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erevena newsletter
Summer 2020

Welcome to the Erevena Newsletter Summer 2020

That was a pretty interesting 3 months!

First of all, some thankyous. Thanks to all our clients who have been amazing, we are lucky to work in sectors that are working to meet the demands of a rapidly changing world. Thanks to our friends in the investor community, your introductions are always appreciated but if you made them this quarter, we will never forget it. And thanks, as always to our team. It's been incredibly challenging to be apart for this amount of time, but everyone has been terrific, and we hope to be back to a version of normal soon.

Despite all the uncertainly and turmoil that we've all experienced over the last few months many of our clients have continued to achieve great things. To highlight just a few:

Nylas announced Series B funding of $25m from 8VC and Round13 Capital.

Peak Games was acquired by Zynga for $1.8bn making it the first billion-dollar exit for a Turkish startup.

Bought By Many, the pet insurance provider, raised £78.4m in growth equity funding, led by FTV Capital.

Privitar closed $80m Series C funding round led by Warburg Pincus.

Permutive raised $18.5m in Series B funding led by Octopus Ventures.

Shares in **Lemonade** more than doubled on their first day of trading, valuing the company at more than $3bn.

BibliU raised Series A funding of $10m from Nesta Impact Investments.

Mediarithmics raised €8m for UK expansion from Jaïna Capital and Ventech.

Hyperscience raised $60m in a Series C funding round led by Bessemer Venture Partners.

Open Systems acquired Born in the Cloud, a specialist in cybersecurity threat detection, prevention and response.

Silverfin raised $30m Series B led by Hg.

We are fortunate enough to have weathered the initial storm that Covid-19 has caused. We are now getting back to focussing on the targets we initially set

ourselves for 2020. These included building a more diverse and inclusive company. Recently we have been starkly reminded of the importance of this as we have all been moved by the events around the world with the BLM movement. We continue to spend time educating ourselves and will start to change the way Erevena operates to make us a fairer and more inclusive business, for the benefit of all our staff and clients.

I wish you all a happy and safe summer.

Dan Hyde, CEO

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Recent Searches

The last 3 months have seen us undertake some fantastic searches for amazing clients who have continued to hire throughout lockdown.
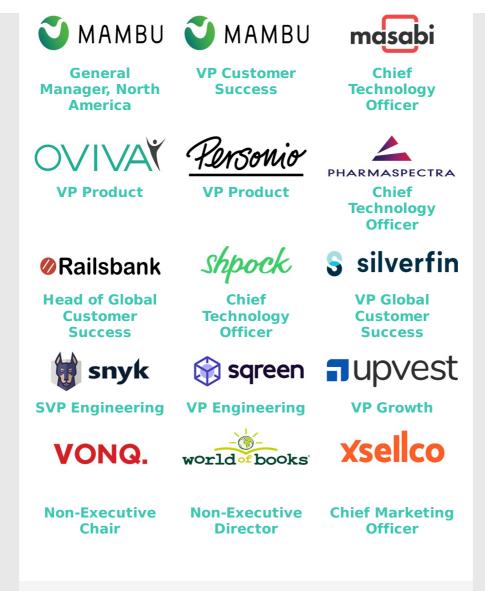
Here are some of the highlights, with more details on our website.

Learn more →

BaoBab
Chief Technology Officer

Beamery
Chief Product Officer

Beamery
VP Sales EMEA

celonis
UK Sales Director

Constructionline
CEO & CCO

CONCENTRA
Chief People Officer

CyberCube
Chief Revenue Officer

Cytora
Chief Data Scientist

DeepL
Head of Revenue

DeepL
Board Advisor

ebay
Senior Director Product & Technology

EQT VENTURES
Deal Partner France

GPS
Chief Financial Officer

HADEAN
VP Customer Success

handshake
Head of EMEA

hazy
Chief Technology Officer

KHEIRON
MEDICAL TECHNOLOGIES
VP Engineering

Legal & General
Head of Venture Capital Investing

MAMBU
General Manager, North America

MAMBU
VP Customer Success

masabi
Chief Technology Officer

OVIVA
VP Product

Personio
VP Product

PHARMASPECTRA
Chief Technology Officer

Railsbank
Head of Global Customer Success

shpock
Chief Technology Officer

silverfin
VP Global Customer Success

snyk
SVP Engineering

sqreen
VP Engineering

upvest
VP Growth

VONQ.
Non-Executive Chair

world of books
Non-Executive Director

xsellco
Chief Marketing Officer

Erevena Interview Series: Lessons from Lockdown

As the reality of Covid-19 forced businesses to rapidly re-examine their processes and procedures, particularly those that involve face-to-face interactions, it was clear that some guidance would be useful for early-stage Founders, CEOs, hiring executives and investors.

Erevena worked with our clients and investment partners to develop 'Lessons from Lockdown' – a series of articles examining alternatives to those in-person interactions, sharing best practice and offering advice on how remote methods can best be implemented.

