

# JAMES A. STEPHANOU

Chicago, IL 60618 | 312.806.8149 (M) | [jamesstephanou2007@kellogg alumni.northwestern.edu](mailto:jamesstephanou2007@kellogg alumni.northwestern.edu) | [www.linkedin.com/in/jamesstephanou](https://www.linkedin.com/in/jamesstephanou)

## SUMMARY

Senior **Strategy and Corporate Development leader** with 20+ years of experience driving strategic growth through M&A and operational integration, with expertise in healthcare and life sciences platform development and organic and inorganic growth acceleration. Track record of delivering profitable top-line growth by executing full life-cycle M&A transactions, with completed transactions totaling over \$80B in aggregate value and driving sustained double-digit EBITDA growth. Specific skills include:

### STRATEGIC LEADERSHIP

- M&A Strategy
- Deal Sourcing & Origination
- Partnerships & Alliances
- Whitespace Growth Strategy

### TRANSACTION EXECUTION

- Due Diligence
- Valuation Modeling
- Agreement Negotiation
- Synergy Value Realization

### PROGRAM & PEOPLE LEADERSHIP

- Post-Merger Integration
- Operational Improvement
- OpEx Cost Reduction
- Mentoring and Development

Highly collaborative leader with experience building and mentoring high-performing teams of up to 60 M&A professionals across strategy, technology, and operations functions. Known for fostering innovation while driving broad stakeholder consensus to achieve transformative results.

## PROFESSIONAL EXPERIENCE

**ALETHEIA ADVISORS, CHICAGO, IL**

2024 – 2025

### **FOUNDER AND PRINCIPAL CONSULTANT**

- Founded an independent consultancy currently engaging with select corporate and PE clients on strategic growth, M&A strategy, and operational value creation initiatives.
- Recent focus areas include building proprietary market intelligence frameworks, developing standardized approaches to target evaluation, and supporting clients in identifying inorganic growth opportunities across healthcare, life sciences, and technology sectors.

**EVERSANA MANAGEMENT CONSULTING (EMC), CHICAGO, IL**

2024

### **SENIOR PARTNER AND PRACTICE LEADER, M&A, CORPORATE DEVELOPMENT AND BD&L**

- Led end-to-end M&A strategy and commercial due diligence for Canadian life sciences client's \$1B+ platform acquisition, analyzing market dynamics, competitive positioning, and revenue synergies. Developed compelling investment thesis securing unanimous Board approval.
- Established and executed corporate development strategy in partnership with PE sponsors, creating systematic approach to target identification and screening. Built proprietary database of 50+ pharmaceutical services targets and developed framework for evaluating inorganic growth opportunities.
- Built and led high-performing team of 12 M&A professionals to establish new Corporate Development practice, driving \$400K+ in first-year revenue through successful client engagements focused on life sciences and healthcare technology sectors.

**KPMG, LLP, CHICAGO, IL**

2019 – 2023

### **SENIOR DIRECTOR, DEAL ADVISORY & STRATEGY**

- Led commercial and operational due diligence for a leading PE consortium's \$500MM platform investment in a regional medical services provider. Validated revenue projections and identified \$30MM+ in run-rate value creation potential comprising both revenue and cost-based synergies.
- Developed growth strategy for PE-backed biotech startup with Phase II autologous cancer vaccine. Analyzed market landscape, clinical trial results, and key opinion leader insights to develop peak sales forecast demonstrating \$750M+ annual revenue potential.
- Developed synergy model and deal thesis for \$5.5B acquisition of a nutrition and health sciences company by a diversified, \$107B global enterprise. Conducted commercial analysis of nutraceutical market and completed operational and financial due diligence to analyze revenue, cost of goods sold, and operating expense synergy potential.
- Created M&A strategy and transaction perimeter strategic alternatives for a \$6B+ diversified healthcare services and technology company. Conducted a standalone cost analysis and identified operational entanglements for the carve-out strategy.

DELOITTE CONSULTING, LLP, CHICAGO, IL <b>SENIOR MANAGER (2017-2019), MANAGER (2013-2017), SENIOR CONSULTANT (2010-2013), M&amp;A</b>	2010 – 2019
<ul style="list-style-type: none"> <li>Led \$5.8B acquisition of global point of care testing diagnostics portfolio by a leading, \$43B global medical device manufacturer. Directed pre-deal transaction execution, Day 1 readiness, and post-deal integration management activities by coordinating efforts across 15+ functional leaders.</li> <li>Conducted pre-deal due diligence and integration management for a global pharmaceutical company's \$800M+ acquisition and integration of a rare disease pharmaceutical portfolio. Managed diligence process, quantification of synergy opportunities, and integration strategy and operating model development.</li> <li>Led due diligence engagement for top five global PE client's \$15B+ acquisition of a post-acute care delivery platform. Analyzed target's competitive positioning, validated top-line revenue growth projections, developed standalone cost model, and quantified synergies and associated costs-to-achieve.</li> </ul>	
THE BLUE CROSS AND BLUE SHIELD ASSOCIATION, CHICAGO, IL <b>SENIOR CONSULTANT (2008-2010), CONSULTANT (2005-2008), STRATEGIC CONSULTING SERVICES</b>	2005 – 2010
<ul style="list-style-type: none"> <li>Led a team analyzing ACA's impact on 39 BCBS plans (100M+ members) to inform policy strategy.</li> <li>Designed an ancillary product growth strategy for a Blue Plan, achieving &gt;5% annual revenue growth.</li> </ul>	
OROS ASSOCIATES, CHICAGO, IL <b>FOUNDER AND PRINCIPAL CONSULTANT</b>	2001 – 2005
<ul style="list-style-type: none"> <li>Developed a structured process for managing \$800M+ in IT spending for Fortune 200 firm.</li> <li>Conducted CDD engagements for various leading private equity firms.</li> </ul>	
ORGANIC, CHICAGO, IL <b>SENIOR STRATEGIC ANALYST</b>	2000
<ul style="list-style-type: none"> <li>Created global expansion strategy for e-Marketplace founded by 49 largest consumer goods companies.</li> <li>Developed online consumer retailing tactics for Fortune 50 discount retail chain.</li> </ul>	
VIA INTERNATIONAL, CHICAGO, IL <b>CONSULTANT (1999-2000), BUSINESS ANALYST (1998-1999)</b>	1998 – 2000
<ul style="list-style-type: none"> <li>Sized and segmented e-Business market for Latin American division of Fortune 30 technology company.</li> <li>Promoted to Consultant after one year and assigned management responsibility for four Analysts.</li> </ul>	

## EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, CHICAGO, IL <b>MASTER OF BUSINESS ADMINISTRATION (MBA), FINANCE, STRATEGY, AND INTERNATIONAL BUSINESS.</b>	2007
<ul style="list-style-type: none"> <li>Elected Course Leader, Global Initiatives in Management.</li> <li>Elected Vice President, Strategy &amp; Development, Asia Business Association.</li> <li>Co-Chair, Alumni Relations Committee.</li> </ul>	
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN, CHAMPAIGN, IL <b>BACHELOR OF SCIENCE, BUSINESS ADMINISTRATION.</b>	1997

## ADDITIONAL INFORMATION

- Building AI-enabled analytical tools using Python and LLMs to inform valuation, risk, and strategic investment decisions.
- Completed Wall Street Prep M&A valuation training course.
- Developed non-profit initiative providing dental education and supplies to rural communities in China.
- AYSO soccer coach; Scouting America parent leader; licensed private pilot.