**Paul Battye FIOD**

**Executive Summary**

An entrepreneurial senior executive with significant experience operating within the Professional Services, Sports and Not for Profit industries. Well respected for providing innovative solutions to clients, Paul is an industry thought leader, regular commentator in the financial services press and a popular conference speaker. He has conducted searches for Senior Executives in Europe, the Middle East, Asia and Australia. He maintains a strong network of c-suite and senior managers across the globe within the financial services industry.

**Career Summary**

**Executive**

2011 Present CEO Moorlands Human Capital

2016 2019 Global Practice Leader Kennedy Executive

2006 2011 Manging Director Flint Hyde

2005 2006 Director Recruitment Associates

2002 2005 Senior Manager Darwin Rhodes

2001 2002 Consultant Securicor Recruitment Services

**Non-Executive**

2018 Present Trustee KidScan Children’s Cancer Charity

2016 2018 Non-Executive Director Stalybridge Celtic Football Club

2016 Present Trustee Stalybridge Celtic Foundation

2015 2018 Chair – Manchester Institute of Directors

**Education**

1998 2001 BA Politics & History Liverpool John Moores University

2014 2015 Postgraduate Certificate

Executive Development Liverpool John Moores University

**Skills & Experience**

**Leadership & People Management**

* Turned around a small underperforming team which was losing money to be the most successful regional office in the country on a profit basis and the 2nd highest billing team in the country based on turnover.
* Collaborated, coached and mentored team members on commercialism, business planning, and external stakeholder management, enabling the introduction and measurement of new transparent metrics and KPI’s, all of which helped the business meet its people, customer service and profitability targets.
* Led up to 35 staff across three regional offices with turnover of circa £3.5m
* Coached and mentored entrepreneurs across the UK to help them grow their own businesses.

**Sales & Marketing**

* Led breakthroughs into new markets in asset management, insurance and pensions. This involved understanding new markets, developing propositions for them, marketing and selling into those markets and ultimately growing a successful profitable business.
* Led and developed account management, sales, marketing and PR functions throughout his career resulting in measurable new income, new business and brand value.
* Created Brand, digital and social media marketing initiatives which created brand recognition amongst our target markets.
* Developed dialogue with leading financial services journalists, regular speaking at industry conferences and events on Talent Management agendas.

**Relationship Management**

* Developed key relationships with c-suite executives throughout career.
* Led key accounts, developing client plans for organisations such as HSBC, Zurich, Marsh & McLennan Companies and Axa.
* Implemented strategic growth plan for key clients delivering a commercial business success across the North of England & Scotland.

**Project Management**

* Mapped out IT requirements, sourced suppliers, led beauty parade, oversaw implementation and data migration to a new It platform which increased operational efficiency through employee engagement with the new system.
* Project planned all executive search assignments from inception through to execution and post service client management.
* Led a project to recruit a CEO, CIO, CFO and COO for a division of a global bank during the height of the financial crisis.

**Most Recent Executive Roles:**

**Kennedy Executive Global Practice Leader for Financial Services**

**Jan 2016 – 31st Jan 2019**

* Responsibility for leading the financial services practice across North America, EMEA and APAC
* Provide sales, marketing and technical support to the Kennedy Executive network across 14 offices worldwide.

**Moorlands Human Capital Chief Executive**

**April 2011 – Present**

* Responsibility for all activities, including the management, operation and development of Moorlands Human Capital.
* Lead all sales & marketing activities across five business lines; Executive Search, Executive Assessment, Executive Research, Interim Management and Leadership Consulting
* Manage P&L, setting and maintaining annual budgets, and cost/profit centre management
* Personally, responsible for leading all the businesses board level searches in the Financial Services Industry.
* Maintaining and developing relationships with external stakeholders, including but not limited to; Investors, Press, Existing Clients, Prospects and Suppliers.
* Responsible for maintaining and developing networks with C-suite executives in the Asset Management, Insurance, Pensions and Investment industries.
* Managing, mentoring and developing colleagues and associates.

**Flint Hyde Executive Search Ltd Director**

**August 2006 – March 2011**

* Commercial leadership, strategy and business development for the Financial Services & Human Resources Practices.
* Manage P&L, setting and maintaining annual budgets, and cost/profit centre management
* High level operational management and recruitment of staff, including target setting, remuneration and reward
* Overall delivery of Executive Search services to a range of clients from FTSE 100 to Owner Managed businesses.
* Led the Assessment Business conducting Executive Assessments of individuals and teams.