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SUMMARY

Over twenty years experience at board level in a broad spectrum of business sectors including automotive, food, plastics, rubber, and packaging. Considered a safe 'pair of hands' within business start-ups and turnarounds of SMEs. Strong commercial acumen in being able to identify barriers to growth and quickly establishing an entrepreneurial culture. Five years experience in the Public Sector including economic development and regeneration. Raised over £1 million in grant support across a large number of SMEs. International experience including periods in the Netherlands and South Africa.

RECENT ASSIGNMENTS INCLUDE

Mar 07/ Jun 07 **Board mentor and advisor to Specialist Office Interiors Design Company**

- Appointed as non-exec Chair to Board
- £600k t/o business between 2001 and 2005
- Suffering large losses from 2005 onwards
- Strategically restructured company to meet new market demands and conditions.
- Identified key business drivers and executive information system.

Apr 07 - date **Board mentor and advisor to large Garden Centre and Nursery**

- Carried out in depth diagnostic of business to ensure strength to carryout £250,000 redevelopment project
- Supported management through major redevelopment project.
- Facilitated the raising of £650,000 of corporate financing to fund major rebuild project

Oct 06/ Feb07 **Non Exe Chair to large Commercial Contract Cleaning Company.**

- Reviewed company strategy and management performance
- Identified areas of weakness in sales, marketing and financial control.
- Introduced stability to exponential growth through chairing monthly board meetings.

2005 - 2006 **Administrator to Charity providing residential care to the physically disabled.**

CAREER SUMMARY

2003 – 2005 MANAGING DIRECTOR RAYBESTOS (UK) LTD, a specialist international US supplier of automotive transmission parts Liverpool/Leverkusen.

- Re-appointment to take control of European division after losses of £5 million over five years.
- Returned the core business to profitability via a programme of elimination of loss-making non-core businesses, and overhead reductions.
- Closed and moved plant from Yorkshire to Liverpool.
- Moved from 25% on time deliveries to 95% in four months.
- Relocated plant to China

2000 – 2003 BUSINESS LIAISON TEAM LEADER for EMPLOYMENT AND REGENERATION PARTNERSHIP then SALFORD CITY COUNCIL

- Liaised with NGOs and Government bodies to encourage inward investment
- Preparation of three-year economic strategic plan.
- Liaison with South African government on reciprocal business links including chaperoning South African High Commissioner on visit to Salford.

1998 – 1999 MANAGING DIRECTOR F D SIMS LTD RAMSBOTTOM

£15m T/O pa, 130 employees. Suppliers to the electric motor and electrical winding industry. Company was experiencing high turnover of senior management (five MDs in five years). Through a period of high sales company had built stocks based on major purchases of copper on the London Metal Exchange. Drop in copper prices had resulted in high stocks with falling sales.

- Reversed long term trend of poor sales, low manufacturing output and high obsolete stock by setting up separate wholesaling organisation
- Reduced staff levels by 30% and returned company to profitability.
- Completed installation of high speed winding wire manufacturing facility

1994 – 1998 MANAGING DIRECTOR RAYBESTOS (UK) LTD.

Managed inward investment project to set up first UK manufacturing site for US multinational. Given MD responsibility on completion of project. T/o £3 million staff 30.

- Took brown field site in Liverpool to accredited supplier of automotive components to the German truck industry in four months.
- ISO 9000 approved in 10 months.
- First full year trading at breakeven. Second year trading 5% net profit
- Identified and acquired metal pressing operation t/o £0.5 million staff 11

1995 -1998 NON-EXEC DIRECTOR MERSEYSIDE TEC

- Lead director on all enterprise initiatives under Objective 1 funding regime
- Member of awards panel SRB 4
- Member of ERDF and ESF monitor and awards panel - Merseyside

1991 – 1994 GENERAL MANAGER TRP (SUBSIDIARY OF T&N PLC)

- Manufacturer of technical rubber mouldings for the automotive industry. T/o £3 million staff initially of 120 reduced to 45. Large losses since purchase
- Reduced work force, eliminated quality problems and introduced new manufacturing technology.
- Implemented ISO9000 and gained new business from Nissan and VW
- Turned business in to saleable asset (sold to German company as part of T&N disinvestment strategy)

1988 – 1991 OWNER DB (DORSET) ENGINEERING; POTTER BOATS; SPRAYMASTER

- Owner manager of three small engineering businesses. Staff of 10 t/o £0.25 million.
- Small profit basis hit by recession of late 80s
- Sold metal finishing business at profit.
- Sold remaining businesses as small group at small profit.

1984 – 1988 TECHNICAL DIRECTOR E WEBSTER LTD, BOURNEMOUTH

- Responsible for £10 million investment project to revamp largest plastic moulder of cosmetic containers in UK. Staff of 330 and t/o £10 million.
- Promoted to Operations Director after two years.
- Lead Director on acquisition of two companies and their relocation to Dorset.
- Managing Director of Ejectoret Ltd, manufacturer of high speed filling machines for cosmetics.
- General Manager of Webster & Aldous toolmakers t/o £0.5m staff of 40.

1980 – 1984 DIVISIONAL MANAGER VAN LEER BV, DURBAN SOUTH AFRICA
1977 -1980 DEVELOPMENT ENGINEER TREBOR, CHESTERFIELD
1975 -1977 SENIOR DEVELOPMENT TECHNOLOGIST MARS, SLOUGH

EDUCATION

Aylesbury Grammar School (1963-1970)
Salford University (1992- 1995)
Bolton Business School (1995)

QUALIFICATIONS

MBA Bolton Business School;
MSc (Marketing), Salford University
Diploma Performance Coaching Newcastle College
NVQ3 Training & Development

MEMBERSHIPS

Fellow Chartered Management Institute (**FCMI**), Member Inst Business Consultants (**MIBC**)

AGE

Born 25 December 1951, Aylesbury Bucks

MARITAL STATUS

Married with 2 grown-up children

INTERESTS

LEA School Governor, History of the Industrial Revolution; photography