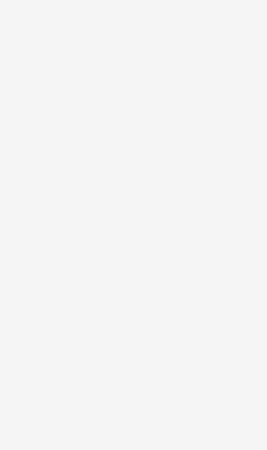


## EREVENA NEWSLETTER

erevena.

### WELCOME TO THE LATEST NEWS FROM EREVENA



Many of our clients are building robust, category defining companies and are backed by experienced investors. During these uncertain times aside from learning from the experience of these investors it's worth noting that at Erevena we have an experienced team who have been through economic uncertainty before and know how to best advise our clients on how to take advantage of the opportunities offered by a volatile market.

This volatility in growth markets has had a significant impact on executive remuneration. To help our clients and investors navigate this turbulence Erevena have produced an up-to-date guide to shed some light on executive and VP/Director level remuneration trends in the UK and Europe. Details of how to get your copy are below.

I'd like to thank everyone who took the time to fill in the survey and share their data, we hope that you find the resulting report useful in guiding your hiring decisions. Also, a big thank you to all the funds involved who shared the survey with their portfolios and who continue to trust Erevena to hire their executive teams.

And finally, a huge thank you to the team at Erevena for your continued hard work, resilience and good humour! It's been really great to have opportunity to travel again and to get our global team together.

**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.



**GM EMEA & APJ**



**Chief Financial Officer**



**Chief People Officer**



**Managing Director, USA**



**Chief Data Officer**



**Chief Marketing Officer**



**Chief Technology Officer**



**Chief Executive Officer**



**Chief Commercial Officer**



**VP Ecosystem**



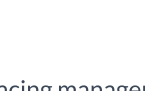
**Chief Technology Officer**



**Vice President Sales**



**Vice President Financial Services**



**Vice President Sales**



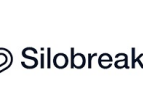
**Board Advisors x3**



**Chief of Staff**



**VP Engineering**



**GM Switzerland & GM UK & Ireland**



**VP Finance**



**VP Enterprise Sales**



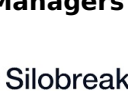
**Chief of Staff**



**VP Business Development & Partnerships**



**Chief Operating Officer**



**Chief Product Officer**



**Vice President, Partnerships**



**VP Brand - Tribe Director**



**Chief Customer Officer**



**Chief Product Officer**



**VP Global Marketing**



**Director of Sales - West**

[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.



**VP Corporate Communications**



**Head of Sales**



**Product Marketing Lead**



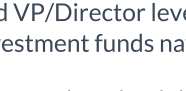
**Director of Account Management**



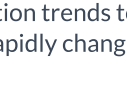
**Head of Sales Development**



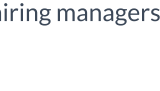
**VP Marketing**



**SDR Lead**



**Fraud/AML Ops Lead**



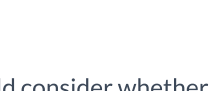
**Netherlands Sales Managers**



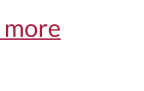
**Head of Product Marketing**



**VP UK&I and Nordics**



**Revenue Ops Lead**



**VP Sales UK**



**Product Marketing Director**



**Head of Compliance/Client Onboarding**

[Learn more](#)

### SALARY SURVEY

## 2022 EUROPEAN EXECUTIVE SALARY SURVEY

A study into executive remuneration in high-growth businesses

Supported by

AlbionVC

anthemis

Balderton

BERINGEA

Brigitte

CREANDUM

elaia

ELEMENT

EURAZEO

Hummingbird

FELIX CAPITAL

frimmo

FT Ventures

Hummingbird

OTOVO

partech

partech

SLAVIN-ARIE

SMEDVIG

We've recently seen extreme volatility in growth markets and the associated impact on executive remuneration has been significant.

