



| CHIEF EXECUTIVE OFFICER | MARCH 2026



BeecherHill

## Company Overview

Rev1 Ventures is a nationally recognized nonprofit venture development organization dedicated to advancing high-growth, technology-based entrepreneurship in Central Ohio and the Midwest. The organization provides founders with structured advisory services, curated networks, specialized programming, and dedicated innovation space aligned with the future of work. Rev1 partners with entrepreneurs building scalable companies in SaaS/AI, deep tech, and life sciences, connecting them to experienced operators, corporate partners, research institutions, and early customers to accelerate commercialization and capital readiness. Supported by more than 60 corporate, community, and public-sector partners, including Ohio Third Frontier, Rev1 operates as a public-private partnership advancing tech-based economic development. To date, Rev1 has supported more than 1,600 startups and invested in nearly 200 companies, contributing to more than \$7 billion in cumulative economic impact. Through its integrated model, pairing venture services, corporate engagement, capital access pathways, and place-based infrastructure, Rev1 plays a central role in positioning Columbus as a leading Midwest hub for innovation-driven growth. Rev1's experienced team brings decades of operating, investment, and commercialization expertise. As the organization enters its next phase of focus and financial sustainability, disciplined execution, strategic clarity, and institutional stewardship are essential to sustaining and extending its impact.



## The organization operates through three integrated impact areas:



### ENTREPRENEURS

The Rev1 Venture Studio supports startups through a curated network of expert advisors and mentors, a peer community, specialized programming, events, and dedicated innovation spaces. Its programs are focused on targeted industries, including software/SaaS and tech-enabled IT businesses serving medium to large enterprises, such as HR tech, fintech, insurtech, digital health, and healthcare IT products. Additional focus areas include life sciences, encompassing therapeutics, drug manufacturing, medical devices, and diagnostics, as well as advanced technologies, including advanced materials, alternative energy, advanced manufacturing, sensors, hardware, and food and agriculture technologies.



### CORPORATES

Rev1's Venture Studio brings a lifetime of experience helping entrepreneurs build companies. Corporate and Research partners leverage this approach to bring innovations to market and engage with startups aligned to their business needs. Through partnership, organizations vet, engage with, and invest in new innovations. Partners also benefit from team access and market support, working collaboratively to source and engage with early- and growth-stage startups and to identify and execute priority opportunities aligned with corporate goals through a repeatable process.



### INVESTORS

Rev1 Ventures works in close coordination with R1 Capital, an affiliated but separately governed investment management company that manages more than \$170 million in venture capital across multiple funds focused on SaaS/AI, deep tech, and life sciences.

This coordinated model strengthens the regional capital continuum: Together, they contribute to a robust Midwest investment ecosystem while maintaining distinct governance and accountability.

Additional information about R1 Capital's active funds can be found at:

<https://www.rev1ventures.com/funds/>

# Core Values

Rev1's Core Values drive its work.



## ENTREPRENEUR FOCUSED

Placing the entrepreneur at the center of everything they do.

## DUAL-IMPACT DRIVEN

Building companies that are sustainable leaders in their respective industries and that positively impact the prosperity of their communities

## INTEGRITY

Ensuring transparency and intellectual honesty are at the core of every interaction.

## COLLABORATION

Serving as a catalyst for partnerships that support a thriving startup environment.

## PERSISTANT CURIOSITY

Fostering an encouraging environment that is always learning, always asking questions, and challenging assumptions.

## INGRAINED INCLUSION

Reflecting the diversity of their community, supporting access to entrepreneurship for ALL.



## Start Up Impact

For more than a decade, Rev1 has served as a cornerstone of Central Ohio's innovation economy while earning national credibility for its integrated venture development model. Since launching its venture platform in 2013, Rev1 has demonstrated consistent and measurable impact.



**1,600+**

Companies supported through advisory services & programming

**196**

Companies funded through early-stage capital pathways

**\$2.51B**

In follow-on capital attracted

**\$2.91B**

Exits achieved

**\$1.86B**

Cumulative startup revenue

**\$7.29B**

Total economic impact

Rev1's Venture Studio model—pairing venture services alongside early capital—has contributed to materially improved founder outcomes, with companies supported by Rev1 more likely to survive their first five years than comparable peers.

