

HealthInvestor  
Awards 2022  
**WINNER**  
Search firm of the year

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Awards  
2019  
**WINNER**  
Recruiter



# Completed Assignments

Highlights 2017-date

**Covering Health, Social Care,  
Education & Life Sciences  
sector spaces.**

For the UK & International Investor,  
Advisory Services and Private  
Business Sectors.





# Completed Assignments

## Highlights Apr 2022 - Dec 2022

### Q3: Oct 2022 – Dec 2022

#### LEADERSHIP ASSIGNMENTS

**CEO** Mobility NHS Outsourced Org / UK PE

**Area Director** Adult Learning Disability / UK PE

**MD** Adult Social Care / UK PE

**MD** Specialist Education / European PE

**MD** Adult Social Care / UK PE

**Regional Director** Primary Care / UK PE

**Managing Director** Specialist Care / UK Listed Org

**Regional Director** Adult Social Care / UK PE

#### CORPORATE SERVICES ASSIGNMENTS

**Head of HR** School Academy / High Net Worth Individual

**HR Director** High Street Pharma / European PE

**Director of Quality** Adult Social Care / UK PE

**Director of Quality & Compliance** Adult Social Care / European PE

#### FINANCE & COMMERCIAL

**Director of Finance & Facilities** Hospice / NFP

**CFO** Adult Social Care / Private Investors

**CFO** Adult Social Care / European PE

*"I have been so impressed by Luke's integrity, clear purpose and drive to achieve for his clients. Luke has worked with Priory on a number of things but more recently to source 2 independent Non Exec Directors and a Director of Talent Acquisition. He has kept us informed, fielded some great candidates and follows up at each stage, even when they have started. I would really recommend him if you are searching for high calibre individuals."*

