

GREENINGS

PAYMENTS, FINTECH & AI

WINTER UPDATE 20/21

... more daylight on its way!

As we launch ourselves into another year of unexpected challenges and opportunity, the path to better well-being and success is clearing, and the days are becoming lighter...

These extraordinary times are driving an acceleration of disruption by Payments, FinTech and AI companies – Greenings is running searches for clients who have already embraced a new order and want to lead transformation across EMEA and North America.

Thankfully, we close out 2020 positively, for which, I am grateful to our clients, candidates and team members for their creativity, resilience and adaptability in embracing the need to change every aspect of how we launch new mandates, research, evaluate and connect with people!

Trusted relationships are more valuable than ever, working with like-minded professionals who empathise with personal challenges, and come together to create sustainable, meaningful career opportunities.

Do contact one of our team to ensure you acquire the talent capable of driving success in the most competitive of futures...!

Stay safe and keep well!



Andrew Greening, Founder

Recent Hires



We have worked creatively and intensely with Nets leadership to deliver a number of key strategic hires. **Nina Putz, CEO RatePay** – Nina joins the Berlin team from brands4friends and 15 years at eBay. **Matt Rowsell, CPO** – Matt leads Product for Merchant Services previously from PaySafe and 9 years at WorldPay.



In support of PwC's Luxembourg technology transformation, **Wisam Mahmood, Head of Product & Applications Development** joined in Dec 2020, previously at Finastra, Thomson Reuters, Lloyds Bank. **Franck Hohnecker** also joined as **MD, Infrastructure**, previously at Encevo, Rothschild, CAI, SEB.



Talent Solutions supported Erlang and Trifork Group to land **Phil Harrison** as **Chief Commercial Officer, EMEA**. Phil brings a wealth of software and technology services experience from Misy, Vocalink, Cashplus, ACI.

Thanks to everyone who has made these hires possible and for the technology and trust invested between parties. We will be following progress closely, helping to on-board and accelerate the performance and success of these placements.

5,000 miles – we turned Virtual into Reality for Nets and Kim...

In August 2020, Kim Ohlrogge relocated her family from Denver to Berlin. An amazing journey in building trust between multiple stakeholders, across thousands of miles, brokering conversations between potential peers and investors across Denver, Copenhagen, London and Berlin.

A Transatlantic career move is not for the faint-hearted. Throw a global pandemic and a 'virtual' interview process into the mix and many would view the risk as too great. Not Kim Ohlrogge, SVP Product at Nets.

Now happily based in Berlin, last summer Kim put her trust in Greenings and the virtual hiring process to achieve a lifetime career goal of relocating to Europe and bringing her family – not to mention her two horses - with her.

Greenings already had a long-standing relationship with Denmark-based Payments giant Nets when they asked Andrew to initiate a search for a senior product executive.

A global search identified Kim, then based in Denver, USA, as an outstanding potential candidate and she was invited by Greenings to join the Nets hiring process.

While initial contact between Kim and Nets was positive, plans to meet in person were scuppered as the Coronavirus pandemic swept the globe.



Kim appreciated Nets' commitment to continuing the process virtually: "I spoke with two of the owners and it helped everyone feel a little more comfortable about what was happening. Because Nets is so widely distributed, they were more willing to enter into this 'virtually' than other companies would have been."

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Underpinning Kim's entire journey was Greenings, providing timely updates, creative and practical solutions and 100% support and commitment to ensuring Kim's experience was the best it could be both personally and professionally.

"You don't just quit your job and move to Germany!" admits Kim. "Certain things had to be nailed down. You have to know what you're getting in to and if I'd been interviewing on my own, I don't think I would have done it. Greenings knew Nets. Their long-standing relationship with the company was something I valued very much, I felt much more comfortable making the leap!" The reality of rapidly shifting Covid-19 travel restrictions jeopardised Kim

leaving the US and raised questions over whether she would be allowed into Germany on arrival. Against all odds, she appeared - ahead of schedule - at the Nets office in August!

Greenings' commitment to candidates and clients extends to onboarding and beyond. During virtual onboarding this proved invaluable.

"I appreciate the level of support I had from Greenings after I started the job," says Kim, "Both Andrew and Simon had insights into what was going on and some specific suggestions about who to reach out to within the company. That's important virtual or not, but especially with virtual."

Reflecting on her successful journey, Kim concludes: "Virtual is a reality. I think we should embrace it much more. It's very possible to make not only preliminary but long-term decisions by video conferencing. It can at least shorten and reduce the cost of the process, if not replace it completely."



Greenings Team Updates



Kevin Sprake

Andrew and Kevin have known each other since Retail Decisions in 2020. Kevin brings a wealth of North American Payments and Retail knowledge to our panel of Advisors, as well as a strong link to our relationship with The Fraud Practice.

ksprake@greeningsinternational.com



Harry Price

Supporting the growth of our Talent Solutions practice, Harry joined Greenings in October and is already winning and delivering assignments in Toronto, Warsaw, Berlin and London. Harry brings strong Technology and Financial Services experience from an early career in City recruitment.

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Polly Van Duser

Congratulations to Polly who was appointed Secretary for the Women's Network in Electronic Transactions (Wnet) in January. Wnet is the premier professional organization for women in Payments and the men who advocate for them, providing personal enrichment no matter what stage members are in their careers.

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Client Events

- 27 October** **Business & HR Leaders: Attract, Develop and Retain Top Talent in Payments and Risk.** Webinar with Greenings and The Fraud Practice. If you missed the webinar please feel free to connect with Polly Van Duser who will be more than happy to share it with you: pvanduser@greeningsinternational.com
- 20 January** **British Embassy hosted Virtual NY Cocktail**, sponsored by Greenings for BCC Luxembourg. Speaker: HM Ambassador to Luxembourg, H.E. John Marshall.
- 3 February** **Leaders in Payments, Diversity & Inclusion podcast** – Greg Myers and Andrew Greening. <https://leadersinpayments.com/di-series-andrew-greening-managing-partner-at-greenings-international-episode-60/>
- 4 February** **Enhancing your Personal Brand - How to Build an Effective Career Story.** Webinar with Andrew Greening and Anthony Harling, Not Actively Looking: <https://vimeo.com/508504839>
- May TBC** **Greenings Client Track Day, Thruxton** - bring along own cars to a private day of performance driving tuition, simulator experience and professional displays: hosted by Charlie Butler-Henderson.

Established in Luxembourg (1999), Greenings is an Executive Search and Leadership firm delivering robust cross-border solutions to the world's leading Payments & FinTech businesses. Based on core values of sound judgement, transparency, versatility and trust, **Greenings is driving more value for clients through Talent**, both domestically and abroad.

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