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Week of April 6 – 12, 2026

AI-reshaped GTM · funding, exec moves, RIFs, launches.

THE WEEK IN BRIEF

- 01** Brex headline week. Capital One closed the \$5.15B acquisition Apr 7 (\$2.56B cash + 10.6M shares) with ~\$1B committed to integration + retention over 3 years. Pedro Franceschi stays CEO, reports to Capital One's Frank LaPrade.

- 02** Brex GTM leadership is freshly stacked – two CROs (Adamic, Marker) plus an SVP BD added Feb 2026. That structure does not survive integration; one CRO exit is a marquee 2026 placement.

- 03** Harvey + Axiom partnership (Apr 8) bundles Harvey's AI with Axiom's contract-lawyer placement for in-house legal – first major non-Big-Law channel and a Fortune 500 legal-ops push.

- 04** Mercury reportedly in advanced talks for a \$5B+ round (Apr 7). \triangle Rumor-stage, not confirmed. Passive-research positioning only – do not pitch a search on a rumor.

- 05** 11 hidden hires surfaced across 3 signals. Post-M&A retention apparatus is the week's highest-yield section.

01 Funding Signals

1 EVENT

FUNDING · REPORTED TALKS

APR 7

3 · WATCH

Mercury — reportedly in advanced talks for \$5B+ valuation round (⚠️ rumor — not confirmed)

Multiple outlets reported on Apr 7 that Mercury is in advanced talks for a new round at a \$5B+ valuation. The round has not closed — these are negotiation-stage reports, not announcements. Mercury's last confirmed round was a \$300M Series C at \$3.5B in March 2025. Pattern: a 40%+ valuation bump at this stage almost always underwrites a distribution build-out, not a product build-out. ⚠️ Treat as rumor until a primary-source confirmation lands.

BETTS ANGLE

FEE POTENTIAL

\$1.3M+

CRO + VP BUILD + 15-AE POST-RAISE SCALE-UP

Exec + VP · **\$400K**

Team build · **\$900K+**

Rumors don't trigger real recruiter motion — you don't pitch a search on a report. The pre-positioning play is what matters. Mercury has founder-led GTM that will break at \$5B valuation; the scale-up banking motion has the thinnest bench on the watchlist. Betts play: passive research only. Build the Mercury-alumni-mid-career shortlist now, so when the round confirms, outreach is already warm. Do not pitch a search on a rumor — reads as vulture and burns the relationship before the round closes.

ROLES LIKELY TO OPEN · next 60-90 days

VP Enterprise Sales (scale-up banking)

CRO (full-GTM ownership)

VP Product Marketing (ICP definition)

Director Sales Enablement (founder-led to rep-led)

Regional Director Sales (first regional expansion)

Mid-market AE cohort (15 seats, post-round)

Senior SDR Manager (founder-led to rep-led motion)

HIDDEN HIRES — *they probably don't know yet*

VP International GTM (UK/EU first) — \$5B round + US-saturated founder-led SMB motion = international is the thesis underwriting the bump. Mercury has no named international GTM leader today.

Head of VC / Accelerator Channel — Mercury's SMB pipeline runs through VC and accelerator referrals. That's a channel today, not a program — it needs a dedicated owner to productize for scale.

Director of Enterprise Finance Ops (vertical GTM) — Same pattern as Ramp — as the product pulls vertical, the GTM has to follow. Mercury's buyer is shifting from founder-CEO to CFO; no named vertical GTM lead today.

SOURCE · The Information (reported) · [△ verify](#)

02 Executive Signals

1 EVENT

EXEC · ACQUISITION CLOSE

APR 7

5 · HOT

Pedro Franceschi · CEO (retained, reports to Frank LaPrade) — *Capital One closes \$5.15B acquisition — ~\$1B integration + retention spend over 3 years, Pedro reports to Frank LaPrade*

Capital One closed its acquisition of Brex on Apr 7 at \$5.15B — \$2.56B cash plus 10.6M Capital One shares. Pedro Franceschi stays CEO but now reports to Frank LaPrade at Capital One. Capital One committed \$1B over three years to integration and retention compensation — an explicit golden-handcuff warchest, not a normal acqui-hire line item. Brex is kept as a separate unit, not folded into Capital One's card-products org. Backdrop matters: Brex cut 20% of staff in Jan 2024 ('we grew too quickly' — Pedro) and then rebuilt GTM leadership in Feb 2026 by adding two Chief Revenue Officers (Doug Adamic, Garrett Marker) plus an SVP BD (Marco Mahrus). A two-CRO structure does not survive a post-close integration.

