

**PAUL J HEMSLEY BA FCA FRSA CPFA
NON-EXECUTIVE DIRECTOR & BOARD ADVISOR**

CONTACT DETAILS

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PROFILE

A highly experienced Non-Executive Director and Chair with a CFO background in listed, private & public technology and service sector expertise in international organisations.

Current SaaS Platform, Fundraising, 'Growth to Profit' agenda, Monetisation and Business and Operational planning expertise. Financially orientated, commercial with strong negotiation skills, energetic and tech savvy.

Highly recommended by Chairs and CEO's from multiple assignments.

EDUCATION & PROFESSIONAL

University of London, Queen Mary College - BA (Hons) History
Fellow of the ICAEW
Fellow of the RSA
Member of CIPFA

NON EXECUTIVE EXPERIENCE

2014 to date
Global Land Record Partners Ltd
Non-Executive Director

Acting CEO of SE Asia land registration SPV

2013 to date
Fulham Timber Merchants Ltd
Non-Executive Chair

Chairman of the Board of a family owned SME in the building trade

CAREER HISTORY

Dates	Employer	Position
Jun 19 to date	Kingdom of Saudi Arabia	International Advisor

Dates	Employer	Position
Jan 18 to date	WRLD3D Inc	CFO Non-Executive Director

Reporting to the Executive Chair of a global scale up 'digital twin' SAAS platform visualising interiors and exteriors in 3D

- Board room
- Valuation and Fundraise: Seed and Series 'A' including strategic investors and convertible debt
- Financial reporting & planning: Maiden US GAAP accounting, built 5 Year Plan model (pricing, costs, overheads, cash flow, funding) and auditor selection and appointment
- CAP Table and shareholder relations
- Virtual data room set up and management
- HR function from hiring to redundancy and EMI share options scheme
- Cash management of a shareholder funded enterprise
- Commercial contracting (Bloomberg, Disney, JP Morgan, Tom Tom)
- Process and business systems
- Data management (GDPR)
- R&D and other grant applications and delivery
- US GAAP accounting and audit
- Start up US and UK Insurance programme

Dates	Employer	Position
Jun 17 – Dec 18	Leonard Cheshire	Interim CFO

Reporting to the CEO of an International Social Care business with c 185 locations, £160m revenues and 6,000 staff

- Board/Trustee attendance
- Financial reporting and planning including complex historical liabilities -sleeping nights
- Debt management £5m facility raise
- Large multi -million Investment portfolio set up
- Head of procurement and other statutory compliance (CQC)
- International bid support to a consortium of providers

Dates	Employer	Position
Mar 17 to Apr 17	Jones Bootmakers & Brantano	Interim CFO

Reporting to PE owners of Jones and sister company Brantano both distressed retailers with c150 branches nationwide, 1,500 staff and revenues c £250m;

- **Performance**

- Review of in year trading, business model and options
- Review of efficiencies
- Liaison with the shareholder and fixed charge creditor
- Property disposals
- **Board room**
 - CFO role during a distressed trading period resulting in the issue of Notice of Intentions and ultimately the appointment of administrators
 - Cash flow management across an international and diverse supply chain
 - Staff liaison and communication
- **Business Plan**
 - Supported the preparation and presentation of an Information Memorandum of Jones – ultimately resulted in a disposal via a ‘pre pack’ to Endless
- **Corporate restructuring**
 - Liaison with PwC and KPMG as administrators of Brantano and Jones respectively
 - Preparation of the director’s Statement of Affairs

Dates	Employer	Position
May 16 to Feb 17	Post Office	Group Financial Controller

Reporting to the Group FD of this major retailer with 11,500 branches, 6,500 direct staff and processing £60billion of financial transactions;

- **Performance**
 - Report to Executive and Board with focus on financial control and staff/non staff cost efficiency
 - Top 300 leadership calls
 - Executive and Audit Committee attendance
- **Financial control framework (‘FCF’) – build and operate**
 - Introduced a SOX equivalent framework with control self assessment
 - Governance and or automation of excel
 - Period end Reporting efficiencies
- **Financial reporting & planning**
 - Quarterly forecasts, annual budget and 5 year Profit and Cash Flow plans
 - Selection and implementation of a new reporting tool (Anaplan)
 - Stopped Interim reporting on an efficiency and output basis
 - Management of an offsite shared service centre
- **Year end & external audit**
 - March 2016 close & March 2017 planning
 - Identification, escalation and forensic resolution of a material fraud
 - Resolution of several significant technical accounting issues

- Manage external audit
- **People**
 - Designed, communicated and implemented a Financial Controller team
 - Recruitment of a new tax & treasury manager, FCF manager & divisional staff
- **Capital Structure**
 - Commencement of 3rd party discussions on future structures
- **Treasury**
 - Led the Post Office treasurer team managing £60 billion pa
 - Revised policies and procedures including the UK's largest retail FX bureau
 - Integration of treasury reporting with financial planning
- **Insurance**
 - Led on all insurance matters including annual renewals

Dates	Employer	Position
Feb 15 to Aug 15	The Law Society	Interim Director of delivery & Performance

Reporting to the CEO of this membership organisation with revenues £145m and staff 1,200.

