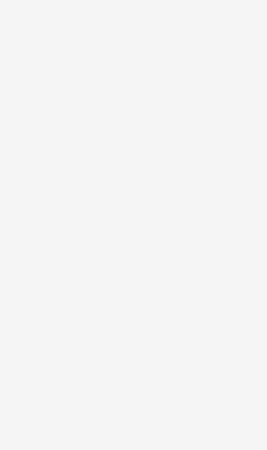


## EREVENA NEWSLETTER

erevena.

### WELCOME TO THE LATEST NEWS FROM EREVENA



Congratulations to the team for some amazing appointments this quarter. In a tough market, getting brilliant people to take the risk of moving to something new is extremely challenging. Well done to our Clients who we have partnered with to make that possible, you have attracted some brilliant talent.

We have seen strong growth across A/B round work and in Private Equity. Later stage Venture work continues to be a challenging market as many great companies are working through what the economic conditions and new valuation paradigms mean for them. It's a hard time for many CEOs and Exec teams and we are here to help in any way that we can.

At the same time some incredible technology is being created, and we are working with a number of amazing companies in Generative AI, Climate and Material Science that will (please excuse the pun) materially change our world for the better. Some of this technology will profoundly impact our business, and one of the really exciting opportunities for us is to work out how we can harness the power of the technology around us to have a more profound impact on our Clients.

While times are hard for the industries we serve, it's been truly humbling how many of our long term business friends continue to support us - a huge thank you to everyone who worked with us over the last quarter.

**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.

 <b>MD &amp; VP EMEA</b>	 <b>Head of Platform</b>	 <b>Chief Product Officer</b>
 <b>VP Product and Engineering</b>	 <b>Chair</b>	 <b>Chief Operating Officer</b>
 <b>Chief Marketing Officer</b>	 <b>Product Director</b>	 <b>Chief Marketing Officer</b>
 <b>Chief People Officer</b>	 <b>GM EMEA</b>	 <b>Marketing Director, Hotels</b>
 <b>VP People</b>	 <b>Chief Technology Officer</b>	 <b>VP &amp; Managing Director EMEA</b>
 <b>VP Product</b>	 <b>Chief Financial Officer</b>	 <b>SVP Sales North America</b>
 <b>Chief Technology Officer</b>	 <b>VP Sales</b>	 <b>VP Marketing</b>
 <b>Chief Revenue Officer</b>	 <b>VP Engineering Processes</b>	 <b>Chief Product &amp; Technology Officer</b>
 <b>SVP Sales EMEA</b>	 <b>Chief Product Officer</b>	 <b>SVP Engineering</b>
 <b>Senior VP Global Sales</b>	 <b>Chief People Officer &amp; Head of Cloud Architecture</b>	 <b>VP Marketing EMEA</b>
 <b>VP Engineering</b>	 <b>US General Manager &amp; Chief Strategy Officer</b>	 <b>General Manager Germany</b>
 <b>Chief Revenue Officer</b>	 <b>VP Client Success, Europe</b>	 <b>Managing Director, Demand Italy</b>
 <b>Chief Product Officer</b>	 <b>Managing Director Financial Service/FinTech</b>	 <b>VP Sales EMEA</b>

[Learn more](#)

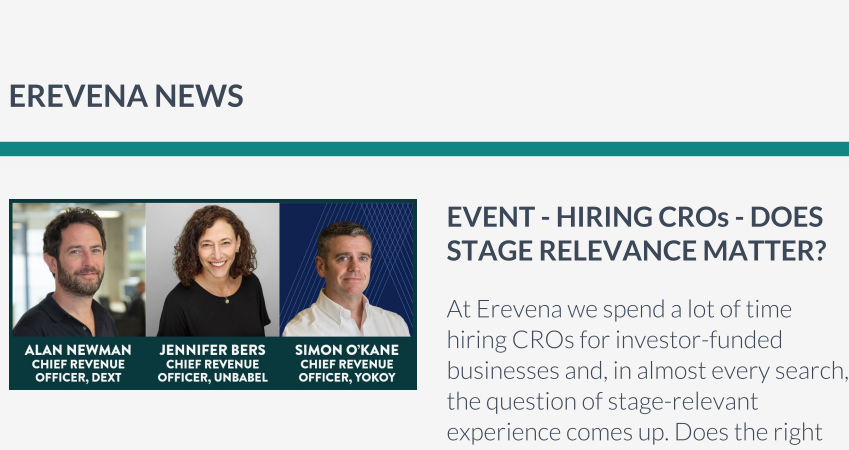
#### Erevena Growth

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.

