

ANDREW COULTHARD

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PROFESSIONAL SUMMARY

I am an experienced company director and consultant NED. My experience is greater than just 25 years of doing the same things over and over, instead, I have worked in all three sectors at every level. I've met with Prime Ministers and held the hands of the most disadvantaged. This richness makes me different from anyone you have met before.

As CEO and leader of a flagship training consortium I achieved an OFSTED Grade 1 Outstanding (the first in this field) with an audited error rate of less than 0.4%.

I represented sectors on Sheffield's Stronger Economy Boards responsible for setting strategy and providing oversight on SCC expenditure (£1bn+).

I Chaired EU funded Objective 1 Programme Invest For Growth 2 awarding panels with a budget of £25m and individual awards to £250k. This required full due diligence review of the applicant company records and accounts as well as establishing quality frameworks and milestones to measure outcomes and outputs.

I have run my own consultancy business for more than 20 years specialising in strategic and financial change programmes through workplace systems and core team development as well as senior management and board development programmes.

My results are factual and demonstrable, however, it is of significant note that my impact on cultural and internal society has proved to be of far greater value.

My journey includes working with both privilege and hardship as a Trustee and Director of a number of charities as well as leading operational (CEO) and non-executive Director roles in a number of limited companies.

I would very much like to talk to you about these and other impacts I will introduce to this role.

SKILLS

Interpersonal Skills

- Management
- Leadership Development
- Training
- Leadership
- Executive Coaching
- Executive Management
- Stakeholder Engagement
- Organisational Development
- Personal Development
- Culture Change
- Community Development
- Community Engagement
- Performance Improvement
- Business Coaching
- Strategic Leadership
- Board Development

Organisational Skills

- Entrepreneurship
- Quality Systems
- Strategic Planning
- 3 Sector Experience
- Business Development
- Business Planning
- Public Relations
- Consulting
- Management Consulting
- Strategic Consulting
- Social Media Marketing
- Social Media
- Marketing Strategy
- Business Transformation
- Online Marketing
- Funding/Bidding
- Social Entrepreneurship
- Financial Modelling

WORK HISTORY

FEBRUARY 2013-NOVEMBER 2018

Group Commercial Director | Archimedes Training Ltd | Sheffield, South Yorkshire

Business turn around. Responsible to the shareholders for the day to day running of three group companies operating on five continents around the world.

The turnaround comprised of full cultural redevelopment, new management system planning and implementation, asset acquisition, restructure of the business strategy and training of Board and senior management staff.

I provided leadership, guidance and oversight to all of the senior managers and board members. They reported to me but retained full autonomy and accountability. I had full profit and loss accountability including balance sheet development to create value in the business, prior to selling.

I designed and authored a suite of new management systems and online processes that allowed me to measure and manage executive performance company outputs. I had input and oversight on marketing effectiveness, market positioning and brand value communication.

The business was recognised as the global market leader as well as within the UK government. Following on from our UK Gov Select Committee for Education, we are mentioned in Michael Gove's Environment Policy 2018.

The business was seen to be and indeed delivered the best quality in the sector. Our policies and procedures became the adopted benchmarks for new entrants into the market.

One key strength was for the board members to lead on public and academic policy and at the same time to collaborate with smaller competitors to ensure that industry standards were met and improved.

I have a full understanding of how all social media platforms work for business as well as how the creation of apps and internal software systems can help streamline business methodology for consistency of offer and meeting targets.

JANUARY 2006-DECEMBER 2013

CEO | Sector Solutions Limited | Sheffield, South Yorkshire

I was headhunted to lead the organisation into the next phase of its development.

Leading a team of five senior managers/directors to deliver contracted outcomes and outputs on a range of Government contracts I was responsible for achieving the objects and aims of a medium sized charity.

It was incumbent on the role to manage the day to day P&L activity of the charity whilst developing an ongoing strategy to ensure its sustainability.

Key responsibilities.

Agree and articulate to all stakeholders the vision, aims and

objectives of the charity.

Define management roles aligned to key strategic performance indicators and targets.

Recruited a full commercial senior management team.