- **Board**
 - Attendance at Council, Management Board, Audit Committee & investment group
- **Commercial**
 - Reviewed with external advisors a technology investment ('Veyo')
 - Structured partial sale of an investment joint venture to PE
 - Managed an insurance based JV
- **Financial reporting & planning**
 - Annual funding plan
 - Management accounts and forecasting
- **Major projects**
 - Identified an economic solution to split historical reserves and appointed PwC to calculate
 - Review of Shared Services and IT Introduced
 - Recovered failed CRM project

PREVIOUS ROLES (PORTFOLIO & PERMANENT)

April 2014 to December 2014 - Services

Commercial Services

Interim CFO

Reporting to the Executive Chair of a part privatised energy, education supplies, recruitment and support services mini conglomerate with revenues of c £400m and 750 staff;

September 2013 to December 2013

DVLA

Strategic consultant

Appointed to undertake a published strategic review of DVLA and considered changes in governance, customer focus, digitization of process, further outsourcing of existing operations and underlying commercial model. The role involved periodic updates to both the DVLA board and the shareholder.

February 2013 to August 2013 - Services

Land Registry

Interim Finance Director

Reporting to the CEO of the official land registration service for England and Wales; Revenues £345m; Headcount 4,700 people;

December 2009 to November 2012 -Technology

Ordnance Survey

Director of Finance & Corporate Services

Reporting to the CEO of the national mapping agency of Great Britain providing Geographic Information ("GI") and location services to government, business and consumer segments; Revenues £145m; Headcount 1,300 people;

December 2006 to April 2009 -Technology

Innovation Group plc (LSE TIG)

Group Finance Director

Reporting to the CEO of a specialist global provider of software and outsourcing solutions to insurers and the associated fleet, automotive and property sectors in North America, Europe, Asia, South Africa and Australia; Revenues £176m; Headcount 2,300 people;

December 2005 to November 2006 - Services

Reliance Security Group plc (AIM RSG)

Group Finance Director

Reporting to the Group MD of a provider of security services, security products, soft and hard facilities management and public sector outsourcing; Revenues £382m; Headcount circa 13,000 people.

1998 to 2005

Owner/Manager

- **Serco Group plc:** Commercial Director reporting to the divisional MD of Serco Integrated Transport division managing operational and new PFI initiatives in road management (TCC) and road charging (LRUC)
- **MyTravel plc:** Divisional Financial Director reporting to the MD of MyTravel Airways (acquired by Thomas Cook), revenues £600m owning and operating a long/short haul mixed fleet of 38 Boeing and Airbus aircraft. Managed 60 staff transferring to a shared service centre, the start up of low cost airline MyTravel 'Lite' an engineering JV and all financial management matters
- **QinetiQ plc:** Transaction team member reporting to the Group CFO of QinetiQ the PPP of the Ministry of Defence research and development agency DERA. Transaction team comprised MOD and DERA personnel and City advisors tasked to achieve a vesting date of 1 July 2001 in which I led the insurance, tax and environmental working groups
- **Kingston Communications plc:** Executive Manager reporting to the divisional MD delivering the financial year and assisting with the integration of a key acquisition. Delivered financial results related to or the outgoing MD earn out
- **Osprey plc:** Financial Controller reporting to Group COO of Singapore quoted energy transportation plc I integrated the acquisition of London based Gottas Larsen acquired from the Barclay brothers
- **Bechtel - EPC Global Ltd:** CFO reporting to the MD of an engineering recruitment spin out of Bechtel Corporation with UK and US responsibilities
- **Maxima Group plc:** Financial Director reporting to the Chief Executive of a start up City backed international fraud consultancy group
- **Department for Work & Pensions:** Chief Accountant of DWP reporting to the Head of Shared Services of the largest UK Government department with expenditure in excess of £100 billion. Secured the strategic selection of an ERP system in preference to a banking payments system one of the largest IT projects in Europe.
- **DERA:** Chief Accountant reporting to the Finance Director of DERA the £1 billion turnover and 12,000 employee research & development agency of the UK Ministry of Defence. Issued the maiden City results of DERA and established risk management
- **SSAT:** Bid Manager reporting to the COO running a major Department of Education outsourcing programme

EARLIER CAREER ON REQUEST