# Rev1's Market Position

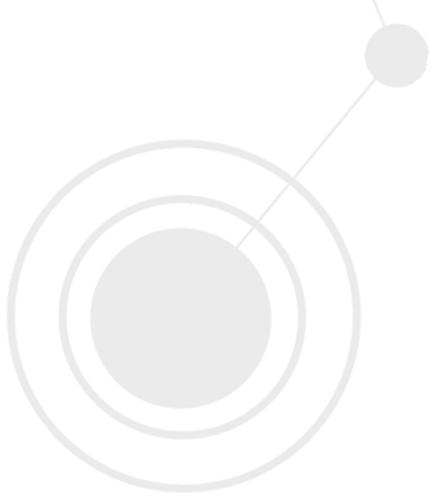
Situated at the center of Ohio and the Midwest's innovation ecosystem, Rev1 Ventures anchors the region as a catalyst for high-growth entrepreneurship, connecting founders to the capital, community, and resources needed to scale.

Through two complementary innovation spaces, Rev1 supports companies from spinout to scaleup.

**Rev1 at The Peninsula**, the organization's new HQ, is the largest city-supported innovation center in the nation dedicated to software and advanced technology startups. The space brings founders, scaleups, mentors, investors, and ecosystem partners together in a professional, collaborative environment aligned with the vision that Density + Proximity = Better Outcomes!

**Rev1 Labs**, the organization's long-standing home for startups in the Innovation District at The Ohio State University, is focused on life sciences and advanced technology spinouts emerging from research institutions including Nationwide Children's Hospital and The Ohio State University.

Together, these founder-focused environments reflect the evolution of how companies grow today—bringing density, collaboration, and momentum to the region while reinforcing Columbus' position as a national leader and the Midwest's hub for innovation-driven economic growth.



# The Opportunity



## Overview

Rev1 Ventures seeks a President & Chief Executive Officer to lead one of the nation’s leading and most respected nonprofit venture development organizations at a pivotal moment in its evolution.

This role presents a rare opportunity to steward a mature, high-impact venture platform while guiding it through a period of strategic focus and transition. Rev1 has reached a scale and level of credibility where disciplined leadership, institutional judgment, and long-term stewardship are critical to sustaining and extending its impact.

The President & Chief Executive Officer will serve as the chief executive and steward of Rev1’s nonprofit enterprise—responsible for setting strategic direction, ensuring organizational performance and financial sustainability, and advancing Rev1’s role as a trusted leader within the innovation ecosystem. Reporting to the Board of Directors, the CEO will lead through influence and alignment, partnering closely with the Board, senior leadership team, and key stakeholders.

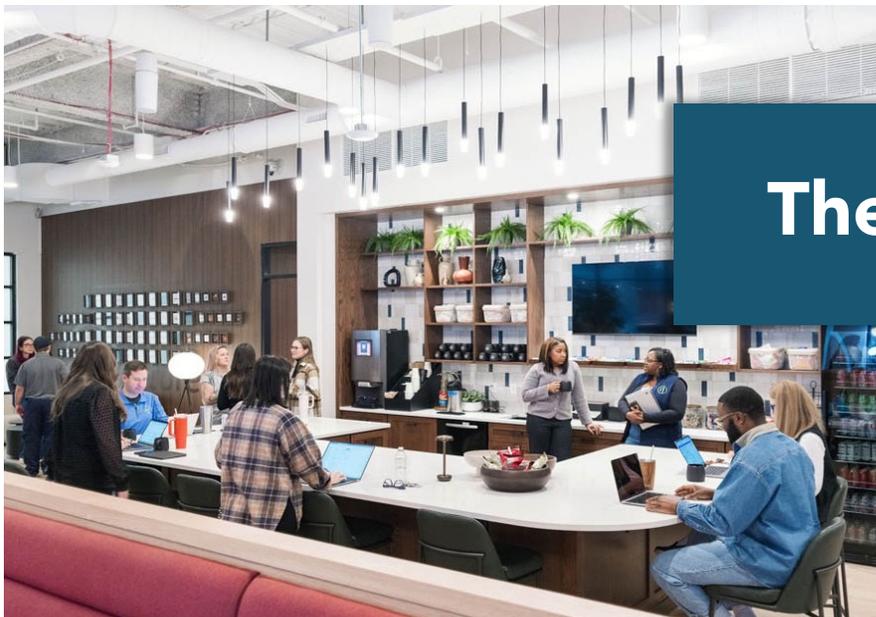
The organization is operating in an environment shaped by increasing competition for founders, talent, and capital; evolving public funding models; and growing expectations for measurable impact and accountability. The President & CEO will be charged with translating these dynamics into clear priorities, disciplined execution, and a compelling external narrative that reinforces Rev1’s national standing and long-term relevance.

