylor**

**Chief Executive  
Officer**

**Currencycloud**

**Chief  
Technology  
Officer**

**Secondmind**

**Chairman**

**snyk**

**Chief Revenue  
Officer**



**Global Head of Marketing & Communications**



**Chair**



**Chief Marketing Officer**



**SVP Business Development Europe**



**Digital Non-Executive**



**Chief Commercial Officer**



**Chief Financial Officer**



**SVP Product**



**Chief Executive Officer**



**Chief Revenue Officer**



**Managing Director**



**Chief Technology Officer**



**SVP Intelligence Unit**



**VP Marketing**



**Chief Product Officer**



**Chief Commercial Officer**



**Head of Talent Insights**



**Chief Technology Officer**



**VP Product**



**Director of Innovation**



**Chief Revenue Officer**



**Group Chief Technology Officer**



**Head of Sales**



**VP Product**



**Chief People Officer**



**CMO**



**SVP Sales**



**Global Head of Sales**

**N A - K D**

**Chief Technology Officer**



**VP Product Precision Health**



**Chief Product Officer**



**VP Product**



**Brand & Marketing Director**



**VP of Platform Engineering**

**HOLLAND & BARRETT**

**Chief Commercial Officer**

**re:ceive**

**VP Sales**



**Chief Revenue Officer**



**VP Product**



**VP Business Development & Strategic Alliances**



**Regional VP EMEA & APAC**



**Global Head of Solutions Consulting**



**Chief Product Officer**



**VP Marketing EMEA**



**VP Product**



**Chief Technology Officer**



**Chief Operating Officer**



**VP Sales UK**



**Managing Director, Fitness, EMEA/APAC**

[Learn more →](#)

Recent Searches by Erevena Growth

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



**VP People**



**VP Demand Generation**



**VP Sales**



**Head of Customer Management, Paper, Packaging & Print**



**Head of Customer Management, Metal & Steel**



**Head of Customer Management, Retail & FMCG**



**Sales Executive, Paper, Packaging & Print**



**Account Executive**



**Sales Director**

Learn more →

## Erevena Launches Report on European Boardroom Remuneration



Hiring the right Chair or Non-Executive Director has a tremendous impact on the trajectory of a company, and the right compensation package is critical to attracting the best person for the job.

The Erevena Board Salary Survey takes a detailed look at boardroom remuneration in high-growth businesses and offers benchmarking data and guidance. To download your copy of the Report please click [here](#).

## The Erevena '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.

### **Recruiting Top Marketers for Startups**

Ereveva Partner Maddy Cross analyses Marketing Leaders at 30 of Europe's top B2B software businesses, to understand what they have in common and if there's anything that's different. She delivers some sound advice to anyone thinking about hiring a marketing leader for their early-stage business.

[Read more](#)

### **The War for Talent 2.0 - How to Win!**

Hiring for growth businesses is tough at the best of times, but a new war has broken out that has taken many founders by surprise. It's time to arm up and prepare yourself for the war for talent 2.0. Maria Josife, Senior Partner, shares tried and tested strategies to help founders win this latest battle.

[Read more](#)

### **Three Tips for Leadership Hiring**

Maddy Cross, Partner, shares her three favourite tips for leadership hiring, from Founders/CEOs who've built out their exec teams and taken their businesses to Unicorn status and beyond.

[Read more](#)

## **Ereveva Interview Series: Inspirational Product Leaders**

This series highlights amazing female product leaders, sharing their views on how more women can be encouraged into senior product roles.



### **Interview with Nicola Marlin, Chief Product and Technology Officer at Informa**

Nicola Marlin, Chief Product & Technology Officer at Informa, tells Ereveva Partner Grant Hayward why having a combination of start-up and corporate experience makes the ideal product leader — and reveals what she believes gives female product leaders the edge.

[Read more](#)

### **Interview with Georgie Smallwood, Chief Product Officer at TIER**

Georgie Smallwood, Chief Product Officer at micro-mobility leader TIER talks to Ereveva Partner Jonathan Bryant about her frustration at the lack of women in senior product roles and how the pioneering network she's building aims to transform funding opportunities for female



entrepreneurs and product innovators.

