

CASE STUDY:

Strengthening CFO Leadership to Support Growth, M&A and Exit Planning in a PE-Backed Business



Overview

A major UK accident repair group, operating a nationwide network of state-of-the-art centres, required additional senior leadership capability to support its next phase of growth following private equity investment. Strengthening the finance function was critical to sustaining momentum and delivering long-term strategic plans.

Challenges

- Profitable, well-established business **transitioning to majority private equity ownership**.
- Existing long-serving senior finance leader had over 25 years' tenure but had **no private equity (PE) exposure**.
- **Requirement for a new CFO with proven experience** in PE-backed environments, M&A and exit planning.
- **Complex recruitment process** involving multiple stakeholders, including active participation from the PE investors.

“ Headstar provided exceptional support throughout this process, helping us identify and attract high-calibre candidates with the specific blend of experience and expertise needed to support our next stage of growth. Our chosen candidate's experience in private equity-backed businesses, combined with their commercial acumen and strategic mindset, make them a superb addition to our leadership team. Their collaborative, hands-on approach and proven ability to lead growth will be invaluable as we continue to expand and evolve.

Group Managing Director

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Our Approach

- Proactively headhunted and conducted a **targeted executive search** focused on CFOs with strong experience in PE-backed businesses, M&A and transformation.
- Appointed in direct competition with a London-based search firm, leading with **regional insight and established local candidate networks**.
- **Leveraged deep knowledge of the Yorkshire finance market** to access high-calibre local candidates not visible to national firms.
- Worked closely with both the Group Managing Director, HR Director and PE investors throughout the process to **ensure alignment**.

PE-Ready CFO Appointed

A new CFO was appointed with a strong track record in PE-backed growth, acquisitions and exit planning.

Enhanced Strategic Capability

The business gained senior finance leadership with expertise in growth, M&A and exit preparation.

Cultural Fit Preserved

The appointment complemented the existing long-standing finance team while adding new capability.

Regional Expertise Proven

Headstar represented all candidates progressing to second-stage interviews, outperforming the London-based agency.

Ready to transform your business?

Contact us today to find out more about how Headstar can help.



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