

Hiring for Private Equity.

Enabling organisations and individuals to thrive through
interim management and executive search.

About Russam.

Be Authentic, Be Connected, Be Innovative, Be Ethical.

At Russam our mission is to enable organisations and individuals to **thrive**.

Established in 1982, we are the original pioneers of UK interim management and a leading executive search business. We propel our clients to success by leveraging our extensive experience, depth of knowledge, and robust business networks. Our unparalleled speed in immersing ourselves into a business sets us apart, blending science and experience to match the perfect professional.

Our commitment extends beyond traditional success metrics. We aspire to become the leading '**profit with purpose**' recruitment business in the UK. Taking pride in our **B-Corp certification**, we actively integrate these values into our daily operations. By meeting the highest standards in verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose, we join Certified B Corporations in playing a vital role in accelerating a global culture shift, redefining business success, and contributing to the construction of a more inclusive and sustainable economy. We believe in making business a **force for good**, working in partnership with clients who share our commitment to improving the communities in which they operate.

Our collaboration with companies prioritising responsible business practices is key to our success. Some of our key clients include:

- **Financial Services:** CAF Bank, Tandem Bank, The Pensions Trust, Skipton Group
- **Energy:** Renewi plc, Conrad Energy, Osprey, ICR, Dominion Gas
- **Private Equity:** Ambianta, CDPQ, Graphite Capital, Sullivan Street Partners, Perwyn, Pollen Street Capital and August Private Equity
- **Health:** AJM Healthcare, Barchester, NICE, Atertia Health, BD Group
- **Not-for-Profit:** Refuge, RSPCA, Wellcome Trust, Sanger Institute, MS Society
- **Technology:** Datamars, SeeQuestor, Accenture Interactive, Velot IoT, Equifax, Instanda, Loop Money

We uphold the values of authenticity, connection, innovation, and ethics. In our pursuit of excellence, we continuously strive to foster a diverse and inclusive environment.

To showcase our global reach, we are proud founding members of the **WIL Group**, offering a seamless way for companies to find interim and transition management leaders for assignments worldwide.

Interim assignments in Private Equity.

Russam has built up a strong working relationship with both the partners and talent teams of a number of PE firms.

Uniquely we have built an elite talent pool of Interim Managers who have experience working with Private Equity firms; and understand the “Model” and its particular set of challenges including ambitious growth targets; transformational thinking and analytical rigour.

We also offer a truly international reach through the WIL Group operating in 37 countries around the world.

Client	Assignment
Perwyn	CEO – Velos IoT CFO – Velos IoT CRO – Velos IoT CFO – Miss Group
Sullivan Street Partners	CFO – Tracerco
NorthEdge	CEO - Friend MTS
CDPQ / Datamars CDPQ/ Calypso Technology	Interim Programme Director – Supply Chain & Logistics Interim S&OP Consultant Due diligence expert
Bridgepoint Capital / Evac Group	Interim Group COO and Deputy MD
Cinven / Northgate Public Services	Interim CFO Interim Project Manager –Software Implementation

Interim assignments in Private Equity.

Client	Assignment
Carlyle Group / Barbon Insurance	Interim Chief Risk Officer Interim Operations Director Interim Change Manager 7 other roles
Livingbridge Capital / AJM Healthcare	Interim CEO Interim Commercial Consultant Interim IT Project Manager Interim Bid Manager
Bowmark Capital / Lawyers on Demand	Interim UK MD
NorthEdge	CEO - Friend MTS
Graphite Capital / Trenchard Aviation Graphite Capital / Dominion Gas Graphite Capital / The GrouchoClub Graphite Capital / ICR	Interim FD and Interim HR Director Interim Operations Director Interim Financial Accountant Interim HR Consultant
Vespa Capital / Random 42	Interim Transformation Director
Permira / Just Retirement Permira / Allegro	Interim FD Interim Procurement Expert – Far East
Terra Firma / Four SeasonsHealthcare Terra Firma / Wyevale Garden Centres Terra Firma / AWAS Leasing Terra Firma – Odeon Cinemas	Interim Change Director Interim F&B Consultant Interim IT Director Interim Governance Expert

Case Studies.



Evac Group Achieves Remarkable Transformation Under Interim Chief Transformation Officer & Deputy CEO, Dr. Reinhard Schiebeler, Spearheading 'New Horizons' Initiative and Surpassing €1bn Operation Goal.

[Full case study.](#)



Concrete Success: How Interim CRO Transforms PRETERSA Amid Market Challenges, Achieving EBITDA Stability and Implementing Strategic Restructuring.

[Full case study.](#)



Smedvig Capital Takes Strategic Leap: Interim CIO Drives Major IT Overhaul in the UK, Resolving Performance Issues and Elevating Exchange Group's National Training Network.

[Full case study.](#)



Wyevale Garden Centres Cultivates Success: Interim Manager Drives £65m Revenue Doubling through Retail Carve-Out and Innovative Restaurant Concept, Securing Costa Coffee Franchise and Fostering +20% Customer Attraction.

