

EREVENA NEWSLETTER

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WELCOME TO THE LATEST NEWS FROM EREVENA



We have been waiting some time for the inevitable correction in public and private markets, and it's finally here. These are challenging times for many founders and investors, especially those who haven't experienced this multiple times before.

There are lots of good things about times like these, and it remains a great time to invest in the future. Many of our clients are building robust, category defining companies, backed by experienced value add investors. These companies will continue to thrive, and investors will be able to find value again. The Exec talent market is a little more fluid and these things will help smart founders and CEO's build great businesses.

The last quarter has been an exceptional one for the company, as you will see below we have delivered some amazing work for some amazing clients. Congratulations to all involved, especially our teams who have worked so hard to deliver these outcomes.

Next week we will get almost the entire company together for the first time in a few years. I couldn't be more excited to see everyone in person!

DAN HYDE
CEO

RECENT SEARCHES

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.



**Chief Marketing
Officer**



**Chief Product
Officer**



**Chief Financial
Officer**



**Chief Technology
Officer**



**Chief Financial
Officer**



Chair

**Chief Product
Officer**



**Chief Marketing
Officer**



**Chief Financial
Officer**

**Chief Technology
Officer**



**Chief Operating
Officer**



**VP Partnerships &
Ecosystem**



**Chief Technology
Officer, Chief
Product Officer**



**Chief Revenue
Officer**



GM EMEA



**Chief Product
Officer**



VP Marketing



VP People



**Chief Revenue
Officer**



**Head of
International**



**Chief Product
Officer**



VP Global Sales



Chief Sales Officer



VP Marketing



**VP People, VP
Strategy**



**Chief Operating
Officer**



VP Sales EMEA



SVP People



Chief Sales Officer



**Director of
Integrations**



**Chief Revenue
Officer**



VP Marketing



**Chief Financial
Officer**



VP Product



**General Manager
France**



**Group Chief
Operating Officer**



**Chief Marketing
Officer**



**VP Human
Resources**



Head of Design



Head of Marcoms



**MD Retirement,
Savings &
Investing**



**Chief Customer
Officer**



VP Engineering



**Managing Director
- IPCortex**



**Chief Product
Officer**



**Vice President
Customer Success**



**Chief Marketing
Officer**



VP of Engineering



**Chief Customer
Officer**



**Director Customer
Experience &
Insights**



**Chief Product
Officer**



**Vice President -
Product, Business
Development**



**Chief Marketing
Officer**



VP Engineering



Principal Engineer



**Chief Revenue
Officer**



**SVP BD &
Partnerships
Europe**



VP Sales EMEA



**Chief Commercial
Officer**



**VP Product
Development,
EMEA**

[Learn more](#)

Erevena Growth

Erevena Growth specializes in placing management level hires, particularly Regional VP's, Directors, Managers and individual contributors across Sales, Marketing, Customer Success, Product and Professional Services.

TRANSPOREON

**Customer
Management
Executive**

 spendesk

**Product Marketing
Director**

COHESITY

**Sales Director,
France**

 ByBox

**Enterprise Sales
Executive**

 BANKING
CIRCLE

**Country Manager
UK - BNPL**

 soldo

VP Growth

 SELDON

**VP of Customer
Success**

 Figma

**Director of Sales
Ops**

 OneStock

VP Sales

[Learn more](#)







SALARY SURVEY

2022 EUROPEAN EXECUTIVE SALARY SURVEY

erevena

A study into executive remuneration
in high-growth businesses

Supported by

anthemis Balderton. BERINGEA  BregalMilestone CREANDUM
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firstminute capital  FLY VENTURES GENERAL CATALYST Hummingbird octopus VENTURES
 partech pentech SAPPHIRE SMEDVIG*



We're mindful of how competitive the market has been for the past 18 months and how important relevant, up-to-date compensation data is in helping secure the right talent. With that in mind we're launching an in-depth data gathering exercise.

The European Salary Survey takes a detailed look at C-Suite and VP level compensation in investor-backed businesses, offering benchmarking data and guidance.

We would very much appreciate you taking a few minutes to fill in the [survey](#). The corresponding in-depth analysis and report will be released to all responders in September.

RECENT ARTICLES

What really matters when hiring your People leader?

Recently we've been proud to have helped some of the most prominent investor-backed, high growth companies hire their Chief People Officer or VP of People. [Chris Warner](#) shares some learnings from his recent experiences, looking at how this role has evolved in recent years, the competitive dynamics associated with hiring a talented executive with an abundance of choice, and importantly how to assess who the right People leader is for you.

[Read more](#)

Erevena Product Placements

We're fortunate to have placed Product leaders at some of the world's most impactful and fast-growth technology companies – watch this short video highlighting a selection of recent Chief Product Officer and VP Product appointments made by [Grant Hayward](#), [Jonathan Bryant](#), [Patrick Anderson](#), [Sam Wilkins](#) and teams.

