***PROFILE***

A versatile and experienced multi-lingual finance management professional, with a track record of delivering change and adding value through management skills, relationship building, technical understanding and strategic insight. A strong operational and process orientation. A naturally collaborative team player, team leader and proven problem solver, with a pragmatic, “hands-on” approach, known for getting things done.

International experience: Europe, North and South America, Far East and Australasia.

Change management: M&A, restructuring, ERP replacements and upgrades.

Other experience: Team leadership, management, cross-cultural, interpersonal, communication.

 Budgeting, forecasting, cash-flow modeling, familiar with highly leveraged and turnaround situations

***SELECTED ACHIEVEMENTS***

*Commercial and operational*

* Improvements in working capital, releasing cash (Empresaria, Hartest, Smiths, JBI, SPX)
* Assisting OAA (PE backed aviation service provider) through a sale and refinancing process
* New financing at Empresaria, and start-up financing at Steele
* Improvements in product profitability, through costing and pricing reviews – at Pyroban, Hartest, Smiths, and JBI.
* New pricing and transfer pricing strategy for Pyroban, evaluation of new business development opportunities.

*Finance function effectiveness*

* Implementation and management of shared service concept, process reengineering and harmonization (SPX, AMS)
* Reduction in reporting times, providing more relevant information at a lower cost (Empresaria, AMS, JBI)
* Implemented IFRS reporting at Empresaria and AMS

*Change management*

* New trading locations in Mexico and Singapore for JBI, closure in Germany
* Acquisition integration at Empresaria (Germany, Chile, Finland, Estonia, Czech Rep)
* Divestment in Poland
* Implemented new accounting systems – Access Dimensions at Nyetimber, SAP at AMS and SPX, Sage at Hartest, Produflex at JBI, BAAN at Standex

***KEY SKILLS***

**Accounting systems -** SAP, Oracle, Sage L500, Access Dimensions, Quickbooks, SUN Accounts, MS Dynamics AX, Exact

**Reporting tools -** SAP, Hyperion, Cognos, Vision

**Languages –** German (fluent), French (fluent) Spanish (intermediate) Italian (basic)

***GENERAL SKILLS***

* Full project lifecycle experience, from concept to implementation, user training and support
* Strong relationship skills with internal and external stakeholders
* Experienced in forward looking accounting – budgeting, forecasting, strategic planning
* Design, implementation and control of management reporting systems,
* Rationalisation, streamlining, and cutting costs in finance and operational functions

**RECENT EMPLOYMENT**

**Consultant/Translator/Trainer Freelance Jul 13 to date**

Consultant Advice on tax/bookkeeping/HMRC/financial reporting for some local start-up and SME businesses, generally one-person companies

Translator A range of documentation, translating from German, French and Spanish into English; including websites, marketing material, company constitutions, resolutions, legal contractual and dispute correspondence, financial statements, and financial and economic reports.

*Recent examples HSBC local entity financial statements in Panama and Argentina*

 *Santander local entity financial statements in Argentina*

 *Handbook of Austrian Federal Government on "Outcome Oriented Management" - new rules for management of the Austrian public services and Federal Budget*

 *Economic update and forecast by country Q3 2013 – published by EU*

Trainer Devised a series of training courses for financial staff at a French technology company to help instil a more "value-added" and outward looking culture in their finance team.

**Project Controller Caterpillar Group Jun 12 to Jun 13**

*Caterpillar subsidiary Pyroban (T/O approx £50m) providing explosion protection on vehicles, pumps and engines, environmental and health and safety products, services and consultancy*

* Project to review and propose and implement changes to transfer pricing methodologies, monthly reporting procedures, and budgeting, to improve, incorporate recent changes, and to align with group.
* Preparation and review of profit and cashflow projections
* Introducing a system of budget control and accountability at head office and at the main operating subsidiary, including process enhancements and IT system changes
* Financial assessment of a series of business development opportunities, to prepare for further growth.
* Project to develop business opportunities internationally coordinating Caterpillar products with Pyroban products, offering an integrated package to customers – pricing, costing and logistics.
* Project to merge 4 operating entities into one, to reduce reporting requirements
* Review and rationalisation of product pricing, in particular components, but also impacting kits and equipment conversions

**Project Controller CAE Inc Nov 11 to Jun 12**

* *Oxford Aviation Academy (T/O approx EUR200m assets EUR315m in 25 entities), a backed business selling aviation training. Project to assist OAA to sell the business on behalf of its PE backer. OAA was acquired by CAE Inc., an international supplier to aviation and defence markets, and quoted in Toronto and New York, on 16 May 2012*
* Collection and presentation of group information to potential buyers, responding to queries
* Guiding and assisting management and shareholder through negotiations and sale process
* Preparation of profit and cashflow projections to assist in sale process
* Assistance with preparing for post-acquisition integration

**EMEA Regional Financial Controller SPX Corporation Inc Mar 10 to Nov 11**

*SPX is a Fortune 500 NYSE quoted manufacturer. Following a reorganisation a new EMEA head office was created in Crawley*.

