

Overview

The Buyer is a well-capitalised, EU-based investment group with a strong track record of acquiring and scaling recruitment and staffing businesses across multiple jurisdictions. With committed capital and an international growth strategy, the Buyer is actively seeking platform and add-on acquisitions that provide cross-border expansion opportunities.

This acquirer is specifically positioned for recruitment firms that have dominated their domestic markets and are ready for international expansion. Their approach is defined by:

- **Global Integration:** They leverage a multilingual deal team and deep expertise in navigating the regulatory, tax, and employment complexities of multiple jurisdictions to take local brands global.
- **Strategic Support:** They offer a "partnership-led" model that provides central strategic support while maintaining local autonomy for the acquired business.
- **Upside Potential:** Founders can choose equity roll-over at the group level, allowing them to benefit from the growth of a diversified international platform rather than just their original entity.
- **Ideal Match:** Best suited for owners seeking to institutionalise their business and scale across the EU, UK, and beyond

Investment Focus

The Buyer is targeting recruitment businesses that offer:

- Strong positions in domestic markets with potential for international expansion
- Transferable sector expertise, IP, or delivery models
- Established client relationships with multinational or cross-border demand
- Management teams open to partnering with an international platform

The Buyer is interested in both platform investments and strategic bolt-ons that enhance geographic reach or sector depth.

Target Criteria

- **Geography:** EU, UK, and other selected international markets
 - **Revenue:** €5m – €75m (flexible depending on growth profile and geography)
 - **EBITDA:** €1m+ or strong underlying profitability
 - **Specialisms:** Professional, technical, healthcare, life sciences, engineering, IT, or niche verticals
 - **Business Model:** Permanent, contract, temporary, RPO, MSP, or blended
 - **Clients:** Diversified customer base, including international or multi-site organisations
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Transaction Structure

- Majority or 100% acquisitions preferred
- Minority investments considered where there is a clear path to control
- Flexible deal structures, including:
 - Earn-outs aligned to international growth
 - Deferred consideration
 - Equity roll-over at group level for founders seeking continued exposure

Approach to Founders & Sellers

- Collaborative, culturally sensitive, and relationship-driven approach
- Strong focus on local autonomy while providing central strategic support
- Commitment to preserving brand identity and management continuity
- Support for founders seeking:
 - Partial or full liquidity
 - International expansion
 - Institutionalisation and professionalisation

Execution & Capabilities

- Fully committed capital with no financing contingencies
- Experienced cross-border deal team with multilingual capability
- Proven experience navigating regulatory, employment, and tax considerations across jurisdictions
- Disciplined, efficient diligence and execution processes

Rationale for Brokers & Advisors

- Clear acquisition mandate and international appetite
- Credible buyer with repeat acquisition strategy
- Pragmatic, commercially realistic approach to valuation
- Ability to transact across multiple jurisdictions

Contact

The Buyer welcomes confidential discussions with business owners, advisors, and intermediaries representing international or internationally scalable recruitment businesses.
