


RECRUITMENT M&A

STRATEGIC PARTNERSHIPS, EXCEPTIONAL OUTCOMES.

A photograph of three business professionals (two women and one man) sitting around a table in a meeting, looking at a laptop. The image is overlaid with a semi-transparent dark grey box containing the title text.

Experts in scaling recruitment businesses

Recruitment M&A holds the belief that creating value in the recruitment sector is challenging yet achievable.

The UK recruitment market is home to numerous talented founders who have successfully built recruitment businesses from the ground up. The primary challenge for these founders lies in scaling their operations effectively.

What recruitment businesses require is not just the opportunity to grow, but the expertise to scale with intrinsic value, ensuring that the value within the business is maximized. This expertise is crucial in navigating the complexities of the industry, enhancing operational efficiency, and strategically positioning the business for potential mergers, acquisitions, or other exit strategies.

We enable our partner businesses to not only excel but to also scale towards being world-class recruitment businesses, capable of achieving a high equity value on exit.



The history behind Recruitment M&A

Nori Touati Chief Executive Officer

Nori Touati is an experienced entrepreneur and strategic investor, renowned for his expertise in business development, mergers and acquisitions.

As the Founder and CEO of Ankor Group Capital in London, UK, over the past two decades, Nori has led the company's expansion across multiple sectors, emphasising value creation and scalability. His adeptness at nurturing and scaling businesses has secured his status as a leading business strategist.

His expertise in mergers and acquisitions is highlighted by his capacity to develop bespoke exit strategies for business owners, focusing on retirement, distressed assets, or turnaround situations.

This acumen is at the heart of his latest endeavour, Recruitment M&A, illustrating his commitment to leveraging his commercial expertise and skills, together with a curated team of recruitment coaches and leaders to assist recruitment business owners in scaling their operations for optimal sale or exit.





Investing in businesses to scale and create real value

Transforming from a small specialist to a recognised business with market share is hard, which is why the businesses we've partnered with came on board. They found running as a boutique specialist successful but struggled to grow past a certain point.

It takes senior strategic planning; ongoing investment; leading infrastructure, clear and consistent ways of working, and expert support to quickly scale within recruitment. We've scaled many businesses, so know from many years of extensive industry experience, how it's done.

We coach, support, and empower you to get your company to a place where it's profitable, expanding overseas, and functioning effectively. This is where it needs to be to increase its value (to a potential buyer) and significantly impact your personal wealth.

We work closely with all our partners to create global sales strategies for client acquisition, retention, and growth. We constantly review upselling and cross-selling opportunities and affiliate associations to help you stay ahead of the curve with your clients and candidates.



Part of our offering is to help report on your team's results and regularly coach you, so you're better able to grow the business. As a market-leading Founding Director you'll be able to lead through various stages of growth and change, whilst developing your consultants for succession planning, to become future leaders within your business.

Scale Your Recruitment Business with Expert Guidance:

Strategic Vision:

Crafting long-term goals and actionable growth strategies.

Financial Mastery:

Enhancing cash flow, budgeting, and securing growth capital.

Operational Excellence:

Streamlining processes with best practices and technology.

Talent Optimisation:

Acquiring and retaining top talent for sustained growth.

Brand Amplification:

Boosting visibility and strengthening market presence.

Compliance Assurance:

Navigating legal landscapes to mitigate risks.

Global Reach:

Facilitating successful international market entry.

Performance Metrics:

Tracking success with precise performance indicators.

A close-up photograph of several business professionals in suits shaking hands, symbolizing a deal or agreement. The image is partially obscured by a dark grey banner at the bottom.

Creating value towards an exit

A well-planned exit strategy enables external investors to make realistic calculations of the timeline and likely rate of return on a considered investment. We help plan your exit pathway by structuring your business so that it optimises both parties' returns.

Our model has been designed to allow entrepreneurs to create value that they can then realise through a highly profitable exit. Partnering with Recruitment M&A also provides the opportunity to be able to generate wealth through an exit event in multiple different ways, including, but not limited to:

- Sale to a private equity or public limited company
- Sale of the joint venture back to the founder(s) via an MBO
- Merger of two ventures to generate synergy and enhance value
- Sale of a group of joint ventures as a sector specialist
- Sale of a group of joint ventures across multiple geographies
- Sale of a joint venture to another partner to fulfill their growth
- Sale of Recruitment M&A's top company in its entirety

The investment journey

Embarking on an investment journey is life changing experience.

