

Personal Profile	<p>Experienced CFO leading people and delivering results through transformational change across multiple sectors</p> <ul style="list-style-type: none"> ▪ Commercial leader with focus on strategic, challenging, profitable and practical delivery. ▪ In depth and hands on experience of public and private boards, corporate governance and executive leadership, strategic planning, financial and operational leadership. ▪ Leader of change including initial public offering, new business startup, acquisitions and administration, delivering integration of people, systems, processes and culture. ▪ Strong people manager, leading and developing teams through clear target setting and performance management to enable them to contribute and develop within the business. ▪ Proactive communicator, ensuring that the right messages are delivered to the right people at the right time, whether in the board room or on the shop floor. ▪ Non-executive roles applying relevant experience in new and alternative settings.
2016 to 2019	<p style="text-align: center;">Career History</p> <p><u>VELOCITY COMPOSITES PLC</u> – an AIM listed group and international provider of composite material kits, engineered to enhance the global aerospace component manufacturing supply chain.</p>
	<p>Chief Financial Officer (Mar 2016 to Jan 2019)</p> <ul style="list-style-type: none"> ▪ Board member – Executive Director, Company Secretary, delivering 60% sales growth in two years, with commercial remediation delivering 100% improvement on margin. Strong cash management with positive use of invested cash and alternative lending facilities. ▪ IPO – Led due diligence and financial planning to successful outcome with £30m IPO ▪ Overseas subsidiary setup – Key leader of research for and implementation of new entities. ▪ Finance – Enhanced and augmented financial (FY16, FY17 & FY18) reporting. Developed forecasting model for business planning. Provided focused support to non-finance business management and strengthened existing financial controls and processes. ▪ Human Resources – Introduced dedicated HR function, revised people processes, delivered appropriate policies and successfully launched Works Council. ▪ Technology – delivered enhancements to infrastructure, business systems and IT processes.
2014 to 2015	<p><u>ULTRASIS PLC</u> – an AIM listed group and international provider of health care to retail clients and corporate clients in health screening, health surveillance, and technology led mental health tools.</p>
	<p>Finance Director (Jun 2014 to Oct 2015)</p> <ul style="list-style-type: none"> ▪ Plc executive director – Director and Company Secretary of all group companies, key partner to CEO, and leader of senior management teams. ▪ Executive responsibility for finance, human resource, technology, operational and governance teams, and for key service delivery team. ▪ Finance – Delivered strengthened cash management for trading entities, successfully delivered group financial reports in FY14, and introduced monthly management reporting. ▪ Service Delivery – Revitalised key service delivery team, growing average productivity and profitability by 100% and moving the division to profitability for the first time. ▪ Governance – Chaired committee ensuring both operational and clinical governance. ▪ Administration – Managed relationship with proposed administrator and key advisors through the sale of the different elements of the group until placed into administration.
2010 to 2014	<p><u>WH IRELAND GROUP PLC</u> – an AIM listed UK financial services group for retail and corporate clients in wealth management, financial planning, stockbroking and corporate finance</p>
	<p>Finance & Operations Director (Nov 2010 to Mar 2014)</p> <ul style="list-style-type: none"> ▪ Executive responsibility for all head office and back office teams (70 heads) including operations, finance, technology, human resources, premises and secretarial teams. ▪ Plc executive director – Director of all group companies, partner to CEO, key member of executive teams, delivering improvements in teamwork, communication and decision making. Returned the group to net profit in FY13 at 6% of revenue (£1.7m). ▪ Acquisitions - Led two corporate acquisitions (c£600m client assets) expanding the office network (additional 8 offices) and integrating with existing business.

	<ul style="list-style-type: none"> Programme management – Delivered 30+ change projects to improve service delivery and cost effectiveness (50%+ reduction in unit costs). Finance – Enhanced financial modelling (5 legal entities, 50+ cost centres) including regulatory capital forecasting and stress testing. Simplified and delivered enhanced management financial reporting. Operations – Restructured teams and improved individual performance through customer focus and performance measurement. Delivered improved relationships with key suppliers. Technology – Delivered major infrastructure upgrades with significant system resilience (99%+ up time) and remote access worldwide.
	Operations Director (Jan 2010 to Nov 2010) Executive board responsibility for operational, technology and secretarial teams. Re-energised operational management team, and created new working practises to improve operational effectiveness.
2005 to 2009	JPMORGAN INVEST (UK) – subsidiary of JP Morgan Chase, a workplace provider of financial education, strategic planning and investment management.
	Vice President – Head of Technology & Operations (Feb 2005 to Jul 2009) Setup management team that successfully created new JP Morgan Chase subsidiary (from startup to 50 staff). Led customer service; end user technology; back office processing; compliance checking; financial modelling; management information; relationship management.
1994 to 2004	ROYAL LIVER ASSURANCE – Mutual Friendly Society with personal financial products in the UK and ROI.
	UK Head of Business Operations (Jan 2003 to Dec 2004) Led strategic development activities within the UK customer facing business for Customer Service team (120 heads), including customer service standards, streamlined processes, staff development. Produced Business Unit financial model; redeveloped Business Continuity plans.
	Customer Service Centre Manager (Sep 1999 to Dec 2002) - Delivered servicing for one million+ customer base (200 heads), leader of major developments and projects including migration of mainframe legacy systems onto new core system, and new product launches.
	NewLiver Project Manager (Jul 1998 to Aug 1999) - Responsible for Project Office for £11m programme, delivered to time and budget, major projects including Year 2000, European Monetary Union and Business Process Reengineering. Delivered new Customer Service Centre.
	Internal Audit Manager (Nov 1994 to Jun 1998) - Creation of Internal Audit function to meet requirements of Friendly Societies Act, providing advice to management across the business.
1988 to 1994	PRICEWATERHOUSECOOPERS – one of the largest accountancy and consultancy firms in the world.
	From Student to Audit Manager - Wide experience across different clients and industries.
Non-Executive Experience	
	Chair of Audit Committee – strengthening of governance framework for the national consolidated finances (£250m+) of the Methodist Church in Great Britain (Sep 2017 to date)
	Trustee Director of Birchwood – a charity with over 100% expansion in its provision of supported accommodation to young people to prevent homelessness & improve well-being (Jul 2014 to date)
Qualifications and Personal Development	
	Fellowship of Institute of Chartered Accountants in England and Wales (ICAEW) BA Joint Honours – Accountancy and Mathematics – University of Wales, Bangor Shortlisted for North West Finance Director of the Year 2012 Expert computer user across all office applications and proven learner on new applications
Personal Details	
	Nationality: British Mobility: Full, clean driving licence Marital Status: Married with two adult children Hobbies & Interests: Cycling, Reading, Singing, Socialising, Theatre