

Caroline Key.

FOUNDATION OPERATIONS CONSULTANT

Operational Readiness · AI Infrastructure · Digital Asset Ecosystems · Governance

Grand Cayman, Cayman Islands +1 345 916 9191 caroline@thebeach.com LinkedIn: Caroline Key

EXECUTIVE PROFILE

Caroline helps Cayman Foundation Companies move from incorporation to operational maturity. Caroline deeply understands the operational infrastructure required for effective scaling and works as a trusted partner to boards, founders, and their legal advisers, complementing the work of counsel and corporate service providers to streamline operations. Her experience spans governance, risk and compliance, treasury management, digital asset protocols, institutional onboarding, business development and service provider management.

As Operations Consultant to The Render Network Foundation she has helped build and manage the operating infrastructure of a token-governed foundation at the centre of AI and creative compute. Her work bridges traditional corporate governance with decentralized execution and is characterized by the management of complex financial infrastructure, legal governance, and risk management. She partners closely with leadership and the Board of Directors to implement governance decisions, coordinate cross-functional initiatives and ensure operational readiness across legal, financial and commercial workstreams and ecosystem initiatives. Her work includes treasury management, digital asset and protocol operations, institutional onboarding and service provider management, compliance, risk management and governance frameworks, and managing a 40+ contractor and service-provider network, overseeing token operations, finance, and operations.

Caroline combines hands-on Foundation experience with 20 years of leadership across operations, strategy and commercial roles in financial services and digital design.

CORE EXPERTISE

Foundation Operations	Operational readiness · governance implementation · foundation administration · Board coordination · HR & people operations · cross-border stakeholder management
Risk, Legal & Compliance	AML/KYC framework development · institutional onboarding & due diligence management · coordination with onshore & offshore counsel · service provider procurement & contract administration · operational policies & SOPs
Financial Operations	Digital asset treasury & DeFi liquidity management · on-chain execution & protocol management · wallet & custody operations · banking, fintech & treasury management · payroll oversight · vendor payment operations · grants administration · financial reporting
Commercial Operations	Revenue & sales operations · client & contractor management · CRM implementation · pipeline governance · forecasting & KPI reporting · commission frameworks · marketing & events
Technology Ecosystems	AI infrastructure · GPU / decentralised compute networks · digital asset ecosystems · DePIN · token-governed foundations

PROFESSIONAL EXPERIENCE

The Render Network Foundation — Cayman Islands

JUL 2025 – PRESENT

Operations Consultant

The foundation company governing the Render Network, a leading decentralised GPU compute network powering AI, rendering and creative workloads for a global ecosystem of artists, studios and developers, and Dispersed a high-performance decentralized GPU compute subnet of the Render Network specifically optimized for AI inference. Operational partner to the Head of Operations across governance, financial, legal and commercial workstreams, building on the Foundation's operating infrastructure from incorporation toward full operational maturity.

FOUNDATION OPERATIONS & GOVERNANCE

- Operationalised core foundation administration, strategic governance oversight, manage complex operational frameworks between international entities, stakeholder management across a global, cross-border ecosystem
- Built HR, contractor and vendor operations spanning 40+ contractors and vendors, including onboarding a global contractor payroll and HR platform
- Grants administration of US\$1M+ in USDC ecosystem grants

BANKING, TREASURY & FINANCIAL OPERATIONS

- Directed interim finance and payroll operations, including treasury and ledger management operations, multi-sig supervision, token operational balances, emissions, allocations and BME management
- Led KYB compliance workflows and onboarding of multiple banking, treasury and trading relationships, including a global investment bank and leading digital-asset banking and trading platforms

RISK, LEGAL & COMPLIANCE

- Developed the Foundation's AML/KYC framework and a library of operational policies and SOPs
- Designed indemnification framework, managed complex legal interpretation across international markets, authored and integrated crucial look-through endorsement language
- Coordinated onshore and offshore counsel across contracts, vendor agreements and grant documentation

COMMERCIAL & REVENUE OPERATIONS

- Implemented a CRM platform and established structured sales operations for the network's commercial team - including weekly pipeline governance, forecasting, KPI reporting and a commission framework
- Directed operational delivery of RenderCon, the Foundation's flagship two-day industry conference in Hollywood, CA (US\$1M+ budget, 400+ attendees, 25+ speakers), spanning vendor management, contracts, finance and cross-border logistics

