



Curriculum Vitae – Marc Anton

PROFILE

Marc is a career professional interim, providing Health, Safety and Environmental support to various national and international clients, since 1998. He offers extensive working knowledge and experience within a number of sectors, including: Manufacturing, Renewable Energy, Food and Drink manufacturing/processing, Printing, Packaging and Industrial Engineering. Marc has successfully completed over 20 separate assignments involving HSE, Product Safety, Technical Management (Food), in addition to his previous permanent career in Quality Management.

KEY STRENGTHS

Senior level Interim HSE Manager with the ability to define HSE policy and strategy, ensure regulatory, corporate and operational compliance. Passionate about safety, resourceful and creative, possessing strong communication, presentation and inter-personnel skills, resilient, possessing sufficient gravitas to motivate and lead the HSE agenda at all levels across an organization, to achieve ownership and sustainable ways of working. Equally comfortable managing HSE at Site, Group, Project, Corporate and Global responsibility level. Member of the Institute of Quality Assurance, Institute of Interim Management and Chartered Institute of Management.

KEY ACHIEVEMENTS

- Has developed and delivered practical training to support employee development on subjects such as Continuous Improvement, Problem Solving, Good Manufacturing Practice, Industry Technical Standards Compliance and Health & Safety culture change.
- Somewhat uniquely, has managed HSE at both project and global level, for wind turbine component suppliers (LM Windpower, Svendborg Brakes), wind turbine manufacturers (Vestas, Enercon and Senvion) and wind farm developers (Eon, Vattenfall, Fluor).
- As a trained auditor, Marc has conducted numerous audits against various technical, quality, insurance, health & safety, environmental, industry and regulatory standards.
- Marc has been directly involved in wider continuous improvement initiatives, in pursuit of manufacturing excellence. Specifically, the management of improvement projects, involving client's employees, to realize safer and more efficient working environments, utilizing 5S.
- Has completed a number of assignments that have involved managing global HSE teams including training, development and dealing with poor performance/compliance with company standards and directives.
- Proud of his safety legacy on previous assignments. Specifically, the fact that no client personnel have been seriously injured, during Marc's engagement.
- Has represented a client, in a European court on HSE matters.
- Has managed HSE for a number of both on and offshore wind farm projects. Most recently: -
 - €1.3 Billion capital project in German waters, 40km offshore
 - 200000 tons of steel structures installed in offshore marine environment
 - 100 Km of cable laid and connected to 81 separate structures
 - 24/7/365 operations over a two year construction period
 - Specific risks involved working at height (up to 100m), confined space, heavy lifts (up to 2500 Tons), multiple contractors/cultures, scopes of work and tasks.
 - Included a €25 million offshore repair task that had never previously been undertaken
 - 750 individual offshore personnel transfers completed without incident, in one day
 - Project completed with a very positive safety performance - approx. 7500 personnel involved, 2.5 million working hours, 5 minor LTI's
- Has developed content, organised and led a number of global HSE community meetings for clients in USA, Spain, Germany, UK and Denmark.
- Recent experience of implementing HSE incident reporting system to enable global data capture and reporting of accidents, environmental incidents, dangerous occurrences and near misses.
- Proven experience of helping clients to meet health & safety (OSHAS 18001), environmental (ISO 14001, quality (ISO 9001), customer technical standards (i.e. Tesco, Sainsbury's), generic technical standards (i.e. BRC), country specific regulatory and legislative requirements.
- Wide experience of creating HSE related communications for various internal and external audiences, including: poster campaigns, reports, presentations, executive summaries, safety alerts, toolbox talks, status updates, executive orders and safety initiative briefings.

SUMMARY OF INTERIM ASSIGNMENTS

Dates	Oct 2015 – Oct 2016	Client:	Low & Bonar Plc.	Assignment:	Group HSE Director
<p>Based from London Head Office, supported 17 manufacturing sites in Europe, Asia, & Middle East. Reported jointly to the Group Director of Operations and the CEO. Managed 8 direct and 7 indirect reports. Member of Global Operations Management Team. Worked closely with Global Manufacturing Director, Manufacturing/Site & HSE Managers.</p> <p>Responsibilities included: -</p> <ul style="list-style-type: none"> • Supporting the implementation of HSE Standards, Directives, Policies and Procedures, as well as ensuring compliance with all relevant legislation across Low & Bonar companies and JV partners. • Lead and developed the Group HSE department, ensuring that adequate competent HSE resourcing was available and properly deployed throughout Low & Bonar. • Reported on HSE performance for Low & Bonar at Group and Board level • Promoted a culture of HSE best practice, agreed standards and improvement targets for HSE within Low & Bonar • Ensured sound risk management principles and practices were in place, and that targets are set for improvement in risk management across Low & Bonar. • Evaluated proposals and made recommendations for the purchasing of materials, products and services, to ensure HSE compliance. • Supported insurance audits for property and monitored performance of Insurer requirements • Assisted with Greenhouse Gas reporting as required by law. • Supported the implementation of ISO 14001 and ISO 50001. • Drafted the Corporate & Social Responsibility section of the company's annual report • Chaired monthly Global HSE Committee meetings and ran Annual Global HSE Community meeting • Supported construction, commissioning and handover to operations, of new manufacturing sites. 					