BETTS ANGLE

FEE POTENTIAL

\$3.2M+

CRO SWAP + VP BUILD + 30-AE CAPITAL ONE
CO-SELL SCALE

Exec + VP · **\$700K**

Team build · **\$2.5M+**

Three hiring waves stack on top of each other here. (1) Immediate (0-60 days): Capital One co-sell specialists — F1000 enterprise sellers to stand up the joint motion with Capital One's existing card-and-banking book. Net-new ICP for Brex's SMB-rooted field org. Frank LaPrade is the organizing buyer for this wave. (2) Medium-term (90-180 days): the two-CRO structure consolidates. One of Adamic or Marker stays; the other is a marquee exit and a marquee placement. (3) 12-18 months: retention cliffs hit. \$1B of retention spend means Capital One KNOWS the flight risk; Betts's job is mapping who takes the cash and leaves anyway (most do) vs. who's priced-in-to-stay (don't waste cycles). Betts play is triple: inbound to LaPrade's org for the VP Enterprise Sales search (Capital One co-sell); outbound mapping of mid-tenure Brex VPs (3+ years, vesting in '26-'27); passive Adamic-vs-Marker research now so the outbound pitch is ready when the consolidation lands. Warm intro path: Thrive Capital, DST Global, or Affirm alumni who bridge Brex and Capital One graphs.

VP Enterprise Sales (Capital One F1000 co-sell)

Director Strategic Alliances (Capital One channel integration)

VP Product Marketing (Brex + Capital One joint positioning)

Director Integration RevOps (CRM + data merge)

Regional VP Sales — West Coast (mid-market retention)

Regional VP Sales — East Coast (Capital One whitespace)

Director Customer Success, Enterprise (Capital One cross-sell)

Director Sales Enablement (dual-motion AE retooling)

Enterprise AE cohort (15-20 seats, F1000 co-sell)

Mid-market AE cohort (West + East regional builds)

HIDDEN HIRES — *they probably don't know yet*

VP Brand Strategy (parent-brand vs product-brand) — Acquisitions at this scale always trigger parent-vs-product brand tension. Brex has a distinct founder-voice; Capital One is a brand giant. Neither has a named owner for the tension today.

Head of Enterprise Partnerships (F500 co-sell) — The Capital One integration unlocks co-sell with Capital One's F500 card and banking book. Brex's partnerships org was built for mid-market SMB; enterprise co-sell is a different muscle with no named lead today.

Director of Retention / Stay-Bonus Engineering — Capital One's ~\$1B in integration + retention spend over 3 years implies a dedicated People Ops lead for stay-bonus mechanics — vesting triggers, bar raiser loops, cliff renegotiation. Standard post-close build; public signal would come 60-90 days out.

VP International GTM (EMEA + LATAM) — Capital One has UK consumer-card exposure; Brex has LATAM corporate-card beachhead (Pedro is Brazilian). The merged international thesis needs a named owner — no integrated international GTM leader today.

Head of Developer / API Ecosystem — Brex's API-first business is underdeveloped relative to what a bank-scale distributor like Capital One can scale. Productized partnerships need a dedicated leader; today it lives inside product, not GTM.

04 Product Launch Signals

1 EVENT

LAUNCH · PARTNERSHIP

APR 8

4 · WARM

Harvey + Axiom — *Axiom adds Harvey to its in-house legal AI Tech+Talent portfolio*

On Apr 8, Axiom — the largest alternative legal services firm for in-house legal teams — added Harvey to its AI Tech+Talent portfolio. The partnership bundles Harvey's AI with Axiom's contract-lawyer placement business for in-house legal departments. This is Harvey's first major non-Big-Law distribution deal and a direct shot at Fortune 500 legal-ops buyers — a different ICP from the law-firm-partner motion Harvey was built on.

