

GAUTAM SAHGAL

NON-EXECUTIVE DIRECTOR & ADVISORY BOARD MEMBER

London, United Kingdom

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20+ YEARS OF SUCCESS INSPIRING CROSS-FUNCTIONAL TEAMS, LEADING COMPLEX PROJECTS AND MAXIMISING BUSINESS VALUE THROUGH BOTH VISIONARY LEADERSHIP AND TURNAROUND MANAGEMENT

CAREER SUMMARY

- Passionate and results-driven business leader with the ability to balance strategic decisions and financial discipline with a hands-on approach to leadership – resulting in strong ROI, employee, customer, and stakeholder satisfaction.
- Extensive experience in financial management that provides valuable perspectives to boards, cultivating a sense of partnership across the company, strengthening teamwork, and setting the vision, focus, goals, and strategies that produce the best possible ROI. Repeated success propelling organisations to the next level of growth and expansion.
- As a non-executive director, highly adept at advising the CEO, developing strategic plans, providing technical expertise, entrepreneurial leadership and external skills, assessing and managing risks, providing effective controls, approving budgets and business decisions, evaluating the management, and representing the company to stakeholders.
- Innovative thinker who understands business beyond the numbers, possesses innate ability to drive business growth and develop strategic partnerships.
- Proven success in improving EBITDA and top-line growth, driving M&A projects, capital raising, restructuring, reducing operating costs, and optimising overall business performance for highly reputed companies spanning multiple industries.

PROFICIENCY FORTE

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|---------------------------------------|--------------------------------------|--------------------------|
| ◆ Strategic Planning & Vision | ◆ ROI Optimisation & Impact Analysis | ◆ Business Modelling |
| ◆ Executive Oversight | ◆ Ability to Build Consensus | ◆ Start-up Mentoring |
| ◆ Business Impact Strategies | ◆ Business & Technical Acumen | ◆ Public/Media Relations |
| ◆ Cross-functional Leadership | ◆ Financial Stewardship | ◆ Strong Work Ethic |
| ◆ Ability to Embrace & Deliver Change | ◆ Risk & Compliance | ◆ Decision Making Skills |

CORE COMPETENCIES

- Forward thinking and thought leadership capabilities, ability to see the “bigger picture”.
- An effective communicator at all levels in the organisation, with strong oral, written and public speaking skills.
- Extensive board experience, including publicly listed board and participation in Audit committee as well as wide breadth of senior roles (CEO, Managing Director, Chief Operating Officer, Finance Director).
- Exceptional ability to align and engage various levels of internal and external stakeholders and work issues to closure.
- Extensive experience in mission critical situations including capital raising, M&A, restructuring, internationalisation, strategy development and rapid revenue development
- Successful track record of personally developing and maintaining executive level enterprise relationships.
- Effective organisation, planning, project management, and masterful execution skills.

HIGHLIGHTS OF RELEVANT EXPERIENCE AND SELECT ACCOMPLISHMENTS

- Recognised for having built the ARR book at a SaaS/subscription company from 2.5 mln to 25 mln in 5 years (>50% CAGR).
- Successfully raised £ 25 million in capital via major VC firms, angels and debt providers.
- Saved a business from potential liquidation via a pre-pack administration and subsequently improved business mix and free cash generation (from negative £ 7 mln to positive £ 1 mln) over a three-year period.
- Delivered an entirely new digital strategy for an online advertising business - researched new companies in US serving SMB needs and implemented strategy in the UK (focusing on emerging business models in the US)
- Launched a suite of new subscription services in a do-it-for-me model. Grew ARR from 0 to £ 10 mln in 18 months.
- Generated synergies across a wider group of online advertising and B2B data businesses by successfully leading all facets of pre-close to post-close integration onto a single operating company business model, resulting in a £60 million leveraged recap of the combined data business.

