

Steven Russell Partner



Select Executive Experience

VNHS (2024–2026)

Chief Financial Officer

Chime Solutions (2022–2024)

Chief Financial Officer

Advantum (2020–2021)

Interim Chief Financial Officer

Merchant Metals (2018–2019)

Interim Chief Financial Officer

PaySpan (2015–2018)

Chief Financial Officer

D4C (2012–2015)

Chief Financial Officer

Revenue/Med (2010–2012)

Chief Financial Officer / Chief Performance Officer

PSA Healthcare (2009–2010)

Interim Chief Financial Officer / Chief Information Officer

Pathfire (2006–2008)

Chief Financial Officer / General Manager

LogistiCare (2003–2006)

Chief Financial Officer

FDN Communications (1999–2002)

Chief Financial Officer

Core Competencies

Financial Turnarounds & Restructuring

Cash Flow & Liquidity Management

Capital Raising & Debt Financing

Mergers & Acquisitions

Divestitures

Financial Strategy

FP&A

Operational Performance Improvement

Revenue Cycle Management

Technology & Systems Modernization

Financial Reporting & Analytics

Executive Leadership & Team Development

Board Advisory

Executive Profile

Steven is a Partner on the Southeast team with SeatonHill. He is an accomplished Chief Financial Officer with more than 30 years of executive leadership experience helping private equity-backed, healthcare, and multi-site organizations improve financial performance, strengthen operations, and execute complex strategic initiatives. Throughout his career, Steven has partnered closely with boards of directors, investors, lenders, and executive leadership teams to guide organizations through turnarounds, recapitalizations, acquisitions, divestitures, and successful exit transactions. His experience spans healthcare services, revenue cycle management, technology, manufacturing, and industrial businesses, where he has consistently built scalable financial organizations, modernized reporting and operating processes, improved liquidity, and positioned companies for long-term growth and value creation. He has extensive international experience and is a native German speaker.

Industry Experience

Private Equity

Healthcare Services

Home Health

Hospice

Multi-Site Provider Organizations

Business Services

Manufacturing & Distribution

Technology

Telecommunications

Industrial Services

Global Operations

Education & Certifications

Master of Business Administration

Harvard Business School

Bachelor of Science in Engineering & Strategy

U.S. Military Academy at West Point

Georgia Tech: Foundations of Generative AI

KU Leuven (Belgium): AI in Healthcare

University of Texas (Austin): Overview of the Fintech Sector

FAA - Private Pilot's License

SEATONHILL™

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For more information contact:

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Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.

Steven Russell
Partner



Key Experience

Multi-Site Healthcare Provider: As Chief Financial Officer for a \$50 million multi-site healthcare organization, Steven led finance, accounting, technology, and analytics while executing a comprehensive operational turnaround. He reorganized the company's cost structure, eliminating more than \$5 million in annualized operating and back-office expenses, secured new debt financing, and returned the organization to positive cash flow within six months, creating a stronger financial foundation for long-term sustainability.

Private Equity-Backed Business Services Company: As Chief Financial Officer for a high-growth, multi-location organization backed by leading private equity investors, Steven rebuilt the accounting, FP&A, and payroll functions while implementing scalable financial reporting and management processes. Working closely with the board, investors, and lenders, he secured new financing, strengthened financial infrastructure, and led the company through a successful sale to a global strategic buyer.

Multi-Site Healthcare Services Organization: As Chief Financial Officer of an \$80 million healthcare services platform, Steven led finance, IT, HR, purchasing, and facilities while supporting rapid expansion through acquisitions. He negotiated a \$50 million credit facility, led the company's recapitalization, and successfully integrated 11 acquisitions by consolidating back-office operations and improving financial scalability across the organization.

Transportation & Managed Services Provider: As Chief Financial Officer during a period of rapid growth, Steven built the financial and operational infrastructure needed to support revenue growth from \$90 million to \$250 million. He implemented job-costing and profitability systems, led a \$150 million leveraged buyout, supported multiple acquisitions, and served as General Manager for three operating subsidiaries, strengthening operational reporting and financial performance.

Healthcare Payments Technology Company: As Chief Financial Officer, Steven restructured the balance sheet, improved operating margins, secured new growth equity financing, and strengthened the company's financial position to support continued expansion. He played a key leadership role in positioning the organization for a successful sale to new private equity ownership.

Private Equity-Backed Multi-Site Services Company: Serving as Interim Chief Financial Officer during a critical turnaround, Steven led the restructuring of a complex multi-site organization, arranging senior and subordinated debt financing across multiple transactions while restoring profitability. He delivered the company's first positive EBITDA within six months, implemented enhanced reporting for international operations, and led the divestiture of an underperforming business unit to improve long-term financial performance.

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