

Overview

The Buyer is a well-capitalized investor specializing in the Essex health and social care ecosystem. Their mandate covers both the provision of care (residential and domiciliary) and the recruitment of care professionals. By combining sector-specific recruitment expertise with a long-term ownership mindset, they offer a unique partnership for business owners looking to scale or exit.

Their approach is defined by:

- **Recruitment-Sector Expertise:** The team includes experienced operators who understand the nuances of healthcare staffing, including compliance, temp-to-perm models, and shift management.
- **Essex-First Strategy:** A dedicated focus on the regional market, leveraging local authority relationships and a deep understanding of the Essex talent pool.

Investment Focus

The Buyer targets high-quality businesses in three primary categories:

- **Care Providers:** Established residential homes, home care agencies, and supported living services with strong CQC ratings.
- **Owner/Operator Investment:** working with established businesses to create new revenue streams across Complex Care, Insourcing, Outsourcing and NHS Community Services
- **Health & Social Care Recruitment:** Specialized agencies providing permanent, contract, or temporary staffing solutions to the NHS, private hospitals, and care homes.

The Buyer looks for firms with a strong market reputation, consistent profitability, and scalable operations.

Target Criteria

- Geography: Primarily Essex (including Southend, Thurrock, and the London/Essex borders).
- Recruitment Mix: A blend of permanent, contract, and temporary placements, showing recurring demand and diversified client bases.
- Financials:
 - Revenue: £1m – £10m for local care providers; up to £20m+ for established recruitment firms.
 - EBITDA: £250k+ (with strong underlying profitability).
- Clients: Diversified demand across local authorities, Integrated Care Boards (ICBs), and private healthcare customers.

Transaction Structure

The Buyer offers flexible consideration structures to meet the specific needs of founders, including:

- Majority or 100% Acquisitions: Preferred for those seeking a clean exit.
- Earn-outs & Deferred Consideration: Structured to reward continued quality and performance.
- Equity Roll-over: Available for founders who wish to retain an interest and benefit from the upside of a larger regional group.

Seller & Founder Approach

Recognizing the sensitive nature of both care delivery and recruitment, the Buyer ensures a discreet and confidential process. They are a "pragmatic and fair" partner, emphasizing cultural alignment and business continuity. They specifically support founders seeking:

- Full Exit: For those ready to retire or move to new ventures.
- Succession Planning: Helping to transition the business to the next generation of management.
- Growth Capital: For owners who want to stay involved but need the resources to expand across the region.

Execution & Credibility

- Committed Capital: All funds are fully committed and not subject to external syndication, ensuring efficient decision-making.
 - Streamlined Diligence: A focused process led by recruitment and care specialists who can move quickly from initial discussion to closing.
 - Proven Ability: A track record of respecting local brands while providing the back-office support needed for institutional-grade growth
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