PROFESSIONAL EXPERIENCE

Perkbox, London, UK	Dec 2015 – Present
<i>Managing Director</i>	Sep 2019 – Present
<i>Chief Operating Officer</i>	Dec 2015 – Sep 2019
Core Focus: Led the domestic and international scale up of this SaaS business in the HRTech space from an embryonic phase to > £ 25 mln in ARR across 4 countries. Propelled products and services into more lucrative global markets and successfully led internationalisation process. Led the company first through hyper-growth and subsequently to profitable growth.	
Key Contributions:	
<ul style="list-style-type: none"> ▪ Defined and communicated the strategic vision of the organisation by fully engaging with and inspiring investors and key stakeholders. ▪ Developed the sales, marketing, customer success and operations functions from an embryonic phase while we delivered increase in annual recurring revenue from £ 2.5 mln to £ 25 mln over five years. ▪ Grew organisation from just over 50 people in 2015 to over 200 people in 2020. ▪ Led global market development and internationalisation efforts expanding the services to 4 countries with users in over 30 countries. ▪ Participated in all capital raising activities to finance the growth of the business, raising £ 25 mln from a range of equity and debt providers. 	
thomsonlocal, Farnborough, UK	Mar 2012 – May 2015
<i>Chief Executive Officer</i>	Aug 2013 – May 2015
<i>Finance Director</i>	Mar 2012 – Aug 2013
Core Focus: Led a complete strategic, operational and financial overhaul of this challenged legacy print directory business by taking it through pre-pack administration and leading it to growth and profitability through new B2B data and subscription digital advertising services. Developed and implemented a new strategy focusing the business within structurally growing segments including digital advertising for SMBs, listings management, and B2B data licensing and solutions. Developed the strategic goals of the organisation. Led and managed pre and post-close M&A efforts and operational integration post the acquisition by the 118 Data Group.	
Key Contributions:	
<ul style="list-style-type: none"> ▪ Rolled out major new product category straddling data and digital businesses - get me everywhere- turning the company into the UK's leading online listings distributor and platform for citations management. ▪ Stabilised the financially drowning organisation through a significant cost restructuring, renegotiation of legacy pension schemes and contractual agreements, and a financial restructuring process through a pre-pack administration process. ▪ Managed wind down of print operations in a declining market by focusing on capacity management, cost reduction and separation of back end fulfilment. ▪ Created and scaled the inside sales force to sustain growth to 30 agents and implemented process for best practice new business. With the new products, grew ARR from 0 to £ 10 mln in 18 months. ▪ Developed and implemented world-class financial reporting systems, ERP, controls, policies and procedures to facilitate the strategic plan; provided key stakeholders with insights into business operations through real-time analytics and dashboards. ▪ Responsible for financial planning and reporting, budget creation, treasury, and forecasting ongoing updates and monitoring. ▪ Assessed and evaluated financial performance of the organisation with regard to long-term operational goals, budgets and forecasts. ▪ Led a significant cost restructuring of the company leading to a 50% reduction in fixed personnel, G&A and IT/development and capex costs within 12 months. 	

EARLY PROFESSIONAL EXPERIENCE

11880 Internet Services AG, Munich, Germany	Jun 2011 – Jun 2014
<i>Member of the Supervisory Board and Audit Committee</i>	
Europages, Paris, France	Jun 2011 – Jun 2014
<i>Member Board of Directors</i>	
Seat Pagine Gialle SpA, Turin, Italy	Feb 2006 – Mar 2012
<i>Head of Group Portfolio Strategy</i>	Mar 2010 – Mar 2012
<i>Head of Group Planning & Control</i>	Oct 2007 – Mar 2010
<i>Manager, Corporate Development/M&A</i>	Feb 2006 – Oct 2007
EXOR N.V., Turin, Italy	Aug 2004 – Feb 2006
<i>Corporate Development Manager</i>	
Citigroup, New York, USA	Jun 2000 – Sep 2003
<i>Associate/Analyst, Corporate & Investment Bank</i>	
JPMorgan Chase & Company, New York, USA	Jun 1999 – Sep 1999
<i>Summer Analyst, Derivatives Sales & Trading</i>	

EDUCATION AND PROFESSIONAL DEVELOPMENT

Executive Course in Mergers & Acquisitions, 2007

Wharton Executive Education

Master of Business Administration, 2003 – 2004

SDA Bocconi

Bachelor of Arts (Literary History), 1997 – 2000

Georgetown University