

October 2008-May 2009

**global ceo, Faro Recruitment Group**

**Executive director, OG International**

**CEO Faro Digital Media**

Working on behalf of Japanese investors successfully 'grouped' this eclectic group of businesses. 1000+ employees in 18 countries covering a wide range of different staffing, RPO & recruitment products. Established a world class team, a team ethos amongst widely disparate businesses and turned the group to profits. Successfully disposed the group's interest in two loss-making entities. Left over a 'difference of approach'.

August 2006-August 2008

**Global CEO, *FiveTen Group Ltd.***

Conceived this business in mid 2006 and as a result of six substantial acquisitions (backed by Private Equity house *Englefield Capital*) and superior organic growth built a global specialist recruitment group.

*FiveTen* had 650 staff in 29 offices in 21 cities across 12 countries.

Turnover exceeded \$300m with NFI greater than \$100m and EBITDA of approximately \$23m. The group and its brands were regular award winners.

The group operated in all the main infrastructure supply areas (such as Finance, IT, Marketing, HR and Legal) through specialist brands and had a dominant position in Russia through its *Antal* business. *FiveTen* was poised to become one of the world's leading specialist recruiting businesses. The group and its central core functions were built simultaneously with the acquisition programme.

September 2004-February 2006

**MD, UK & Ireland, *Robert Walters***

Responsible for improving the efficiency and profitability of several under-performing business units in this, largely, financial recruitment specialist business across the UK regions and Ireland.

This role resulted from a Corporate Development consultancy assignment for *RW* in China.

February 2001-September 2004      **CEO, *gjps.net***

Specialised in providing Corporate Development consultancy, M&A brokerage and high-end training to all types of recruitment/staffing businesses.

1985- 2001      **CEO, HW Group PLC / Senior VP, *TMP Worldwide Inc.***

Over this period, from starting as a manager/consultant, grew this 5 man financial recruitment business into an international specialist group of brands with exceptional levels of cross-fertilisation.

Was responsible for growing the business, largely organically, to 450 staff with a turnover of \$112m, NFI of \$56m and EBITDA of \$8m.

Led an MBO, IPO and a trade sale to *TMP Worldwide* (now *Hudson & Monster*)

Having sold the business he moved to become an M&A specialist reporting to the head of *TMP Worldwide*, e-resourcing. Examined 300 targets and effected 12 deals for the group in Europe.

1982-1985

**Manager, *Badenoch & Clark***

Specialist financial recruitment consultant to Manager, started contract/temps and grew the business from 3 to 30 people.

1981-1982

**Consultant, *JG Word Processors***

Education:

BA Business Studies (Hons)

City of London Polytechnic, now Cass Business School

3 'A' levels, 10 'O' levels

King Edward VI Grammar School,

Southampton