**RICHARD SMELT**Phone: 07900 491781

Email: Richard.smelt1@gmail.com

**PROFILE**

Group HR Director with substantial domestic and international board experience in an executive and non-executive capacity in plc, private equity and family businesses. Achieved positive P & L impact through effective people management in the retail, consumer goods, financial services, private equity and manufacturing sectors, and through commercial management of public sector/ charitable concerns. Named in HR Magazine’s Top 30 Most influential Practitioners.

Currently building a portfolio of advisory and non-executive roles to benefit organisations and individuals.

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**EXPERTISE**

* Governance and all aspects of risk management and audit, with particular emphasis on human capital
* Turnaround, rescue and restructuring initiatives under public and private equity ownership
* Remuneration and pensions with executive and non- executive RemCo experience
* M&A and integration including strategic organisational development to optimise performance
* Succession and talent development at board level plus Nominations Committee membership
* Private Equity portfolio management leading to profitable exit

**NON-EXECUTIVE CAREER**

**CQM Training and Consultancy Ltd**  2019- **Boxington Corporate Finance**, Non-Executive Director 2014 –

**Doorways,** Trustee/Director 2019 -   
**Scarborough UTC**, Trustee/ Director 2013 - 2019

**Hays Plc**, Non-Executive Director/ Member of Audit, Remuneration and Nominations Committee 2007 - 2016

**Newcastle Gateshead Initiative**, Director 2008 - 2010

**London Action on the Homeless**, Director 2003 - 2008

**Thorn Pension Fund**, Trustee/Director 2001 - 2007

**EXECUTIVE CAREER**

**McCain GB**- Brand leader in fries with $10bn revenues globally 2013 - 2018

Human Resources Director

**Innovo Network**- innovation through corporate venturing 2011 - 2012

Director and Board Advisor

**JC Flowers**- private equity house focussing on financial services 2010 - 2011

Director and Advisor

**Northern Rock PLC**- part of turnaround team to rescue, restructure and prepare for sale/flotation 2008 - 2010

Group HR Director

**Carphone Warehouse**- subsequently built and then demerged **Talk Talk**. 2001 - 2008

Group HR Director

**Nomura**- now Terra Firma, led by Guy Hands -acquiring, developing and divesting retail, 1998 -2001 property, technology, consumer and industrial businesses.

HR Director and Board member of portfolio companies

Early career included increasingly senior HR roles in Signet, Kingfisher, HFC, Elders and the Prudential Corporation

**EDUCATION AND QUALIFICATIONS**

MBA: London Business School

Fellow: Chartered Institute of Personnel and Development

BA Hons Psychology 2:1: Leeds University

**PERSONAL DETAILS**

Married with 2 adult children,

Interests include people matters from future of work to wellbeing and low pay initiatives, skiing and football