## Strategic Context

The President & CEO will lead Rev1 in an environment shaped by several intersecting dynamics:

- **Structural clarity and coordination:** A dual-entity enterprise model that requires close coordination across related organizations while maintaining clear accountability and focus.
- **Financial sustainability and diversification:** Anticipated changes in public funding necessitate durable revenue strategies spanning philanthropy, corporate partnerships, earned income, and public-private collaboration.
- **Focus and discipline in a maturing ecosystem:** As the regional innovation ecosystem evolves, Rev1 must prioritize the services and partnerships that deliver the greatest impact.
- **Place-based innovation leadership:** Expansion of physical infrastructure aligned with the future of work and the needs of high-growth companies.
- **Rising external expectations:** Continued demand for Rev1 to serve as a trusted leader, convener, and advocate at the regional and national level.

Success in this role requires the ability to translate complexity into clarity, align stakeholders, and execute strategy with transparency and discipline.



# The Opportunity

## (continued)

### Key Priorities and Responsibilities

#### Vision, Strategy & Stewardship

- Lead Rev1’s mission, strategy, and organizational performance with a focus on tech-based economic development.
- Execute the organization’s multi-year strategic plan, providing clarity and accountability.
- Ensure alignment between programs, partnerships, infrastructure, and intended outcomes.

#### Fundraising & Financial Sustainability

- Serve as Rev1’s primary fundraiser.
- Diversify and grow revenue across philanthropy, corporate partnerships, sponsorships, earned income, and public-private collaborations.
- Ensure strong financial management, transparency, and long-term organizational resilience.

#### Organizational Leadership & Talent

- Build, develop, and retain a high-performing leadership team.
- Foster a culture of accountability, collaboration, inclusion, and continuous improvement.
- Lead organizational change associated with growth, funding transitions, and evolving operating models.

#### Community, Ecosystem & External Leadership

- Serve as a visible and credible representative of Rev1 with founders, corporates, research partners, universities, investors, funders, and public partners.
- Elevate Rev1’s profile through thought leadership, convenings, and strategic advocacy.
- Strengthen partnerships that advance inclusive, high-growth entrepreneurship.

#### Governance & Board Partnership

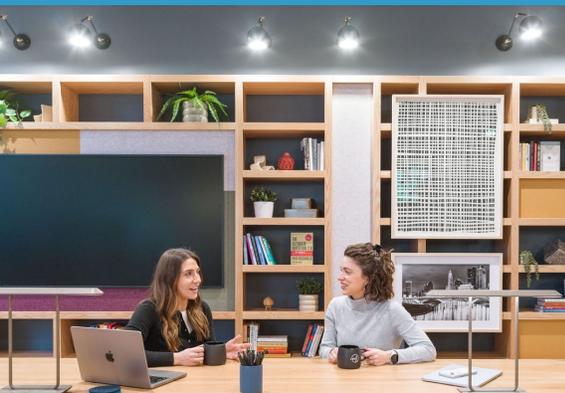
- Partner closely with the Board of Directors to align governance, strategy, and organizational performance.
- Lead an effective CEO–fiduciary Board relationship grounded in trust, transparency, and shared accountability.
- Provide regular, data-driven reporting on financial health, impact, and organizational effectiveness.
- Support Board development and succession.
- Work directly with Board committees, including finance, audit, and governance, to ensure strong oversight, compliance, and risk management.

#### Platform & Place-Based Leadership

- Provide executive oversight of Rev1’s innovation spaces and physical platforms.
- Partner with the City of Columbus, universities, and other stakeholders on place-based innovation initiatives.
- Ensure physical infrastructure supports mission outcomes and financial sustainability.

#### Enterprise Coordination

- Maintain strong working relationships across the broader Rev1 enterprise to ensure alignment between venture services, capital access pathways, and ecosystem outcomes.
- Support founder readiness for investment and effective engagement with capital partners through coordinated strategy and execution.