Erevena surveyed the market in the UK and Europe between July and August 2022 and have produced an up-to-date guide to shed some light on executive and VP/Director level remuneration trends to help CEOs, hiring managers and investment funds navigate this rapidly changing landscape.

You can download the report [here](#).

### RECENT ARTICLES

#### Founders Guide to Hiring the Best Engineering Leader

Every CEO hiring their next CTO or VP Engineering should consider whether they hire someone who is 'stage commensurate'. In this guide for Founders, [Sam Wilkins](#) highlights a particular framework to help CEOs looking to expand their company's engineering team on their journey to IPO. He sheds light on whether you need a Pioneer, a Settler or a Town Planner, and how to avoid the City Dweller.

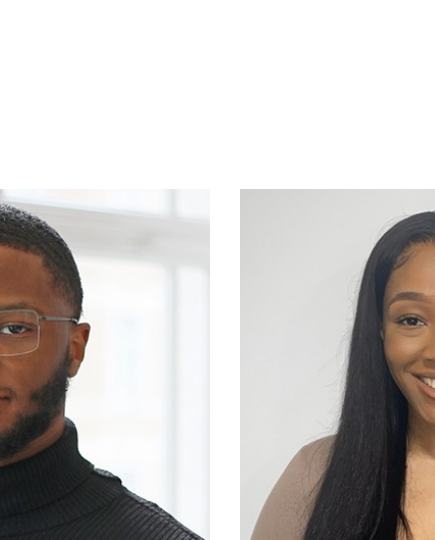
[Read more](#)

#### Announcing Erevena Funds

Erevena introduces Erevena Funds, a specialist practice led by [Hazel Mulhare](#) to help our VC partners hire the best people to grow their platform. Hazel and team help to find the people that are needed by funds to lead investments as Partners and Partners in training, those who can lead Talent, Corporate Finance, Business Development and other strategic pillars, plus Operating Partners and Venture Partners.

[Read more](#)

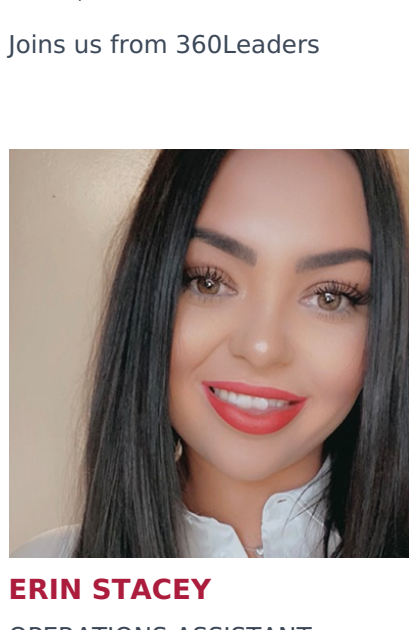
#### Service Provider of the Year



We are delighted to have made the shortlist for the [GP Bullhound Investors Allstars Award](#) for Service Provider of the Year. Known as 'The Oscars of the Tech World', these awards recognise those who are driving innovation and growth to help shape the future of Europe's technology industry. The results are being decided by public vote and will be announced at a dinner in London on 6th October.

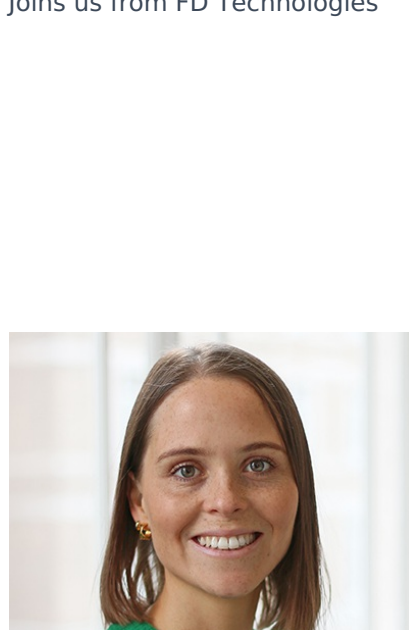
[Read more](#)

