

## THE SEARCH

This search came on the heels of an earlier search we had completed where a COO candidate was placed as a Consultant. It was now time to find a permanent leader who could lead the business through its next phase: integrating into the parent company while building the operational foundation to enable scale and growth across all parts of the business (Customer Success, Client Delivery, Product Management and Engineering).

## THE CLIENT

Powerhub is a B2B SaaS company whose solutions enable renewable energy asset management. Powerhub was founded in Toronto and was acquired by Munich based BayWa r.e. in 2019.

## SEARCH REQUIREMENTS

It was imperative to find a senior-level operational leader with experience working for a B2B SaaS vendor with an enterprise grade solution. The hire needed experience building a business across multiple cross functional teams and the ability to lead market facing teams. This “unicorn candidate” would also have had M&A experience that required integrating companies and paving a road for the future. It was important to the Board this hire was someone who had experience working with global companies and had cross-cultural diplomacy.



It was a very smooth process as Martyn Bassett Associates did a lot of heavy lifting ahead of time. They were reliable, responsive, and presented us with high quality candidates.

– Etienne Lecomte, CEO



## SEARCH STATISTICS

Number of days to the first round of resumes: 9

Number of candidates considered: 5

Number of candidates interviewed: 3

Number of days to complete the search: 37

## THE HIRE

- 20+ years employment experience, all of which was in the enterprise software/tech industry.
- The hire’s experiences included business/people leadership in multiple roles: General Management, Operations, Product Management and Engineering.
- M&A experience included leading the integration of a past employer into an acquiring company based overseas.
- Since joining, this candidate has been hands-on setting up our product management process which helped to improve the deployment process.

