



Tempest

# INCUBATOR PROGRAMME

Helping budding entrepreneurs realise their vision

# 1

## ABOUT US

### The Tempest Incubator Programme is backed by Tempest Resourcing, one of the most successful privately owned recruitment companies.

The Incubator programme finances and supports entrepreneurs in creating new companies, with the aim of creating substantial, market leading businesses across the recruitment sector.

**We invest in talented individuals keen to build new ventures in niche areas of the recruitment industry.**

Since 2016 we have successfully invested in over 15 entrepreneurs, generating a portfolio with turnover exceeding £50m p/a. We believe our success comes down to our ability to share our experience, as well as practical insights which help the entrepreneurs we invest in create businesses that thrive.

We have created a community of businesses that benefit from the wealth of expertise our dedicated leadership team holds, from finance to strategy, legal advice to administrative support, leaving the entrepreneurs we invest in free to focus on what they do best: sales and growth.

The Incubator programme is well placed to invest in talented individuals who have identified an opportunity to add value to a segment of the recruitment market. We have the time, money and knowledge to help budding entrepreneurs realise their vision, with no limits placed on the heights the business can reach.

# 2

## WHO WE ARE

**The Tempest Incubator Programme is orchestrated by seasoned professionals with a combined 50+ years of experience at leadership level in the recruitment industry across FTSE listed, PE backed and privately owned businesses.**

Our leadership team are perfectly placed to invest in talented individuals who have identified opportunities to add value in the recruitment sector.

As market leaders in delivering recruitment services across the UK, the Tempest Incubator Programme has a wealth of knowledge and experience that we use to support entrepreneurs with a business idea they are keen to realise.

Our leadership team have worked for and created a number of the largest brands in recruitment, and have the skills, expertise and financial means to ensure the entrepreneurs we 'back' are assured of success.

As a team, we have experience of growing business in the public and private sectors across the UK, as well as internationally. Our aim is to make the process of starting up and developing a business as fool proof as possible, and to that end we have achieved great success.

# 3

As well as being specialists in our own recruitment business, we are also experts in supporting entrepreneurs in launching their own businesses and growing them to become successful ventures in the own right.

**We draw on our wealth of skills and experience to help entrepreneurs develop and guide them through the challenges of a fledgling business.**

## MEET OUR FOUNDERS AND THE LEADERSHIP TEAM



### **Paul Bromwich - Group CEO**

Paul has been providing advice, consultancy and leadership to a range of recruitment businesses for over twenty years, inspiring and supporting individuals who take a leap of faith to follow their business dreams. Paul has been CEO of Tempest Resourcing for the past 10 years. During this time, he has been a board director and investor in several other recruitment businesses, whose founders he supported from the formative stages of their business through to being recognised as leading brands within the recruitment industry.

Paul studied business at the University of South Wales. He has four children and lives in West Sussex.



### **Roop Panjwani - Group CFO & COO**

Roop is a seasoned professional within recruitment sector. He joined Tempest group as Group CFO & COO in September 2020 and is responsible for all companies within the group. Through his visionary approach he has quickly added a new dimension to the group's medium to long term plans. Roop specialises in setting up cost effective and efficient back office solutions across the financial and operational elements of each business. He creates a scalable, plug and play model whereby any businesses within the incubator program can seamlessly be added to the group's current infrastructure.

Roop enjoys travelling, playing sports, spending time with his young twins and is involved in some charity projects.



### **Tim Wheeler - Investment Director**

Tim is relentless strategist, driver and builder of recruitment and sales focused businesses. He leads by example. Of his 30 years within the recruitment profession, 20 have been at board level. Since leading the 12-year build of the Sugarman Group and its £20 million all cash trade sale in 2014, Tim has immersed himself in three major recruitment transformation projects, executive coaching, training, advisory and selective recruitment search activities. He has continually grown and supported highly effective management teams, continuously implemented and driven sales strategies, sold, presented, and managed the delivery of recruitment services to all profiles of organisations on both sides of the globe. His input has led to the consistent securing of numerous multi-million-pound contracts. Tim leads by example, is extremely collaborative and approachable whilst swiftly being able to verify all claims of success & achievement.

# 4

**We work with talented and committed individuals to grow world-class businesses within the recruitment industry.**

## OUR VISION

We invest our time, money and expertise in talented individuals, enabling them to become strong and inspiring leaders.

