**Terry Bowman**

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**PERSONAL PROFILE**

A recognised change director dedicated to maximising business value and integrity. Terry is a chartered accountant with an extensive legacy in business transformation, governance and financial management. Experienced at providing board level financial information to stakeholders and banks. Thoughtful, engaging and with a thorough approach to the project at hand with an astute awareness of balancing corporate governance and risk-appetite. Terry is a commended board member, currently looking for a new challenge alongside his continuing engagement in the food industry.

**CURRENT ENGAGEMENTS**

**John Morley Importers Ltd**

£20m T/o Privately owned supplier of fruit blends and ingredients to retailers, bakers and dairy product manufacturers

*Chief Operating Officer* **2019- Present**

 John Morley had supplied Kellogg with ingredient mixes for over 30 years until early this year when the contract ended. I was asked to take over day-to-day leadership of the company to restore morale, maintain customer service to the remaining 40% of the business and increase profitable business levels. I have: -

* Created a senior management team to remove the silo mentality within the business;
* Implemented regular SMT meetings
* Recruited a new Technical Manager to ensure the company retained its essential food safety accreditations
* Presented to the workforce on a quarterly basis to keep them appraised of the situation
* Maintained margins on sales
* Ensured we have retained customers through focus on customer service
* Gained new business in new market segments

**Stellar Healthcare Ltd.**

£3m T/O Privately owned GP Provider company

*Part Time Chief Financial* Officer **2015 – Present**

Stella Healthcare won a £2.5m contract from NHS England. Invited to join the business to ensure that this innovative, locally focussed service was delivered successfully within funding limits and timescales. The business now has a high profile within the area and is seeking to expand geographically.

* Established reporting and controls to assist the CEO in managing this rapidly growing start up.
* Engaged in providing innovative services to the primary healthcare sector.
* Negotiating with main clients (regional NHS and local CCG) on service provision and pricing.

**EXECUTIVE CAREER TO DATE**

**UK Landscapes Ltd**

£10m T/O family owned commercial grounds maintenance contractor

*Interim CFO* **2016 – 2017**

Appointed to the board when the company recognised significant loss in its operations due to poor quality financial management.

* Restored the confidence of the board by presenting regularly and consistently the quality of financials essential for the business – involving the bankers unilaterally.
* Bank and other stakeholders’ confidence was increased markedly through more thorough communication.
* Appropriately influenced the family to re-invest some £200k cash, restoring stability and setting the business up with an opportunity to realistically look for a buyer.
* Worked towards an exit strategy for the family shareholders

**Legacy:** Financial Turnaround successfully achieved and enabled the company to seek a trade buyer with the objective of maximising shareholder value.

**Cellular Systems Ltd.**

*£15m T/O telecoms infrastructure contractor*

*Interim CFO*  **2013**

* Supporting the directors in managing a broken bank relationship and significant creditor pressure.
* Improved supplier relationship, reduced creditor pressure and improved bank relationship including increasing facilities.

**HI Group Plc.**

*£55m T/O family owned white goods wholesaler*

*Interim CFO*  **2012**

* Supporting interim CRO in developing quality MI for the business to determine the credibility of turnaround plans.
* Identified margin issues with major customers on which the business had based its recovery plans.
* worked with Administrators to ensure maximum recoveries for bank and other creditors.

**HI Way Express**

*£15m T/O distribution and warehouse business serving FMCG sectors.*

*Interim CFO* **2012**

* Supported operational management to reduce costs and improve profitability as the main customer suffered significant volume reduction.
* Significant cross company trading (with HI Group as seen above) resulted in potential VAT liabilities. of £1.5m. Managed this down to nil through negotiation with HMRC.

**JG Bowman Ltd (trading as) Bluebird Care**

*£1m T/O home care business*

*Managing Director* **2009 - 2012**

* Doubled the revenue year on year for this family run business through focus on quality of service delivery

**Parkwood Holdings PLC**

*£120m T/O support services business and PFI operations*

*Group Finance Director* **2007 – 2009 (also 1993 - 1998)**

* Managed IPO of the Group and the staged exit of its PE backer
* Managed year end reporting to tight timetable for Stock Exchange requirements.
* Secured increased bank facilities for acquisitions.
* Lead the bidding review process for the sale of non-core activity.
* Improved the quality of reporting to investors.

**Hyper Value Ltd.**

*£30m T/O discount retailer - 25 store estate*

*Interim CRO* **2005 - 2006**

* Turnaround management of family owned business.
* Achieved reduction of more than £6m (from £12m) in bank borrowing through asset sales.
* Assisted in re-financing the business to remove original bank funder.
* Reduced the cost base and worked with supply chain personnel improving margins in a difficult retail marketplace.

**Moves Group Ltd.**

*£15m T/O PE-backed commercial and domestic removals and courier business*

*Interim CFO* **2004**

* Reducing costs to break-even level
* Working with PE owner to dispose of the loss making business.

**Hornby Street Ltd.**

*£50m T/O Household name fashion designer/manufacturer/wholesaler.*

*Interim CRO* **2001 - 2003**

* Transformed losses of over £10m into a profit of c£2.5m.
* Closed 1 of 3 trading businesses including full responsibility for transfer of profitable brands to remaining businesses.
* Achieved an overall reduction in bank borrowing of £10m.

**PREVIOUS PART TIME EXECUTIVE ENGAGEMENTS**

**JG Bowman Ltd.**

*£1m T/O Privately owned domiciliary care company*

*Business Manager* **2013 – 2015**

* Assisted owner to restore control and profitability to the business.
* Managed exit via sale.

**Zentek Solutions Ltd.**

*£4m T/O privately owned education IT systems provider*

*Finance Director* **2009**

* Business transformation project with CEOto take the business to the next goal
* Senior member of the bidding team for major educational contracts in the BSF and academy sectors.

**Millbrook Scientific Instruments plc.**

£3m T/O AIM listed specialist instrument manufacturers.

*Group Finance Director* **2002 - 2006**

* Worked with CEO to develop group strategy.
* Negotiated acquisition of two new businesses.
* Managed AIM-listing and subsequent fund-raising activity.

**NON-EXECUTIVE APPOINTMENTS**

**Brathay Trust**

Leading young person’s charity

*Non-Executive Director* **2005 – 2011**

Invited to join the Trustee body to provide stability and direction in restoring its financial health following the loss of a major contract.

* Developed essential reporting systems with executive management and the finance team
* Assisted other Board members to understand the financial information being presented
* Established Audit and Finance Committees to focus on key areas of the organisation

**Legacy:** Recruited a high-quality Finance Director to lead the future development of the Trust which continues successfully to date.

**Glendale Grounds Management Ltd**

£40m T/O provision of grounds management to government

*Chairman (Non-exec)*  **2008 -2009**

Appointed to create an effective boardroom from a group of new executives with minimal board experience

* Established a fully-functioning Board for newly created entity
* Supported new MD to develop into the role. Assumed a mentoring approach as the new MD had little formal board experience.

**Legacy:** Ensured the business continued to prosper in a competitive market

**Firemaster Ltd**

£3.5m T/O Privately owned fire extinguisher manufacturer

*Non-Executive Director* **2005 – 2007**

Appointed to the board to assist in maximising the value from its IP and facilitate a sale to a trade buyer

* Worked with the CEO to ensure an accurate valuation of IP
* Supported the Chairman in identifying potential trade purchasers for the business

**Legacy:** Successful integration of the business into new ownership.

**References available on request.**