

CASE Study CEO SEARCH

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LucionGroup

palatine

Background: Lucion Group

Lucion Group is a purpose-driven company, dedicated to protecting people from hazardous environments and protecting the environment from the impacts of people. The group facilitate the sustainable development of clients across 12 key sectors worldwide through risk mitigation services and is the UK's market-leading environmental services group.

Palatine Private Equity is a well-established private equity firm, headquartered in Manchester, with a successful track record supporting management teams and businesses to execute value creation and growth journeys. Founded in 2005, Palatine invest in companies operating in diverse sectors such as business services, consumer and leisure, financial services, healthcare, skills, training, and TMT.

Palatine invested in Lucion Group in 2019, accelerating the growth of the business and assisting them in diversification. To complement Lucion's original laboratory services, the business has grown through organic growth and acquisitions to offer a more holistic service across the diverse environmental risk management space.



INTRODUCTION

A DATA-LED APPROACH CFO SEARCH

DRAX was introduced to Lucion Group through Palatine Private Equity to conduct a CFO search.

The objective of the search was to find a CFO who could support the continued growth and development of Lucion Group, and ultimately support the management team and investors to prepare for an exit.

PACE, our bespoke private equity behavioural evaluation tool was used by all shortlisted candidates during the search process to establish the required complementarity with the incumbent team. The data from PACE provided an objective view on behavioural traits, to support the hiring process and ensure a strong fit with the incumbent leadership team.

Speaking on his experience with PACE, Phil Rozier, CEO of Lucion Group said

“It is always useful to get a fresh pair of eyes on PACE test results, because sometimes if you just get presented with the data, you don't really know how to interpret it.”

Following a nationwide search, DRAX introduced and supported the appointment of Jo Seymour as CFO. Jo had previously been Finance Director for listed tool and equipment hire and services organisation Speedy Hire, with an earlier background in food manufacturing, gaming, and gambling. Jo has been appointed as a first time CFO for this private equity-backed business.

Chief Financial Officer

CANDIDATE VOICE

“DRAX were very responsive and professional. They gave me the confidence that allowed me to make a decision that was right for me, and ultimately helped me find a role that turned out to be fantastic”

Jo Seymour, CFO, Lucion Group

What DRAX was engaged for

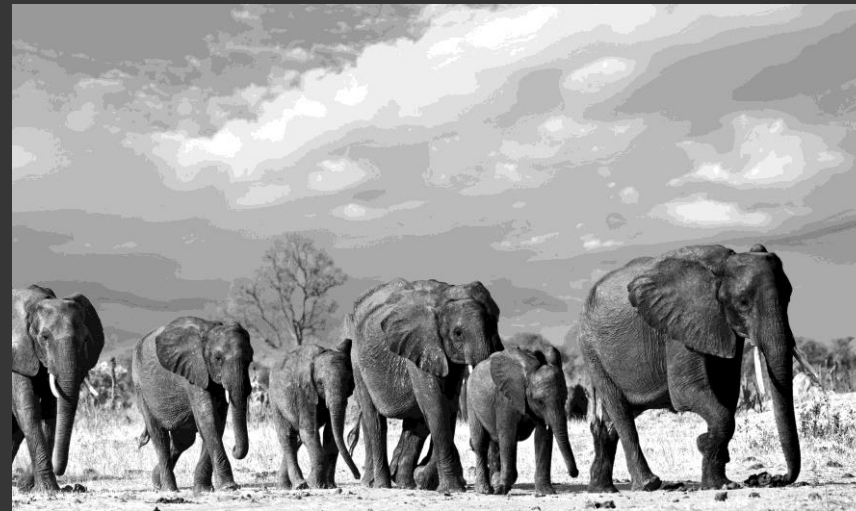


Lucion Group were looking to employ a CFO into the business to support their management team and investors in preparation for an exit.

Why DRAX



DRAX are passionate about people and are fully equipped to help candidates and clients achieve leadership success



The Results

Lucion Group now have an appointed CFO who has begun assisting their business in preparation for a successful exit.

Candidate feedback

DRAX helped me find a role that turned out to be fantastic!

DRAX

OUR APPROACH

For each mandate received, DRAX tailors the search process based on the specific mandate requirements and fulfils each search through a situational, domain, functional and behavioural lens.

PACE is used as a key indicator when deciding whether a candidate's behaviours would be additive to the value-creation goals of our clients.

During the Lucion Group search process, we were able to refer to the CEO's PACE profile, allowing us to evaluate how shortlisted candidates' skillsets would interact with those of the CEO and vice versa. PACE also revealed the strengths and weaknesses of each candidate and allowed us to make a balanced team which will optimise performance.

For more information, please get in touch:

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JACK HIRD
PARTNER,
DRAX EXECUTIVE

"It was a privilege to partner with Lucion Group and its CEO Phil Rozier to help secure the key senior leadership role of CFO, building on the previous work DRAX had conducted for Palatine Private Equity. Lucion Group is a high-performing and purpose-driven business, with a clear focus on the role it plays in protecting people and the planet. I look forward to continuing the partnership as the business continues to grow and evolve."

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