




**Graham Palfery-Smith**

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- Accomplished and highly experienced strategic senior director
- Has run a wide range of specialist recruitment businesses UK & globally
- Exceptional leader motivator
- Superior market intelligence network
- High energy, enthusiastic and passionate approach to the sector
- Strong Mergers & Acquisitions (M&A) experience in the sector
- Principal in 24 transactions (also 20+ as a broker) totalling ~£250m
- MBO, MBI, BIMBO, IPO and trade transactions experience
- Skilled in dealing internationally and with owner-managers
- Almost 30 years of building successful specialist recruitment businesses

June 2010 to date **NX ChairNative, Natives Group**  
[www.searchnatives.co.uk](http://www.searchnatives.co.uk)

May 2010 to date **NX Chairman, Brightsparks Recruitment**  
[www.brightsparksuk.com](http://www.brightsparksuk.com)

April 2010 to date **NX Director, Palfery-Productions**  
[www.palferyproductions.com](http://www.palferyproductions.com)

August 2008 to date **Ambassador, APSCo**  
<http://www.apsco.org/page/ExecutiveCommittee>

December 2007 to date **NX Chairman at Coppergate International**  
[www.coppergateglobal.com](http://www.coppergateglobal.com)

May 2009 to date **CEO, gjps.net** (see below)

October 2008-May 2009 **global ceo, Faro Recruitment Group**  
**Executive director, OG International**  
**CEO Faro Digital Media**

Working on behalf of Japanese investors successfully 'grouped' this eclectic collection of businesses. 1000+ employees in 18 countries covering a wide range of different staffing, RPO & recruitment products. Turnover >\$200m Established a world class management, a team ethos amongst widely disparate businesses and turned the group to profits. Successfully disposed of two loss-making entities.

August 2006-August 2008

**Global CEO, *FiveTen Group Ltd.***

Conceived this business in mid 2006 and as a result of six substantial acquisitions (backed by Private Equity house *Englefield Capital*) and superior organic growth built a leading global specialist recruitment group.

*FiveTen* had 650 staff in 29 offices in 21 cities across 12 countries.

Turnover exceeded £150m with NFI greater than £50m and EBITDA of £12m. The group and its brands were regular award winners and *FiveTen* was the fastest growing recruitment company in the UK in 2008 (#3 2007)

The group operated in all the main infrastructure supply areas (such as Finance, IT, Marketing, HR and Legal) through specialist brands and had a dominant position in Russia through its *Antal* business. *FiveTen* was poised to become one of the world's leading specialist recruiting businesses. The group and its central core functions were built simultaneously with the acquisition programme.

September 2004-February 2006

**MD, UK & Ireland, *Robert Walters***

Responsible for improving the efficiency and profitability of several under-performing business units in this, largely, financial recruitment specialist business across the UK regions and Ireland. This role resulted from a Corporate Development consultancy assignment run for *RW* in China.

February 2001-September 2004

**CEO, *gjps.net***

Specialised in providing Corporate Development consultancy, M&A brokerage and high-end training to all types of recruitment/staffing businesses. Acted as non-executive chairman/director for a small number of businesses.

1985- 2001

**CEO, *HW Group PLC* / Senior VP, *TMP Worldwide Inc.***

Over this period, starting as a manager/consultant, grew, largely organically, a 5 man financial recruitment business, *Harrison Willis*, into an international specialist group of 450 staff with a turnover of £56m, NFI of £28m and EBITDA of £4m+.

The group's brands had exceptional levels of cross-fertilisation.

Led an MBO (3i), IPO and a trade sale to *TMP Worldwide* (now *Hudson & Monster*)

Having sold the business he became an M&A specialist reporting to the head of *TMP Worldwide*, e-resourcing. Examined 300 targets and effected 12 deals for the group.

1982-1985

**Manager, *Badenoch & Clark***

Specialist financial recruitment consultant to Manager, started contract/temps and grew the business from 3 to 30 people.

1981-1982

**Consultant, *JG Word Processors***

Education:

BA Business Studies (Hons)

City of London Polytechnic, now Cass Business School

3 'A' levels, 10 'O' levels, King Edward VI

Grammar School, Southampton