 <b>VP Sales</b>	 <b>VP EMEA Enterprise</b>	 <b>VP Sales</b>
 <b>VP Southern EMEA</b>	 <b>VP Sales</b>	 <b>VP Professional Services</b>
 <b>VP Strategy and Partnerships EMEA</b>	 <b>VP Marketing</b>	 <b>VP Sales</b>

[Learn more](#)

### RECENT ARTICLES



#### Building An Amazing Product Function - Panel Discussion

Making the transition from founder to full-time CEO can be a tricky manoeuvre. Nonetheless, it's one that's essential for a business seeking to scale operations from start-up through to successful and sustainable growth. Letting go of 'your' product means bringing in professional product leadership. So, where, when and how do you start? Three experts who have been on this journey joined Erevena to offer their insights and best practices into successful product leadership hiring.

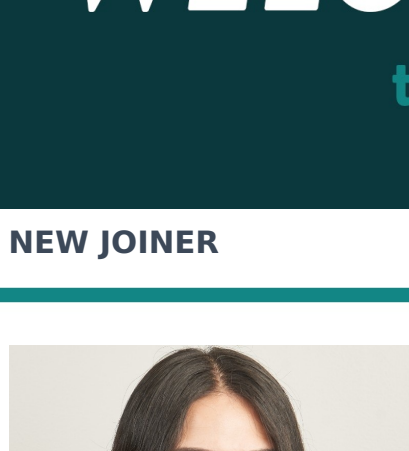
[Read the write up here](#)

#### Culture Clash or Catalyzing Change? Considerations when assessing GTM Leaders

In most executive searches, considering culture fit is a top priority. However, too often this is understood as: can this hire fit in with us and the way we do things? Sometimes, however, growing a company means introducing a new and different perspective to the business. Erevena's [Chris Warner](#) and [Eric Liap](#) explore the question of how a business hiring a new GTM leader can ensure that they will be the right sort of catalyst for change, rather than a complete rejection.

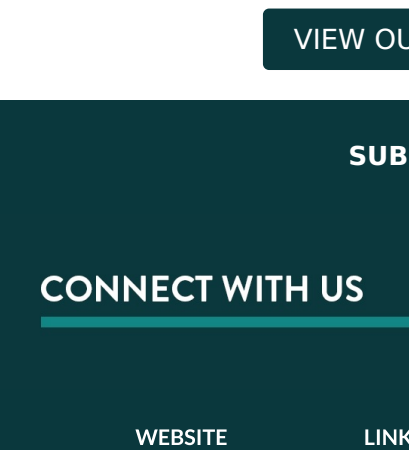
[Read more](#)

### EREVENA INTERVIEW SERIES



#### IMPACTFUL PEOPLE LEADERS

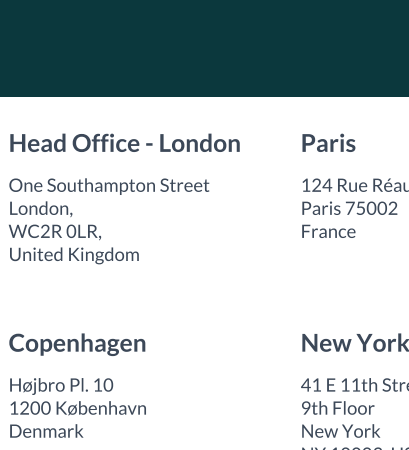
During this quarter, Erevena has been heavily involved in the Impactful People Leaders interview series, where Partners [Dove Daglele](#) and [Chris Warner](#) were engaged with a range of successful people leaders. [Mariam Minhas Mannap](#), former Chief People Officer at Yoco, spoke with Dove about the crucial role of HR leaders in enabling business strategy. Meanwhile, [Nina Grandio](#), Chief People Officer at Dataguard, shared her belief that all people leaders should adopt the mantra of sticking to their personal values. [Lindsay Ross](#), CHRO at Bitpanda, discusses the value that People leaders bring to companies experiencing hypergrowth. [Roxana Dubressau](#), Chief People Officer at Labster, talked about the impact of the shift to remote working.



