

Search, selection & deployment of executives in Switzerland
Immediate employment for a limited period

Leading Interim Management Provider for Sale



Average revenue p.a.	> CHF 5 million
Average return on equity / ROE	> 20%
Participation offer from	30%
Envisaged purchase price for 100%	CHF 3 million

Market	Requirement	The growing flexibility and globalisation of the working world increasingly calls for readily available, qualified employees. In Switzerland, more than 300,000 people are subject to the standardised Collective Labour Agreement for staff leasing. The local market volume for the placement and release of employees is estimated at over CHF 8 billion.
	Market segmentation	The services of providers in this market vary widely. While ‘staff leasing’ refers more to the placement of low-skilled employees for temporary employment, ‘recruiters’ place candidates in permanent positions. ‘Management Consultants’ offer analogous services on a contract basis. Internet platforms are shaking up the market and competing with plain recruitment activity.
	Interim Management	<p>The market for temporary provision of ready-to-use managers (Interim Management) has been constantly developing since the 80s. It is estimated that in Switzerland, around 5,000, and in the German-speaking region, around 20,000 people are acting as temporary managers; market volume over CHF 2 billion.</p> <p>When it comes to providers of Interim Management, who can provide industry and administration with ready-to use, suitably qualified and personally suited managers within days, it is about more than simple recruitment. They serve as consultants when filling positions and organising critical projects. As formal employers, they also serve as a link to their workforce on site, for whom they are responsible. Their services are usually compensated with a 20-30% margin on top of the remunerations paid.</p>

Company	Market activities	The provider focuses their marketing activities, irrespective of the industry, on companies with approx. 100 employees and over, with the main focus on clients with 250 – 2,000 employees. They provide highly qualified personnel in top management, as well as on project and staff levels.
	Success factors	<p>Besides a fairly-priced offer, the ready availability of qualified and experienced personnel, a good link to a network of decision-makers in the industry and the professional handling of on-going placements are all key factors making this provider extremely successful.</p> <p>The internal organisation, which has been developed over many years and is consistently practised - whether this regards personnel or infrastructure and IT - guarantees that the mandate can be carried out properly and in good time irrespective of the internal employees and managing partners.</p>
	Profitability	The company consistently generates above-average returns for its shareholders (ROE >20%). With its organisation and quality assurance, it is predestined for continuing future success.

Succession options	1. Sale to a competitor	<p>The sale of the provider represents a unique chance for other market participants who would like to expand and diversify, whether that be in staff leasing, recruitment or consulting.</p> <p><i>Diversification: geographic</i> The company's market leading position in Switzerland offers active competitors in Europe the opportunity for a strong market launch.</p> <p><i>vertical</i> Existing staff leasing and recruitment agencies, which have so far focused on employees and lower management levels, can use the acquisition to expand their offer and advance into the 'premium segment' of interim management.</p> <p><i>horizontal</i> The company could represent an impressive expansion for implementation-oriented corporate and strategy consultants, since the consultancy mandate could be seamlessly transferred into the implementation.</p>	
	2. Sale to 2-3 active partners	<p>The continuance of the provider by 2-3 additional active, younger partners, who can contribute their networks and their experience analogous to the current orientation, would also be a very promising option.</p>	
	3. Combination of options	<p>With well-networked, experienced executives in Switzerland and a more strategically thinking investor as the owner, this could well be a strong combination of options.</p>	
Owner	Shareholders	<p>Two active partners as majority shareholders control the company. A further, slightly younger shareholder with a minority share intends to stay with the company. He is however open to both succession options and additionally guarantees continuity through his experience.</p>	
Objectives	Sale Shares	<p>The existing shareholders are offering up to 100% of the shares to a potential buyer immediately or in stages.</p>	
	Transfer Operations	<p>All active executives are willing and ready to continue their work under new ownership.</p>	
	Seamless Transition	<p>The majority shareholders would like to gradually withdraw from the company within 1-5 years, taking the new ownership into consideration.</p>	
Offer	Envisaged price	<p>For 100% of the shares CHF 3 million; Staged payment model, also possibly with 'earn-out'.</p>	
	Guaranteed introduction	<p>The selling shareholders, as well as the operative employees have an interest in a well-assured transfer and will fully support the new owners.</p>	
Opportunities & risks	Unique starting point, limited risks	<p>An established company with market presence, an impeccable reputation and above-average profitability, very well positioned to meet the challenges of the future.</p>	
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