



## CASE STUDY

*1st*Executive STRATEGIC DELIVERY PARTNER –  
GLOBAL PRIVATE EQUITY PROCUREMENT BUILD  
(CVC CAPITAL PARTNERS)

*1st*Executive

### GREENFIELD PROCUREMENT FUNCTION REQUIRED

**CVC Capital Partners is one of the world's leading private markets managers, with ~€200bn AUM and investments across 150+ portfolio companies globally.**

**1st Executive was engaged on an exclusive mandate to build a Greenfield Procurement function to support corporate operations and broader value creation across the business.**

### CHALLENGE & OVERVIEW:

**The requirement was both strategic and international, including:**

- Build-out of Technology and Non-Technology Category teams (London)
- Establishment of a Procurement Operations function (Cape Town)
- Alignment across a complex global stakeholder group, including:
  - Corporate leadership
  - Operating Partners
  - Investment teams
- Delivery within an environment where Procurement was not previously embedded, requiring cultural transformation
- Overcoming a 4-day office mandate, significantly above the London FS market norm (2–3 days hybrid)
- Requirement to blend permanent and interim hiring, including a niche Professional Services sourcing programme

### APPROACH, SOLUTION & DELIVERY:

**1st Executive delivered a consultative, insight-led solution, combining recruitment delivery with strategic advisory:**

- Partnered with the Director of Procurement to define:
  - Role design and job specifications
  - A clear, differentiated Employee Value Proposition (EVP)
- Delivered candidate benchmarking and market insight, refining expectations for:
  - Category Directors
  - Procurement Operations leadership
- Redesigned the hiring process:
  - Reduced from 6–7 stages to 3
  - Introduced a targeted case study assessment, improving speed and decision quality
- Executed a global talent mapping strategy to specifically target:
  - Consulting profiles with Private Equity / value creation experience
  - High-calibre candidates meeting strict academic criteria
- Leveraged existing network and referrals to secure critical leadership hires
- Delivered an international headhunting campaign, successfully building the Cape Town team in a new geography for the client function
- Deployed interim resource capability to deliver immediate impact on a niche sourcing

## KEY METRICS & DELIVERY IMPACT:

100% delivery success across Phase 1 & Phase 2

-  6 strategic hires delivered across 2 geographies
-  3-stage hiring process (reduced from 7)
-  Accelerated time-to-hire across all roles
-  New international capability established (South Africa)
-  Interim + permanent hiring delivered in parallel

## CAMPAIGN OUTCOME:

**1st Executive successfully delivered the end-to-end build of the Procurement function:**

- Category Director – Technology (London)
- Category Director – Non-Technology (London)
- Interim Sourcing Manager (London)
- Director of Procurement Operations (Cape Town)
- Procurement Analysts (Cape Town x2)

### This enabled:

- Establishment of a fully operational Procurement capability across two regions
- Successful COUPA implementation
- Deployment of core Procurement governance, policy and processes
- Introduction of scalable systems and tooling

## BENEFITS TO CLIENT

**The impact extended beyond hiring into enterprise-wide value creation:**

### Commercial Impact

- Creation of a centralised Procurement function
- Improved cost control, spend visibility and margin protection

### Risk & Compliance

- Implementation of Third Party Risk Management (TPRM)
- Alignment with FCA, PRA and EBA regulatory frameworks

### Strategic Value

- Procurement established as a core value creation lever
- Direct support to investment performance and portfolio strategy

### Future Impact

- Launch of a Cost Transformation Programme:
  - Targeting 10% cost reduction
  - Potential rollout across ~150+ portfolio companies globally



**IF YOU ARE:**

- Building or scaling a Procurement function
- Driving cost transformation or value creation
- Struggling to secure top-tier talent in a competitive market

**1ST EXECUTIVE DELIVERS WITH PACE, PRECISION AND MARKET CREDIBILITY**

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