#### THE MODERN CFO - INTERVIEW WITH ANDRAS MECSEER

Erevena kickstarts another new interview series: The Modern CFO. [Harry Tolfree](#) speaks to [Andras Mecseer](#), Chief Financial Officer at Leapwork, about the role of the CFO in taking a company to and beyond an IPO, and why challenging equity markets have led to a strong debt financing market.

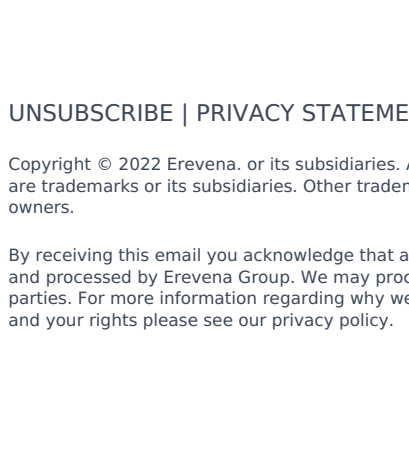
[Read more](#)



#### THE MODERN CFO - INTERVIEW WITH DYNSHAW ITALIA

[Dynshaw Italia](#), CFO at Soldo, talks to [Harry Tolfree](#) about his journey from chartered accountant through early-stage businesses to scale-ups hitting hypergrowth – and why experience in diverse roles ensures the CFO creates strategic value.

[Read more](#)



#### EXECUTIVE IMPACT - INTERVIEW WITH DAN TEODOSIU

[Anne Lucas](#), recently interviewed [Dan Teodosiu](#), formerly the Chief Technology Officer at Critico and Onfido, to discuss the impact a CTO can have when taking on a Board position. During the interview, Dan emphasized the importance of quality over quantity when it comes to Board roles and how this directly correlates with the value delivered to the

company and its customers. Drawing on his experience, Dan shared insights on how CTOs can add value to Boards, and the role they can play in driving business success.

[Read more](#)



#### DECISION TIME - THINGS TO CONSIDER AT FINAL HIRING STAGES

[Chris Batsford](#), Partner Erevena Growth, reflects on what makes a successful hire and highlights some red flags to look out for when at offer stage.

[Read more](#)

### EREVENA NEWS



#### EVENT - HIRING CROs - DOES STAGE RELEVANCE MATTER?

At Erevena we spend a lot of time hiring CROs for investor-funded businesses and, in almost every search, the question of stage-relevant experience comes up. Does the right candidate need to have witnessed a company's explicit 'moment in time' to be successful? And we hear such polarising opinions on this topic! Next Wednesday (26th April), Erevena is hosting a moderated discussion in our London office, consisting of [Al Newman](#), Chief Revenue Officer at Dext, [Jennifer Bets](#), Chief Revenue Officer at Unbabel, and [Simon O'Kane](#), Chief Revenue Officer at Yokoy. [Sign up here](#) for what promises to be a great event!

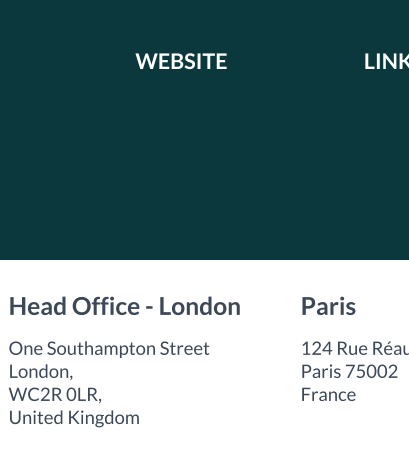


#### EREVENA & SEQUOIA PRODUCT LEADERS EVENT

In March, Erevena and Sequoia were delighted to be joined in Paris by an amazing group of Product leaders for an evening of invigorating discussion and debate and a wonderful dinner at Perruche.

# WELCOME to the team!

### NEW JOINER



**ALYSSA LIEW**

ASSOCIATE, SAN FRANCISCO

[VIEW OUR EXPERTS](#)

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