As Chief Financial Officer at Tebra, a leading cloud-based healthcare technology platform, Dave Justus uses his extensive experience as a proven leader to help build and grow the business. He is responsible for Tebra’s financial departments, including finance and accounting.

Kareo and PatientPop merged in late 2021 to form Tebra. Dave had been with Kareo for more than three years as Chief Financial Officer and was excited to lead the integrated finance team.

Prior to Kareo, Dave led the exit readiness and execution for four successful M&A events of SaaS companies to top-tier private equity firms and strategic investors. In the last exit, Avetta sold for over $500 million after Dave transformed its financial profile and increased its valuation by 5x.

Dave’s career experience includes over 15 years in C-level positions with a broad range of hands-on operational roles beyond traditional CFO roles, including M&A, strategy, legislative, legal, and human resources functions. Additionally, Dave served as strategic thought partner to five different entrepreneurial CEOs and four different venture capital and private equity boards.

After three CFOs in four years, Dave was brought on board at Avetta to resolve foundational system, process, and people issues in order to position the company for scalable growth and a sell-side exit. Dave transformed its resource allocation strategy, putting the company on a long-term path of sustained profitability while maximizing earnings under Rule of 40; built strategic partnerships; established a buy-side M&A team and strategy; rebuilt the finance, accounting, and billing operations teams; restructured HR; and drove M&A exit readiness for a sell-side transaction that achieved a record valuation in a sale to two top-tier private equity firms.

Dave’s time at The Retail Equation (TRE) included the tough economic conditions of the recession, requiring prudent fiscal planning and management to ensure TRE remained profitable. For more than 11 years, Dave advised the CEO and board, and served as the number-two executive while driving 10x enterprise value growth through two M&A exits. Those growth initiatives included pricing, sales contract negotiations, strategic partnerships, new product development, debt and equity financing, M&A, and legislative strategies.

Previous experience includes leading a key international joint venture for Qualcomm and driving the IPO process for a $75M offering at SkyDesk, as well as public accounting positions with Arthur Andersen.