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Summary

- Experienced director-level commercial manager (full P&L £20m+) with a sound engineering background.
- Group board director - £40m+ group - responsible for group international sales channels.
- Always personally led sales, business development, key customer relationships.
- Both UK and USA based. Strong export experience, including Middle-East, especially KSA.
- Product design, manufacture, project/contracting, service provision, on site engineering across many industrial sectors.
- Led new industry leading products, new markets, and built a successful service company.
- Instigated successful business change, including Lean, gaining full stakeholder and team involvement.
- Pivotal roles in both private and trade sales/acquisitions.
- Extra-vocational Chairman positions in group training, and trade associations. Founding chair of PSSA.

Career History

Managing Director, AIS Vanguard

MAR 15 - Present

- UK's leading industrial M&E handling, transfer, and engineering organisation, part of AIS Group.
- Wholly owned plant including specialist cranes, HGV fleet and hydraulic lifting equipment to 450+ tonnes; experienced in vagaries of health & safety issues.
- Automotive, aerospace, power generation & distribution, food & beverage, airports, recycling, docks, MOD, petrochemical and many more sectors.
- Aligned processes & broke down silo culture across previously independently run depots across UK; many were previous acquisitions.
- Introduced standard metrics/KPIs/forecasting/reporting to determine utilisation & investment programme.
- Successfully led larger/national bids and framework agreements.

Chairman of Perimeter Security Suppliers Association (then director - please see below) **AUG 09 – Mar 16***

Managing Director, Eisotech Services Ltd.

FEB 06 - OCT 14*

- Established a brand new CRH company; Eisotech, to provide professional service/maintenance/support of entrance control installations. Produced additional £2m revenue with highest CRH group margin.
- This business has also literally saved lives; key was branding and marketing against a back drop of sometimes fatal accidents and ineffective Health & Safety legislation.

Board Director, CRH Fencing & Security Group (UK) Ltd.

JAN 05 - OCT 14*

- CRH FSG; a £40m+ group of electronic and physical perimeter protection and detection companies, wholly owned by CRH Plc; an £18bn turnover international building products group.
- With the board I was responsible for group strategy, resourcing, compliance, & UK group performance. Issues were running one largely commodity (fencing) business through a recession, gaining synergy between businesses with different products/timings/cultures, & resolving group Vs. business unit agendas.
- Personal responsibility included consolidating a strategy to market and sell the product offering of the entire group internationally, & integrating and developing the partial but overlapping, networks of distributors and sales channels of the separate businesses, emphasising fastest short term gains.

Managing Director, Broughton Controls Ltd.

JAN 00 - OCT 14*

- Manufacturer and installer of high security /anti-terrorist physical perimeter barriers and security systems.
- Built a brand new market in Saudi Arabia, adding 25% revenue
- Led development of an innovative family of Hostile Vehicle Mitigation (HVM) products over 3 years with unique features to replace traditional commodity products which had reducing margins.

- Reduced overhead over the same period by nearly 20% - key was the involvement of employees.
- Obtained £0.5m of government contribution for high impact testing of the HVM product.
- Replaced a traditional ISO9001 system with an innovative perception survey based system. Shrank internal auditing while focusing on real risk areas (traditional ISO9001 systems give equal focus to all procedures regardless of relative risks to performance). Reduced costs and real risks were identified and reduced.

NB - positions marked * overlapped / ran concurrently.

Sales Director, M.D. designate, Broughton Controls Ltd.

FEB 95 - JAN 00

- Hired by the owner to grow/prepare the business for sale (successfully sold in 2000).
- Introduced high-aesthetic 'front of house' pedestrian control products – now 25% of revenue.
- Built an early CRM system (with no budget) to track 'prospects to invoice' by geography, source, product, sector, client type, channel, margin, etc. Trends used to set targets, allocate resources, new products, and determine training required to improve performance.
- Developed an innovative pre-fabricated, integrated stadia turnstile system, adding £1m of revenue taken largely from competitors.

Marketing Director, Shorrock Integrated Systems - U.K.

JAN 92 - FEB 95

- Returned to the UK to join Shorrock Integrated Systems (now Chubb - UTC) manufacturers/installers of electronic perimeter detection and communication systems both for the U.K. and globally.
- Ran a small team to market and develop an early, innovative new integrated alarm reporting/access control system. For several years this became an industry standard.

Operations Manager, then V.P. Bus. Development. B.E.T. Electronic Systems - U.S.A.

1985 - 1992

- Moved to Baltimore U.S.A. to join a manufacturer/installer of prison remote locking systems.
- Promoted to V.P. sales and marketing in November 1990, operating out of San Jose, California.

Extra Vocational

Associate Director – Perimeter Security Suppliers Association (PSSA).

MAR 16 - present

Chairman - Perimeter Security Suppliers Association (PSSA).

AUG 09 - MAR 16

- Founding chairman of the PSSA created to raise standards in an industry that protects critical assets & life.
- With a board of 8 industry leaders developed a highly regarded, independently managed, 3rd party certified verification scheme, now well adopted/recognised.
- Honed non-hierarchical management skills and learned the vital importance of stakeholder involvement.

Chairman Oldham Engineering Group Training Association.

MAY 06 - JUN 10

Education & Training

- Bachelor of Arts – The Open University – Business / Economics.
- Henley Business School – Management Diploma.
- B.E.T. Accelerated Management Development Programme.
- HNC – Electrical & Electronic Engineering.
- City & Guilds – Industrial Electronics.
- Award winning electronics Apprenticeship.
- Many BIM, AMA, CMI etc. courses covering: business, finance, sales, marketing, manufacturing, Lean, management, health & safety, accident investigation, competition law, quality systems and certification, exporting, legal compliance, etc.
- A fellow of the Chartered Management Institute.