**REBEKAH CRESSWELL**

CEO - Priory

#### LIFE SCIENCES

**Chief Pharmacist** European Pharma Org / European PE

**VP, Business Development** European Pharma Org / European PE

### Q2: Jul – Sep 2022

#### LEADERSHIP ASSIGNMENTS

**Managing Director** Autism Education Services / European PE

**CEO** Mental Health / UK PE

**CEO** Elderly Care Homes / NFP

**Managing Director** Elderly Care / UK PE

**Head of Former Player Care – NDD** Football Association Body

#### FINANCE & COMMERCIAL

**Finance Director** – Dentistry / UK PE

**Commercial Director** – Teleradiology / Global PE

**Commercial Director** – Mobile MRI Solutions / European PE

**Director of Business Development** – Dermatology / UK PE

**Group Commercial Director** – Supported Living / UK PE

#### CORPORATE SERVICES ASSIGNMENTS

**Membership and Corporate Services Director** Homecare Industry Body / NFP

**Director of Field Services** Optical Care / UK PE

**Marketing Director** Biostatistician's Org / VC backed

#### LIFE SCIENCES

**Department cLEAN Partner** Diabetes Pharma Org / US Listed Org

**Commercial Director (EMEA)** Biostatistician's Org / VC Backed

### Q1: Apr – Jun 2022

#### LEADERSHIP ASSIGNMENTS

**Managing Director (Adults)** Adult Social Care / Infrastructure fund

**Managing Director** Elderly Care / REIT & Infrastructure Fund

**Non-Executive Chair** Adult Social Care / European PE

**iNED** Multi Disciplinary Health & Social Care Provider / European PE

**iNED** Multi Disciplinary Health & Social Care Provider / European PE

**COO** International Mobility Org / European PE

**CEO** Children's Nurseries / European PE

**Commercial Operations Director** Adult Social Care / UK PE

**Director of Quality** Adult Social Care / High net worth individual

**Clinical Director** Orthopaedic Org / UK PE

**Director of Quality & Compliance** Diagnostics / European PE

#### FINANCE & COMMERCIAL

**CFO** Complex Homecare / UK PE

**CFO** Adult and Elderly Care / UK PE

**Interim Director of Finance & Facilities** Hospice / NFP

**Head of FP&A** Medical Transportation / UK PE

**Development Director** Adult Social Care / European PE

#### CORPORATE SERVICES ASSIGNMENTS

**HRD** UK PE House / UK PE

**HRD** International Mobility Org / European PE

**Talent Acquisition Director** Multi Disciplinary Health & Social Care Provider / European PE

**Director of Employee Services** Elderly Care / Large Corp

**Head of HR** Secondary Education / High Net Worth Individual

**Chief Marketing Officer** Dermatology / UK PE

# Completed Assignments

## Highlights Apr 2021 - Mar 2022

### Q4: Jan – Mar 2022

#### FOR PROFIT ASSIGNMENTS

**Group Head of Marketing & Communications** Multidiscipline Health & Social Care Org / European PE

**Managing Director** Adult Social Care / UK PE

**CEO** Brain Injury Org / European PE

**Chair** Brain Injury Org / European PE

**Quality Director** B2C Home Care / Franchise Model

**MD** Adult Social Care Org / HNW Individual

**Quality Director** Adult Social Care Org / HNW Individual

**Medical Director** Multidiscipline Health & Social Care Org / Listed

**COO** Children's Nurseries / European PE

**NED** Adult Social Care / European PE

**Finance Director** Elderly Care / UK PE

**Director of Development & Partnerships** Adult Social Care / European PE

**MD – Elderly Care** Infrastructure Fund

**MD / COO** Eating Disorders / HNW Individual

**COO** Social Care Org / UK PE

**Operations Director** Specialist Dementia Org / HNW Individual

**COO** Dentistry Org / European PE

**MD** Fostering & Specialist Education / European PE

#### NOT FOR PROFIT ASSIGNMENTS

**COO** Group of School Academy Trusts / HNW Individuals

**Head of HR** Multisite Academy Trusts / HNW Individuals

**Policy, Practice & Innovation Director** Home Care Industry Body

**CEO** UK Hospice

#### LIFE SCIENCES

**Global Director of Quality Improvement** Global Pharma Org

### Q3: Oct – Dec 2021

#### FOR PROFIT ASSIGNMENTS

**Director of M&A** Adult Social Care / Infrastructure Fund

**Director of Estates** Specialist Education / UK PE

**Director of M&A** Children's Nurseries / UK PE

**CEO** Medical Transportation / UK PE

**CEO** Adult Social Care / European Private Equity

**Regional FD** UK Homecare / European Listed Org

**Chair** Specialist Education / UK PE

**Director of Operations** Children's & Adult Specialist Provider

**CEO** Supported Living Org / UK PE

**Associate Director** Healthcare / REIT

**Group Sales Director** UK PMI Organisation

**HRD** Elderly Care / European PE Backed

#### NOT FOR PROFIT ASSIGNMENTS

**MD** International Disability Org

**Communications** Campaign & Marketing Director Homecare

**Director of Finance & IT** Social Housing Org

**CEO** International Disability Org

*"Luke is an asset to any health education or social care business. Thoughtful, insightful, thorough and discrete. He works as a genuine partner to the team and has helped build a very strong team at Aurora and One Healthcare. He has my complete trust and would heartily recommend him. At Aurora we have transformed the group, improved the organisation and quadrupled our performance in a year. Luke's a big part of that success."*

