



STOP SEARCHING
START BUILDING



CHIEF FINANCIAL OFFICER

HIGHLY CONFIDENTIAL — The information in this position description is highly confidential. Please consider that this email contains confidential and/or privileged information. Any unauthorized copying, disclosure or distribution of the material in this email is strictly prohibited. Candidate shall not disclose to any person any confidential information concerning this position. If you are not the intended recipient (or have received this document in error) please notify the sender immediately and destroy this document.

POSITION DESCRIPTION



CLIENT: OpenExchange
ROLE: Chief Financial Officer
LOCATION: Virtual (HQ in New Hampshire and Boston)
REPORTS TO: Chief Executive Officer
WEBSITE: www.openexc.com

SITUATION OVERVIEW:

ZRG has been engaged to recruit a **Chief Financial Officer** for OpenExchange, the global leader in video solutions for financial services and investor communications. Based in the United States, the company has operations in the US, UK, Ukraine, Brazil, India, HK, China, and Korea.

ABOUT OPENEXCHANGE:

OpenExchange is a global video exchange that offers broad video interoperability, supported by seasoned meeting specialists, to provide virtual experiences that actually work. Purposefully designed for the finance industry, over 1,500 sell side, buy side, and corporate issuers arrange direct and multipoint video meetings to deliver valuable investment content and corporate access in a secure and efficient manner.



OpenExchange is the video communications backbone selected by the most demanding, highly regulated, high-performance industries in the world. They handle complicated virtual meetings and events for CEOs worldwide - highly trained video specialists have supported over 5,000 CEO meetings for the top ten global banks since the start of the COVID-19 pandemic. They are trusted for thought leadership for video solutions, secure operational process, video ambassadors with deep understanding of privacy concerns, and cutting-edge technology solutions to handle thousands of simultaneous complicated events.



POSITION DESCRIPTION

INDUSTRIES THEY SERVE

Financial Services

Secure, reliable, trusted video meeting and conference connections among banks, investors, and corporate executives.

Investor Relations

Advanced video meeting and streaming services that elevate the quality and richness of investor communications.

Corporate

Live and on-demand video streaming technology and services for corporate communications, learning, sales, and marketing.

Healthcare

Build rich, multimedia communications libraries for vital health information and education, shared among peers and with the general public.

Government

Accessible video streams and archives that meet the particular demands of public agencies and departments.



SOLUTIONS

Virtual Conferences & Events

A powerful combination of technology and services to ensure smooth operation, an engaging experience, and detailed analytics.

Secure Virtual Meetings

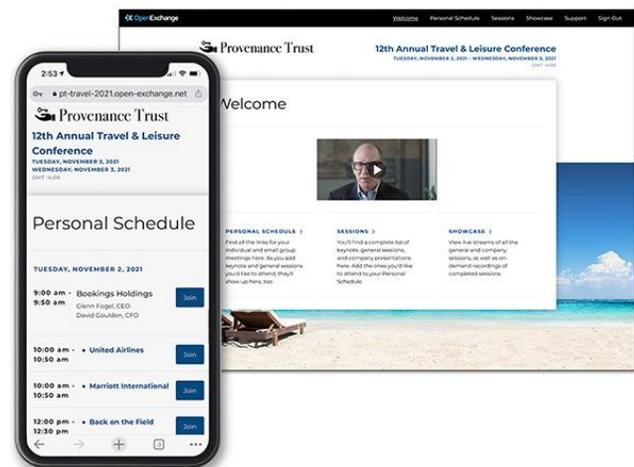
They make video meetings work, regardless of technology, complexity, location, or time of day.

Live Video & Multimedia Streaming

Advanced video streaming technology and the skills to execute live events flawlessly.

Video Libraries & Showcases

Collections of video and multimedia assets, attractively organized into multi-level microsities.



POSITION DESCRIPTION

TECHNOLOGY

OE Vizion

The Next-Generation Platform for Virtual & Hybrid Events

OE Passport

Personalized Virtual Conference Experiences

OE Central

Streamlining Conference Management

Knovio

Their Powerful Smart Media Platform

OpenExchange.tv

Every business day, OpenExchange.tv gathers the investment world's most savvy minds and voices and most current research into a single online destination for financial analysis and insight.

