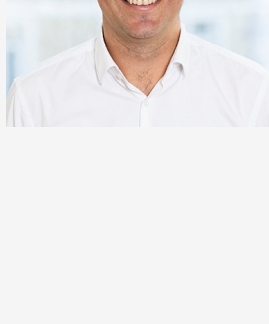


EREVENA NEWSLETTER

erevena.

WELCOME TO THE LATEST NEWS FROM EREVENA



So long 2022! Another year done, our 19th in business and a record year for Erevena from a revenue perspective.

2022 was a complicated 12 months however, and our revenue only tells part of the story. Like everyone else we saw a decline in demand in the second half of the year, which was expected and has understandably continued into 2023.

That being said, we have been seeing interesting pockets of sustained activity. Early-stage investment, especially around topics like Climate is buoyant. PE and Growth are also active, whether they are replacing teams who have run to a natural jump off point or tooling the business for a different economic reality, and we are doing some great work across these use cases. We are however experiencing less activity in late-stage venture and public companies for the moment, which is completely predictable as they work out how to recalibrate their businesses to current valuation metrics.























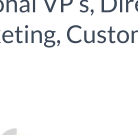
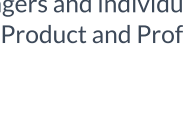
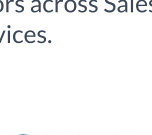



We are also seeing these trends reflected in the activity of our investor partners and how they scale/organise their teams. We are just starting to see companies emerge from that planning process leaner and focused on building amazing, sustainable companies which is great to see.

We remain positive about 2023, appreciating it may be a tough one for the markets we work in. We continue to win and deliver amazing work and will no doubt all learn a lot about ourselves over the next 12 months.

DAN HYDE
CEO

RECENT SEARCHES



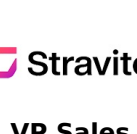






Erevena Search

 VP of Decision Science/Data Science	 Chief Product Officer	 Chief Executive Officer
 Chief Revenue Officer	 Chair	 Chief Technology Officer
 Chief People Officer	 Chief Revenue Officer	 Director of Marketing
 Managing Director U.S.	 VP Product	 Chief Technology Officer
 SVP Revenue	 VP Engineering	 Chief Finance Officer
 Head of Marketing, Americas	 VP Marketing	 Chief Revenue Officer
 Head of Marketing	 VP People	 Chair
 Chief Marketing Officer	 VP Sales EMEA	 VP Sales & Services
 VP Americas Sales	 Chief Technology Officer	 Non-Executive Director
 General Manager Belgium	 Chief People & Culture Officer	 VP Engineering

[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.

 Vice President Sales	 VP EMEA Enterprise	 SDR Leader
 Director of Account Management	 Head of Growth Marketing	 Sales Director
 VP People	 Head of Customer Marketing	 VP Sales

[Learn more](#)

LATEST SURVEY INTO EUROPEAN BOARDROOM REMUNERATION & DIVERSITY

2023 EUROPEAN BOARD REMUNERATION SURVEY

A study into boardroom remuneration and diversity in high-growth businesses

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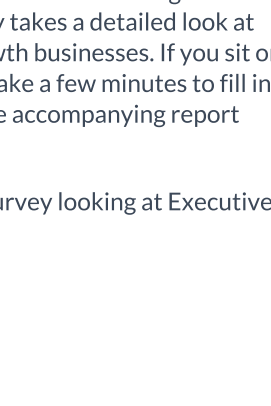
octopus intelligence

Eight Roads

KERALA

partech

X-Range



Hiring the right Chair or NED 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 and diversity in high-growth businesses. If you sit on a board as a Founder, Non-Exec or investor please take a few minutes to fill in the [survey](#). All respondents will receive a copy of the accompanying report offering benchmarking data and guidance.

You can also download the recent Erevena Salary Survey looking at Executive

pay in Europe [here](#).

RECENT ARTICLES

Founder's Guide to Hiring Your First Chief Revenue Officer

Recent studies have highlighted that CROs in hyper-growth SaaS companies have an average tenure of less than 2 years. [Joe Abbott](#), who has been helping young SaaS companies navigate this crucial appointment for 15+ years, considers some key questions: Do you actually need a CRO right now, or rather a strong VP Sales? Do you have a realistic view on who you can attract? What do you want your CRO's 'superpower' to be? How much do you want to spend?

