

The background of the slide features a complex, abstract molecular structure composed of interconnected hexagonal and pentagonal rings. These rings are rendered in a vibrant blue color, with some vertices highlighted by small, bright blue light points. The structure is set against a dark blue gradient background, which transitions from a slightly lighter shade on the left to a deeper blue on the right. The overall effect is one of high-tech, scientific, or digital sophistication.

TECTIVO

– Case Study



Company Background

HealthTech

- Tectivo recently worked with a leading UK Biopharmaceutical company that specializes in therapeutics.
- The business has around 100 employees and at the time of working with them was close to passing clinical trial phase.



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Challenges Faced Trust Payments



Our client was about to embark on a funding series and ultimately wanted to IPO the business in the next 3-5 years.

They therefore wanted to hire a CFO that could lead this, and the business through the next stage of growth.

They wanted a CFO that could work in a very closely with the PE owners and could also strategically manage the businesses next stage of growth.

They asked us to find candidates that already had experience fundraising and ideally going through an IPO,

They were open to candidates with experience across all areas of HealthTech and asked us to look at areas such as Fintech/Financial Services due to them being heavily regulated and having similar corporate finance processes.

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What Did We Do?

- We took a comprehensive person specification and then started working on a target list. We mapped other therapeutic businesses, as well as other biotech and healthtech companies, cross-checking with investor databases to see which ones had been through funding rounds.
- Our target list included around 80 candidates that we felt could operate as CFO in a business like this.
- We started our headhunt approach calls, pitching the opportunity to candidates that were not active on the market.



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- Our approach stage was extremely thorough, and consisted of approaching candidates and qualifying whether they had worked in PE businesses, had good corporate finance experience (IPO, fundraising, M&A) and had shown an aptitude to scale.
- The result was a strong shortlist of 3 candidates, each coming from a slightly different area of HealthTech.
- The client felt like they had a good choice and all 3 went through to final stage.
- A successful offer was ultimately made to a candidate and all parties were happy that the process was concluded swiftly.

The Outcome

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