

JAMES A. STEPHANOU

Chicago, IL 60618 | 312.806.8149 (M) | jamesstephanou2007@kelloggalmuni.northwestern.edu | 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 2010 – 2019

SENIOR MANAGER (2017-2019), MANAGER (2013-2017), SENIOR CONSULTANT (2010-2013), M&A

- 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.
- 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.
- 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.

THE BLUE CROSS AND BLUE SHIELD ASSOCIATION, CHICAGO, IL 2005 – 2010

SENIOR CONSULTANT (2008-2010), CONSULTANT (2005-2008), STRATEGIC CONSULTING SERVICES

- Led a team analyzing ACA's impact on 39 BCBS plans (100M+ members) to inform policy strategy.
- Designed an ancillary product growth strategy for a Blue Plan, achieving >5% annual revenue growth.

OROS ASSOCIATES, CHICAGO, IL 2001 – 2005

FOUNDER AND PRINCIPAL CONSULTANT

- Developed a structured process for managing \$800M+ in IT spending for Fortune 200 firm.
- Conducted CDD engagements for various leading private equity firms.

ORGANIC, CHICAGO, IL 2000

SENIOR STRATEGIC ANALYST

- Created global expansion strategy for e-Marketplace founded by 49 largest consumer goods companies.
- Developed online consumer retailing tactics for Fortune 50 discount retail chain.

VIA INTERNATIONAL, CHICAGO, IL 1998 – 2000

CONSULTANT (1999-2000), BUSINESS ANALYST (1998-1999)

- Sized and segmented e-Business market for Latin American division of Fortune 30 technology company.
- Promoted to Consultant after one year and assigned management responsibility for four Analysts.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, CHICAGO, IL 2007

MASTER OF BUSINESS ADMINISTRATION (MBA), FINANCE, STRATEGY, AND INTERNATIONAL BUSINESS.

- Elected Course Leader, Global Initiatives in Management.
- Elected Vice President, Strategy & Development, Asia Business Association.
- Co-Chair, Alumni Relations Committee.

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN, CHAMPAIGN, IL 1997

BACHELOR OF SCIENCE, BUSINESS ADMINISTRATION.

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.