# The Opportunity

## (continued)

### Desired Experience and Attributes

- Proven experience serving as a Chief Executive Officer or equivalent enterprise leader of a complex enterprise, with direct accountability for organizational performance, strategy, and results.
- Senior executive leadership experience in a venture development organization, innovation platform, accelerator, economic development organization, or comparable nonprofit enterprise focused on the creation, funding, and growth of early-stage technology companies and commercialization of research-based technologies.
- Demonstrated experience leading an organization accountable to a fiduciary Board of Directors, including responsibility for financial oversight, executive accountability, and organizational risk.
- Direct experience supporting Board-level finance, audit, and governance oversight, including budgeting, financial reporting, audits, and compliance.
- A demonstrated record of fundraising and revenue diversification, including philanthropy, corporate partnerships, and public-private collaboration.
- Strong strategic judgment, operational discipline, and comfort with organizational complexity.
- Experience operating within complex, multi-stakeholder and multi-board environments.
- Credibility with entrepreneurs, innovation leaders, corporates, universities, investors, and civic partners.
- A leadership style grounded in collaboration, accountability, and stewardship.
- A clear commitment to inclusive entrepreneurship and long-term ecosystem impact.
- An orientation toward legacy-building, including attention to succession, governance strength, and institutional durability.

### Additional Qualifications

- An advanced degree (e.g., MBA, JD, MPA, or equivalent) is strongly preferred, reflecting the strategic, financial, and governance complexity of the role.
- Exposure to entrepreneurship, venture capital, or innovation ecosystems—through executive leadership roles, board service, investment committees, or institutional partnerships—is preferred.
- This role is best suited to leaders with experience building and leading organizations that support entrepreneurs, rather than founders seeking to transition into a venture development or platform leadership role.

# Tom Walker

## Founding President & CEO, Rev1



Tom Walker is the founding President & CEO of Rev1 Ventures and the Founder & CEO of R1 Capital. Over the past decade, he has built Rev1 into one of the nation's most respected nonprofit venture development organizations, supporting more than 1,600 startups and contributing to over \$7 billion in startup impact across the Midwest. Since launching Rev1's venture platform in 2013, Tom has led the development of an integrated venture studio model that pairs hands-on advisory services, corporate and research partnerships, innovation infrastructure, and early-stage capital pathways. Under his leadership, Rev1 has funded nearly 200 companies, helped attract more than \$2.5 billion in follow-on capital, and strengthened Columbus' position as a national hub for high-growth technology and life sciences startups. Tom also formed and manages multiple venture capital funds through R1 Capital, overseeing a continuum of more than \$170 million in capital under management. Across his 30+ year career in venture capital and innovation, he has participated in more than 200 investments and built funds that have achieved or maintained top-quartile performance.

A recognized national leader in entrepreneurship and innovation policy, Tom is a founding board member of the Angel Capital Association and has testified before the United States Congress on venture capital, life sciences commercialization, and entrepreneurial ecosystem development. He is the author of *The Entrepreneur's Path: A Handbook for High-Growth Companies* and a frequent contributor to *Forbes* and *Entrepreneur*.

Tom received his B.S. in Mechanical/Aerospace Engineering from the University of Oklahoma and his MBA from Oklahoma City University. He remains deeply committed to building durable innovation infrastructure that outlasts any single leader.



# Rev1 Team



The Rev1 team includes venture development specialists, nationally and internationally recognized advisors, mentors, and Executives-in-Residence with more than 120 years of collective experience as entrepreneurs, co-founders, and early-stage company team members. Their backgrounds span building and scaling startups, advising founders, and supporting emerging technology ventures.

