**Curriculum Vitae**

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**Background**

Over 25 years experience leading businesses operating in central government and regulated outsourcing markets. Committed to delivering high quality, innovative, values-led public services across several sectors. Developed two large-scale high value business for publicly listed companies. Most recently an executive committee member of Mitie Group plc and leader of Mitie’s Care & Custody division.

A proven entrepreneur; most recently created a £115m+ turnover business producing a contribution of over £10m per annum from scratch zero revenue start-up. Care & Custody has won over £1.1bn of long term contracts, employs over 2,200 people and is the leading provider of complex critical infrastructure public services in immigration enforcement to Home Office and medical examiner services to UK police forces and the NHS.

**Employment History**

Founder and Managing Director – Mitie Care & Custody – London – September 2009 to September 2020

Re-mortgaged my family home to found Care & Custody as a shared equity start-up with Mitie Group plc. Objective to grow a significant business to deliver public services in the outsourced criminal justice services market. I created the first true new market entrant in over 15 years that became a market leader in its chosen sectors. I sold my equity interest in Care & Custody to Mitie in Summer 2016.

Led Mitie’s move into delivery of people focussed public services and higher value markets and developed a new credible brand in a complex sector. From a zero contract. zero revenue standing start, Care & Custody is a UK market leader in immigration enforcement and police medical examiner services and has a footprint in police custody detention and FM services in prisons.

During my tenure at Mitie I have also led Mitie’s businesses in adult social care and social housing maintenance with a combined turnover of £250m.

Finance Director/COO – The GEO Group UK Ltd – Reading – Jan 2005 to August 2009

Approached by The GEO Group, Inc. (NYSE quoted world leader in private custodial and secure healthcare outsourcing) to be one of two UK based directors tasked with re-establishing the GEO name and service offering within the UK. GEO Inc’s previous UK interests were sold to Serco in 2003.

Established GEO UK from scratch as one of two directors with no directly employed staff and secured more than £100m of long-term custodial care, government contract business within 3½ years of start-up. Developed three diverse business streams within the UK and formed key strategic relationships with construction, legal and financial organisations across Europe enabling me to position the company to bid strongly for significant PFI infrastructure and PPP management contracts.

GEO UK Ltd is now regarded as a credible supplier within the UK market place and went to secure £1bn of PECS contracts with Amey in 2011 building on relationships I created.

Commercial Director – Group 4 Falck (GSL UK Ltd) – Broadway, Worcestershire - 2000 to 2004

Responsible for all commercial aspects of GSL’s UK (now G4S) portfolio of Public Private Partnership (PPP) and Public Finance Initiative (PFI) contracts with an annual revenues of more than £220m. Established excellent relationships with all major customers, including the Home Office and MoJ, enabling GSL to develop new business opportunities and manage risk in their existing contract portfolio. Developed and led the commercial team responsible for management reporting, bid development and financial management of over 40 complex contracts in justice, health (Oxford Nuffield Hospital where he was a SPV Board member), education (Swindon Schools PFI), GCHQ and the Met Office.

Played a key part in Group 4 Falk’s acquisition of The Wackenhut Corporation Inc. in 2003 and GSL’s disposal to Private Equity led investors in 2004.

Financial Controller – Group 4 (GSL UK Ltd) – Broadway, Worcestershire 1998 to 2000

GSL was created in 1998 to consolidate all Group 4’s PPP businesses into one entity. I was appointed to lead the finance team responsible for managing and delivering management and financial information for GSL’s UK £200m portfolio (covering custodial, educational, and managed service environments). Identified, procured and project managed the implementation of a new Enterprise Resource Planning system and delivered a centralised accounting service centre for the GSL’s worldwide business.

Finance Manager – Group 4 Custodial Services – Worksop -1993 to 1998

Responsible for developing the bids and finance systems to support Group 4’s newly established criminal justice PPP/PFI business in the UK. Joined a division with a turnover of £5m and played a key role in growing turnover to over £120m per annum by 1998.

Management Accountant – Lilley Developments PLC –Nottingham -1992

Management accountant for Lilley’s commercial property development division with investments in excess of £300m.

Various Roles – AF Budge Contractors Ltd – Retford - 1986 to 1992

Various finance roles in a diversified privately owned £300m turnover business.

Finance Trainee – Burnet and Hallamshire PLC –Sheffield - 1984 to 1986

Trainee in Head Office of mining and property development conglomerate

Interests

Family, travel, founder and former chair of the Mansfield Town Supporters’ Trust and former non-executive director of Mansfield Town FC, mountain biking, DIY, gardening and music.

Media

<https://www.baachu.com/baachutalk-podcast/>

Referees:

Professional and private referees are available on request.