**SHAY RAMALINGHAM**

Investment Director, Octopus Healthcare & Chairman – Aurora Care

### Q2: Jul – Sep 2021

#### FOR PROFIT ASSIGNMENTS

**CEO** Orthopaedics / UK PE

**COO (UK)** Veterinary / Global Pet Care Conglomerate

**COO** Optometry / European PE House

**Chief People Officer** Specialist Education / UK PE

**Commercial Director** Mental Health / European PE

**Director of Quality** Specialist Education / UK PE

**Head of Operations** Dentistry / UK PE

**Managing Director** Physio Clinics / Privately Owned

#### LIFE SCIENCES

**Clinical Systems and Digital PM** Pharmaceutical

**Global Regulatory Affairs Director** Biotech / European PE

**Associate Director** QA - CDMO / US Corporate

#### NOT FOR PROFIT ASSIGNMENTS

**Director of Services** Learning Disabilities / Charity

### Q1: Apr – Jun 2021

#### FOR PROFIT ASSIGNMENTS

**MD** UK Veterinary / Global Pet Care Conglomerate

**M&A** Director Adult Social Care / European PE backed

**Chief Commercial Officer** Specialist Education / UK PE

**Finance Director** Elderly Care / Private UK Org

**CEO** Elderly Care / UK PE

**Programme Director** Elderly Care / US REIT

**HRD** Specialist Education / UK PE

**HRD** NHS Outsource Ophthalmic / European PE

**BD Director** Medical Transport Org / UK PE

**CEO** Elderly Care / Privately Owned

**Projects Manager** Hospital Management / UK Outsourcing Org



# Completed Assignments

## Highlights Apr 2020 - Mar 2021

### Q4: Jan – Mar 2021 cont.

#### FOR PROFIT ASSIGNMENTS

**CEO** Neurological Care / European Private Equity

**Managing Director** Specialist Dementia Care / Privately Backed

**Commercial Operations Director** Elderly Care Provider / US REIT

**CEO** Consumer Health / European Private Equity

**Chair** Complex Home Care / UK PE

**People Director** Adult Social Care / Privately backed, UK

**HR Director** Digital Health / Venture Capital

**CEO** Adult Social Care / Privately backed, South

**COO** European Veterinary Referral Org / Global Pet Care Conglomerate

**Finance Director** Dom Care / Privately backed org

**Operations Director** Learning Disabilities / Privately backed

**Operations Director** Sexual Health / UK PE

**National Director of Improvement** Primary Care / Private

**Operations Director** Complex Home Care / UK PE

*"Our recent work with Compass Executives was exceptional. The search was perfectly organised, response times were swift, and due to their market knowledge and network, we quickly found our ideal candidate."*

**CHRISTOPHER SCHOEN**

Member of Group Executive, Schoen Clinic

### Q4: Jan – Mar 2021

#### LIFE SCIENCES

**VP** Head of Biological Drug Discovery – Therapeutic Org

**Managing Director** Specialist Dementia Care / Private Backed

#### NOT FOR PROFIT ASSIGNMENTS

**Programme Director** Large Housing Association

**Director of Finance and Corporate Services** Housing Association

**Director of Operations** Dementia Care Research / Charity

### Q3: Oct – Dec 2020

#### FOR PROFIT ASSIGNMENTS

**MD** Specialist Education / Privately Owned

**CHAIR** European Dentistry Org / European PE House

**MD** Primary Care / Private Org

**M&A Director** Children's and Adult Specialist Provider / Listed

**CEO** European Surgical Hospital Group / Private Investor

**Divisional Director (South)** Elderly Care / Private Org

**HR Director** Dentistry / European PE

**Interim Operations Director** Primary Care / Private Org

**MD (North)** Elderly Care / US REIT

#### NOT FOR PROFIT ASSIGNMENTS

**Head of Estates** Academy Schools Trust

**Director of Finance & Corporate Services** Charity

**Executive Director of Operations** Housing Association

### Q2: Jul – Sep 2020

**CEO** Children's Services & Education / UK PE

**UK FD** Private Acute / PE Backed

**MD International** Children's Services / Listed Org

**Medical Director** Ophthalmic Hospital group (Europe)

**International Development Director** Sexual Health Org / UK PE

**Interim Operations Director** Community Care / Privately Owned

**Education Operations Director** Children's Services & Education / PE Backed

**Business Development Director** Children's Care & Education / PE Backed

**MD** Residential / Fostering / PE Backed

**Divisional Director** Elderly Care / Privately Owned

**HR Director** Children's Services / PE Backed

#### LIFE SCIENCES

**NED** International Life Sciences Investor

**Senior Manager** Customer Services / MedTech / Int. Investors

### Q1: Apr – Jun 2020

**Medical Director** Ophthalmic Hospital group (Europe)

**Chief Commercial Officer** Sexual Health Org / UK PE

**COO** Children's and Adult Social Care / UK PE

**Finance Director** Adult Social Care / UK PE

**CEO** Specialist Education / UK Infrastructure fund

**HRD** Adult Social Care / Private Enterprise (UK)

#### LIFE SCIENCES

**Animal Technician** Biotech Org / Europe

**Non-Executive Director** Biotech Autism Treatment Org / US

# Completed Assignments

## Highlights Apr 2019 - Mar 2020



*"At each stage of the process, Compass Executives were professional, honest and highly communicative. I found them to be a very professional executive search organisation that understand the healthcare space intimately, which means when you talk to them, they truly understand the candidate aspirations and skills and can match to the relevant assignment. I would recommend them without hesitation."*

