

STEPHEN McCURDY

Transformation & Value-Creation Operator — operating-partner & interim mandates for sponsors and lenders

WHO I AM

A turnaround CEO and hands-on operator who makes underperforming businesses profitable, sale-ready and no longer dependent on one person. Dual NZ/US citizen, Hamilton-based, mobile across NZ/AU and remote.

THE PROBLEM I SOLVE FOR YOU

When a portfolio or borrower business is cash-tight, growth has stalled, recurring revenue is eroding, or an exit process has flagged earnings-quality concerns — I go in on the ground, find the real constraint, and drive a measurable EBITDA and exit-readiness plan. Implementation, not a report.

PROOF

- Six-figure EBITDA deficit → **NZD 3.3M+ reserves**; **284%** operating cash-flow growth; **337%** cash-holdings growth.
- Released trapped working capital to restore **3 months' buffer in 90 days** — no roles lost.
- Opened a new market to **~NZD 6M** year-one revenue; cut sales cycle **~50%**.
- Quadrupled throughput and cut unit costs **~15%** — no headcount reduction.
- **NZD 1.3M** raised in six months; institutional/investor-grade reporting to boards and funders.
- AI embedded as permanent infrastructure → real-time board visibility and **~150%** productivity uplift.

HOW I ENGAGE

Flexible to the mandate — **operating partner**, **interim CEO/COO**, or **transformation advisor** across a sponsor's portfolio; open to **permanent portfolio-company leadership** where the fit is right.

- **Typical shape:** Phase 1 — Stabilise & Diagnose (months 1–3; on the ground, constraint diagnosis, plan as hypothesis). Phase 2 — Execute & Embed (ownership installed, visible performance, the EBITDA bridge).
- **Fees:** structured to the engagement and aligned to outcomes — typically a base with performance- and transaction-linked upside.
- Engagements can evolve into interim or permanent leadership where a capability gap emerges.

IDEAL MANDATE

Mid-market and larger businesses across NZ/AU, sponsor- or lender-backed — MSP/tech, manufacturing, services, consumer/retail, mission/for-purpose. Recurring-revenue repair, sales execution, operating-model redesign, governance uplift, exit positioning, bolt-on M&A.

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