### EREVENA INTERVIEW SERIES



#### BUILDING HIGH PERFORMANCE GO-TO-MARKET TEAMS

In the latest Erevena Interview Series, [Chris Batsford](#) talks to Jonathan Wood, Chief Revenue Officer at Jedox, to discuss the [challenges and opportunities](#) of building a productive go-to-market team. Having led a multi-hire project in his previous role at Transporeon, Jonathan offers insight in this 2 part interview into his particular approach to building teams and [the considerations one must take to successfully approach GTM activity](#).

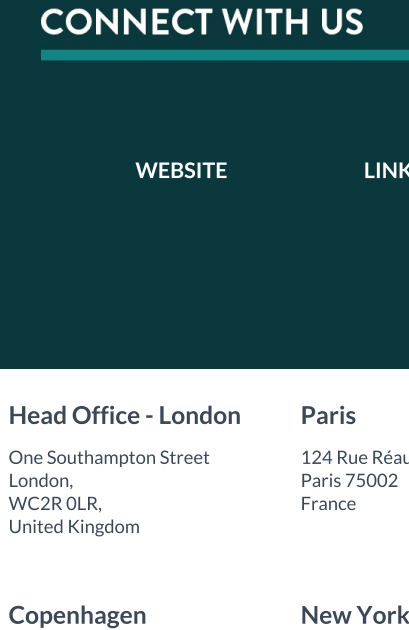


#### BUILDING HIGH PERFORMANCE GO-TO-MARKET TEAMS

Emma Maslen talks to Erevena's [Jamie Dalton](#), giving advice to those looking to build successful teams during the current climate, drawing on her experience to give practical advice on how to motivate high performing go-to-market teams in a time of talent scarcity.

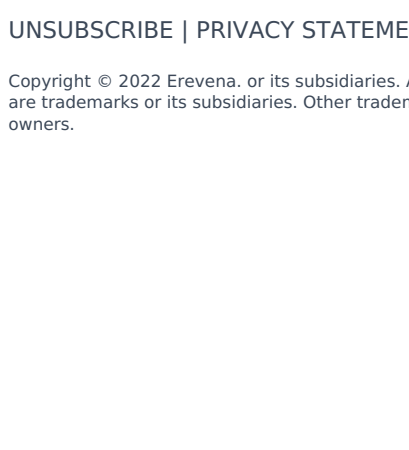
[Read more](#)

### EREVENA NEWS



#### EREVENA HAVE EXPANDED IN THE UK!

Over the month of June, our Operations team worked exceptionally hard to expand the Erevena London office to accommodate our growing team. Now covering two floors, the expanded office offers our teams increased desk and working space, more room for internal and external meetings, plus a fantastic new area where we can host events and entertain guests.



**ALEX FATOBERU**  
ASSOCIATE, SOFTWARE



**VALERIE ACHEBE**  
ASSOCIATE, NORDICS

### NEW JOINERS



**CAROLINE BIRCH**  
SENIOR ASSOCIATE, EMEA TEAM, LONDON

Joins us from 360Leaders



**GEMMA BONINGTON**  
ASSOCIATE, SOFTWARE, LONDON

Joins us after graduating from the University of Liverpool



**ERIN STACEY**  
OPERATIONS ASSISTANT, LONDON

Joins us from FD Technologies



**ELIN WEDIN**  
TEAM ASSISTANT, NORDICS, STOCKHOLM

Joins us from Desenio Group



**NICOLA WOOD**  
SENIOR ASSOCIATE, SOFTWARE, LONDON

Joins us from The Up Group

[VIEW OUR EXPERTS](#)

### SUBSCRIBE

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CA 94108, USA

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