POSITION:

OpenExchange recently added three senior executives and are looking to complete the leadership team with a collaborative **Chief Financial Officer** ("CFO") with global perspective. They have completed two acquisitions and a groundbreaking partnership in the last quarter and anticipate more in 2022. Further, the company has scaled 10X in the last year and recently completed Series D round at \$300 million valuation. They are seeking a CFO that can get beneath the numbers to better articulate the story to future investors.

Reporting to the CEO, the CFO directs and oversees all financial activities of the company and is responsible for providing strategic advice as well as financial and administrative leadership to the Executive Leadership Team ("ELT") and Board of Directors. The newly hired CFO is expected to have a broad impact on the future success of the company and to partner with the business team to help develop a more global footprint for the business.

POSITION DESCRIPTION:

- Drive the company's Finance function with an emphasis on performance improvement, providing quality management information and furthering the development of systems, processes, and metrics;
- Provide ELT and the Board with forward-looking projections to better anticipate both short- and long-term business outcomes;
- Prepare current financial reports as well as summaries, budgets, forecasts, planning, and analyses to support business decisions;
- Establish and maintain strong relationships with senior executives to identify their financial planning and analysis needs and participate in providing company-wide business solutions;
- Develop and direct the implementation and impact analysis of strategic business and/or operational plans, projects, programs, and systems;

POSITION DESCRIPTION

- Serve as the principal interface with investors and shareholders with respect to the financial performance of the company; maintain the necessary capital structure to support the company's anticipated growth;
- Create a disciplined Finance organization that is strategically defined and aligned to support the growth or the business going forward and is highly competent to provide timely, accurate, and transparent internal and external reporting;
- Lead hiring and on-boarding activities associated with the Finance team;
- Develop and refine the company's internal financial processes and policies needed to support their growth strategy;
- Lead and support ongoing process improvement projects; perform an enterprise assessment to identify areas of risk and possible plans to mitigate identified risks;
- Lead the annual budgeting process and third-party audit process to timely completion, maintain the company in good standing with all taxing and regulatory authorities;
- Analyze cash flow, cost controls, and expenses; work with the various business heads to suggest and implement improvements;
- Develop the Finance and Accounting organizations as needed;
- Assist in driving accountability for both performance and integrity across the organization.
- Play an active role in any future M&A efforts.

QUALIFICATIONS:

Education

- Bachelor's degree in finance or accounting;
- Advanced degree (CPA or MBA) highly desired;

Professional Qualifications

- Proven track record of senior financial leadership experience with at least 15 years in a CFO or senior financial management role within a high growth cutting edge environment;
- Strong strategic focus: demonstrated leadership of a lean financial and administrative organization and the ability to work at all levels of the organization;
- Ability to drive current and future external investor relationships and decisions including Private Equity partners and a possible future IPO process;
- Ability to handle confidential matters and think strategically;
- Previous experience with ERP systems like Microsoft AX is preferred;
- Capable of developing financial projections, 13-week cash flow forecasts, budgets, etc.

POSITION DESCRIPTION

Personal and Professional Characteristics and Competencies

- A leader, doer, and collaborator (not always a delegator);
- "Hands-on" manager; mature with presence; commands and earns respect;
- Experience developing Finance and Accounting organizations with accountability (hiring, evaluations, and coaching);
- Ability to quickly establish credibility and be decisive;
- Attention to detail and metrics; ability to provide critical thinking with proven skills to drive change and action throughout an organization;
- Highly analytical with the ability to translate complex ideas into simple, actionable recommendations and to communicate those ideas effectively;
- Results-oriented with the ability to optimize multi-variable inputs and constraints;
- Communication skills (written and verbal) consistent with a senior manager or executive;
- Participative management style that embraces the team concept;
- Well-developed interpersonal skills and ability to work well with diverse personalities external constituencies; strong negotiator;
- Cultural sensitivity; excellent conflict resolution skills;
- Generally displays confidence and a will to achieve but is also approachable and humble;
- Ability to make decisions using imperfect operating data;
- Ability to coach managers in how to plan and lead improvement initiatives as well as how to manage change.