Hiring Remotely: Fabio Salim

Fabio Salim talks to Sam Wilkins, drawing on his experience of productizing talent attraction and assessment tools at Bridgewater Associates and then implementing some of these techniques at GymPass.

Read more

Hiring Remotely: Kheiron Medical

Sam Wilkins recently placed a VP Engineering at Kheiron Medical who will relocate from Seattle. He talks to Tobias Rijken, CTO and Co-founder about the challenges of hiring during lockdown.

Read more

Hiring Remotely: Beamery

Sultan Saidov, Co-founder and President at Beamery talks about the challenges of remote hiring and

Hiring Remotely: Ciara Smyth

Ciara Smyth, advisor to a portfolio of growth-oriented tech companies, talks to Maria Josife about how

onboarding to Grant Hayward, who helped place the Chief Product Officer at the company during lockdown.

Read more

lockdown impacts senior level recruiting and gives practical advice on how the issues with hiring remotely can be overcome.

Read more

Remote Onboarding: Beamery, Personio, Sqreen and Zenly

Getting onboarding right is vitally important now more than ever. Some words of advice came from Erevena clients Beamery, Personio, Sqreen and Zenly, who have successfully remotely onboarded new hires.

Read more

Remote Onboarding: Sqreen

Pierre Betouin, Co-founder and CEO at Sqreen and Nuno Antunes, the company's new VP Engineering, recently placed by Erevena, talk to Sam Wilkins about the challenges of remotely onboarding senior people.

Read more

Investing Remotely: 8Roads

Michael Treskow, Partner at Eight Roads Ventures, the global venture capital firm, talks to Jonathan Bryant about the challenges and opportunities faced working remotely during lockdown and offers some advice to companies seeking investment.

Read More

Erevena Interview Series: Changing the Face of Health

This Erevena interview series focuses on profiles of Founders and CEOs who are changing the world through the use of technology in healthcare.

Dr Maria Chatzou Dunford, Co-founder and CEO at Lifebit, a leading innovator in bioinformatics and cognitive software solutions talks to Maria Josife about how Lifebit is using AI and machine learning to democratize the analysis and understanding of genetic data to fast-forward cures; enable disease prevention; and dramatically improve our quality and understanding of life.

Read more

George Hadjigeorgiou Co-founder and President at ZOE, the health science company on a mission to help people eat with confidence, talks to Jonathan Bryant about how they have

recently used their experience and pivoted the business to provide a Covid-19 symptom tracking app that has been downloaded over 4 million times.

Read more

Joe Rinaldi Johnson, Chief Product Officer at Zava, the leading online doctor service in Europe explains to Jonathan Bryant why the impact of Covid-19 is game changing for the healthcare sector in terms of how patients are choosing to access routine healthcare services – and why there's no turning back.

Read more

Kai Eberhardt, Co-founder and CEO at Oviva, the award-winning digital healthcare provider that's utilising technology to transform the treatment of lifestyle-related health conditions, such as obesity and diabetes, describes how demand for digital health technology solutions is driving unstoppable growth.

Read more

The Erevena Advice Series

This Erevena series draws upon the expertise of different people in our team, to give guidance to early-stage founders and CEOs on a number of key hiring topics.

When should you hire a CFO

The profile and demands of CFOs, especially in venture backed technology companies, has evolved enormously over the last five or six years. Harry Tolfree gives guidance on when is the right time to hire a CFO.

Read more

When should you hire a VP Sales

Building the right commercial organisation is one of the most important things that a SaaS founder can do and choosing the most suitable candidate to lead sales is critical to the success of any startup. Chris Warner offers advice to early stage founders.

Read more

When should you hire a VP Product

Why outstanding sales leaders don't join your business

Hiring an exceptional leader to run Product in your business is critical to your success. Jonathan Bryant gives consideration to a number of key factors to consider when hiring your first product leader.

Read more

Joe Abbott works with early-stage SaaS clients and has learnt a few lessons over the years about what it takes to successfully hire the best sales leader into your business. He shares some of the most common reasons your perfect sales hire might say no.

Read more

The state of C-Level Recruitment after Covid

Lilian Poilpot takes part in a podcast broadcast by La French Tech London, talking to Hélène Alunni-Botteri, Senior Vice President Innovation Group, Wells Fargo about the future of work, and recruiting leaders for startups and scale-ups post Covid-19.

Listen to the **podcast**

Company news

James Ryan Promoted to Partner

We're delighted to announce the promotion of James Ryan to the position of Partner. James leads our CTO Practice in Europe and has played a key role in growing our expertise in Engineering, Data Science and Technical Product leadership.

Read more

1,000 mile triathlon raises more than £1,700

Last month, on the hottest day of the year so far the Erevena team rose to the challenge and ran, cycled and walked over 1,000 miles to raise money for 2 wonderful charities, Women's Aid and The Trussell Trust.

You can still donate on our **fundraising page.**

The Erevena 1,000 Mile Triathlon

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