**HOWARD NANKIVELL**

Chief Executive Officer, Rangeford Holdings

### Q4: Jan – Mar 2020

#### FOR PROFIT ASSIGNMENTS

**Group Strategy Director** Children's & Adult Specialist / Listed

**Operations Director** Luxury Care Provider / UK PE

**COO** Primary Care / Private Provider

**Chair** Adult Social Care / Infrastructure Fund

**CFO** Buy and Build Platform / UK PE

**CEO** Aesthetics business / UK PE House

**Investment Director** UK PE House

**Chief M&A Director** Child & Adult Specialist Provider / Listed

### Q3: Oct – Dec 2019 cont.

#### NOT FOR PROFIT ASSIGNMENTS

**Trustee** Charity for the blind

**Executive Director** Elderly Care Charity

**Director of Services** Vulnerable Children and Adults Charity

**Director of Operations** Palliative Care Charity

**Regional Head of Operations** Substance Misuse

**Head of Strategic and Commercial Growth** Substance Misuse

#### FOR PROFIT ASSIGNMENTS

**HR Director** Luxury 6\* Care / PE Backed (London)

**MD** Children's Services / Investor backed (Scotland)

**M&A Director** Aesthetics platform business / UK PE

**Director of Quality & Governance** Elderly Luxury Care / UK PE

**Director of Governance** Ophthalmic Hospital Group (Europe)

**General Manager / UK CEO** European Surgical Hospitals / Global PE

**CEO** Elderly Care / Family Group, multiple business streams

**Operations Director** Elderly Luxury Care / UK PE Growth Agenda

**Commercial Director** Ophthalmic Hospital Group

**Director of Dementia Services** Luxury 6\* Care / PE Backed

**Chief Operating Officer** Elderly Care / Private Enterprise

### Q3: Oct – Dec 2019

#### FOR PROFIT ASSIGNMENTS

**Business Development Director** Digital Health / VC backed org

**Finance Director** Dentistry, UK Growth Fund

**Director of Business and Market Development** Primary Care / Private

### Q2: Jul – Sep 2019

**Commercial Director** Home Care / Privately owned

**PMO** Elderly Care / International Investor

**Sales Director** Healthcare Tech / Venture Capitalist

**Marketing Director** Luxury 6\* Care / PE Backed (London)

**HR Director** Luxury 6\* Care / PE Backed (London)

**Group OD** Adult Social Care / PE Backed (SE)

**Director of Commercial Operations** University (Scotland)

**Head of Advice Services** UK Research Body – Charity

**Chairman** Surgical Hospitals / UK Infrastructure Fund (SE)

**Group Commercial Director** Senior Living / Investor backed (SE)

### Q1: Apr – Jun 2019

**CEO** Elderly Luxury Care / UK PE Growth Agenda (SE)

**Development Director** Elderly Care / Private Enterprise (UK Wide)

**Development Director** Luxury 6\* Care / UK PE (UK wide position)

**COO** Home Care / Privately owned

**Assistant Operations Director** NFP / UK Wide Housing Org

**CFO** Surgical Hospital Group / UK Infrastructure Fund

**Hospital Director** Ophthalmic / European House

**2 x OD** B2C Home Care / UK PE House

**CEO** Support Workers Charity / UK Wide Charity

**Principal Consultant** Healthcare Advisory / Global consultancy

**Quality Director** Community Care Provider / Private enterprise

**NED** Children's and Adult Specialist Provider / Listed Org

**CEO** Adult Social Care / Private Provider (SE)

**Director of Quality** Adult Social Care / Private Provider (UK Wide)

### Q4: Jan – Mar 2020 cont.

#### NOT FOR PROFIT ASSIGNMENTS

**Director of Support and Services** Bereavement Care / Charity

**Director Children & Family Services** Children & Adults / Charity

**Head of Quality** Vulnerable Children and Adults / Charity (London)

**Head of Operations South** Substance Misuse / NFP

**Finance Development Director** London Housing Association

**Head of Operations** Dementia Care Research / Charity

**Director of Care** Children's Hospice (Kent)

**Head of Operations** Vulnerable Children and Adults / Charity

**Trustee x 2** Charity for the Deaf

#### FOR PROFIT ASSIGNMENTS

**MD** Children's Services Large Multi-Disciplinary Org / US Backed

**Medical Director** Ophthalmic Hospital group (Europe)

**CEO** Specialist Education / UK Infrastructure fund



# Completed Assignments

## Highlights Apr 2017 - Mar 2019



### Q4: Jan – Mar 2019

**CEO** Adult Social Care / Private enterprise (UK footprint)  
**COO** Adult Social Care / Private enterprise (UK footprint)  
**MD** Mental Health / UK PE House  
**Managing Consultant** Med Tech / European Consultancy  
**COO** Specialist Education – UK PE House  
**COO** Elderly Care – Privately owned  
**CFO** Elderly Care – Privately owned  
**Finance Director** Luxury Care SE / UK PE House  
**Hospital Director x 2** Ophthalmic / Alternative Investors  
**Hospital Director** Mental Health / European PE