Develop strategic resource management objectives and communicate them to the senior managers.

Review and change the management reporting systems to ensure that projects were managed effectively and efficiently to ensure best use of resources.

Develop a full range of accredited policies and procedures including all statutory and best practice guides to achieve my equal opportunities, diversity and support objectives.

Develop in-house IT infrastructure linking SAGE products with proprietary project and performance management systems.

Move servers off site with remote access to all delivery partners.

Build web based MI output evidence management system and repository.

Bid for and won £23m in contracts from DWP, NHS, Big Lottery & SFA.

MARCH 2002-JANUARY 2006

Director Of Business Incubation | Sheffield Technology Parks | Sheffield, South Yorkshire

As Director of Business Incubation I was solely responsible for developing a programme of business start up support funded through Objective One's ERDF Programme. I had to recruit and develop a staff team, commission support services from specialists and project manage the programme to ensure it contributed to the economic recovery of South Yorkshire.

It was incumbent on the role to employ my knowledge of business and industry and help guide high growth technology businesses to find first stage, mazzanine and development investment to ensure their growth and sustainability.

Achievements

Develop and manage an ERDF funded business incubation strategy.

Devise operational objectives, measure, record and report (ERDF80) outputs for all Objective 1 funded programmes.

Recruit and manage a staff team comprising, IT, Admin, HR, Contract & project management, finance and maintenance workers

Develop and implement a full IT management and network system.

Provide support through commissioning approved and accredited services from a diverse range of service and product providers.

Provide support to 120 high tech business start up organisations helping 22 of them to achieve high growth with 3rd year t/o greater than £1m.

I had full P&L responsibility for the Division and was head of the ISO 9001 QA Management team.

Bid for and won £6m in contracts from Yorkshire Forward and Government Office.

Recruited to Chair Yorkshire Forward Invest For Growth 2 development fund providing up to £250k grants to businesses in the region from a pot of £16m.

Qualified as a SIMA practitioner and coach (see www.sima.co.uk)

JANUARY 1990-FEBRUARY 2006

Civil Engineer & Company Director Roles | Various | UK, Africa, Balkans, USA

1980 Deutsche Babcock Group - Civil Project Engineer - Youngest ever civil project engineer for this global conglomerate. Head of bids for all civil projects, won R620m (£160m) in contracts (right place at the right time)

1984 Dynamic Systems (Pty) - Partner, shareholder and managing director of a manufacturing business (Sold).

1987 Brilliant Displays Ltd - Partner, shareholder and managing director of a manufacturing business (Sold).

1991 Wood & Wood International Ltd - Director (Major Projects) - Establish a new Corporate Division working with branding consultants Bid for contracts and win sales of more than £3m in year 1 rising to a divisional turnover of £6m a year. Responsible for full divisional P&L including staff recruitment and ongoing management of all projects Achieved ISO 9001

1997 Watsons Engineering Ltd - Director & General Manager - Full P&L control and day to day running of a subsidiary of the Nesthill Group

Responsible for 18 staff including specialist engineers, admin and finance. Responsible for ISO9001 and ISO9002 management team Delivered year on year growth and improved profitability.

Worked with an outstanding team to change the culture of the organisation from a jobbing facility to a lean production operation with just in time delivery. Introduced computerised estimating, work

scheduling, project management and works tracking system. Marketed to new client groups in a wider range of outlets increasing sales that required a stock control system. Bid for and won £6m in contracts from Yorkshire Forward and Government Office. Recruited to Chair Yorkshire Forward Invest For Growth 2 development fund providing up to £250k grants to businesses in the region from a pot of £16m. Qualified as a SIMA practitioner and coach (see www.sima.co.uk)

EDUCATION

2001

MBA: Strategy & Finance

University Of Hull, Kingston upon Hull, England

1979

Associate of Science: Civil Engineering

Sheffield Hallam University, South Yorkshire, England

1981

Professional Engineer: Civil Engineering (Chartered Status)

University Of The Witwatersrand, Johannesburg, GP

2004

SIMA: Management Development

University Of Oxford Department Of Education, Oxfordshire, England