

Private Equity

Background

Our client specialises in the acquisition and development of niche businesses with a focus on investment and growth. Interests are diverse and incorporate many significant industry sectors, including Finance, Healthcare, Distribution, Manufacturing and Real Estate. Founded in 2001, the Group has aggressive expansion plans and is expecting to exceed £200m turnover by the end of 2009 in the UK.

The UK is a key emerging market for the company. Recent acquisitions have included a private members club, a spa / retail group and a high-tech therapy business, amongst others, with a focus on Health, Beauty and Wellbeing.

The Assignment

The client engaged our consultant to carry out a critical assignment to appoint a UK Finance Director, the first Group UK employee. The remit was extremely wide; to establish a robust framework to implement, manage and drive the UK expansion strategy, including identifying target companies for acquisition, carrying out due diligence, presenting proposals to the Board and carrying out the acquisition process. This was a difficult assignment as the right candidate needed a complex mix of skills, including technical accounting, investment appraisal and strong social, management and mentoring skills, and no obvious search route was available. The candidate also needed to be very self-sufficient as they had no immediate peer group in the UK.

The Result

Our consultant took advantage of their strong networking capabilities to identify recommended candidates, together with a targeted online media campaign, followed by in-depth, structured interviews, keeping the client fully informed of progress. The result was a strong shortlist after six weeks from which the client successfully appointed. We have since worked extensively with the client on a number of key strategic appointments across their businesses.

The Chairman commented: “We were delighted with Lucy’s genuinely consultative approach to helping us make this critical appointment. She found four excellent candidates, helped us to understand the positives and negatives each person would bring to the business, and she was a pleasure to work with.”