Our leadership team has been involved in some of the largest recruitment companies in the UK, giving us unrivalled scope and insights to offer embryonic companies a powerful springboard to launch themselves.

**Our values underpin every critical decision we make, and allow us to unlock the potential of the individuals we invest in.**

# 5

## OUR VALUES



### Respectfulness

Solid long-term relationships with every member of our management team and the businesses we invest in are the bedrock of our success. We believe the best relationships are founded on mutual respect and we know the businesses we support flourish when we respect and celebrate the diversity of talents within each organisation.



### Achievement

Achieving is a fundamental tenant of success for our businesses and the teams that work within them. We believe it is motivating and liberating, allowing the businesses the opportunity to grow and fulfil their potential.



### Commitment

We are committed to working with individuals to enable them to deliver first-class services to their clients and customers.



### Reliability

Our entrepreneurs know they can rely on us to support and nurture them through the early days of their business and beyond. Our culture understands the importance of reliability and dependability and we nurture a culture of both dependability and independence.



### Integrity

The businesses we support all have a purpose within the community they function, something we believe brings meaning. We seek to communicate authentically, honestly and engage with others with personal integrity.



### Passion

Believing in the entrepreneurs we support is fundamental to the Incubator Programme. We want to invest in individuals who share our hunger for success and are determined enough to continue when times are tough.



# 6

## OUR PARTNERSHIP APPROACH

### **We only invest in businesses that we want to be partners with.**

We draw on our skills and experience to help entrepreneurs grow their ventures, sharing the highs and the lows to build a truly great new business.

We know that a business is so much more than simply billing, and we have a multi-disciplinary team who can support the running of the business, from financial issues to legal ones, leaving the individuals we invest in free to focus on their area of expertise and realise their vision.



**As a market leader in providing recruitment services across the UK, Tempest's incubator programme has the skills, experiences and resources to help entrepreneurs get their vision off the ground, into growth and beyond.**

## THE PROGRAMME

Every member of our leadership team has a genuine passion for assisting entrepreneurs and in taking ideas and making them reality. We are always interested in hearing from bright and ambitious individuals from any background who have a great concept for a business, abundant sales skills and the intelligence to manage a business. If you have an idea within the recruitment sector that you would like to get off the ground, or need some support in reaching the next level, please do get in touch.

**Several companies are already part of the programme and some of those journeys are detailed in the case study section.**



# 8



## CASE STUDY

### **Apsida Life Sciences was launched in the summer of 2019. Headquartered in Surrey, it operates globally and is growing rapidly.**

The three founders have each had successful careers within the life science market and combined, have managed to build an enviable reputation amongst clients and want-to-be employees.

The founders felt there was a gap in the market and an opportunity for them to use their deep experience across three major verticals to offer an unrivalled service to some of the most innovative and life changing companies in the world.

The Tempest incubator programme gave them the change to take their ideas and implement them with huge success. They have grown from 1 to 19 heads and from zero to a £1m turnover in little over a year.



**From the first time we met The Incubator Team, we knew they were the right individuals to help us. They act as true partners to Apsida, providing us with unbiased and unselfish guidance whilst all the time trusting our knowledge.**

Co-founders Ben Pearce, Michael Georgiadis and Jamie Salmon.

# 9



## CASE STUDY

### **Upsilon Global was founded in late 2016 with a view to bridging the gap between a recruitment consultancy and a contract research organisations (CROs).**

Upsilon support clinical research organisations worldwide, enabling small to mid-sized CROs to compete with larger, global ones when bidding for new clinical studies.

Upsilon assists with local and international clinical trial requirements, along with resourcing for both clinical research contracts for clinical trials on a flexible full-time equivalent system,

and experienced clinical research professionals on a permanent basis. With clinical trials supported across six continents, Upsilon have a truly global network.



When I first had the idea for Upsilon Global in early 2016 there was only one person I wanted on board to enable me to turn my vision into reality. We agreed on an investment and equity ratchet plan and put the building blocks in place by the end of the year. With the support of the Tempest Incubator programs support and guidance, we grew the business from a two person start-up to a £2.8m turnover organisation by the end of year three.

MD and founder Ashely Swan.

**Are you ready to discuss  
how we can work together  
to help you accelerate  
your business idea?**



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