**Paul Myerscough** MSc

07595 930239 [pmyerscough@msn.com](mailto:pmyerscough@msn.com) Northwest based

A resourceful and adaptable **Director** who consistently delivers excellent results for industrial and technical sector companies. With both commercial and operational expertise, he improves performance, increases profitability and drives change, using strong strategic, analytical and people leadership skills.

A **business transformer**, who understands how to translate strategy into plans that align people. He is comfortable growing sales, leading operational improvement and new product introduction, as well as assessing and integrating acquisitions.

Having widened his corporate experience with senior interim roles in both large and small companies, he seeks a high level position where his expertise can deliver improvement and growth.

**INTERIM ASIGNMENTS 2009 to date**

Roles with both large and smaller technical manufacturing companies across multiple markets; utilising his broad experience to enable them to improve and grow. Examples and achievements include:

**Eriks: Transformation Leader and General Mgr.** 2016-17– £270m industrial products company.

* Performed strategic review for the CEO, which resulted in the integration of two businesses and a wide-ranging improvement plan.
* Led subsequent business improvement, recruitment and change programme, resulting in better performance, increased competitiveness and the foundations for 25% growth.
* Took leadership of £40m P&L combined Fluid Power & Industrial Hose business before recruiting and setting up a new General Manager for long term success.

**Olsen Actuation: Director** 2015-17– high growth electrical actuation SME.

* Project managed subsea product development and delivered to time, quality & cost targets.
* Developed a growth strategy, which led to recruitment, team development and professionalised systems.
* Coaching executives and improving management processes to enable growth to be sustained.

**International Nuclear Services** 2015-16 – engineering and logistics division of NDA.

* Performed business and project management diagnostic using a Systems approach. Produced a project management improvement plan with related strategy, structure and leadership style recommendations, which resulted in substantial changes and improved performance.

**Acoustic Sensing Technologies: Managing Director** 2014-15– VC backed technology business.

* Asked to set the company up for growth. Defined value proposition, created operational processes, productionised product and strengthened team.
* Led business development with water utilities, resulting in crucial contracts being agreed.
* Assessed technology readiness and found important failings, which meant early action could be taken to change focus and conserve the VC’s investment funds.

**Halma Palintest**: **Technical Director** 2013-14– £15m water testing systems leader, FTSE Group.

* Developed product/market strategic roadmap, which has supported continued profitable growth.
* Project managed and launched two important new products into manufacturing & market.
* Developed business justification, set up development project and secured partners for new pool testing system, leading to the launch of this key product.
* Developed & implemented new product phased gate project control system, which enables potential new products to be justified and prioritised on market return and managed into production.

**Createc** 2013-16–high tech, high growth SME supplying Nuclear, Security and Aerospace markets.

* Supported with strategy development, business planning, team engagement, executive coaching, implementing operational & project management systems, recruitment and fundraising. Enabling the company to grow sustainably into multiple sectors.

**AD Aerospace**: **Managing Director** 2012-13 – £5m 1st tier system designer and manufacturer, supplying OEM’s and airlines. Remit to rebuild, redevelop and grow badly damaged company:

* Converted a £20m contract with an international aircraft OEM, set up project and resources, which has been critical to subsequent success.
* Grew the sales opportunity pipeline by £10m and set up an international airline partnership.
* Successfully rebuilt team, greatly strengthening business development and operations, enabling the company to maintain customers, then grow and become profitable.

**GSE Systems TAS**: **General Manager** 2010-11– integrated owner managed electrical engineering acquisition into US Group.

* Restructured, professionalised and developed team, produced business improvement plan, introduced people development processes & led process improvement, allowing the business to be properly integrated into the Group and be managed successfully.

**MML**: **Chairman** 2009-10 – HVAC systems SME, PE backed, asked to help an inexperienced team.

* Agreed a business improvement plan, improved governance processes and coached exec. team, Tackled critical contractual issues and near bankruptcy, enabling the company to survive and rebuild.

**Acquisitions** 2009-15 –Assessed & developed 30-40 PE acquisition opportunities; completing the business planning, team development and PE & debt fundraising on four of these.

**Silvertown Ltd.: Restructuring Project Director** 2002-03 –£30m turnover, Private Equity MBO of BTR Silvertown with twelve industrial product businesses, which required a complex exit plan.

* Planned restructuring and relocation or sale of businesses, resulting in the profitable sale of the old site and a successful exit to trade buyers.

