**Non-Executive Director | Chairman | IT Leader**

An analytical strategist and decision maker with sound financial understanding and strong IT and business acumen. Paul’s experiences as a School Governor have equipped him with the skills required to facilitate conversation whilst diplomatically questioning and challenging at board level. People focused in his approach, Paul brings a collaborative and inclusive leadership style at board level. Emotionally intelligent, he recognises personality types well and takes care to tailor his communication style according to his audience.

As a Non-Executive Director, Paul would be enthused by opportunities with SMEs looking to undergoing change or growth. Such companies would benefit from Paul’s experience and expertise.

**Board and Committee Positions**

**St Teresa’s Catholic Academy: Chair of Governors Jul 18 – Present**

* *Took over the role as Chair of an Outstanding, high achieving School with a view to making further improvements and sustaining the current trajectory.*
* *Was instrumental in improving the governance procedures to make them far reaching, inclusive and on-going. Implemented, handing back to the Executive, more control over operational procedures, to reduce levels of bureaucracy and increase operational swiftness.*

**St Teresa’s Catholic Academy: Chair of Headteacher Performance Committee Jul 18 – Present**

* *Chairs the committee that supports and holds to account the Headteacher whilst providing robust challenge and achievable goals for the coming year.*

**Girlguidingsouthwest: Division Treasurer Apr 18 – Nov 18**

* *Spot checking the submitted unit's accounts and answering any Audit questions from County. It also involves running and managing the finances for the Division HQ and associated buildings and awarding bursaries.*

**Filton Scouts, Bristol: Chairman and Treasurer Sep 14 – Sept 16**

* *Provides guidance and support in the running and organising of the Troop.*

**St Teresa’s Catholic Academy: Chair of Finance & Resources Sep 12 – Present**

* *Successfully oversaw annual funding in excess of £1M with an emphasis on gaining Best Value for the School. Successfully guiding the School to recover from a catastrophic event to a sound footing.*

**Case Studies Demonstrating Expertise Offered as a Non-Executive Director**

* **Risk Management:** Created a Policy Steering Group whilst Chair of Governors for St Tereasa’s. The purpose of the Policy Steering Group was to review the 53 unique policies that burdened the Governors. Due to a lack of time, the Governors neglected the policy reviews and left St Teresa’s vulnerable to risk. The Policy Steering group take ownership of the policies and now there are fewer, more concise policy documents that are regularly reviewed.
* **Succession Planning:** Identified a suitable successor for the Chair of the Governor’s Board role. Set in motion a plan to nurture and train them to take over the following year.

✓ Strategic Direction ✓ Governance ✓ Compliance ✓ Board Facilitation ✓ Education

* **Board Recruitment:** Diplomatically addressed the issue of absenteeism amongst the Board of Governors. Following this, incurred resignations from some members of the board. Established a campaign of outreach using various avenues and engaged in public speaking to attract volunteers. Resulted in the highest ever number of new governors on the board, 4 new board members in 2019.
* **Building Teams / Best Value:** As Chair of the Scout unit, delivered a large regeneration project using a £19k grant funding that would be sacrificed if it was not used. Upon being appointed Chair, immediately built a team to deliver various parts of the project that required contracting. Oversaw the delivery of the refurbishment to a high standard using the Best Value methodology.

**Sporting Activities**

* As part of the Sports Premium funding that St Teresa receives, taken on the responsibility of maximising its value for the children. Added additional funding to boost the provision with longer lasting sustainable projects.
* Whilst Resource Chair, sanctioned the creation of a running track in School, a Trim train for KS2 to help and maintain upper body strength and core development. This was missing from the school in its 50+ years of existence.  It was installed in summer 2019 summer. Created outside learning spaces for the enhanced learning benefits this brings, including Outside Reading room, Amphi-theater, prayer garden for quiet and contemplation.
* I help out at the coaching of my son's swim team and am a **Swim England**, Gloucester ASA, Qualified J2 Judge, officiating at swim meets, up to and including Regional qualifiers.

**Business Growth**

* Whilst with Cogmotive, took over the running of the small Sales team in the absence of the Sales Manager. During this time, I supported the fledgling US operation as well the as the EMEA team.
* Established a whole new division whilst with Quadrotech. This was pivotal to the new direction the company had to take to survive. It needed to move from a Project based business to a SaaS based one. The creation of a Customer Success Management division with all the processes and procedures, is still being used to steer the company from one format to the next.

**Professional Chronology (2010 – Present)**

Quadrotech: Customer Success Manager Jan 18 – Present

Quadrotech: Pre-Sales Engineer Mar 17 – Present

Cogmotive: Pre-Sales Engineer Mar 17 – Jun 17

Quest Software: Senior Technical Support Engineer Nov 16 – Mar 17

Dell Software: Senior Technical Support Advisor Sep 12 – Nov 16

Quest Software: Technical Support Analyst Dec 10 – Sep 12

**Professional Development, Qualifications, Memberships**

CPD via LinkedIn Learning Courses [Cyber Security, Blockchain Basics, Solution Selling, Sales, Customer Success, Learning GDPR, Communicating with Confidence]

Oxford Brookes University: BSc Hons, Joint Honours in Computing & Business Administration and Management

Gloucester ASA Qualified J2 Judge for Swim England, officiating at County and Regional Qualifier level meets.