[Full case study.](#)



Revitalising Excellence: Expert in Business Transformation Rescues Odeon Cinema Group, Overcoming 45 Enterprise Challenges, Enhancing Safety, and Transforming Company Culture for Success.

[Full case study.](#)



Barbon Insurance Group Thrives: Strategic Deployment of Interim Managers Accelerates Change, Streamlines Operations, and Fosters Seamless Transition for Permanent Recruitment.

[Full case study.](#)



Cathy Kay is supporting a senior partner on vital roles as their investments get closer to exit dates. To date we have successfully appointed 2 x CFO's and a Chief Growth Officer.

[Full case study.](#)



Russam supported Sullivan Street with an interim CFO during a complex carve out project.

Our interim was subsequently appointed as CFO on a permanent basis for Tracerco.

[Full case study.](#)

Testimonials.

“One of the key benefits of employing interim managers is that they can bring a wealth of experience and sector knowledge. They are not afraid to question the status quo and their fresh perspective and independence often delivers great results. We’ve used Russam across many of our portfolio companies to manage key projects and deliver change.”

Mike Innes, Partner, Graphite Capital

“Russam has an eclectic and extensive pool of talented interim managers, as we work with small companies, it is crucial that the people we employ are not just strategic players but are also hands on - people who can get things done and know what it takes to build a company. Finding this caliber of people skills was very tough. We have found that working with the provider, and by tapping into its extensive database, we have found the talent we need to achieve our investment goals.”

Tony Stott, CEO, Midven

“We have a good working relationship with Russam – they understand our business and have consistently found high quality, heavy-weight interims very quickly that have not only been competent but are the right cultural fit for our business.”

Martin Totty, CEO, Barbon Insurance

Global Private Equity Clients Include:

argos.
wityu

PERMIRA

APOLLO

AMBIENTA
Environmental Investments

Advent International
GLOBAL PRIVATE EQUITY

astorg.

H. I. G.
CAPITAL

CVC

TPG

Investindustrial

References.



NorthEdge Capital manages over £900m of private equity funds aimed at lower-mid market buy-out and development capital transactions in the Technology, Healthcare, Business Services and Specialised Industrials sectors.

Bernie Segal interim Chair Anti-Piracy software company for the Broadcast sector (a NorthEdge investment) invited us to source the CRO to lead the international sales for the company. During the search the role evolved to be a need for CEO and this person is successfully placed.

Reference available from: BernieSegal (Chair)

The logo for angloscientific, featuring the word "anglo" in a light blue sans-serif font and "scientific" in a dark blue sans-serif font, both in lowercase. The text is centered on a solid orange square background.

angloscientific

Anglo Scientific is a small investment fund with an interest in Hi-Tech. We led a search to find the CEO to support in the growth and expansion plans.

Russam are delighted to have placed Thibaud Weick. Thibaud has led the international growth and financial stability which was followed by the acquisition by Gorilla-Technology. [Read more here.](#)

References available from: Thibaud Weick (CEO) and William Addison (Investor).

References.



Bridgepoint is an international alternative asset fund management group focusing on the Middle Market and has over £37 billion FUM. With offices in Europe, the US and China, they acquire or invest in businesses with a European focus and seek to build more substantial companies with greatly enhanced long-term potential.

Reference available from: Nikki Grant, Director (Bridgepoint).



CDPQ is a major global private equity investor with over 50 years of sector experience based in Québec. They are a top 3 international investor in Private Equity company, and their funds under management exceed \$82 billion.

With the involvement of our Swiss WIL Group partners, we place Zsafia Nagy as Interim Global Head of Supply Chain for CDPQ portfolio company Datamars.

Datamars, based in Lugano, Switzerland, is a pioneering electronic animal and textiles identification. With Dozens operational centers, it has global and scalable manufacturing footprint.

Reference available from: Lorenzo Levi, Managing Director & Operating Partner (CDPQ).

References.



ScientificVenture Partners: We are working closely with Ateria Health Ltd is a science backed health and wellness company, focused on the gut microbiome to improve human health.

We led the search for the MD and successfully placed Neil Wickers. Neil has led the successful fundraise allowing them to expand the organisation and we have just sourced the new CFO (to be announced)

References available from: Neil Wickers (MD) and Douglas Dundonald (Investor)

The Cinven logo consists of the word "Cinven" in a white, bold, sans-serif font, centered within a teal rectangular box. This box is positioned on a dark blue background.

Cinven is an international private equity firm with a 30-year track record, focused on supporting companies that want to step-change their growth.

Their portfolio company, Northgate Public Services becomes NEC Software Solutions.

We are delighted when our placements lead the way to a great sale and our CFO Alan O'Reilly did just that alongside the CEO Stephen Callaghan. Alan began his time with Northgate as Interim CFO but his leadership and experience with technology company sales meant that he was moved to the role permanently with an equity stake.

References available from: Alan O'Reilly (CFO) and Steve Callaghan (CEO).

Worldwide Interim Leadership Group.

Russam is a founding member of the WIL Group that offers seamless way for companies to find interim and transition management leaders to lead assignments anywhere in the world.

Number of member companies: 20
Number of operational partners: 85
Number of countries covered: 37
Core vetted Interim Managers: over 4500