## Executive Team

**Kristy Campbell**  
President & Chief Operations Officer

**Julia Dewey**  
Vice President, Corporate Partnerships

**David Dillman**  
Chief Financial Officer & Chief Compliance Officer

**Andrea O'Carroll**  
Managing Director, Venture Platform

**Alicia Oddi**  
Managing Director, Venture Services

**Amy Whetsell**  
Executive Administrator

## Board of Directors

**Sue Zazon, Chair**  
President, Central Ohio Region, Huntington Bank

**Kim Zavislak, Vice Chair**  
Columbus Office Managing Partner, KPMG

**David Dennis**  
VP, Strategy & Business Development, Cardinal Health

**Dennis Durbin, MD, MSCE**  
President, Abigail Wexner Research Institute at Nationwide Children's Hospital

**John Horack**  
VP of Research, The Ohio State University

**Chetan Kandhari**  
Chief Innovation & Digital Officer, Nationwide Insurance

**Jesse Longoria**  
SVP and Chief Strategy and Growth Officer, OhioHealth

**David Meuse**  
Senior Advisor, Stonehenge Partners & *Chairman Emeritus*, Rev1 Ventures

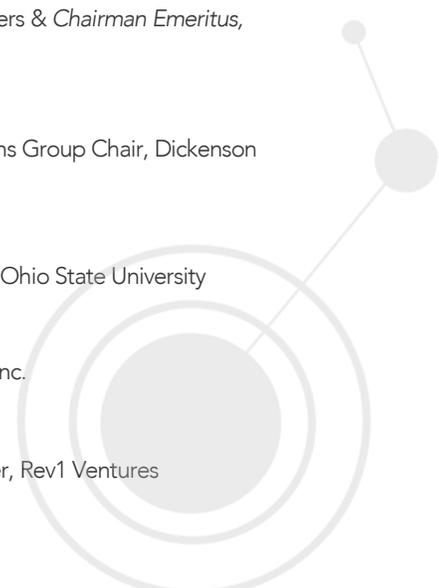
**Terrence O'Donnell**  
Member and Government Relations Group Chair, Dickenson Wright

**Mike Papadakis**  
SVP & Chief Financial Officer, The Ohio State University

**Amy Taylor**  
President, Downtown Columbus, Inc.

**Tom Walker**  
President & Chief Executive Officer, Rev1 Ventures

**Shaun Young**  
SVP, Operations, Nurx





**10%**  
MORE AFFORDABLE  
COST OF LIVING THAN  
THE U.S. AVERAGE

**14th**  
LARGEST CITY  
IN THE U.S.

**Top 10**  
BEST CITIES  
TO LIVE IN

### Affordable Housing

The Region’s relatively low cost of living combined with job opportunities at global organizations means residents’ salaries go further toward building their dream lifestyle. The Columbus Region’s booming growth means new houses, apartments, and condos are readily available alongside classic homes in the Region’s historic neighborhoods.

### Education

The Ohio State University dominates educational headlines in the Columbus Region for good reason, but the Region offers a wealth of options for students of all interests. As a modern and innovative city based in a state with strong blue-collar traditions, the community understands the importance of supporting both higher education and vocational institutions to build the talent pipeline businesses require.

### Art & Attractions

The Columbus Region has earned a national reputation for its energetic blend of arts and culture. Count on acclaimed museums to challenge your perspectives, and our culturally diverse food scene to introduce you to your new favorite cuisine. The Columbus Region is proud of its teams, from the Columbus Blue Jackets (NHL), the Columbus Crew (MLS), and the Columbus Clippers (MiLB) to hometown college football favorite The Ohio State Buckeyes. From foodies and fans to concertgoers and nature lovers, there are endless opportunities to explore in the Columbus Region.

### Innovation Catalysts

Technology companies like Amgen, Intel, Microsoft, Amazon, Meta, and Anduril have joined the growing list of Fortune 500 companies in Central Ohio, including Cardinal Health, Nationwide, American Electric Power, Huntington, and Vertiv that complement a burgeoning startup ecosystem fueled by research.

### Relocating to Columbus

The Columbus Region’s neighborhoods each offer its own distinct personality and charm. Whether you’re looking for fast city life and proximity to events, or the smaller-town speed and countryside views, the Columbus Region has it. Wherever you choose to put down roots, you’re never more than a 40-minute drive from most of the Region’s best amenities, from the bustle of the Short North to our beautiful and extensive metro park system. Learn more from the [Columbus Relocation Guide](#).

# Process of Candidacy



Rev1 Ventures is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status.

## BeecherHill

BeecherHill is pleased to partner with Rev1 Ventures on this important search. Please submit nominations, referrals and resumes with preferred contact information to our firm:

[rev1@beecherhillsearch.com](mailto:rev1@beecherhillsearch.com)

Questions/conversations:

Wilson Browning, President  
[browning@beecherhillsearch.com](mailto:browning@beecherhillsearch.com)

Matt Jauchius, Senior Managing Director  
[jauchius@beecherhillsearch.com](mailto:jauchius@beecherhillsearch.com)

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