

Compass Recruitment Solutions acquires Consult Search & Selection to accelerate growth in global life sciences recruitment and executive search

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Compass Recruitment Solutions (“CRS”) announces the acquisition of Consult Search & Selection (“Consult”), a leader in medical device and technology recruitment and executive search. This complements the focus of CRS’s existing businesses and will help accelerate growth and build scale across life sciences.

Consult is a global recruitment consultancy that specialises in connecting talent with opportunities across healthcare, medical, scientific, and allied industries with particular strengths in dental, audiology, and clinical roles. Under its MedExec brand, Consult also offers retained senior executive life sciences search for C-suite and executive leadership roles.

Consult focuses on supplying commercial, clinical, and technical recruitment solutions worldwide with a premium contingent service for industry clients including mid-to-senior management, clinical, scientific, consumer and animal healthcare, and medical device mandates. With a focus is on medical devices roles, end markets include scientific, dental, audiology, animal health, clinical, optical, engineering, medical aesthetics and support services across healthcare.

Sam Leighton-Smith, Group Managing Director at CRS said:

“We are delighted to welcome the Consult / MedExec teams to CRS as we continue to broaden our specialisms and geographies in which we operate. Michelle has built a fantastic brand within the international medical technologies sector and her businesses have a terrific reputation for delivering quality and stakeholder value to the clients they work with. This aligns perfectly with our investment thesis of strengthening our niches and expanding our reach at both an executive and middle management level.

We very much look forward to working closely with the team as they continue to grow and evolve across this next exciting chapter in both our histories.”

Michelle Lally, CEO at Consult and MedExec said:

“I am pleased to share the news of Cow Corner’s investment and our integration into Compass Recruitment Solutions. This partnership provides a strong platform for our team, enhances our ability to deliver exceptional results for clients, and supports our long-term growth ambitions. With the combined strength of Compass and the backing of Cow Corner, we are well positioned to build on our success and create significant opportunities for the future.”

This latest investment marks the third acquisition completed by CRS since 2023, adding to the life sciences contingent recruitment firm, Carrot Recruitment deal, and the 2024 acquisition of Carter Schwartz which led to the subsequent merger with Compass Executives to form executive search brand, Compass Carter Osborne.

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Notes to Editors:

About Compass Recruitment Solutions (CRS)

CRS was founded in 2010 and is headquartered in Portsmouth, with offices in London, Manchester and Raleigh (US), employing 130 people.

Today it is an award-winning recruitment solutions business focussed on companies and investors across the health, care, education, and life sciences markets in the UK and increasingly internationally. In March 2024, CRS announced an investment from Cow Corner, a private equity firm investing in UK based services and software businesses, to accelerate organic and inorganic growth to build scale in the health, life sciences, and social care sectors.

CRS operates through the Compass Carter Osborne, Compass Associates, and Carrot Recruitment brands to provide a full, integrated service offering from retained executive search through to the contingent recruitment of skilled managers and head office appointments. In the last fifteen years, the group has facilitated more than 10,000 placements and has built a reputation in the sector for exceptional knowledge, and delivery which adds immediate and long-term value to the businesses they join.

CRS and its operating brands are proud to have been recognised at a number of the most revered industry awards as winners of the recruitment, and executive search categories, on multiple occasions.

About Consult Search & Selection

Consult is headquartered in Leeds with an additional office in London having been founded in 2003 by CEO Michelle Lally. Originally growing to become a trusted dental recruitment partner, over the past 15 years the business expanded and has firmly built and established a strong presence across healthcare, medical, scientific, and allied industries with particular strengths in dental, audiology, and clinical roles.

Consult provides global recruitment solutions across permanent, contract, and locum placements, with specialist expertise in commercial, operational, and technical roles. Today, the business provides recruitment solutions to clients worldwide, delivering mid-to-senior level appointments across EMEA, the Americas, and APAC.

About MedExec

MedExec was created to deliver executive-level recruitment solutions exclusively for the MedTech sector, launching in London in 2021.

Specialising in C-suite, board, and executive leadership appointments, MedExec work with organisations ranging from Series A-C start-ups to mid-market and blue-chip public and private companies. With a strong focus on supporting high-growth businesses, the brand operates across the Americas, EMEA, and APAC.

About Cow Corner

Cow Corner was formed in 2018 with a focus on investing in high quality, growth businesses in the services and software sectors in the UK. It specialises in investing in businesses that support critical functions in (typically) small to medium sized UK organisations. Compass represents Cow Corner's third investment into a business focused on the health and social care markets.