

Overview

The Buyer is a well-capitalised UK-based investment group actively seeking to acquire established recruitment businesses. With committed capital and a long-term ownership mindset, the Buyer partners with founders and management teams to support continuity, growth, and value creation.

This group is the specialist for the UK recruitment landscape, offering a streamlined and highly focused transaction process. Their approach is defined by:

- **Sector-Specific Expertise:** The team consists of experienced operators with direct recruitment-sector expertise, ensuring they understand the nuances of the industry better than generalist investors.
- **Transaction Efficiency:** They prioritize a streamlined diligence process and direct access to decision-makers, aiming for a "pragmatic and fair" approach to valuation.
- **Flexible Domestic Exit:** They offer high flexibility for UK owners, whether they are looking for a full exit, succession planning, or continued involvement post-transaction.
- **Ideal Match:** Best suited for established UK-based recruitment firms looking for a credible, efficient buyer who understands the domestic market intimately

Investment Focus

The Buyer is targeting high-quality, mid-market recruitment firms that demonstrate:

- Strong market reputation and client relationships
- Consistent profitability and cash generation
- Experienced leadership teams and scalable operations
- Opportunities for organic growth and bolt-on expansion

Target Criteria

- **Geography:** United Kingdom
 - **Revenue:** £20m – £50m (flexible for the right opportunity)
 - **EBITDA:** £1m- (or strong underlying profitability)
 - **Specialisms:** Professional, technical, healthcare, industrial, or niche verticals
 - **Business Mix:** Permanent, contract, temporary, or blended models
 - **Clients:** Diversified, recurring demand across SME and/or blue-chip customers
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Transaction Structure

- Majority or 100% acquisitions preferred
- Flexible consideration structures, including:
 - Earn-outs
 - Deferred consideration
 - Equity roll-over for founders wishing to retain upside
- Minority investments considered where there is a clear route to control

Seller & Founder Approach

- Respectful, discreet, and confidential process
- Direct access to decision-makers
- Pragmatic and fair approach to valuation
- Strong emphasis on cultural alignment and business continuity
- Will support founders seeking:
 - Full exit
 - Partial liquidity
 - Succession planning
 - Continued involvement post-transaction

Execution & Credibility

- Capital fully committed (not subject to syndication)
- Efficient decision-making and streamlined diligence
- Experienced operators and advisers with recruitment-sector expertise
- Proven ability to close transactions

Contact

The Buyer welcomes confidential discussions with business owners, advisors, and intermediaries representing suitable opportunities.
