

# Role Specification

Chief Technology Officer



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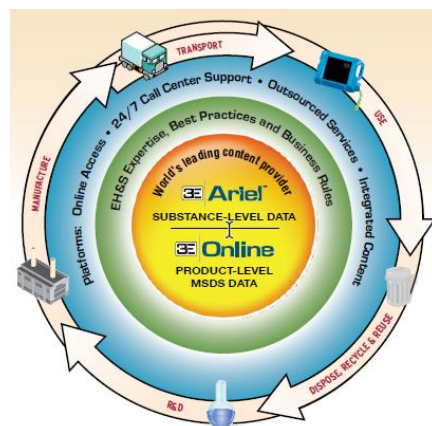
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# The Company

## Company Background

3E is the leading provider of intelligent compliance solutions that empower companies to reduce risk, drive continuous improvement, and create new growth opportunities. For more than 30 years, 3E has provided clients with the expertise, content, live 24-7-365 environmental health and safety (EHS) support, and award-winning solutions required to increase chemical and workplace safety, improve product safety and stewardship, strengthen supply chain stewardship, and optimize research and development decision support.

The company's flagship product, 3E Online-SDS is a powerful combination of outsourced services and an easy-to-use, web-based application that provides access to a customer's chemical inventory and associated Safety Data Sheets (SDSs) at all times. Instant Internet access, coupled with unprecedented round-the-clock support, provides companies a highly efficient and affordable method for complying with environmental, health and safety (EH&S), hazard communication and workplace safety regulatory requirements.



In March 2022, New Mountain Capital and Endicott Capital successfully acquired the 3E business from Verisk (Nasdaq: VRSK), where it previously served as a division of Verisk's energy and specialized markets segment. Verisk itself had acquired 3E in 2010, and subsequently integrated its 2019 acquisition of Content as a Service (CaaS) into the 3E business. Now again a standalone business, 3E enters its next phase of growth with plans for continued product innovation, substantial market expansion, and strategic acquisitions to further expand 3E's value proposition to its customers and partners.

New Mountain Capital is a leading New York-based investment firm that emphasizes business building and growth, rather than debt, as it pursues long-term capital appreciation. The firm currently manages private equity, credit, and net lease real estate funds with over \$35 billion in assets under management. Endicott Group is a New York-based investment firm with deep private equity experience. Through Endicott Capital, the firm invests exclusively in technology-enabled, B2B companies providing critical data and analytics to a wide range of sectors and end-markets. New Mountain will serve as the control investor.

Company Website: <https://www.3eco.com/>

New Mountain Capital: <https://www.newmountaincapital.com/>

Endicott Capital: <https://endicottgp.com/about/>

Company Press: <https://www.3eco.com/news-and-events-verisk-3e>

# The Role

## The Mandate

The Chief Technology Officer is a key member of 3E 's executive leadership team. Reporting directly to the CEO, the CTO holds the most senior product and technology office in the organization with overall responsibility for the company's product and technology strategy and execution.

This leader will be leading and growing a modern, world-class technology function by owning the company's technology strategy and direction, overseeing all engineering, QA, and IT. S/he will lead technological innovation while supporting the development of new products and management of products within the existing portfolio. S/he will also lead the integration, rationalization and optimization of the product portfolio, as multiple product lines were brought into the company through mergers. This effort aims to increase opportunities to cross-sell. This requires not only cutting-edge technology leadership, but also the business acumen to analyze technology decisions through a commercial lens, and the market insight to ensure that customer needs are appropriately considered in product strategy and roadmap development.

S/he will partner with the CEO and executive leadership team on possible technologies and strategies that could improve the company's products, as well as present this vision/roadmap to clients. S/he will serve as the "voice of technology" both internally and externally, providing strong connectivity with the other members of the executive leadership team.

To be successful, s/he will instill a level of discipline to the technology and product organization to ensure excellence in SaaS, hybrid cloud-based execution and delivery, as well as serve as a motivating leader who will lead and grow a global product and technology team.

## Role Location

The company currently has offices in Carlsbad, CA; Bethesda, MD; and Canton, OH. For the right candidate, a remote/commuting arrangement will also be considered.

## Compensation

The Company is prepared to construct a compelling compensation package consisting of base salary, incentive bonus, and equity participation that will present a meaningful wealth creation opportunity.

# Reporting to



**Edmund Webecke**  
Chief Executive Officer

As chief executive officer of 3E, Edmund Webecke leads a dynamic team of top EHS executives in creating enterprise compliance solutions that help make the world a safer place.

Edmund's passion for people and technology drives a winning business combination that accelerates growth through customer-centric problem solving and innovation. He is also instrumental in creating a focused, engaged, and purposeful corporate culture.

Edmund previously served as senior vice president of Business Development at Verisk's insurance business, where he directed business development globally, executive customer relationships, partnerships, mergers and acquisitions, contracts, and negotiations.

Edmund joined the Verisk family of companies in 1996 as a software engineer, moving into more advanced roles, including head of engineering, project manager, and general manager.

Edmund holds a JD from Concord Law School, an MBA from the David Eccles School of Business at the University of Utah, and a BS in music and computer science from Brigham Young University. Edmund has been an active member of the State Bar of California since 2006 and enjoys volunteering with youth groups in his community.