It's a journey marked by anticipation, strategy, opportunity, and growth.

This is the point at which we work closely with our future partners to make critical decisions that ultimately lead to the realisation of long-term goals.

What a founder can expect when progressing through the stages investment with Recruitment M&A is outlined on the right.

All these important steps lead to the launch or scaling of your recruitment business.

1. INTRODUCTION

This initial meeting provides an overview of Recruitment M&A and establishes our credentials for a potential joint venture partnership with you. It will also allow us to discuss an outline of the investment process and whether this is the right investment for you.



2. COMPREHENSIVE OVERVIEW

A detailed presentation of Recruitment M&A to clarify the investment journey/model and better understand what you may be looking for from an investment partnership with us.



3. REVIEW AND Q&A

Various meetings to flesh out what is required to achieve your business goals. These meetings will help you to prepare a financial forecast which is used in our negotiation for the basis of the investment.



4. INVESTMENT QUESTIONNAIRE

This is where Recruitment M&A gets to understand your vision and strategy, and how much investment is required to fully execute on that vision.



5. BUSINESS PLANNING

This is where we work with you to dig into the details of your initial vision and start to broaden it out to encompass a more detailed business strategy.



6. AGREE INVESTMENT & EQUITY

This is where you will work with your investment manager to flesh out a full three-year business plan, detailing month by month how your business will grow and evolve. This stage will formulate your business plan, ready for your meeting with our Investment Committee.



7. TERMS & CONDITIONS

To formalise the commercial points that have already been agreed. This agreement document (while not legally binding) will form the basis of the legal documents to follow.



8. MEET THE INVESTMENT COMMITTEE

Opportunity for you to meet with our Investment Committee, review the overall proposition and finalise any pending commercial points.



9. SHAREHOLDERS AGREEMENT

Final stage in terms of the partnership agreement completion. This stage is handled by our legal team, and is typically when you, engage with your own lawyer.



10. LAUNCH PLAN

Work with our team to agree and establish the new business launch strategy. This includes all core areas of business support needed during the initial launch and start-up phase of your business.



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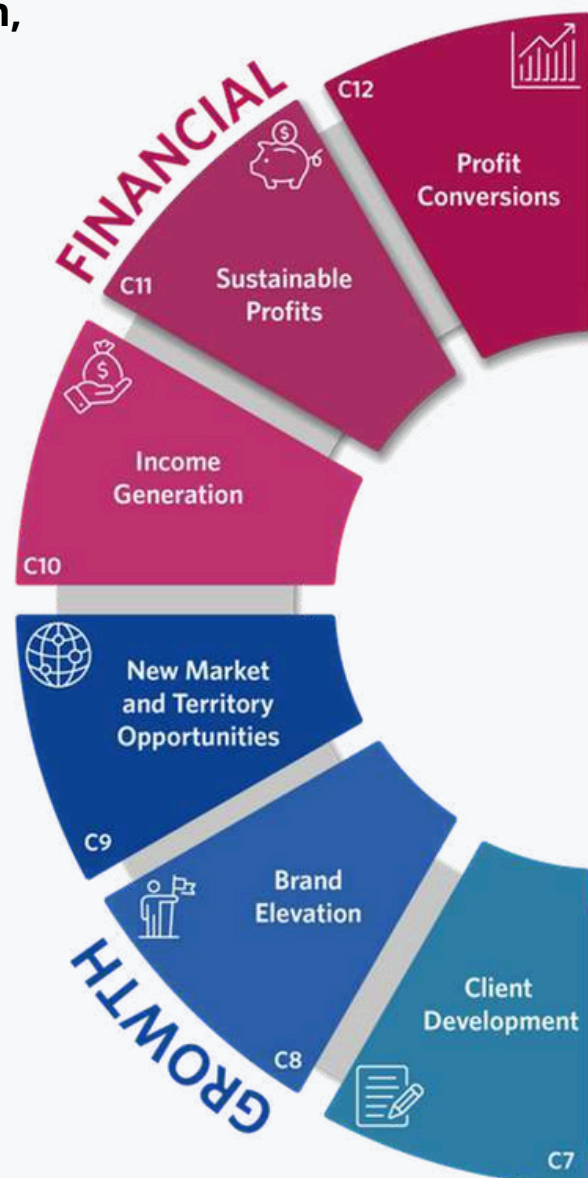
The characteristics of value in a recruitment business

Creating value in a business is paramount for long-term success and sustainability. It drives competitive advantage, revenue growth, cost efficiency, employee engagement, innovation, and most importantly market confidence.