REPRESENTATIVE ACHIEVEMENTS

- Took a newly incorporated Cayman Foundation to operational maturity across banking, governance, compliance, insurance and commercial operations
- Established the Foundation's AML/KYC policy and framework covering counterparty onboarding, ongoing monitoring and escalation
- Secured essential financial clearances across multiple banking, treasury and trading providers
- Mitigated critical liability gaps, including contract negotiations in a complex, emerging-technology market
- Designed and operated treasury and on-chain execution for a seven-figure balance sheet spanning fiat banking, custody and DeFi liquidity positions, under Board-approved limits
- Administered USDC 1M+ in ecosystem grants across 25+ recipients and integrations — intake and due diligence through disbursement, milestone tracking and reporting
- Delivered the operations behind a flagship industry conference attended by 400+ artists, studios and technology leaders
- Built out the commercial operations layer of the business including CRM, pipeline governance, forecasting, KPI reporting, and a commission framework tied to collected revenue

Big Panda — Cayman Islands

2012 – PRESENT

Founder & Managing Director

Founded and leads a digital design and brand agency, building its operational and commercial infrastructure from the ground up — delivery, finance, HR, vendor and client operations — alongside senior corporate and Foundation engagements.

- Scaled the agency from start-up to market leader, delivering 26% CAGR and 200% revenue growth
- Directed client acquisition and retention, securing flagship accounts including the Government of the Cayman Islands and the Cayman Islands Judiciary
- Continues to direct strategy, financial management and operations for a distributed team of staff and contractors

EY — Bahamas, Bermuda, British Virgin Islands & Cayman Islands

2022 – 2025

Strategy & Operations Lead

Chief of Staff to the Regional Tax Leader, directing strategy, operations, planning and execution across a four-territory practice.

- Spearheaded initiatives delivering 35% revenue growth, a 6% productivity increase and 3% revenue recovery
- Led talent acquisition and retention strategy, growing headcount 30% and strengthening regional capacity
- Launched multiple new service lines generating US\$10M+ in recurring revenue

EY — Bahamas, Bermuda, British Virgin Islands & Cayman Islands

2014 – 2019

Business Development, Assistant Director

- Directed a US\$7M+ book of business across Banking & Capital Markets, Insurance, and Wealth & Asset Management
- Led regional strategic planning, priority accounts and pursuit campaigns; work adopted as the template for global firm initiatives

EARLIER CAREER

EY — Regional Coordinator, Business Development & Marketing	2010 – 2012
National Trust for the Cayman Islands — Business Development & Marketing Manager	2007 – 2009
Ogier — Business Development & Marketing Associate	2006 – 2007
Cayman Islands Government Office, London — Higher Executive Officer	2004 – 2006

PROFESSIONAL DEVELOPMENT & ECOSYSTEM ENGAGEMENT

Industry & Ecosystem	SheFi Graduate — blockchain fundamentals, wallets & digital-asset custody, DeFi, staking, token economics, stablecoins and practical on-chain operations, DAO Governance · Member: Blockchain Association of the Cayman Islands (BACI), Women in Blockchain, SheFi Network · Ecosystem engagement: ETHDenver, SheFi Summit, Cayman Crypto Week, RenderCon
Professional	Anti-Money Laundering & Counter-Terrorism Financing · Data Protection · Project Management, Franklin Covey® · Certified Coach Client Encounters & Strategic Opportunity Management, Miller Heiman®
Memberships	Blockchain Association of the Cayman Islands · AI Cayman · SheFi · Cayman Islands Directors Association · 100 Women in Finance · Professional Women's Network

EDUCATION & LANGUAGES

Education	Postgraduate Diploma, Business Administration & Marketing — University of Leicester, England · Psychology with Business Management & Human Resources — Bishop's University, Canada · BA (Hons), Iberian & Latin American Studies — University of Southampton, England · Journalism, Political History & Cultural Studies dissertation — Universidad Bolivariana, Chile
Languages	English · Spanish · French