



INTERIM EXECUTIVE TOOLKIT



INTERIM EXECUTIVE OVERVIEW

BluWave connects top PE funds and their portfolio companies with best-in-class, PE-grade interim executive resources. We assist over 500 PE funds in over 1,000 projects each year. Human capital comprised more than 40% of this work in 2020.

PE funds cannot afford for their portfolio companies to lose momentum due to the presence of an under-performing executive or the absence of a performing executive. The right interim talent enables progress to continue while they search for a permanent leader. Interim talent can also be used as a "try before you buy" resource, in order to give the PE fund and portco executive team comfort before committing to a full-time hire.

The pre-vetted, BluWave worthy interim executives we introduce our clients to are handpicked from our Intelligent Network to meet the exact needs of PE funds, when they need them. We connect our clients with interim:



CFOs



CHROs



CROs



CEOs



CTOs



COOs



CMOs

BluWave is trusted by more than 500 leading private equity funds, including:





The CFO is one of the most critical roles in PE. Portcos cannot afford to have a leadership void in this area. Top PE funds use interim CFOs throughout the ownership cycle including portfolio company onboarding, mid-cycle position changes, and preparing for sale.

Need	Immediate Buy & Build CFO	Urgent Mid-Cycle Change	Critical Sale Process Prep
Industry	Technology Software	Automotive	Healthcare Services
Challenge	A PE fund client had an urgent need for an interim CFO. They had just purchased multiple IT managed service companies with the intention of integrating them into one streamlined platform. They were looking for an interim CFO to step in and help the integration get off to a fast start.	When the existing CFO at a portco abruptly resigned, the PE fund reached out to us looking for an immediate interim CFO to fill the vacancy. The fund was seeking someone who understood the automotive aftermarket and the nuances of this type of organization.	A PE fund client needed an interim CFO to help their portco during their exit sale process. They were looking for someone who could come in for 3-6 months and support monthly financial closes and the influx of data requests throughout the sale process.
Solution	We assessed their unique need and then leveraged our Intelligent Network of PE-grade resources to match them with multiple choices who were perfect matches for their needs.	After an initial scoping call with the firm, we were able to handpick from our deep bench of pre-vetted, PE-grade interim CFOs to immediately match them with select candidates who had the exact experience they needed.	After thoroughly understanding the nuances of their PE sales process need, we leveraged our Intelligent Network to connect them with the exact-fit resource needed to run an aggressive M&A process.
Result	The preferred interim CFO we introduced joined the team and got to work on critical integration activities just two weeks after the fund's initial outreach and the portco was able to immediately start executing on their value creation plan.	We matched them with an interim CFO who was such a perfect fit that they converted the person to a full-time role within 10 days. The portfolio company was able to seamlessly continue growing without the risk of a leadership void.	Within 24 hours, we presented them with a local candidate who had all the prior industry and sales process experience necessary. The fund quickly engaged with their preferred choice, enabling the portco to run a fast-moving sales process without losing momentum.



A fast-moving private equity owned company needs steady leadership at all times. Any void can be catastrophic. The most proactive PE funds bring in safe pairs of hands to provide calm and keep momentum moving while full-time replacements are being recruited.

Need

Urgent Interim CEO to Replace Unexpected Retirement

Industry

Education

Challenge

A client came to us with the critical need for an interim CEO after facing the unexpected retirement of their longtime CEO. They were looking for someone with industry experience who could fill the position immediately and help drive a much-needed value creation campaign. They sought someone who had experience with the same size company, excellent performance improvement credentials, and an ability to interact well with customers to alleviate concerns after the former CEO's sudden departure.

Solution

Leveraging our unique BluWave Intelligent Network and founder's 20+ years in private equity, we intimately understood the key criteria that the client needed for success. We then quickly connected the client with the select few pre-vetted candidates who perfectly aligned with their needs.

Result

Within three days, we presented the first of multiple select candidates to our client. The client was able to select their preferred resources to fill their need and found them to be an exact-fit match, having every quality they initially set out looking for. After a brief assessment phase, the interim CEO quickly began executing a performance improvement plan and set upon a path to meaningfully enhance equity value.



Best in class companies require strong COO leadership to make sure operations run at peak efficiency. If this role is unexpectedly left unfilled, revenue, profits, working capital, and cash flow can quickly suffer. Interim COOs expertly address this risk.

Need

Immediate Interim COO Needed for Industry in Transition

Industry

Technology Software

Challenge

A PE fund client came to us with the dire need for an interim COO for their education technology portco. They needed someone who knew education solutions business models as well as the associated operating and cost structures. Further, they needed someone to come in and focus on business efficiency, integration, and to lead the company in executing a critical improvement project.

