

CASE STUDY

BUMBLE INC – RAPID TAX DEPARTMENT REBUILD FOR US REDOMICILIATION AND IPO

Industry: Digital Services

Challenge: Complete Tax Department Rebuild and IPO Preparation

Scale: \$1B+ annual revenue

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THE CHALLENGE: REDOMICILIATION, RESTRUCTURING, AND RAPID IPO PREPARATION



A privately held digital services company, recently acquired by a private equity fund, faced a series of complex challenges:

- **Redomiciliation:** Moving from a foreign-based to a US-based entity, with new headquarters in Texas.
- **Skill Gap:** Existing tax department lacked expertise in US-based operations.
- **Time Pressure:** Short timeline to prepare for an initial public offering (IPO).
- **Leadership Transition:** Recently hired CFO without tax experience.

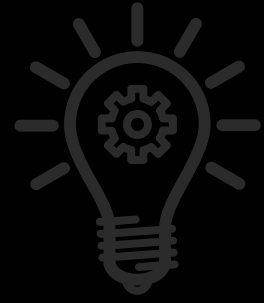
THE IMPERATIVE: SWIFT TAX LEADERSHIP AND DEPARTMENT TRANSFORMATION



The company needed to:

- **Recruit Key Leadership:** Hire a new Head of Tax with US expertise and IPO experience.
- **Rebuild Tax Function:** Upgrade staffing and capabilities to meet US requirements.
- **Ensure Compliance:** Establish robust US tax compliance and provision processes.
- **Support C-Suite:** Provide strategic tax guidance to the new CFO.
- **Meet IPO Deadline:** Prepare the tax function for public company requirements within a tight timeframe.

TAXSEARCH'S STRATEGIC APPROACH



TaxSearch implemented a focused, rapid-response strategy to address the complex situation:

1. **Targeted Search:** Leveraged research team to quickly identify candidates with IPO experience.
2. **Comprehensive Profiling:** Sought candidates with technical expertise and personality traits to thrive in a high-pressure environment.
3. **Stakeholder Coordination:** Managed involvement of private-equity fund managing partner and new subsidiary CFO in the hiring process.
4. **Accelerated Timeline:** Compressed the search process to meet urgent client needs.
5. **Local Talent Identification:** Found a qualified candidate in the same city as the new headquarters.

THE RESULTS: SUCCESSFUL TRANSFORMATION OF IPO



- **Swift Placement:** Completed the search and placed the new Head of Tax in just over two months.
- **Rapid IPO Preparation:** Company successfully went public within three months of the new tax leader starting.
- **Seamless Transition:** No tax-related issues arose during the IPO process.
- **Long-term Stability:** The placed executive remained with the company for over three years, guiding it through the post-IPO period.

THE TAXSEARCH EFFECT



- **Speed and Precision:** Rapidly identified and placed a candidate meeting all technical and personal requirements.
- **Strategic Alignment:** Found a leader capable of managing both the technical challenges and the high-pressure environment.
- **Cross-functional Support:** Placed a tax leader able to effectively support and advise the CFO.
- **Crisis Management:** Successfully navigated the complexities of redomiciliation, department rebuilding, and IPO preparation simultaneously.
- **Long-term Impact:** Contributed to the company's successful transition to a public entity
- and ongoing stability in tax leadership.

THE TAXSEARCH DIFFERENCE



At TaxSearch, we don't simply fill positions – we architect success stories. Leveraging deep industry knowledge, a vast professional network, and strategic acumen, we help corporate in-house tax departments and financial leadership build and sustain world-class tax teams. Whether navigating crises, driving growth, or maintaining stability, our clients recognize the power of tax to strengthen their organizations and position them for future success.

Ready to turn your challenges into opportunities for transformation? Contact TaxSearch today and experience the power of strategic talent acquisition.