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Recruitment Sector MandA Adviser – Buy-Side (Fractional / Project Basis)

Hiring organization
Accountancy Capital

Employment Type
Part-time

Beginning of employment
1st November 2026

Duration of employment
Perm

Industry
Recruitment

Job Location
Remote work from: United Kingdom

Working Hours
9-5

Base Salary
£ 500 - £ 550

Date posted
September 27, 2026

Valid through
31.10.2026

Description
Location: UK – remote, with travel to target businesses as needed
Engagement: Fractional or per-deal, with scope for an ongoing role across several acquisitions

The opportunity

Accountancy Capital is working with a private acquirer who plans to build a group by acquiring several UK recruitment agencies. Our client has previously used a general business broker. That showed how much sector knowledge matters, both in judging what an agency is really worth and in negotiating on sensible terms.

We are looking for an adviser who knows the recruitment sector from the inside and can support the acquisition programme from start to finish: finding suitable targets, assessing them, valuing them realistically, and structuring and negotiating deals.

Responsibilities
The role

- Identify and approach suitable agencies, both on and off market, in line with the client's acquisition criteria
- Carry out early commercial and financial assessment of targets, looking at gross profit quality, the perm/contract mix, the contractor book, client concentration, consultant productivity and dependence on the founder
- Advise on valuation using recruitment-sector benchmarks, and test sellers' asking prices against current market multiples
- Structure offers, including initial consideration, earn-outs, deferred payments and retention arrangements for key staff
- Lead or support negotiations with vendors and their advisers
- Coordinate financial, legal and tax due diligence, working alongside the client's professional advisers
- Advise on funding structure, working capital and contractor payroll finance where relevant
- Support integration planning after completion

Qualifications
About you

- Significant experience in the UK recruitment sector, whether as an owner, board member, Finance Director or specialist adviser
- A track record of buying, selling or valuing recruitment agencies
- A strong grasp of recruitment agency economics: GP margins, contractor funding, invoice finance and consultant retention
- Commercial and confident negotiator, able to work credibly with owner-managers
- A qualified accountant (ACA, ACCA or CIMA) or corporate finance background is desirable but not essential

- Comfortable working independently on a flexible, project-by-project basis

Job Benefits

Why apply

This is a chance to help shape a buy-and-build strategy from the outset. There is a clear pipeline of transactions and the prospect of a long-term advisory relationship as the group grows.

Contacts

To apply in confidence, please send your CV with a short note on the recruitment-sector transactions you have been involved in. All applications are handled in strict confidence.

Accountancy Capital is part of a specialist UK executive recruitment group led by Adrian Lawrence FCA.