



**NEW** **FRAME KK**

# Recruitment Industry M&A in Japan

Buy & Sell-Side Advisory for the Recruiting  
Industry in Japan, Capital Investment &  
Strategy Consulting

**NEW FRAME K.K.** C/O IN CONTROL

ROP 806, ARK HILLS FRONT TOWER, 23-1 AKASAKA 2-  
CHOME, MINATO-KU, TOKYO 107-0052 JAPAN



## SELLING A RECRUITING COMPANY IN JAPAN

New Frame K.K. has a global network of buyers who are interested in purchasing Recruiting companies in Japan. Japan is a very attractive market for investors/buyers, and we help business owners make informed decisions. Our buyers are interested in Small, Medium and Large APAC focused Recruiting companies across a variety of industries.

# NEW FRAME KK

## JAPAN FOCUSED M&A SELL-SIDE CONSULTING CONFIDENTIAL ADVICE

### SELL-SIDE CONSULTING

Our Sell-side advisory helps recruitment business owners prepare for and position their company to be sold at a premium and fair price. We help business owners find buyers, negotiate the deals, and navigate the legal and staffing issues that will arise. Our experience selling Japanese companies ensures there will be no hidden surprises.

We provide consulting on:

- Preparing your Business for Sale.
- Strategy & Planning.
- Equity & Debt Investment Financing.
- Operations & Sales Process Consulting.
- Team Building.
- Scaling & Accelerating Growth.
- Branding, Positioning & Digital Strategy.
- Negotiation and deal transactions.

### CONFIDENTIAL ADVICE & REPRESENTATION

We confidentially assess your business and approach buyers on your behalf, keeping strict control of all documents, IP, Technology and strategic assets. Only when our clients have approved each step, and are ready, do we disclose confidential information. We advise sellers at every step of the way ensuring your company is protected at all stages of negotiation.



### CONFIDENTIAL REPRESENTATION & NEGOTIATIONS

We confidentially represent Buyers within the Japanese Market. We make sure that all potential Buy-Side Opportunities are well researched, reputable, and cash positive investment opportunities. For companies looking to make equity investments, we maintain a network of recruiting assets that are looking to grow and expand in Asia via Cash & Equity partners.

### BUYING OR INVESTING IN RECRUITING COMPANIES IN JAPAN

New Frame K.K. maintains a network of business owners and corporations who are interested in selling full, majority, or minority positions in their business. We maintain a confidential portfolio of outstanding buy-side opportunities for companies wishing to enter or expand into the Japanese markets.

# NEW FRAME KK

## JAPAN FOCUSED INVESTMENT BUY-SIDE CONSULTING MARKET ENTRY ADVICE

### BUY-SIDE CONSULTING

We are focused on providing the optimum acquisition targets for our buy-side partners. Our due-diligence, background checks, reputation management and value assessment process builds a unique portfolio of buy-side opportunities, making the negotiation process smooth and uneventful.

We provide consulting on:

- Japan Focused Valuations and Assessment.
- Japan Market Entry Strategy & Planning.
- Japan Recruiting Industry Assessment.
- Post-Purchase Consulting.
- Japan Specific Recruitment Training.
- Scaling & Accelerating Growth.
- Cultural Sensitivities and Business.
- Practices Consulting.
- Negotiation and deal transactions.
- Expat Management Advisory.

**CAPITAL RAISING FOR GROWTH AND EXPANSION IN JAPAN & ASIA**

New Frame K.K. offers a wide range of Capital Growth Opportunities for Recruitment Companies in Japan who are looking to expand and grow their business. Our finance and investment partners offer a variety of funding alternatives that give business owners traditional and no-traditional finance options.

**NEW FRAME KK****ACQUISITION FINANCE  
EXPANSION CAPITAL  
REFINANCING****CONFIDENTIAL REPRESENTATION & NEGOTIATIONS**

We confidentially represent Buyers within the Japanese Market. We make sure that all potential Buy-Side Opportunities are well researched, reputable, and offer strategic and cash positive investment opportunities. For companies looking to make equity investments, we maintain a network of recruiting assets that are looking to grow and expand in Asia via Cash & Equity partners.

**CAPITAL RAISING CONSULTING**

A significant proportion of our business is advising and consulting our Recruitment clients on raising capital for strategic growth and expansion. We work within a global network of funding partners who see the opportunities in the Japanese recruitment industry and see recruiting companies as a way to expand their global portfolios.

We provide consulting on:

- Expansion Capital.
- Acquisition Finance.
- Refinancing & Debt Management.
- Recapitalization.
- Bank Financing.
- Government Assistance Programs.
- Emergency Financing.

# Curtis Mackenzie

## Founder & Managing Director

Originally from Vancouver, Canada. Curtis is the Founder and Managing Director of New Frame K.K. Currently residing in Tokyo Japan, he has been living and working in Asia for over 20 years, most recently founding, building and selling a successful IT recruitment firm in 2018. Expertise includes Startup Ventures, Business Consulting, Sales & Marketing, Human Resources, Team Building, Market Entry, Directorship, Negotiation & Dispute Resolution, Financing, M&A. Extensive Japan & Asia network in the Human Capital, Recruitment and Technology Industries.

### Previous Positions:

Founder & Managing Director - Vision Consulting Services K.K. (2006-2018)  
Co Founder - Tokyo Executives LLC (2010-2019)

### Education:

BBA Business Administration (HRM) -Simon Fraser University, B.C. Canada

# Chris Ellis

## Senior Partner

Chris has a fascination for business development and assisting new companies to succeed and hire the right staff in Japan. Most recently he worked as an Advisory professional for a leading Tokyo-based Business Advisory firm. He was the CEO and co-founder of The Refined Group, a boutique recruiting firm in Tokyo, and has worked as a business consultant and executive search professional since 2005. He is focused on Consumer Goods, Online and Digital Marketing and IT related positions and has a passion for blockchain technology and recruiting.

### Previous Positions:

Director of Business Development - June Advisors Group (Law firm) (2016 - 2020)  
Founder & CEO - The Refined Group K.K. (2010-2016)

### Education:

Bachelor of Psychology, Masters of Marketing  
Monash University, Melbourne Australia



**HELPING YOU  
SUCCESSFULLY BUY OR SELL  
JAPANESE COMPANIES**



Email: [curtismackenzie@newframe.jp](mailto:curtismackenzie@newframe.jp)

Phone: 080-6598-3334

Email: [chris.ellis@newframe.jp](mailto:chris.ellis@newframe.jp)

Phone: 090-5562-7741

Corporate Address: New Frame K.K. C/O In Control  
RoP 806, Ark Hills Front Tower, 23-1 Akasaka 2-Chome, Minato-Ku, Tokyo 107-0052 JAPAN  
Email: [info@newframe.jp](mailto:info@newframe.jp) Website: [www.newframe.jp](http://www.newframe.jp)