**PERMANENT CAREER**

**James Walker & Co. Managing Director 2003 – 2009**

£40m, 500 employees, multi-site, providing fluid sealing solutions world-wide to Aerospace, Oil & Gas, Power, Defence, Pharma, Semi-Con, Marine & Metallurgical sectors. Also **Director of James Walker Sealing Products & Services**, £100+m turnover; driving Group strategic alignment, best practice and international business development; reporting to Group Chairman.

Key achievements:

* Grew sales by 45%, halved working capital, achieved 40% ROCE, released £14m in cash and turned £3.5m loss to £3.7m profit, by developing and implementing a wide ranging strategic plan.
* Delivered a transformational restructuring and relocation programme.
* Led culture change, increasing customer and performance focus; including implementing 1700 Continuous Improvement ideas.
* Increasing productivity by 35%, reduced customer returns by 70% and halved lead times, by implementing Lean companywide.
* Helped assess and integrate two acquisitions.
* Increased new products to market, generating £5m+ p.a. in additional sales.
* Designed and implemented people development systems.
* Shortlisted for national “Leadership and Strategy” award. Won the Manufacturing Institute’s “Best Business Improvement” award, regional “Apprentice Employer of The Year” and “Business of the Year” awards.

**PerkinElmer Q-Arc Ltd. Managing Director 2000 – 2002**

£15m P&L, division of the US-based global technology group, world leader in optoelectronics; supplying industrial and medical markets, employing 150 people.

Key achievements:

* Achieved 43% sales growth over two years, by forging partnerships with international key customers and developing new products for new markets.
* Transformed profitability from 10% to 29%.
* Led business & marketing strategy development and extensive culture change.
* Improved sales per employee 32%, by implementing Lean & Six Sigma.
* Reduced cash cycle by 30%, through tighter cash collection and better stock control.
* Implemented new ERP system.
* Reduced lead-times 40% and costs 10% through a partnership sourcing approach.

**BTR Silvertown Ltd. Operations Director 1996 – 2000**

Led 250 people and twelve Aero, Power, Rail, Defence, Marine and Industrial sector businesses.

Key achievements:

* Led Business Process Reengineering, restructuring and change programme.
* Delivered 40% faster quotation times by redesigning the enquiry process.
* Reduced lead-times by 25%, inventory by £250K, rejects by 60% and delivery performance.
* Increased productivity 20%, through Lean and Continuous Improvement.

**Lucas Automotive Business Unit Manager** **1993 – 1996**

Diesel fuel injection, turbochargers & electrical equipment, £5m P&L, 60 people.

Key achievements:

* Developed strategic plan, change programme and Continuous Improvement.
* Grew sales and productivity 20% and implemented MRP system.
* Improved supply chain to deliver 25% shorter lead-times and better material availability.
* Introduced company-wide people development and attained Ford Q1 "Total Quality Excellence".

**Lucas Aerospace/Electronics** **Programme Manager** **1990 – 1993**

Aerospace and automotive electronic systems multi-site world leader within international Group.

Responsibilities: customer relationships, business development and project management.

Key achievements:

* Led multi-divisional new market study, developed business strategy to leverage organisational capabilities and built international partnerships, resulting in successful entry into new market sector (aircraft steering).
* Managed, negotiated and won a £5m bid proposal for a blue-chip Aerospace customer.
* Led multisite team on £10m new business programme, achieving time and cost targets.

**British Aerospace**  **1980 – 1987**

Engineering apprenticeship and structural design. Left to pursue full time Business degree.

**Education**

**MSc** **Engineering Business Management** (Distinction) - Bristol University

Dissertation: Strategy development, implementation & culture change at PerkinElmer Q-Arc Ltd.

**BA (Hons)** **Business, Marketing & Organisation Studies** (2.1) - University of Lancaster

Ciba-Geigy Award, Best Business Law student

**HNC** **Computer Aided Eng.** (Distinction) - University of Central Lancashire

**HNC** **Engineering Design** (Merit) - University of Central Lancashire

**ONC** **Mechanical & Production Engineering** (Merit) - Preston College of F.E.

**TRAINING**

Lucas Management Development Programme

PerkinElmer Advanced Leadership Institute

Cranfield Management School – influencing skills

Lean leadership

Six Sigma Champion

Sales negotiation & sales management

Business Process Reengineering

Ken Blanchard Situational Leadership

Dti “Mission to Italy” manufacturing benchmarking study

Total Quality Management

Performance management

Project management

TTI Success Insights Behavioural Profiling

**PROFESSIONAL ASSOCIATIONS**

Member Institute Engineering & Technology

Member Chartered Management Institute

Ambassador for Manufacturing Advisory Service 2005 - 2010

NED Cumbria Chamber of Commerce 2008 - 2013