[Read more](#)

10 Tips For Securing Your First Board Role

NEDs are flourishing! Recent reports indicate that a third of all UK board appointments across private early stage and established companies are first-time NEDs. So, how do you start building a NED career? What skills are expected of a NED and how do you go about getting noticed by executive search firms or company founders looking for NEDs? This article by [Maria Josife](#) helps first time NEDs make the transition.

[Read more](#)

Building Your Board As You Scale Your Business

To provide Founders and other business leaders with some answers, [Maria Josife](#) invited two people experienced in Board roles and investing in start-up/scaling companies to share their perspectives, Jane Reddin, Partner at AlbionVC and Mark Brooker, an experienced board member. They look at what skills and experience make a good Chair or NED, and why sometimes Founders have to 'let go'.

[Read more](#)

EREVENA INTERVIEW SERIES



INSPIRATIONAL PRODUCT LEADERS

[Jonnie Bryant](#) talks to David Vismans about the Product Development advice that he offer scale-ups, drawing on his 9 years of hypergrowth experience as Chief Product Officer at Booking.com.

[Read more](#)

Erevena in the Nordics

FOCUS ON EREVENA IN THE NORDICS

It's been a busy 12 months for Erevena in the Nordics, opening new offices in Stockholm and Copenhagen and growing the team to support amazing clients such as Varjo, Otovo, TeamTailor, Funnel, Stravito and Pleo.

[Read more](#)



CSR DAY

The entire Erevena team took the day to cycle, run, swim or hike a total of 2,500 miles (the distance between our San Francisco and New York offices) to fundraise for causes we believe in.

[We're aiming to raise well in excess of £2,500](#) in support of St. Jude Children's Research Hospital, the Air Ambulance, Childline and Diabetes UK.

WELCOME

to the team!

NEW PARTNERS



KATE BAMFORD

We're delighted to announce the acquisition of Ivy Street, a boutique executive search firm founded by Kate Bamford to focus on both Board and C-Level assignments for clients in the TMT and Digital sectors across all functional areas. Prior to this, Kate was a Partner at JCA Group, the pre-eminent boutique executive search firm where she spent 12 years leading both executive and non-executive international search work for a wide range of clients. Kate joins Erevena as a Partner focused on Board and senior level search in the Media and Digital sectors.



JAMIE DALTON

Jamie brings in-depth experience of working with disruptive venture and equity backed software companies to secure leading go-to-market scale-up talent. He will be working as a Partner in the Erevena Growth team, specializing in placing management level hires with a particular focus on Go-to-market and Cyber Security. Jamie joins us from Korn Ferry where he was Managing Consultant in their Advanced Technology EMEA practice.



ANNE LUCAS

Anne joins as a Partner to focus on increased demand from clients across Europe and emerging markets, with particular attention on the French market. Anne joins from Renovata & Co, and has over 20 years' experience in executive search, focusing on C-suite level placements for high-growth investor-backed businesses (PE, Growth and VC) across the tech ecosystem, as well as public companies. A bilingual French national, Anne's international experience includes European and Transatlantic searches with a particular focus on the French market.

NEW JOINERS



MISKE ALI

ASSOCIATE, DIGITAL



LEIGH CAREY

SENIOR ASSOCIATE, DIGITAL



CONNIE DOBSON

ASSOCIATE, GROWTH



AMANDA DOMINY

EXECUTIVE ASSISTANT



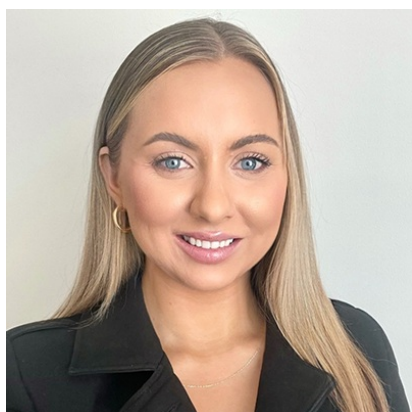
EMILY HUDSON

PRINCIPAL, FINTECH



WILLIAM HUYNH

ASSOCIATE, DIGITAL



AMELIA KELLER

ASSOCIATE, SAN FRANCISCO



DANIELA LUPU

ASSOCIATE, GROWTH



KATRINA MURRAY

ASSOCIATE, SAN FRANCISCO



KRITI NANDI

ASSOCIATE, NEW YORK



KUSH RAITHATHA

ASSOCIATE, NORDICS



JACK RYAN

SENIOR ASSOCIATE, FINTECH



AIYSHA SYED

ASSOCIATE, SAN FRANCISCO



MARCUS TREBINO

ASSOCIATE, SOFTWARE



ALISHA VARSANI

DATA ADMINISTRATOR

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