BETTS ANGLE

FEE POTENTIAL

\$575K+

VP ALLIANCES RETAINER + IN-HOUSE LEGAL AE BUILD

Exec + VP · **\$225K**
Team build · **\$350K+**

Partnership-led distribution at Series E scale always triggers a named Alliances or Partnerships leader within 90 days. Harvey's existing partnerships org is Big-Law focused (legal-tech integrations with iManage, NetDocuments). In-house legal ops is a net-new motion. Betts play: inbound — pitch the VP Alliances or Director Strategic Partnerships search; the Axiom deal is warm air cover ('we saw the in-house push, here's how we staff for it'). Outbound — former DocuSign CLM / Ironclad / LinkSquares field reps who sold to General Counsels; they're the tightest hire-from pool for Harvey's in-house rollout.

ROLES LIKELY TO OPEN · next 60-90 days

VP Strategic Alliances (in-house legal ICP)

Director Enterprise Sales (F500 legal ops)

Product Marketing Lead (in-house vs Big Law)

Solutions Engineering Lead (in-house workflow)

Sales Development Manager (legal ops)

Enterprise AE cohort (in-house legal, F500)

HIDDEN HIRES — *they probably don't know yet*

Head of Legal Ops Community — Every category leader hits a point where community becomes the #1 pipeline source. In-house legal ops has a small, tight-knit buyer community (CLOC etc.); Harvey has no named community lead publicly.

VP Verticalized GTM (Financial Services Legal) — Axiom's F500 book skews heavily financial services. Harvey's horizontal motion is pulling vertical; a banking-vertical GTM lead is a near-certainty inside 12 months.

Director of Channel / Reseller Programs — The Axiom deal is channel-#1 for Harvey. One channel deal is a strategy; two is a program — a program needs an owner. Harvey has no public channel org and no named channel lead today.

SOURCE · Axiom press release

05 The Recruiter Playbook

3 HYPOTHESES

Three specific outreach moves for this week — who to call, what to say, why now.

FEE CEILING THIS WEEK

\$5.1M

full build — every role on the hiring plan

ACTIVE SIGNALS

3

scored 3 or higher · ≥ 1 placeable role

HIDDEN HIRES SURFACED

11

predicted roles the client hasn't posted yet

1

Brex — run three parallel plays against one acquisition.

Play A (inbound, 0-60 days): pitch Frank LaPrade's Capital One integration org for the VP Enterprise Sales search — F1000 co-sell is net-new ICP for Brex's SMB-rooted field, which means the hire doesn't come from inside. Play B (outbound, 90-180 days): the two-CRO structure (Adamic + Marker) does not survive integration. Open passive research on both today so the outbound pitch is warm when the consolidation lands. Play C (longer arc): \$1B retention budget vests on 12-18 month triggers — Director+ Brex VPs with 3+ years tenure enter quiet-shopping window starting Q3 2026. Build the alumni map now.

→ INTERNAL BETTS SYNC FRIDAY — DIVIDE THE THREE PLAYS ACROSS THE TEAM; 30 TARGET NAMES ACROSS BREX CURRENT + ALUMNI BY END OF NEXT WEEK.

2

Harvey Alliances pitch — lead with the Axiom play as proof, not pitch.

Harvey's Alliances org is Big-Law-shaped; Axiom opens a net-new in-house legal channel. Pre-qualify 1-2 candidates before pitching the search (standard play — warm candidate beats cold pitch). Target pool: DocuSign CLM, Ironclad, LinkSquares field leadership, plus former Axiom executives now in legal-tech GTM. The inbound memo leads with 'here's the VP Alliances candidate your Axiom deal just created a job for' — not 'we'd like to run your search.'

→ TWO PRE-QUALIFIED CANDIDATES BY WEDNESDAY; WARM INTRO TO HARVEY'S COO ORG BY FRIDAY.

3

Mercury — passive research only. Do not pitch on a rumor.

Mercury's \$5B+ round is rumor-stage (Apr 7 reporting). Pitching a search now reads as opportunistic. The play is to have the research done by the time the round prints. Map Mercury VPs who've been there 2+ years; identify the 3 gaps most likely to open on close (VP International, Head of VC Channel, VP Enterprise); draft the positioning memo now so the inbound is hours-not-weeks behind the announcement.

→ MERCURY VP-BENCH MAP BY END OF NEXT WEEK; MEMO DRAFTED BUT HELD.