



PENRHYN PRIVATE EQUITY AND VENTURE CAPITAL

Identifying world-class talent
in a highly competitive
environment



Penrhyn International is a leading global network of retained executive search firms, with offices in over 45 major cities worldwide. We provide our clients with customized solutions to identify world-class talent.

Comprising high quality independent firms with strong identities within their local marketplaces, Penrhyn combines global reach and cross-border industry expertise to offer clients a truly international perspective on their executive resourcing requirements.

Founded in 1979, Penrhyn has a proven track record in leveraging the extensive insight, capabilities and resources of its international network to help clients achieve their goals.



Meeting your top talent needs

Penrhyn's Private Equity Practice Group combines global reach with the latest local market intelligence through a carefully selected network of some of the world's most accomplished search specialists.

Deep industry knowledge

Our specialist private equity industry consultants understand the leadership qualities required to help private equity firms and their portfolio companies meet their goals, based on in-depth and up-to-date insight into the latest talent trends.

Global talent pool

Our well-established personal networks and connections around the world mean we can deliver exceptional candidates drawn from the widest possible talent pool, wherever you need them.

Tailored search

Our understanding of the unique challenges and requirements of the private equity world, combined with our specialist expertise across all major industry sectors means we are ideally positioned to find you the brightest and best leaders for portfolio companies' specific needs.

First class service

An easy-to-reach and senior point of contact will deal directly with you, bringing everything together so you get the best from our global network.

Competitive times in private equity

The private equity environment has transformed over the past two decades. With billions of dollars worth of potential investments often chasing too few deals, many funds are under intense pressure to deploy their capital. With attractive companies commanding premium valuations, funds face fierce competition to identify opportunities to create value, acquire the best investee companies and generate the required returns.

At the same time, the quality of senior management teams is widely recognized as being as important as the financial component of a successful investment. Finding and securing high-calibre C-suite talent with the operational expertise to hit the ground running and create value in portfolio companies represents a significant challenge. Getting the brightest and best executives in play as quickly as possible can make the difference between success and failure.

Finding the right executive team

We have a proven track record of placing CEOs, CFOs and COOs into private equity portfolio companies, ranging from midcap to multi-billion dollar funds, as well as in small, medium and large-cap businesses backed by private equity investors – both institutional and middle market

We can draw on our knowledge and access to a broad executive community around the world and across a wide range of sectors. This enables us to find you leaders with the skillsets and experience required to drive value creation and successful exits from your portfolio investments, such as in:

- **Consumer & Retail**
- **Energy & Natural Resources**
- **Financial Services**
- **Healthcare**
- **Industrial & Automotive**
- **Real Estate & Construction**
- **Technology**

Your talent advisors and more

We go above and beyond the services you might expect from an executive search firm. Through long-term, trusted relationships, we can act as your strategic partner to find you leaders with the necessary skillsets to drive superior performance and increase business value over the investment lifecycle, including by:

- identifying the necessary qualities of your future leaders
 - whether inside your firm or for a key role within a portfolio company
- understanding the unique dynamics of different industry sectors to bring you market insights from around the world
- acting quickly and working closely with you pre-deal to help you achieve a rapid and smooth management team transition when you make your move
- working closely as a trusted advisor to incumbent CEOs of portfolio firms pre-cash out
- creating attractive compensation structures for candidates.



Selected placements include:

Consumer

CFO

Health and beauty aids

President, CEO

Consumer packaged goods

Product Marketing Director

Consumer electronics

Group Marketing Manager

Consumer packaged goods

Sales Director

Batteries and smart power systems

Energy

CMO

Energy services

CFO

Renewables

Chief Information Officer

Oilfield services

VP Business Development

EPCM

President & CEO

Construction

Financial Services

CEO

Personal finance content publisher

CEO

Insurance

President & CEO Emerging Markets

Technology

Senior Development Director

Banking

VP

Investment bank

Healthcare

CFO

Orthotics devices

Managing Executive Officer

Medical billing systems

CFO

Orthopedic products

COO

Pharmaceuticals

President, CEO

Biotech

Industrial & Automotive

President & CEO

Rail and transit construction

CFO

Automotive components

Regional Sales Directors

Turbo generator manufacturing

MD, Asia

Water treatment

CEO

Pre-insulated pipe production

Real Estate & Construction

Member – Board of Directors

Prefabricated building products

Vice President, Legal

Property development

Vice President, Sales & Marketing

Building products

CEO/CFO, Investment Director

Commercial real estate developer

CFO Europe

Real estate private equity fund

Technology

CEO

Cloud-Based Solutions

Managing Executive Officer

Call Centre Platforms

CEO

Global IT Services & Solutions

Chief Database Architect

Analytical Software

VP, Marketing

Telecommunications Software

Contacts

To find out how we can help to meet your senior talent needs, please contact one of our regional private equity practice leaders.

Global lead contact

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Penrhyn International is a leading global network of high-quality, independent retained executive search firms providing bespoke talent solutions.

www.penrhyn.com