[Read more](#)



## Company news



### Erevena Shortlisted for Service Provider of the Year Award

We were delighted to have made it to the shortlist of the GP Bullhound Investors Allstars Award for Service Provider of the Year. This is in recognition for the great pro bono work that Lilian Poilpot, Senior Partner, and team carried out for [Joséphine Goube](#), CEO at [Techfugees](#). You can [read more](#) about the fantastic things they are doing to help displaced people gain access to tech and work opportunities.

[Read more](#)



## New team members

It's been a busy late Summer and we're delighted to welcome on board our new team members in Copenhagen, Paris, New York and London.

**Emma Firestone, Senior Associate, Copenhagen**



Emma joined Erevena's Nordics practice, bringing years of experience as former research director of a CTO-focused search boutique. Based in Copenhagen, Emma has particular interests in the many areas that have proved fertile ground for innovation across the Nordic region, such as clean energy and sustainability; urban liveability; healthcare tech; business and industrial services; and modern payment and connectivity solutions.

**Thibault Lalouette, Senior Associate, Paris**

Thibault joined the Erevena international team to focus on the growing demand in the French Market. He started his career in Financial Services at Deloitte in Paris and New York before joining a Middle Management recruitment agency in Paris in 2018. He holds a master's degree in Audit & Corporate Finance from ESSCA Business School.



**Nathalie Pantz, Senior Associate, Paris**

Nathalie supports the rapidly expanding Erevena team in France, focusing on executive hires for venture and private equity backed technology companies. Before joining she spent her early career at Talenace Executive Search, focused on executive and non-executive hires cross functionally in various countries. She holds a Marketing business degree from ISC Paris with most of her studies being done abroad either at Bath Management School or Copenhagen Business School.



**Emma Bzik, Associate, New York**

Emma supports the ongoing growth and expansion of the firm's US presence in New York. Prior to Erevena she worked at Third Bridge connecting PE clients with experts in various industries for short term consultations to inform their investment decisions. Originally from New Hampshire, she graduated from the University of Notre Dame in 2020 where she majored in Psychology and minored in Computing and Digital Technologies.



**James Rawcliffe, Principal, London**





James joined the Software team to lead and deliver searches for high-growth businesses, specialising in B2B SaaS. His functional expertise is at C-level in General Management and Go-to-Market functions as well as Board level hiring. Prior to Erevena, James was a Senior Consultant at a global executive search boutique where he delivered mandates across Europe, the US, and the Middle East, primarily focused on placing C-level individuals into PE and VC-backed Software and Technology businesses as well as Partners into Professional Services firms.

### **Keith Seward, Senior Associate, London**

Keith joined Erevena as a Senior Associate to support the continued growth of the firm's Digital Practice. He delivers searches across FinTech (B2C and B2B) and Consumer, with a focus on General Management, Commercial and Product roles at C-level. Before joining Erevena, he spent his early career at Russell Reynolds Associates, in the Consumer Financial Services practice where he focused on Board placements and Executive hires cross functionally.



### **Marnie Norton, Associate, London**

Marnie joined Erevena Growth to focus on delivering 1st line leadership mandates across GTM functions for venture backed B2B tech companies. She graduated from the University of Warwick in 2020 after studying Psychology and has recently completed a Master's degree from University College London in Theoretical Psychoanalytic Studies.

### **Roame Leaver, Marketing Assistant, London**

Roame joined the Marketing team to support the expanding global marketing activities at Erevena. She has recently graduated from Brighton University with a First-Class Honours Degree in Marketing Management.



[Subscribe](#)

**Head Office - London**

One Southampton Street  
London,  
WC2R 0LR,  
United Kingdom

**Paris**

124 Rue Réaumur  
Paris 75002  
France

**Stockholm**

Västra Trädgårdsgatan 15  
111 53  
Stockholm  
Sweden

**Copenhagen**

Højbro Pl. 10  
1200 København  
Denmark

**New York**

41 E 11th Street  
9th Floor  
New York  
NY 10003, USA

**San Francisco**

166 Geary Street  
8th Floor  
San Francisco  
CA94108, USA

[UNSUBSCRIBE](#) | [PRIVACY STATEMENT](#)

Copyright © 2019 Erevena, or its subsidiaries. All Rights Reserved. Erevena and other trademarks are trademarks or its subsidiaries. Other trademarks may be trademarks of their respective owners.