



Hiring for Private Equity.

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

russam.
Interim • Search • Worldwide

WIL Group
WORLDWIDE INTERIM LEADERSHIP



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Introduction.

Russam: Trusted Partner to the Private Equity Sector

Russam is a trusted partner to **Private Equity firms**, supporting them in addressing complex global challenges and driving value across their portfolio companies. Our experienced team provides hands-on expertise to deliver measurable impact through every stage of the investment lifecycle, from acquisition to exit.

We support clients with:

- Evaluating company and management team performance
- Designing and implementing 100-day improvement plans
- Managing divestments and company sales
- Delivering “Buy and Build” strategies
- Providing interim leadership for critical functions
- Evaluating and integrating acquisitions
- Driving transformation to accelerate revenue, growth, and profitability
- Assignments around the world through the **WIL Group** (Worldwide Interim Leadership). Russam co-founded in 2014.

Learn more about our work with Private Equity clients at russam.co.uk/sectors/private-equity.



About Russam.

BeAuthentic, BeConnected, Belnnovative, BeEthical.

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.

We aim to be the UK's leading profit-with-purpose recruitment business. As a proud **Certified B Corporation**, we embed social and environmental responsibility into everything we do—meeting the highest standards of transparency and accountability. We partner with clients who share our belief that business should be a force for good, driving a more inclusive and sustainable economy.

Some of our key clients include:

- **Private Equity:** Westbridge Capital, La Caisse/CDPQ, Graphite Capital, Sullivan Street Partners, Gresham House Capital, Livingbridge, Mutares, Advent International, Macquarie Capital, Perwyn, Livingbridge
- **Financial Services:** Barclays, CAF Bank, Tandem Bank, The Pensions Trust, Skipton Group, Homeserve Consumer Finance, Kearney, PIB Group
- **Energy:** Renewi plc, Kensa, Conrad Energy, Osprey, ICR, Dominion Gas
- **Health:** AJM Healthcare, Barchester, NICE, Coloplast Ateria Health, BD Group
- **Not-for-Profit:** Refuge, RSPCA, Wellcome Trust, Sanger Institute, MS Society
- **Industrial:** Addex Group, Smulders, PolarSeal, Arville, United Petfoods and Renewi plc
- **Technology:** Datamars, SeeQuestor, Accenture Interactive, Velot IoT, Equifax, Instanda, Loop Money, Miss Group, Tryzens



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. We currently have 19 international partners operating in 37 countries.

Interim Assignments in Private Equity.

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

Uniquely we have built an **elite talent pool** of over **3,500 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.

Client	Assignment/ Portfolio Company
Perwyn	CEO, CFO, CRO – Velos IoT CFO – Miss Group
Sullivan Street Partners	Interim CFO – Tracerco
Macquarie Capital	Interim Financial Consultant - Fleete Group
La Caisse / CDPQ	Interim S&OP Consultant - Datamars Due diligence Expert - Confidential assignment
Bridgepoint Capital	Interim Group COO and Deputy MD- Evac Group
Cinven	Interim CFO and Interim Project Manager –Software Implementation - Northgate Public Services
Hellman & Friedman	Interim Marketing Director - Verisure

Client	Assignment/ Portfolio Company
Carlyle Group	Interim Chief Risk Officer Interim Operations Director Interim Change Manager and 7 other roles - Barbon Insurance
Livingbridge Capital	Managing Director, COO, IT Director, Head of M&A, Interim CEO, Interim Commercial Consultant, Interim IT Project Manager, Interim Bid Manager - AJM Healthcare
Westbridge Capital	CFO - Tryzens Chairman - Smart CT
NorthEdge	CEO - Friend MTS
Graphite Capital	Interim FD and HRD - Trenchard Aviation Interim HR Consultant - Dominion Gas
Cinven	Interim CFO and Interim Project Manager – Software Implementation - Northgate Public Services
Permira	Interim FD - Just Retirement Interim Procurement Expert – Far East
Terra Firma	Interim Change Director - Four Seasons Healthcare Interim F&B Consultant - Wyevalde Garden Centres Interim IT Director- AWAS Leasing Interim Governance Expert - Odeon Cinemas
PSG	AI Advisor - Diapason

Client	Assignment/ Portfolio Company
Mutares	Board Advisor - Stuart.com
Legal & General Capital and Octopus Energy	Interim CEO - Kensa Energy
Broadsword Investments	Interim CMO - Powerleague
EQT	Interim Operations Consultant - Claims - ManyPets
Brookfield Infrastructure	Interim Programme Director and Interim Product Manager - Homeserve Consumer Finance
I Squared Capital	Interim CFO - Conrad Energy



#GreatHires.

Russam continues to support private equity firms and their portfolio businesses in appointing exceptional leaders who deliver growth and transformation. Each placement reflects our focus on pace, precision, and cultural alignment, ensuring every hire adds immediate and lasting value. **Click the links to read the full articles on our website.**



Allan Whalley
Interim CFO
Elevate



Daryl Paton
CFO
Tryzens



Zsafia Agnes Nagy
Datamars



Colin Chew
CEO
Velos IoT



Louise Hoste
Advisor
Stuart.com



Jonny Alloysius
Interim Financial Controller
Macquarie Capital backed Fleete
Group





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.”