Solution

Utilizing frameworks established from our founder's 20+ years in private equity, we were able to deeply understand the fund's key criteria for fulfilling this need. We then pinpointed the best matches from our pre-vetted Intelligent Network according to their exacting need. We quickly selected three PE-grade resources for our client and made introductions to facilitate their selection.

Result

After introducing our PE fund client to candidates within three days of them initially reaching out, they were able to identify an exact fit match for their need. The interim COO was able to quickly begin working on the project, provide stability, as well as identify and execute on key performance improvement opportunities.



Business is all about the people. In the new normal, HR needs have significantly increased and portcos can't afford to miss a beat on human capital. Top PE funds are tapping select CHROs to ensure their companies are fully staffed and their people stay engaged.

Need

Immediate Interim CHRO Strategist To Drive Growth

Industry

Healthcare

Challenge

A PE fund client called BluWave with an urgent interim CHRO need for their portco struggling under the weight of significant growth, including a related meaningful increase in employees, disjointed processes, and serious professionalization requirements. They sought a skilled and experienced HR professional in their portco's geography who could guide their HR strategy and help execute its rollout.

Solution

Leveraging the PE knowledge BluWave formed over more than 20 years in PE, we took the time to understand the nuances of their specific need, developed a scope to calibrate fit, and provided them with the multiple PE-grade options within our pre-vetted Intelligent Network who fit exactly what they needed.

Result

Within two weeks of the BluWave scoping call, the client's preferred PE-grade interim CHRO started at the company and got to work. The interim was such a great fit that the company converted the person to their permanent CHRO within a week.



From industrial to SaaS, technology plays a critical role in corporate growth and development. Whether your existing CTO/CIO needs subject matter help, or you find yourself in a momentary leadership void, interim CTOs help point your company in the right direction.

Need

Interim CTO Urgently Needed to Update Portco's Technology Infrastructure

Industry

Healthcare

Challenge

A PE fund client came to us with an urgent need for an interim CTO for their newly acquired portco. They were looking for someone in their portco geography who had direct experience with the company's specific healthcare technology stack and could roadmap a way forward for their outdated systems in a 3-to-6-month timeframe.

Solution

After thoroughly understanding the specific criteria of their need, we leveraged our Intelligent Network to match them with the select few PE-grade and pre-vetted resources that expertly aligned with the industry and experience they required.

Result

Within one day of initially reaching out, BluWave introduced the firm to multiple candidates who fit their specific PE-grade needs. They selected their preferred candidate who quickly got to work assessing the needs, defining an efficient and effective strategy, and then taking action to fundamentally transform the tech posture of the portfolio company.



The marketing function is more critical now than ever before. PE portcos can't afford to fly blind and/or stop talking to their markets. Proactive PE funds are bringing in select interim CMOs to level up on new technologies and/or fill momentary leadership voids.

Need

Critical Support for Struggling CMO

Industry

Technology Software

Challenge

A PE fund client reached out to us with the critical need of finding interim support for one of their portco CMOs. They were looking for someone who could help with demand generation, rebranding, and successfully expanding the company into a new vertical. They also wanted someone with SaaS experience who could strategically lead ABM efforts.

Solution

We scheduled a scoping call to understand the client's needs and the key elements that they were looking for in an interim CMO. Leveraging our Intelligent Network, we quickly selected multiple PE-grade interim CMOs who met our client's specific requirements.

Result

Within 24 hours of the PE fund's initial outreach, we presented them with exact-fit resources who aligned with everything they were looking for in an interim resource. The CMO quickly got to work creating value for the portco.



Chief Revenue Officers are critical for differential revenue growth. Interim CROs provide invaluable leadership to continue to drive revenue while the company finds a permanent C-Suite revenue leader.

Need

Urgent Need for Proven Revenue Driver

Industry

Healthcare

Challenge

A Portco CEO client came to us with a high priority need to fill their Head of Sales role in their pharmaceutical services business. They were seeking someone who was a strategic thinker and strong seller who also had a proven track record of building and leading sales organizations in high-growth, healthcare companies.

Solution

Leveraging the BluWave Intelligent Network and frameworks based on our founder's extensive private equity experience, we were able to quickly select multiple pre-vetted, PE-grade resources who fit all their criteria. We then narrowed down the matches to the two best fits to present to the client.

Result

Within 24 hours of the client initially reaching out, we were able to present PE grade resources fitting their specific need. They were then able to quickly engage their preferred resource who matched everything they wanted in an interim Head of Sales to drive growth and value at the portfolio company.



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