* Responsible for controllership issues in a group of 38 businesses in 14 countries, *(Flow Technology Products EMEA)* for internal and external reporting in local and US GAAP, sales of approx US$750m pa.
* Creation of cashflow models to support monthly reporting
* Completion of statutory accounts and tax for all entities 6 months faster than previous year
* Creation of controllership processes and procedures for new organisation
* Supervision of SOX compliance issues, implementation in new sites, and clearance of 36 process and compliance issues from legacy organisation

**Regional Finance Director UKI SPX Corporation Inc Jan 11 to Nov 11**

*Turnover $123m profit $20m total assets approx $190m*

* Managed transition to shared services, and redesigned and implemented new organisation
* Process review, reduction in error rate, and increase in deadline compliance
* Project lead in an SAP upgrade
* Creation of UKI cashflow models to support monthly reporting
* Financial support to commercial functions significantly improve

**Consultant/Translator/Trainer Freelance Jul 09 to Feb 10**

*See above*

**Europe and South America Regional FD Empresaria Group PLC Aug 07 to Jun 09**

*Empresaria Group PLC is an AIM-quoted specialist staffing business, and has been very acquisitive worldwide. Turnover approx £200m and net profits around £6.5m. Highly leveraged.*

* Consistent and faster reporting (18 days reduced to 10) as part of integration of acquisitions
* Creation of cashflow models to support monthly reporting, keep/sell decision-making and to assist restructuring
* Debtor collection days reduced by 15%, releasing about £2m in cash
* Introduced new financing (invoice factoring) in Germany, releasing about £9m
* Acquisitions made in Finland, Estonia, and Czech Republic, disposal in Poland, restructuring in Holland

**Finance Director Steele Consulting Limited Jan 04 to Aug 07**

*A consulting business assisting SME’s. I generated and delivered assignments. For example:*

**Sheen Instruments Limited**: (*a precision instrument manufacturer, AIM quoted, T/O £20m*).

**Nyetimber Limited (***start-up vineyard in Sussex, investment around £20m)*

**Future Leaders *(****a government agency training teachers, budget £2m)*

**Ozone Recycling Limited (***start-up white goods recycling business- sold on)*

**Wire Binding Limited (***start-up stationery import and distribution business- sold on)*

**RailEurope (***SNCF subsidiary, selling European railway tickets in UK)*

**Thomson Intermedia** *(AIM quoted provider of marketing information*)

**Finance Director BAE Systems PLC Jul 02 to Dec 03**

*Working with AMS NV, a joint venture between BAE Systems plc and Finnmeccanica in defence electronics. Turnover approx EUR1.2bn.*

* Implemented SAP across the group
* Implemented shared service in the transaction teams across all four divisions – set up and run the central team and implemented SLA’s and KPI’s
* Implemented fast close – reduced reporting times from 15 days to 5
* Began implementation US GAAP and IAS reporting
* Significant improved finance and tax support to project and contract functions, export to Africa and Eastern Europe

**Finance Director Smiths PLC Aug 01 – Jan 02**

Working with Ventaxia Business Group which imports, produces and distributes heating and ventilation equipment for commercial, industrial and domestic use. Five operations in UK and Ireland, and sales are approximately £60m

* Design and implementation of a recovery plan for a loss-making industrial subsidiary, including amalgamation with the main operational company.
* Introduced systems for controlling product development and marketing/promotion expenditure

**European Regional Controller Volt Resource Management Apr 01 – Jul 01**

Volt Resource Management, part of a US-owned international IT staffing business (sales in Europe approx. US$50m), provides out-sourced managed staffing programmes for major international companies.

* Set up legal, taxation and accounting arrangements to start trading in new territories
* Advising and assisting in setting up a UK shared service centre for all European operations

## Group Finance Director Standex International Corp Inc Jun 96 – Jan 01

*Group FD of JBI division, a manufacturer and distributor of mechanical binding equipment and consumables. Manufacturing sites in Europe and US, and subsidiary, agency and export operations worldwide. Sales $75m.*

* Significant change management experience in establishing internal control, expansion during a growth phase and later downsizing. Including preparing the group for sale to an outside party.

## Internal Audit Manager, Standex International Corp Inc Aug 92 - Jun 96

**Positions in practice**

##### Coopers & Lybrand B’ham UK, Papua New Guinea, Brisbane,

#####  Melbourne Feb 88 – Jun 92

##### Neville Russell Glasgow May 87-Feb 88 Stoy Hayward London Jul 84-May 87

##### Kingsfords London and Surrey Oct 80-Jul 84

**Education**

ICAEW admitted 1984 (first time passes) FCA 1994

Bedford College, London University BA Hons Economics and Public Administration 1977-1980

Royal Belfast Academical Institution 1970 – 1977