Janet Grant BEng (Hons) ACA

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| A Chartered Accountant and senior finance professional who has worked at Director level for large corporate retailers, smaller businesses and start-ups.  An experienced training consultant, principally in team development and restructuring.  A wide portfolio of experience as a Trustee and Governor in Charities and Education, plus as a NED for SME’s and owner managed businesses.  A strong team player with the commitment to and experience in delivering business and people improvement. Historically based in the North West so a wide range of contacts especially in Retail and Funding.  An individual who is proactive in looking for new business and personal challenges, and immediately available. |

# Career History

**August 2006 to date Financial Consultant**

Work with small and medium size businesses, offering financial support, funding contacts and investment advice, plus strategic direction/business planning. Initially worked with North West Equity Fund and Merseyside Special Investment Fund then latterly with Business Growth Hub and independent businesses.

**Sept 2017 to date Partner with The Better People**

The Better People Organisation provide bespoke solutions for business growth and skills development to a range of businesses with my expertise in personal development, strategic planning, change transformation and financial skills. Our current client base includes University of Salford Professional Development, Chartered Accountants and Solicitors.

**June 2014 to date Trafford College Group Governor**

Trafford College is a major £35m income Further Education college in Manchester covering 16-18 year olds, 19+ and Apprenticeships, with a mission to prepare learners for success in work and life. The Governors are responsible for the strategy as well as preservation and development of the educational character and mission of the College. The College merged with Stockport in 2018 to become The Trafford College Group.

Vice Chair of the Resources Committee, member of the Merger Transition Board and sit on the Strategic Property Working Group, which is responsible for the effective control of the Stockport site redevelopment.

**Jan 2010 to date Home-Start Charity Trustee and Treasurer**

Joined Homestart Trafford as a Trustee, and subsequently became Treasurer in July 2010. The Charity expanded in 2012 to include Trafford and Salford, and again in 2017 to include Wigan. It provides support to families who need help to prevent them reaching crisis point.

The key responsibilities of the Trustees are to maintain effective governance of the scheme, ensure families are at the heart of every decision, manage the strategic direction, and have strong financial management and control.

**March 2006 to March 2012 Chartside Associates Consultant**

Chartside is a leadership development and strategic planning consultancy. Joined as a development consultant and worked with a number of clients on leadership development programmes, recruitment support, 1:1 coaching and behavioural profiling

**January 2004 to Index Ltd**

**March 2006 Finance & HR Director**

Index Ltd, part of the Littlewoods Group, was a £400m turnover retailer with over 160 stores. Reported to the CEO and responsible for the financial control and management of the business supported by a team of 70 people. The business was put up for sale in January 2005 and ceased trading in July 2005.

**January 2005 to March 2006**

* Supported the whole Index team through the transition to closure.
* Negotiated major contract terminations and new exit process contracts.

**January 2004 to January 2005**

* Finance Director for the current operation and develop a transformation strategy for what was historically an unprofitable business.
* Assumed HR responsibility from August 2004 onwards
* Drew on retail and financial awareness to change the business mentality from a ‘home shopping’ environment to ‘customer focussed retailer’.
* Ensured a balance between short-term profit goals and long-term strategic planning.

**August 2001 to WHSmith UK Retail**

**Dec 2003 Stores Finance Controller**

The UK Retail division is part of WH Smith plc, with annual sales of around £1.5 billion. Reported to the Stores Director with a dotted line to the Finance Director and responsible for maximising the profitability of the 550 stores, supported by a regionally based team of 7.

* Used commercial expertise to drive profitable change in working practices. One example is Boxing Day Trading, which went from 30 stores in 2001 to 400 in 2003.
* Strong control on the £300m cost budget to consistently deliver savings to forecast
* Integral member of the Stores Executive team, ensuring all decisions are profit conscious, but also using personal skills of decisiveness, logic and business awareness to support the team.
* Trustee of group pension scheme

**November 1994 to Woolworths – Kingfisher plc**

# July 2001

Woolworth’s had turnover of over £2 billion, with 800 stores in the UK, and at the time was a major subsidiary of Kingfisher plc. Involved in a number of roles during the 7 years:

## 2000 to 2001 Strategy and Investment Manager

* Responsible for the co-ordination and review of the company 5-year plan
* Participated in the valuation and demerger process

## 1998 to 2000 Retail Development Manager

* Area Manager with 22 stores with a turnover of £45m and a team of over 200
* Accountable for delivering budgeted profit from the stores through maximising sales initiatives whilst maintaining strong cost control
* Developed remote management skills through training, coaching and experience
* Acquired strong retail and commercial awareness, not possible within a finance role

**1996 to 1998 Retail Finance Manager**

* Responsible for financial support for £250m turnover region comprising 230 stores

**1994 to 1996 Financial Services Manager**

* In control of cashflow reporting, debtors, property costs and foreign exchange

#### November 1992 to Bass Brewers

#### November 1994 Management Accountant

#### September 1989 to Ernst & Young

**November 1992 Trainee Chartered Accountant**

#### Professional Qualifications & Interests

Education 2:1 BEng(Hons) Degree in Civil Engineering from Loughborough University.

4 A Levels and 9 O Levels.

Professional Qualification Chartered Accountant with first time pass at all stages with Ernst & Young in Manchester.

Hobbies/Interests Spending time with friends, family and children. A keen sportswoman and competitive player of hockey and golf.