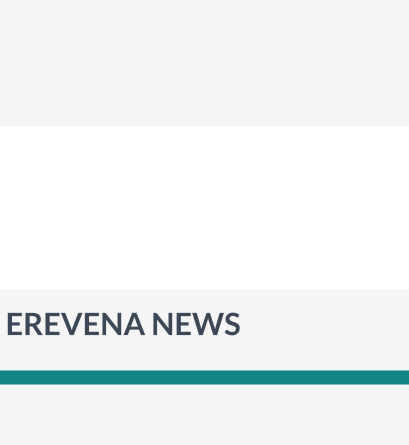
[Read more](#)

The People Function in 2023

How is the changing economy affecting the People function and what CEOs are looking for in a People executive? [Chris Warner](#) examines whether the move towards a more autocratic leadership style, as demonstrated by Elon Musk and Twitter, is an emerging trend or just an anomaly brought about by one of one of tech's most polarising leaders?

[Read more](#)

EREVENA INTERVIEW SERIES



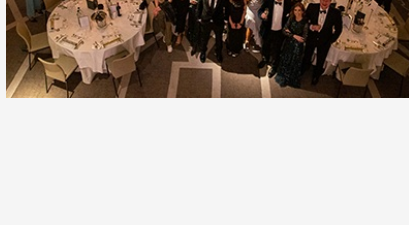
IMPACTFUL PEOPLE LEADERS

Erevena launches a brand new interview series talking to successful people leaders. The series was kickstarted with [Dove Dalele](#), who was until recently Chief Human Resource Officer at rapidly-scaling FinTech, Trustly. Ulrica speaks about how good people leaders are essential for growth – and why a CEO leading and breathing the company's values every single day brings higher success to any company.

[Read more](#)



CEO, Let's Do This), Laura Mahy (Product Advisor) and Mads Jensen (Managing Partner, SuperSpeed) sharing their insights. It was a really interesting and informative evening, well attended by founders, investors and product leaders, hosted by Erevena's [Jonathan Brvant](#) and [Grant Hayward](#).

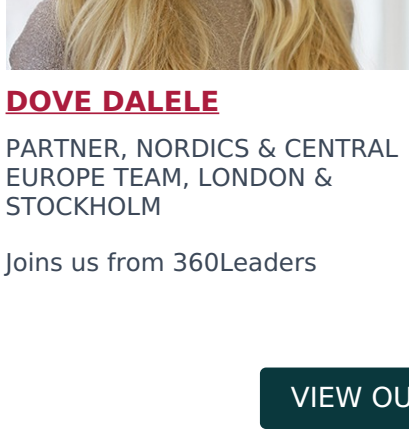


EREVENA CHRISTMAS PARTY!

During the middle of December, the entire Erevena team joined together in the London HQ office for a week, and celebrated the close of 2022 with an Erevena Christmas party. It was exciting to get the company together again, after 2 years of missed Christmas parties!

WELCOME to the team!

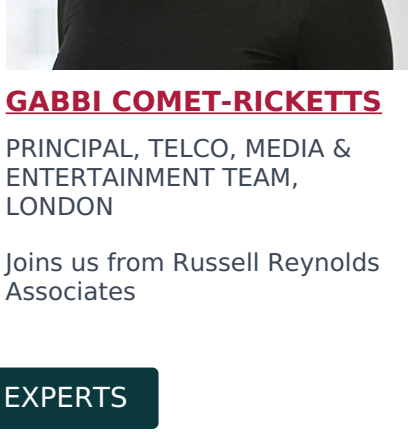
NEW JOINERS



DOVE DALELE

PARTNER, NORDICS & CENTRAL EUROPE TEAM, LONDON & STOCKHOLM

Joins us from 360Leaders



GABBI COMET-RICKETTS

PRINCIPAL, TELCO, MEDIA & ENTERTAINMENT TEAM, LONDON

Joins us from Russell Reynolds Associates

[VIEW OUR EXPERTS](#)

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