

Gerard Varjacques

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Chief Executive Officer (CEO) / Chief Operating Officer (COO) Chief Revenue Officer (CRO) / Global Head of Sales

Results driven manager with 30 years of experience in FinTech: Managed P&L, Delivered Margin and Value for Shareholders, Transitioned Business Models, Drove Execution on Disruptive Strategies, Developed Organizations across Product Segments, Led Sales Teams in Multinational Environments.

Experience

HABOKER CONSULTING LLC NEW YORK **2016 – Present**
Founder & CEO

*This Consulting Firm helps companies motivate their Salesforce and optimize their Execution capabilities. It relies on a multi-year experience in various types of international organizations across diversified Clienteles. Haboker advises Growth Companies on their initial GTM plan and commercial strategy. Has been involved in multiple domains: FinTech (Market Data for **easyfeed**, Blockchain for **BlockFund**); Autonomous Vehicle industry (for easymile); Toll and Brigde payments (for TollPays).*

Capitolis NEW YORK **May/Dec – 2022**
Global Head of Sales

Capitolis is a financial technology company that unlocks capital constraints, enabling greater access to more diversified capital and investment opportunities. Thanks to advanced technology and deep financial structuring expertise, Capitolis connect global banks possessing scalable origination capabilities with institutional investors that provide meaningful capital. Capitolis recently raised \$110 million in Series D funding.

Scale the sales organization to the next level of client coverage to further accelerate growth. Focus on Execution and Sales processes: pipeline, Business Reviews. Define KPIs and develop accountability.

M Science NEW YORK **2019 – 2022**
Global Head of Sales

MScience is a data-driven research and analytics firm combining traditional predictive research and alternative data. Founded in 2002, it is part of the Jefferies/Leukadia investment portfolio.

Manage and motivate a team of 15 people. Bring Sales processes and working framework. Define quotas, create and implement totally new commissions plans. Enforce usage of CRM in a professional manner. Create reporting structure and instill accountability. Limit churn by implementing systematic Risk Assessment. Motivate and bring Sales Team to close New Business again, after 2 distressed quarters.

ICAP **2011 - 2016**

World's largest InterDealer Broker and leading markets operator of post trade and information services. The Group provides services that match buyers and sellers in the wholesale markets in interest rates, credit, commodities, FX, emerging markets and equity derivatives through voice and electronic networks. (Worked for 2 sister-companies of ICAP Group).

• **EBS** NEW YORK **2013 – 2016**
Global Head of Sales

Responsible for a Sales team of 45 people disseminated across the World (US, UK, Continental Europe, Singapore, Hong-Kong, Sydney, Tokyo); Moved the organization from “broker” to “vendor” methodology (Solutions Selling); Defined targets, compensation plans and KPIs; Increased New Clients acquisition (240 New Names signed in 2 years) and penetration in New Geographies (50+ countries); Reached 120% of Target. Member of the Executive Team of 12. Revenue: \$230M – 450 people.

December 2022

- TRAIANA NEW YORK 2011 – 2013
Chief Operations Officer (COO)

Defined and optimized inter-actions among Executive Team Members (10) by implementing and following up Action Plans; Restructured contract process which significantly increased efficiency and protection (average contracts turn-around: 48hours); Re-organized Sales Department; Improved MIS; Managed HR. Revenue \$75M – 300 people.

SUNGARD™ 2008 - 2011

One of the world's leading software and IT services companies; acquired GLTRADE in September 2008. SUNGARD provided software and processing solutions for Financial Services, Higher Education and Public Sector with annual revenue exceeding \$5bn as it was ranked 435 on the Fortune 500 in 2012. Has been acquired by FIS Group in 2015.

- Institutional Asset Management NEW YORK 2009 - 2011
Executive Vice President – Head of Distribution

In charge of Distribution of all IAM Solutions; Re-organized and managed Sales teams in the US, UK and Continental Europe; Defined objectives, developed accountability and increased level of execution by implementing targeted campaigns; Promoted development of Professional Services; Increased signature levels and grow the pipeline 2 folds in the first year; Management of the overall organization as Member of Executive Team (8 participants); Reach over performance of 104%. Revenue: \$211m – 900 people.

GL TRADE 1993 - 2008

Ranked among the world's leading providers of electronic trading solutions, this Paris listed company operated on more than 150 markets in 26 countries and employed 1,500 people, servicing 650 financial institutions worldwide. GLTRADE was purchased by SUNGARD in 2008.

- GLTRADE Americas NEW YORK 1998 – 2008
Chief Executive Officer & Partner
Member “Extended Group Management Board” (Top 12)

Founded, developed and managed GL Trade Americas.
Revenue: \$50m; 175 clients; 140 employees; Offices in NYC, Chicago, Philadelphia, San Paolo.

Defined strategy and launched US specific products; Reached break-even within 2 years and achieved CAGR in excess of 20% over 10 years (YoY recurring revenue of 70%); Supervised Key Clients relationships and main commercial proposals; Selected targets and organized two takeovers in late 2004: successfully integrated teams for a total of 50 people, rationalized product offerings, organized cross-selling, and delivered benefits of expected costs synergies.

- GLTRADE Europe PARIS, LONDON 1996 – 1998
Deputy General Manager - Head of Sales and Marketing

Achieved strong business growth leading to revenue increase from \$12m to \$28m in 2 years; Negotiated deals with Exchanges such as Matif, Brussels' Bourse, Italian Exchange (CedBorsa), Borsa de Valores Sao Paolo (Bovespa and BM&F) and Chicago Mercantile Exchange (CME).

Personal

Education:

1984/87 **Master in Engineering and Information Technology** – Ecole Centrale (Nantes-France)
1981/84 **Ba in Maths and Physics** – Lycee Saint-Louis (Paris-France)

Languages:

English, French (native)

Miscellaneous:

American Citizen

Interests include Biking, Classical music, and Bible study.