■ SENIOR MANAGEMENT:



Mark Loehr
Chief Executive Officer, Board Member

Mark is a seasoned leader with extensive experience in the financial sector. Mark's vision for OpenExchange is driven by his ability to see where traditional financial services are enhanced by technological advancements. He was previously CEO of Soundview Technology Group and, through its acquisition of Soundview, an EVP of Charles Schwab Corp. Before Soundview, Mark was the head of investment banking of the firm's predecessor, Wit Capital, the first online investment bank, known for pioneering innovation to the distribution of IPOs. Earlier in his career, he was with Smith Barney, and was president of Smith Barney Pacific, head of global equity sales and head of equity capital markets. Mark currently serves on the board of Proctor Academy. He earned his BA in economics from Cornell University.

POSITION DESCRIPTION



Allen Deary
Chief Operating Officer

A seasoned entrepreneur and technology executive, Allen has a 25-year career in founding, building, investing in, and leading technology startups, including his recent role as Chief Operating Officer of KnowledgeVision Systems, which was acquired by OpenExchange in October 2019. Allen brings his experience in building and managing global software development and service delivery teams to lead and grow a global service organization for OpenExchange. Prior to KnowledgeVision and OpenExchange, Allen was Senior Vice President of Hitachi Consulting's Outsourced Product Development unit, delivering services from development resources in China and India to clients in the US, Europe, and Asia. He has founded and/or led numerous technology companies, including Sierra Atlantic, CYA Technologies, ArrAy Incorporated, Human Asset Technology, and Peritus Software Services.

■ WHY IS THIS A COMPELLING POSITION?

OpenExchange is looking for passionate and talented individuals who want to help shape the future of virtual communications.

High-energy environment

Constant opportunities for personal growth and advancement

Advanced video technologies

Work with the latest virtual meeting tools and techniques

Global footprint

Collaborate with colleagues in more than a dozen countries

Important challenges

OE is summoned for the most significant meetings & conferences

Supportive culture

An "all for one and one for all" attitude pervades the organization

Make a difference

Measurable impact, from information transparency to climate change

Their people have always been the key to their success. They try to pay that forward every day.

Remote work opportunities

Work-from-home is the rule, not the exception

Continuous learning

Acquire technical and communication skills with life-long benefit

Generous mentors

OE is full of experts eager to share what they know

Competitive benefits

Complete health, dental, vision, matching 401(k), and perks program

Accelerated learning curve

OE's own video tools help get new team members up to speed quickly

Advancement opportunities

Their high-growth environment encourages those who want to grow with them

POSITION DESCRIPTION

INTERVIEW PROCESS

ZRG provides our client companies with best-in-class hiring process grounded in fact-based measurements and information. We believe finding the best people for a role involves closely matching exact skills and attributes of candidates to the highly specific needs of our clients. Our entire process is built around providing a superior level of quality candidates to our clients who fit the specifications clearly. To accomplish this, we utilize our patented Z Score hiring process, which provides for improved hiring results and better fits for candidates and employers. To this end, our interview process with our client has been carefully discussed and will include:

1. Initial Interviews with ZRG Partners
2. Presentation of Long list of candidates to Client for approval
3. Green light from Client to proceed to Round 2 for selected candidate(s)
4. Face-to-Face Interview with key members of the management team to confirm match and culture fit
5. Finalists will complete Z Score On-line assessment process to compare individual behavioral and intellectual traits to our hiring database for similar positions we have filled. It will take a candidate about 60 minutes to complete an on-line assessment process to help everyone ensure this is the right role and fit (skills, management style, and culture)
6. Offer Presentation with ZRG Partners
7. Start with Client

ABOUT ZRG PARTNERS

For more than 20 years, ZRG's data-driven approach to executive and professional search has been changing the way clients think about how to find top talent. Today, ZRG is one of the fastest-growing firms in the search industry and provides a full suite of executive, middle management, project, and interim search solutions globally through offices in North America, Europe, South America, Asia, and Middle East/North Africa. It's time to stop searching and start building with ZRG.



MICHAEL CASTINE

Managing Director

mcastine@zrgpartners.com

+1.203 536-3636

Michael Castine is a Managing Director at ZRG, with more than 30 years of experience as an executive recruiter and consultant to senior leaders of the asset, wealth management, and banking industries. He has deep experience recruiting CEOs, Presidents, Chief Investment Officers, Portfolio Managers, Heads of Distribution, and other key senior executives in traditional and alternative investment firms, registered investment advisors, hedge funds, family offices, banks, insurance companies, endowments, and foundations.

