

Profile / Summary

Experienced corporate development executive skilled in driving growth through M&A. A proactive and highly motivated leader, who excels in driving collaboration in high pressure environments. Strengths include analysing and distilling commercial data to provide actionable insights to formulate and execute growth strategies. Developing complex financial models and analysis that can be understood across a business to enhance performance, business intelligence and underpin decision making. Qualified accountant and project manager with strong IT skills.

Key skills

- Corporate Development: Buy & Build Strategies
- Comprehensive M&A expertise
- Efficient Due Diligence Management
- Strategy Development & Implementation
- In-depth Market, Competition & Financial Analysis
- Complex Financial Modelling
- Project Management
- Persuasive Business Case Development
- Effective Leadership of Project Teams (up to 30 members)
- 3rd Party Relationship Management
- Strong IT skills: Analysis & Presentation

Career highlights

Leading M&A projects from opportunity sourcing, through negotiation & due diligence to integration

Completed 20+ successful acquisitions at Priory Group with a combined value over £250 million (typical range £5-75m) adding over £35m EBITDA. Key member of a small, agile strategy and corporate development team, my role evolved from managing individual workstreams and financial modelling to sourcing and ownership of transactions. Responsibilities included initial opportunity assessment and valuation to negotiating terms, overseeing due diligence, completing market and competition due diligence reports and crafting business cases for board and funding approvals. Additionally, managed 3rd party relationships with agents and vendors. Currently provide strategic M&A consultancy and support due diligence efforts.

Major transaction experience including the sale of Priory Group on three occasions, preparation for an IPO and multiple £250m+ transactions

Collaborated with senior management and external advisors to formulate and articulate company strategy, crafting investment memoranda and complex financial models. Oversaw company-wide Q&A processes, managing and addressing investor enquiries. Successfully secured Competition and Market Authority (CMA) approval for the Priory/Acadia Healthcare transaction, demonstrating a similar proficiency in addressing CMA queries across the organisation. Provided strategic consultation for multiple significant acquisitions, representing both investors and management teams.

Expertise **driving organic growth** through strategic buy-and-build initiatives, successfully expanding services to capitalise on opportunities

Completed 150+ organic growth projects involving property acquisition, site launches, and redevelopment efforts, enhancing capacity and services. These initiatives typically ranged in capital expenditure from £0.5-10 million. Directed projects akin to acquisitions, spearheading business case development and financial modelling. Oversaw all aspects from site acquisition, development through to operational implementation, culminating in successful openings.

Career highlights continued

Successfully launched data driven start-up care business taking from initial concept through CQC registration and launch to eventual stabilisation

As a founding senior management team member, spearheaded the launch of a specialist care business utilising data to improve outcomes. Held primary responsibility for commercial and financial management, while actively contributing to all facets from conceptualisation, planning and financial modelling to staff recruitment, training and developing the quality assurance framework. Instrumental in driving the company towards profitability. Faced challenges with recruitment and property that ultimately resulted in the business's closure.

Utilising **IT proficiency and commercial awareness** to develop innovative graphical data analysis providing valuable support **for informed decision-making**

Expertise using geographic information tools to synthesise data from multiple sources to create innovative analysis. Used in multiple ways to aid commercial development including advanced service and competitor analysis, strategic site selection for new facilities and tailored staffing solutions to enhance recruitment and employee retention efforts.

Strategically planned the UK introduction of a pioneering **health tech provider**, revolutionising primary care through an integrated approach combining physical and online GP services

Led market exploration for a Swedish health tech provider in the UK primary care sector. Developed expertise in this relatively untapped market. Established a robust deal pipeline, identifying potential acquisition targets and negotiating terms, while also exploring joint ventures with NHS providers. Collaborated closely with colleagues in European to devise pioneering strategies aimed at revolutionising GP market.

Career history and work experience

- August 2017 to present: **The Insight Chamber Limited**, Owner / Consultant
Independent management consultancy specialising in short term strategy, M&A and financial modelling projects plus two noteworthy long-term assignments:
 - May 2022 to December 2022 (contract): Doktor.se, UK M&A lead
 - July 2017 to May 2019 (contract): Tideway Partners, Healthcare start-up
- January 2005 to July 2017: **Priory Group**, Corporate Development Manager
Key member of a small but impactful strategy and corporate development team at the UK's leading independent mental health provider. Over 12.5 years, instrumental in growing EBITDA from £30 million to over £130 million, whilst expanding the number of sites from 30 to more than 425. Collaborated closely with senior management and investors on diverse projects spanning all areas of the business.

Earlier Career

- 2002 to 2005: **Exel Logistics (Tibbet & Britten)**, Business Analyst
- 2001 to 2002: **Misys Management Consultancy Practice**, Business Analyst
- 1998 to 2001: **Misys Banking Systems**, Senior Analyst Programmer
- 1997 to 1998: **Carphone Warehouse**, Sales Consultant
- 1996 to 1997: **Greencore (Hazlewood Food Services)**, Analyst

Education and qualifications

- CIMA Qualified Accountant (all exams passed first time)
- Association of Project Management APMP
- BA (Hons) Economics (2.1 Grade), Nottingham Trent University
- A level (Economics, Mathematics & Statistics, Chemistry), Wales High School, Rotherham