Here are some key characteristics of value. All need to be in place within a recruitment business when preparing for a profitable exit.

Financial

- A three-year track record of GP growth with an even spread of clients and consultants showing no single dependency – max 15% in any one area.
- Good cash control – ensuring maintenance of cash is at an optimal level including debtors and creditor days and any ID facility.
- Net Fee Income (NFI) to profit conversion of between 22-27% shows a well-run business.



Growth

- A client development strategy and the ability to respond to competitive tenders.
- Building on a reputable brand - consistent brand elevation across key platforms.
- Demonstrated ability to maximise opportunities in new markets and territories.

Operational

- Visible corporate governance in place, with regular monthly board meetings, and HR policies that are implemented.
- A clear organisation structure with well established training and development activities that facilitate career progression and development.
- A track record of accurate forecasting and adhering to annual budgets, along with monthly management account packs with clear metrics.

Strategic

- A diverse and balanced income stream of both contract and perm revenue.
- A consistent history of effective talent attraction and employee retention.
- A strong management team in place demonstrating no dependency on the founder.



Introduction to the team

With a wealth of knowledge and experience, and a shared commitment to assist our portfolio partners in achieving recruitment excellence. These are the individuals driving our collective vision.



Nori Touati - Chief Executive Officer

Nori Touati is an experienced entrepreneur and strategic investor with over two decades of expertise in business development, mergers, and acquisitions. As Founder and CEO of Ankor Group Capital, he has successfully expanded the company across multiple sectors. Nori excels in creating bespoke exit strategies and scaling businesses for optimal sale or exit, leveraging his commercial expertise to drive growth and value creation.



Mark Thomas - Board Advisor

Mark Thomas brings extensive senior international experience from FTSE 250 staffing group, PageGroup. He has overseen consolidated results, managed budgets, forecasts, and cash flow, and spearheaded significant operational changes. Mark's finance expertise and focus on operational improvements make him ideal for driving scalable growth in recruitment businesses.



Strategy Team

Supporting You in Scaling Your Recruitment Business

Jamie Lusk - Financial Investment Director



Jamie has extensive experience in cross-border transactions and leading major projects at EY.

With a track record of helping entrepreneurs craft strategic business plans, Jamie excels in scaling recruitment firms and facilitating seamless growth.

Jamie's strategic business planning and detailed approach ensure efficient expansion and scalability for recruitment businesses.



Jamie Ludlow - Development Director



Jamie Ludlow, a Chartered Surveyor with 25 years of professional experience, specialises in scaling recruitment firms and optimising infrastructure.

His background includes advising clients on international investment opportunities and leading projects globally.

Jamie's strategic business planning and detailed approach ensure efficient expansion and scalability for recruitment businesses.



Support Team



Mark Baynes - Legal Director

Mark Baynes is a dual-qualified lawyer with extensive experience in corporate finance, M&A, and private equity. He advises on key transactions and corporate matters, producing critical legal documents. Mark's legal expertise is essential for navigating the complexities of M&A activities.



Brian Williams - Business and Corporate Tax Director

Brian Williams co-founded tax specialists Williams Jefferey Barber and has held leadership positions in national law firms. Since joining SRLV, Brian has specialised in tax planning for M&A transactions, providing tailored solutions for owner-managed businesses and high-net-worth individuals. His expertise optimises clients' financial outcomes in M&A activities.



Giles Farmer - Sector Specialist NED

Giles Farmer is a seasoned recruitment industry professional with over 25 years of experience. He has honed his expertise across various sectors and international markets, later founding his own recruitment consultancy. Giles' strategic leadership and mentorship have cultivated high-performing teams and elevated his company to prominence within its specialised sector.





Interested in finding out more about Recruitment M&A?

If you want to find out more about how we support recruitment business owners who wants to scale your existing business with real value, get in touch for an informal discussion.

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