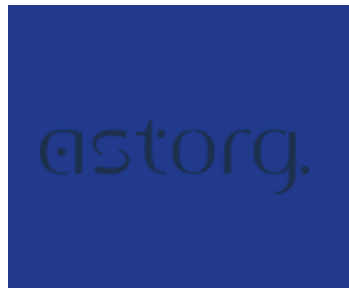
Martin Totty, CEO, PIB Group

Zsafia has an inquisitive, flexible, and resourceful style; her lack of ego whilst handling the complexity of the situation made her the perfect interim for this role. She hit the ground running, understood the mandate immediately and provided immense support and coaching for the Global Head of Supply Chain. A true pleasure and perfect interim, we would hire her again, without question.”

Miranda Boon, Global HR Director

Global Private Equity Clients Include:

Russam and WIL Group partner firms are proud to **partner with leading global private equity firms**, supporting them in building exceptional leadership teams and driving transformation across their portfolio companies.



References.

Our experience is reflected in the trusted partnerships we've built with leading Private Equity firms and their portfolio companies across a range of sectors. We are proud to have supported clients globally with strategic hires, leadership transitions, and transformation initiatives that deliver measurable value.



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: Bernie Segal (Chair)



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).



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).

References.

La Caisse



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).

Cinven

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).

scientific
venture partners

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)



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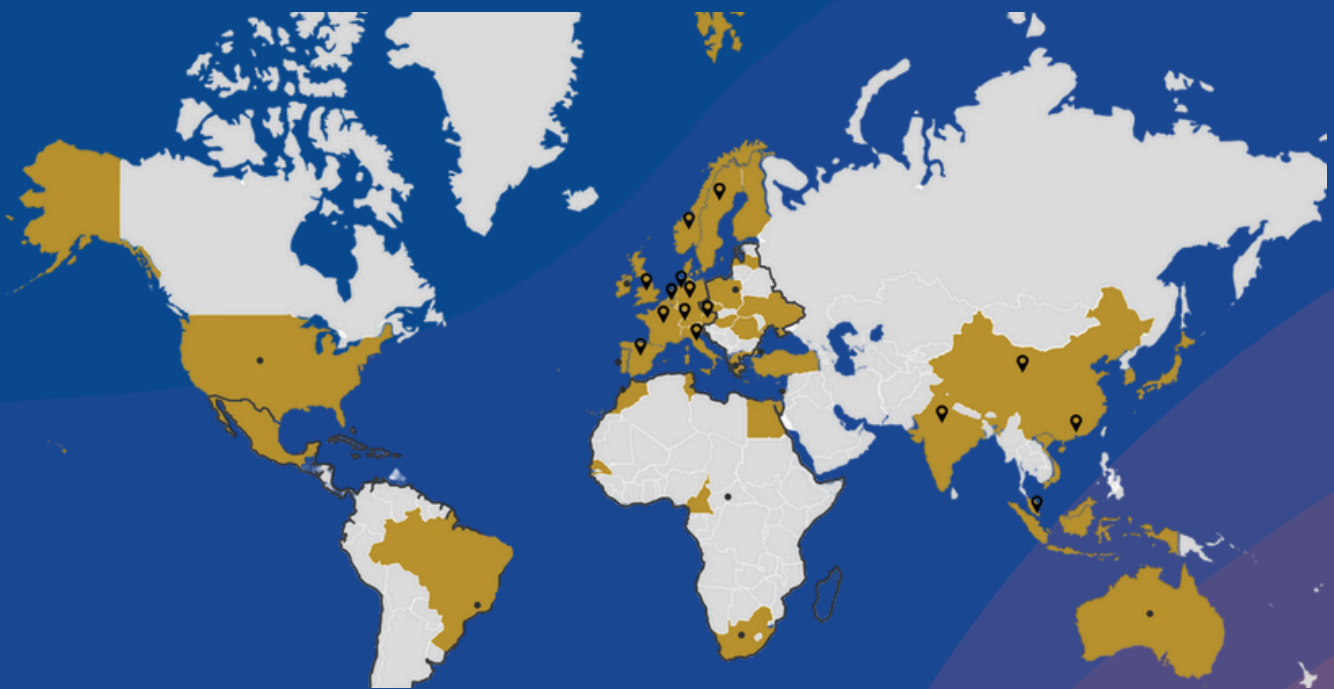
Certified
B
Corporation

Worldwide Interim Leadership Group.

Russam is a founding member of the WIL Group, **a global alliance of leading interim and transition management firms**. This partnership enables us to deliver seamless leadership solutions for Private Equity clients and their portfolio companies across international markets.

Through the WIL Group, we provide rapid access to over **5,000 vetted senior executives worldwide**, specialists in transformation, restructuring, integration, and performance improvement. Whether supporting a cross-border acquisition or driving post-investment change, our global network ensures clients have the right leaders in place, wherever and whenever they are needed.

- Number of member companies: **19**
- Number of operational partners: **85**
- Number of countries covered: **37**
- Core vetted Interim Managers: over **5,000**



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Contact Us.

We would be delighted to be given the opportunity to work with you and are confident that we can identify some excellent candidates. If you require any further information, please do not hesitate to contact us.

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Please contact us to find out about our other services.