Before ZRG, Michael served as a partner of Ridgeway Partners. Prior to Ridgeway, Michael served as the Global Chairman, Asset and Wealth Management for Korn Ferry, working on senior-level recruitments, board work, and succession planning. Michael was also one of the partners who sold the Highland Search Group to TMP/Monster. At TMP, he was responsible for all global business sectors. His previous experience includes serving as the global co-head of all financial services with an emphasis on asset and wealth management for Spencer Stuart. [Link to complete bio for Michael Castine.](#)

POSITION DESCRIPTION



BRUCE ROBERTSON

Managing Director, Head of Financial Officers Practice

brobertson@zrgpartners.com

+1.203.952.9997

Bruce Robertson is the global head of ZRG's Financial Officer Practice and a senior member of the firm's Chief Executive Officers and Board Recruiting Practices. His primary focus is in the C-suite, with a strong emphasis on financial officers across the consumer, industrial, hospitality, and health care sectors. His clients range from Fortune 500 companies to those financially sponsored by leading private equity firms.

Over the past 30 years, Bruce has been a leader in the executive search industry, having counseled Chairman, Presidents, and CEOs on a wide range of talent and leadership issues. Bruce joined RSR Partners from Heidrick & Struggles where he was a Managing Partner and senior member of their CFO Practice and head of their North American CMO Practice. Before Heidrick & Struggles, he was a Managing Director at TMP and Norman Broadbent Associates. There, he was instrumental in launching its U.S. operations, as well as leading the London-based firm toward competing globally. Bruce began his career with Allstate Insurance Company, EDS, and Prudential Bache. Bruce is a graduate of the University of Pittsburgh.



KEN MARTIN

Managing Director

kmartin@zrgpartners.com

+1.617-571-3211

As a Managing Director of ZRG Partners, Ken Martin collaborates with dynamic organizations on their senior-executive talent acquisition needs. With both an academic and professional foundation in accounting and three decades of leading senior-level searches, Ken has in-depth relationships with some of the best finance and operation executives in the US. He takes each search personally and truly enjoys meeting with his clients' key leaders to contribute to the hiring strategy. Ken's candor along with his perspective as an objective advisor has repeatedly assisted companies with shaping hiring processes, identifying executive candidate profiles, evaluating cultural fit, and preventing hiring mistakes.

He's led searches for executives and leaders at many distinguished organizations across several industry sectors including Life Science, Tech, Consumer Brands, Pro Service, and PE/VC-backed. Prior to joining ZRG, Ken spent 25 years within the WinterWyman's companies, including the last several years as a Senior Vice President in their Executive Search practice. Previously, he spent several years in corporate accounting before shifting to a career in recruiting.

Ken received a bachelor's degree in accounting from Bentley University and served as President of their Downtown Business Association for several years.

POSITION DESCRIPTION

He is heavily involved in the community and serves on the Northeast Board of Directors for the American Cancer Society, is on the Corporate Council for Hope Lodge Boston and was the past Chairman for four years, and is on the Board of Directors for the Greg Hill Charitable Foundation and the Verma Foundation.



JANET CARL
Managing Associate
jcarl@zrgpartners.com
+1.484.489.0253

Janet Carl joined ZRG Partners in 2018 as a Managing Associate. A highly accomplished search consultant, she has over two decades of experience recruiting C-level executives. Janet's focus includes venture-backed companies and Fortune 500 companies across multiple industries and functional areas, including CEOs, COOs, CFOs, and Board members. Janet earned a Bachelor of Science degree in Finance from the University of Virginia, McIntyre School of Commerce.

■ OPENEXCHANGE IN THE NEWS:

August 31, 2021

[OpenExchange to Acquire Nucleus195, Opening Virtual Channel for Independent Research](#)

August 17, 2021

[OpenExchange Ranks #183 on Inc. 5000 List of Fastest Growing Companies in America](#)

July 29, 2021

[OpenExchange Unveils London-Based Event Centre for Virtual and Hybrid Investor Events](#)

July 21, 2021

[Business Insider: OpenExchange among "Promising Fintechs...Revolutionizing Wall Street"](#)

June 30, 2021

[OpenExchange Raises \\$23 Million to Support Complementary Acquisitions, Continued Organic Growth](#)