### Q3: Oct – Dec 2018

**NED** Adult Social Care / European PE House (Ireland)  
**CEO** Adult Social Care / Privately Owned (UK Wide)  
**Finance Director** Luxury Care SE / UK PE House  
**CFO** B2C Homecare / UK PE House  
**IT Director** Adult Social Care / PE Backed (UK Wide)  
**Programme Director** Adult Social Care / PE Backed (UK Wide)  
**Principle Consultant** European Advisory Consultancy  
**Hospital Director x 2** Ophthalmology / European Surgical Group  
**CEO** Support Workers Charity / UK Wide Charity  
**Director of Quality** Luxury Care / US Backed (South)  
**Operations Director** Luxury Care / US Backed (South)  
**BD Director** Substance Misuse / UK Charity

### Q2: Jul – Sep 2018 cont.

**Chair** Children's Nursery Platform / UK PE House (UK Wide)  
**CEO** Luxury elderly Care / US Backed (South)  
**CEO** Designate / B2C Home Care (South)  
**COO** Luxury elderly Care / US Backed (SE Based)  
**MD** Specialist Education and Children's Resi Services / PE Backed

### Q2: Jul – Sep 2018

**Clinical Partnership Lead** Health Tech / VC Backed  
**Director of Quality** Adult Social Care / Charity (SE Based)  
**Director of Quality** Adult Mental Health / European PE House  
**Group OD** Elderly Care / Privately Owned (Ireland)  
**Senior Opps Director** Elderly Care / Privately Owned (UK Wide)  
**MD** Complex Homecare / PE Owned (UK Wide)  
**Commercial Director** Complex Homecare / PE Owned

### Q1: Apr – Jun 2018

**CFO** Luxury Retirement Living / UK Property Investment Fund  
**CEO** Luxury Retirement Living / UK Property Investment fund  
**Head of Development** Substance Misuse Charity (UK Wide)  
**CEO** Adult Social Care / Privately owned  
**Director of Mental Health** Mental Health Charity (UK Wide)  
**Director of Quality** Adults LD org / Southern based  
**Practice Lead** Digital Health (UK Wide)  
**Clinical Partnership Lead** Digital Health (UK Wide)  
**Regional Director** Supported Living Org / Int'l PE House

### Q4: Jan – Mar 2018

**CEO** Children's Resi and Education / PE Backed (UK wide)  
**Finance Director** Mental Health / Neuro Rehab / UK PE House  
**COO** Adult Social Care / Privately Owned  
**MD** Mental Health / International Investors  
**Director of Quality & Compliance** Elderly Care / NFP  
**Development Consultant** Elderly Care / Privately Owned  
**Group Operations Director** Mental Health / Privately Owned  
**Care Home Consultant** Elderly Care / NFP  
**Consultant** Veterinary / International Investors  
**Head of Development** Mental Health / Privately Owned

### Q3: Oct – Dec 2017

**MD** Children's Specialist Care / European PE Backed (Wales)  
**Operations Director** Luxury Care / UK PE House (SE)  
**Trustee x 2** Adult Social Care / Charity (UK Wide)  
**MD** Children's Resi and Education / PE Backed (UK Wide)  
**Operations Director** Domiciliary Care / UK PE House (South UK)  
**MD** Elderly Care / European House (SE)  
**Senior Executive** Digital Health / Private Fund (UK Wide)

### Q2: Jul – Sep 2017

**CEO** Adult Social Care / European PE House (Ireland)  
**CFO** Adult Social Care / PE Backed Org (UK)  
**Business Development Director** Community Services / Charity (SE)  
**MD** Elderly / Large Corporate  
**Education Director** Children's Services / Listed Org  
**Implementation & Development Director** Substance Misuse / Charity  
**Managing Director** Surgical Hospital Group / Property Investment Fund

### Q1: Apr – Jun 2017

**Finance Director** Adults LD & Community Services / Charity (UK)  
**Head of Quality and Safety** Adult Social Care / Charity (UK)  
**Hospital Director** Veterinary Referral Centre / PE Backed Org (UK)  
**Director of Education** Large Corporate  
**Business Development Director** Large Corporate (UK)  
**MD** Complex Care / PE House (UK)  
**Director of Care at Home** Dom Care / Housing Association (UK)