

WELCOME TO THE LATEST NEWS FROM EREVENA



The half year point is always an interesting moment of reflection for us, it was at this time in 2022 that we started to notice a marked drop in demand. Since then conditions in the VC and to a slightly lesser extent the PE Market have been in sharp decline. This has had a big impact on everyone in our ecosystem, including us. We have had to make painful decisions around people, and have lost some colleagues who we value in the highest esteem.

Whilst all of that has been going on, we have continued to complete excellent work. I must pay tribute to the team, who have shown tremendous resilience. On top of this we have seen a stabilisation in demand, and the beginnings of growth in terms of the number of new businesses being bought and securing rounds.

We are also seeing a number of our clients start to re-tool their executive teams and boards for today's conditions. Companies are looking to bring on board experience from previous down economic cycles. Executives who understand profitable growth are back in fashion and in short supply!

As always we would like to thank our Clients for trusting us with this important work. Our searches are often company defining, and this has never been truer than now. We take that responsibility seriously and will remain ambitious on your behalf's.

DAN HYDE
CEO

RECENT SEARCHES

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



Chief Operating Officer



Chief Technology Officer



Non-Executive Director



Chief Revenue Officer



Managing Director



Chief Operating Officer



Chief Technology Officer



Chief Technology Officer



Chief Integration Officer



Chief Operating Officer

Chief Operating Officer



Chief Product and Technology Officer



VP Product



Chief People Officer



Head of e-Commerce



Chief Technology Officer



Director of Product x2

Chief Finance Officer



Chief Technology Officer



Chief Revenue Officer



GM DACH



VP Performance Marketing



VP Global Sales



Chief Operating Officer

[Learn more](#)

RECENT ARTICLES

FROM THE BEGINNING TO A BILLION: HOW UNICORNS BUILT THEIR LEADERSHIP TEAMS



erevena

When we give advice to our clients about who they should hire, and when to hire them on the path from Series A to Unicorn, we draw on learnings accumulated during thousands of leadership searches over 20+ years of experience, enhanced with data insights. Putting these accumulated learnings into a concise deck that can be shared with the start-up Founder community to give general hiring insights isn't really possible; it's entirely contextual and depends on the specific problem that a Founder is trying to solve with each individual leadership hire.

The data, on the other hand, can – and should – be widely shared to help Founders build a picture of how their leadership hiring patterns might look over the first five years of their start-up journey. [Maddy Cross](#) shares these insights.

[Read the article](#)



Tech start-ups have gone from high growth and record valuations to a global reset in what has been a rollercoaster 12 months. And yet, for the majority of founders, this will be their first experience of navigating such market conditions and the guidance of a Board can be invaluable. Where are we on start-up governance and specifically how is governance set up in French Tech today? [Anne Lucas](#) and [Lilian Poilpot](#) researched French VCs to help get the conversation started.

[Read the article](#)



HIRING CROs - DOES STAGE RELEVANCE MATTER?

What level of stage-relevant experience should a Chief Revenue Officer have when joining an investor-backed SaaS business? Erevena invited [Al Newman](#), [Jennifer Bers](#) and [Simon O'Kane](#) to share their own journeys and backgrounds and to offer insight into what makes a great CRO in this environment.

[Read the article](#)



BREAKING BARRIERS: THE PATH TO CREATING INCLUSIVE BOARDS

The latest [Erevena study into European Board Remuneration & Diversity](#) found a growing prevalence of Chairs and NEDs in the Venture sector, yet diversity continues to lag particularly when we look at individuals from ethnic minority backgrounds. The recent event, Breaking Barriers, discussed the Board Survey in detail and raised some important questions: diverse representation on Boards is both the right thing to do and good for business. But what does Board diversity mean in reality today and how can founders/CEOs create more inclusive Boards?

[Read the article](#)

EREVENA INTERVIEW SERIES

EXECUTIVE IMPACT

[Anne Lucas](#) talks to [Laurent Bride](#), Chief Technology Officer at Komodo Health, about his roles as an independent board member and board



advisor. [Sam Wilkins](#) interviews [Steven Tamm](#), formerly CTO at Salesforce, exploring his decision to leave one of the world's largest SaaS brands to join an early-stage start-up. [Maria Josife](#) talks to [Hema Patel](#) a successful NED at Oxford Semantic Technologies and ReMake Technologies, Founder, Investor and ex Silicon Valley global tech Executive. They explore the role of the modern NED and why companies need to look beyond just previous CEO/CFO experience to bring added value and diversity of thought and experience to their Boards.



THE MODERN CFO - INTERVIEW WITH INGEBORG OIE

[Harry Tolfree](#) talks to [Ingeborg Oie](#), Chief Financial Officer & Chief Strategy Officer at Huma, about why working for a purpose-driven company is so important for her. Ingeborg is driven by her passion for healthcare and a love of numbers that don't lie!

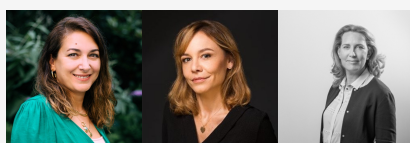
[Read more](#)



THE MODERN CFO - INTERVIEW WITH MIKE WROE

[Mike Wroe](#) is Non-Executive Chairman at proSapient and has several IPOs under his belt as Chief Financial Officer, including Just Eat's listing on the London Stock Exchange. He talks to [Hugo Darby](#) about the opportunities and pitfalls of taking a company through hypergrowth offering sound words of advice to CFOs on the journey to IPO.

[Read more](#)



CHANGING THE FACE OF HR IN FRANCE - WITH JESSICA DJEZIRI, FERNANDA ALONSO- GAUTRAIS & DIANE RIVIERE

[Lilian Poilpot](#) kickstarts a new Erevena series talking to 3 experienced people leaders: [Jessica Djeziri](#), [Fernanda Alonso-Gautrais](#), [Diane Riviere](#) about the changing face of HR in France and their advice to founders on how to re-

engage with Chief People Officers.

[Read more](#)

WELCOME

to the team!

NEW JOINER



ZEESHAN NAQVI

MANAGEMENT ACCOUNTANT,
LONDON

[VIEW OUR EXPERTS](#)

SUBSCRIBE

CONNECT WITH US

[WEBSITE](#)

[LINKEDIN](#)

[TWITTER](#)

erevena™

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

New York

San Francisco

Højbro Pl. 10
1200 København
Denmark

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

MindSpace, c/o Erevena
575 Market St, 4th Floor
Unit #711
San Francisco
CA 94105

UNSUBSCRIBE | PRIVACY STATEMENT

Copyright © 2022 Erevena, or its subsidiaries. All Rights Reserved. Erevena and other trademarks are trademarks of Erevena Group. Other trademarks may be trademarks of their respective owners.

By receiving this email you acknowledge that any information provided may be collected, stored and processed by Erevena Group. We may process data from additional sources or from third parties. For more information regarding why we process your data, where it may be transferred and your rights please see our privacy policy.