Company Bio: <https://www.3eco.com/about-verisk-3e/leadership-team#ewebecke>  
LinkedIn: <https://www.linkedin.com/in/edmund-webecke-58b47026>

# Candidate Profile

	Must have	Nice to have
<b>Critical Experiences and Capabilities</b>		
Proven ability to scale and manage a high-performing engineering organization for a complex, growing software/data business	○	
Successful track record of transforming and modernizing disparate systems to achieve a platform which is easily scalable, extendable, and maintainable	○	
Experience implementing best-in-class, modern development processes (e.g. Agile, DevOps and CI/CD)	○	
Exposure to emerging technologies (AI, ML, etc.) and experience implementing these technologies to accelerate and advance product development	○	
Deep experience with a modern, cloud-based SaaS product line	○	
Industry experience in information services		○
Experience working in a private equity-backed environment		○
<b>Personal Attributes</b>		
Dynamic, inspiring leadership; a clear vision and an ability to grow high-performing teams and create followership	○	
Results-oriented; decisive and demonstrated ability to work at pace	○	
High EQ/emotionally mature & self-aware	○	
Outstanding, direct and clear communication skills with the ability to collaborate and influence effectively across product / business lines and functions	○	
Character and integrity that aligns with the culture and ethos of 3E	○	

# Candidate Profile

## Core Competencies

### Results Orientation

- The ideal candidate will have proven ability to build and ship quality products and services in a fast-paced environment. S/he will have demonstrated the attention required to develop quality, scalable, and supportable products. As a leader, this person is driven to meet or exceed expectations, and displays the required determination and tenacity to move major initiatives forward.

### Technical & Functional Excellence

- The ideal candidate will be a mature technologist with expertise across SaaS solutions, operations and platform development. S/he must have technical breadth in addition to depth, with experience across heterogeneous environments, knowledge up and down the technology stack, and demonstrable expertise developing, deploying and integrating cloud-based software solutions at a meaningful scale.

### Team Leadership

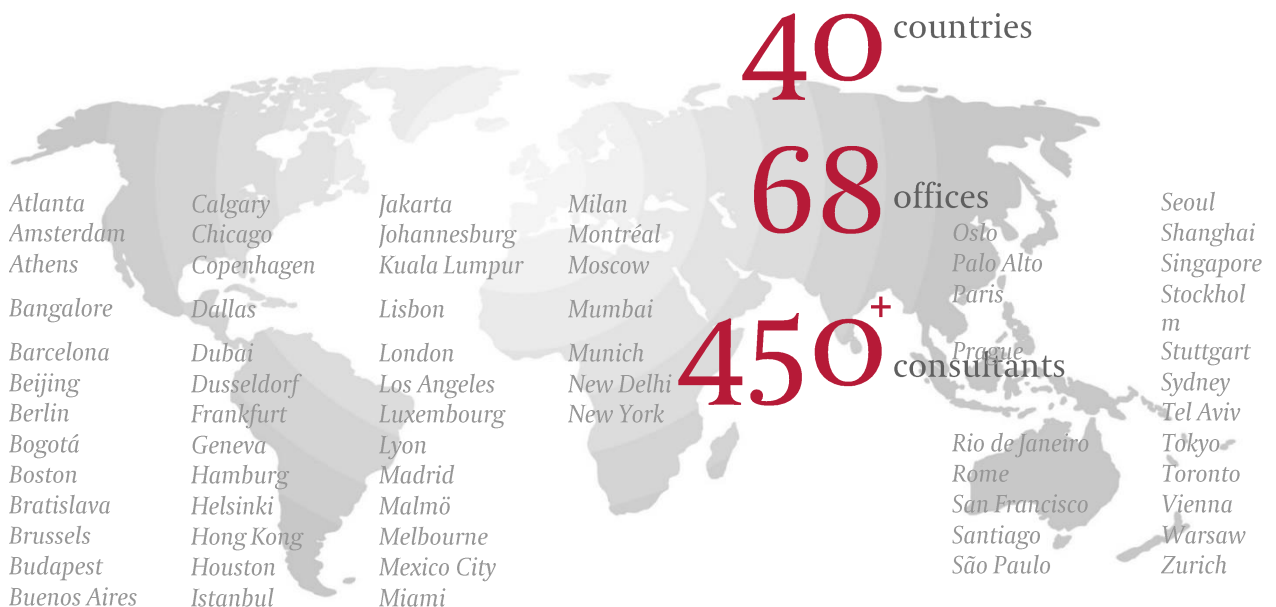
- The candidate will have demonstrated the ability to create a unified culture and motivate a technology team to work together to meet or exceed expectations. S/he must also fortify the capabilities of the team as necessary via internal development and via the external recruitment of top talent. S/he will have a track record of thoughtfully setting stretch goals, then creating and sustaining team motivation and focus around those goals

### Collaboration & Influencing

- The successful candidate will have demonstrated a remarkable ability to influence leaders across key business units and key functional areas in order to ensure alignment on the priorities of the technology organization and to facilitate a proactive dialogue with the company's leadership team on the possibilities and constraints of the business.

# About Egon Zehnder

Egon Zehnder is the world's leadership advisory firm, sharing one goal: to transform people, organizations, and the world through great leadership. We know what great leaders can do and are passionate about delivering the best leadership solutions for our clients. As One Firm, our more than 450 Consultants in 68 offices and 40 countries bring our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and nonprofit and government agencies to provide Board advisory services, CEO search and succession, executive search, executive assessment, leadership development, and organizational transformation. We share a commitment to and pride in doing work that contributes to successful careers, stronger companies, and a better world.





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