



CFO and Finance Director Recruitment & Search

Permanent, Interim & Fractional Positions

**We help CEOs and Founders
of SME & Midcap Companies
hire CFOs & Finance Directors
that increase company value,
reduce risk and support growth and exit.**

**We focus on hires that actually
stick & deliver outcomes.**

**We understand funding,
exits & scale ups.**



WHO WE WORK WITH

SMEs & Mid Caps • Start Ups & Scale Ups • Private Equity, Venture Capital & Family Office Backed Companies • AIM & Listed Businesses

Industry Coverage

Our reach spans multiple sectors including:
Technology • Manufacturing • Retail • Fintech
• Energy & Renewables • Healthcare & Life Sciences • Transport & Logistics • Professional Services • Construction & Real Estate • Leisure & Hospitality • Media & Entertainment • Automotive • Chemicals • Charities & Not For Profit ... and more.

Our Executive Recruitment team are themselves former CFOs / Finance Directors, CEOs and COOs, bringing decades of first-hand industry and leadership experience to every recruitment and search.

We combine this with proven recruitment expertise to ensure every hire is not only highly qualified and has the required commercial and strategic experience but also a true cultural fit for your business.

Deep understanding of your business – we take time to get to know your goals, challenges and opportunities.

Unrivalled expertise – each of our team has over 25 years of experience across industries, private equity, venture capital, and listed companies.

Tailored solutions – permanent, interim, or part-time executives, recruited to fit your specific needs.

End-to-end service – transparent process, clear communication, one partner contact throughout.



CASE STUDY #1

CFO for a Founder – built Entertainment and Media Group

We recently recruited the CFO for a Founder-built Entertainment and Media Group.

Prior to engaging The Executive Partnership to hire the CFO, they had interviewed over 30 CFOs and Finance Directors and failed to find the right one. We shortlisted 6 candidates in 5 weeks, 2 went to final interview and they offered and hired one of these 2.

The Challenge

The company had significantly outgrown the capability of its finance department. There was a lack of financial support information for business decision-making and no real commercial and strategic support to the CEO and senior management from a commercial CFO.

The Result of Getting the Recruitment Right

- Several divisions and International subsidiaries more effectively integrated into the business.
- Regular full management reporting in place. Improved systems and infrastructure.
- The CEO and management have increased revenue.
- Improved business confidence and a solid base for further growth established.

Observations

The right CFO or Finance Director that can relate to the particular business and management team as a true commercial and strategic partner drives enormous benefit not just in financial value but also underlying decision-making and business confidence for future growth.

CASE STUDY #2

Interim Finance Director for an Engineering SME

We recently recruited the Interim Finance Director for an Engineering SME conducting an Exit process.

The Corporate Finance Advisors engaged The Executive Partnership to hire an Interim Finance Director to lead the Exit and all related due diligence.

The Challenge

The client company was going through an Exit and sale process and had no inhouse Finance Director expertise of the level and type required to conduct all the related finance leadership and due diligence support work. We were required to recruit a Finance Director with related sector experience as well as multi exit process experience.

The Result of Getting the Recruitment Right

- Valuation and successful exit at the top end of expectations.
- Financial support systems and management information formalised to high standards.
- Due diligence and sale information successfully completed.

Observations

Not all Finance Directors and CFOs are the same. Exit, due diligence, M&A, Corporate Finance and Transformation are all areas of specialist expertise.

CASE STUDY #3

CFO for a £60m Investor-backed SaaS Energy Tech company

We recently recruited the CFO for a £60m Investor backed SaaS Energy Tech company.

The Challenge

The company was growing but management information, systems, strategic and commercial support were not keeping pace.

The Result of Getting the Recruitment Right

- Stronger CEO and Investor confidence.
- Clear financial road map to support UK and International growth
- Improved systems and infrastructure.
- Improved communication of business direction to management and staff.

Observations

The right CFO drives multi million value and is a critical partner to the CEO and board.



About Mark Masson CA

Mark brings over 25 years' experience recruiting CFOs, FDs and senior executives. A Chartered Accountant trained with Deloitte, he has held CEO, COO, and Finance Director positions across multiple industries. His unique blend of finance leadership, recruitment expertise, and career coaching enables him to advise and deliver at the highest level.

Clients



References

"Mark was recommended to me and the company by our chairman. We are an international SaaS commodity trading and technology platform, backed and invested in by leading global energy groups and banks. We required a commercially orientated CFO with strong SaaS, pricing and fundraising expertise.

Mark produced a strong shortlist and we are very happy with the CFO we chose. Mark took the time to understand our business and requirements and the type of person that would fit this critical position. I have no hesitation in recommending Mark for any Finance Director or CFO recruitment."



**CEO Growth Tech and SaaS
Trading Platform**

"I have known and worked with Mark very successfully for a number of years. Most recently I recommended him to recruit the CFO for an international media group and he did an outstanding job finding them an excellent CFO.

I would say that Mark's experience and ability to understand the client's business and candidate fit are very strong. He's great to work with, knows the market inside out and is always happy to advise along the way. I'll definitely continue to recommend Mark."



**Non Executive Director Midcap
International Media Group**



The Executive
Partnership

If we could introduce 3–5 CFOs / Finance Directors who genuinely change the trajectory of your business, would it be worth a conversation?

Let's talk.

mark.masson@theexecutivepartnership.com

+44 7812 216495

www.theexecutivepartnership.com