Dates	July 2012 – Oct 2015	Client:	Eon Climate & Renewables (Germany)
Assignment:	<i>Project HSSE Manager for the Amrumbank West Offshore Wind Farm Project</i>		
<p>Based from Hamburg Project office, reporting to the Project Manager and Head of HSSE, Offshore Technologies. Responsible for: -</p> <ul style="list-style-type: none"> - Development, mobilization, Installation and Commissioning phase. - Providing a project HSSE management system, complying with German legislation and EC&R standards. (Schutz- und Sicherheitskonzept/HSSE concept, according to BSH requirements and supporting safety procedures). - Advising, reviewing and supporting the Project Manager and Package Managers in HSSE related issues for their respective area of responsibility. - Support and train project team members in AWG HSSE management system. - Conducting Contractor evaluations and assessments in accordance with the prequalification and tendering process - Managing additional HSSE resources - Supporting Package Leads (Foundation, Logistics, Turbine, Electrical, Engineering, Consents & Certification, Procurement & Legal), attending/supporting Design Reviews, input to construction risk assessments. - Managing incident reporting process to meet project, corporate and legal reporting demands - Reporting HSSE Performance based on agreed Key Performance Indicators - Providing regular HSSE status reports to Steercom - Consulting with contractors on HSSE matters and checking their Risk Assessments & Method statements, prior to commencement of work on site. Ensuring Contractors work according to same. - Conducting HSE audits at all project locations and at Contractors' facilities. - Participating in project meetings, Kick-offs and Safety events across the project. 			

Dates	Jan 2012 – July 2012	Client:	Repower Systems SE (Germany) Design, development, manufacturing, installation and maintenance of wind energy converters up to 6MW.
Assignment:	<i>Head of Offshore HSE - Acting</i>		
<p>Based from the Hamburg head office and reporting to the President of the Offshore business unit. Responsibilities included: -</p> <ul style="list-style-type: none"> • Identification, consideration and implementation of all relevant HSSE requirements during all phases of design and implementation • Provision of HSE guidance and support to all offshore projects and specifically, Project Managers • Providing input to Sales tendering process for new projects. This included UK and German projects. • Managing the development of three HSE advisors. • Development of best practice guidelines for the safe delivery of offshore wind farm projects • Working closely with Global HSE function to ensure all HSE deliverables are aligned across the company. 			

SUMMARY OF INTERIM ASSIGNMENTS - *Continued*

Dates	Dec 2010 – Dec 2011	Client:	Repower Systems SE (Germany) Design, development, manufacturing, installation and maintenance of wind turbines.
Assignment:	<i>Project HSE Manager - Offshore</i>		
<p>Based from the Hamburg head office and working as part of project management team, I was responsible for all HSE matters for the installation, mechanical completion and commissioning phases of the Ormonde Offshore Wind farm near Barrow in Furness (30 x 5MW turbines). This included overseeing German load out ports (Brunsbüttel, Cuxhaven and Bremerhaven) and managing HSE resources in Belfast and Barrow. Tasks included: -</p> <ul style="list-style-type: none"> • HSE systems development (as the offshore department was new for Repower, no safety management structure existed) • Developing Risk Assessments/Method Statements for all planned and unplanned activities • Development and delivery of safety related training including project/site inductions and toolbox talks • Ensuring sites are set up and run safely • Incident management including issue of flash reports, safety alerts and incident investigation • Competence assessment of project resources prior to issue of offshore passes • Facilitation of lessons learned reviews • Management reporting and task monitoring (for on and offshore activities) • Checking compliance to all project HSE requirements including PPE, permits to work, emergency response plans, working at height, lifting and manual handling, site access and weather working limits. 			

Dates	Jul – Oct 2010	Client:	Enercon GmbH (Germany) Design, development, manufacturing, installation and maintenance of wind turbines.
Assignment:	<i>Site/HSE Manager</i>		
<p>Coordinated HSE compliance at the Ben Aketil onshore wind farm (Isle of Skye, Scotland), on behalf of Enercon and to meet the requirements of the developer (Falck Renewables) and their principle contractor (Morrisons Construction). This was during final turbine installation, commissioning and testing phase</p> <ul style="list-style-type: none"> • Conducted weekly compliance audit of site activities • Provided HSE advice and support to project management, site installation, and commissioning and test team as well as lifting contractor. • Delivered induction sessions to various contractors and ensuring toolbox talks completed • Developed local amendments to risk assessments and method statements • Ensured competence and training compliance for all contractors • Ensured permits to work issued • Monitored adherence to PPE requirements. 			

Dates	Nov 09 – July 2010)	Client:	Vestas Offshore A/S (Denmark) Development, manufacture, installation and maintenance of wind turbines.
Assignment:	<i>Site HSE Manager</i>		
<p>Co-coordinated HSE compliance at the pre-assembly site in Dunkerque, France to meet client requirements, for construction of the Thanet Offshore wind farm in the UK. Involvement during the project included: -</p> <ul style="list-style-type: none"> • Attended and provided input to over 100 toolbox talks on various subjects as activities progressed • Conducted regular compliance audits of all site activities and contractors. • Co-coordinated five emergency exercises with local emergency services. • Provided HSE advice and support to the construction manager, site engineer, supervisors as well as mechanical/electrical technicians and lifting contractors. • Co-coordinated French site security resources. • Developed and delivered training to develop safety culture. • Implemented environmental management system elements to meet corporate requirements. • Facilitated responses to 450 hazard observations. • Delivered 115 induction sessions to 370 individuals, including French, German, Dutch, English, Portuguese, Polish, Belgian, and Danish nationals. • With 60 multinational staff and 100 turbines assembled, lost time injuries (LTI's) were limited to just two minor injuries. • Provided HSE support to the construction and commissioning site in Ramsgate, UK 			

SUMMARY OF INTERIM ASSIGNMENTS - *Continued*

Dates	Nov 08 – Dec 09)	Client:	Svendborg Brakes A/S (Denmark) Manufacturer of industrial braking systems for large industrial, mining and wind energy applications.
Assignment:	<i>HSE Manager</i>		
<ul style="list-style-type: none"> • Conducted an HSE review of operations in Denmark, Germany and China. • Co-coordinated corrective action for approximately 1000 identified issues. • Delivered an HSE development programme and achieved ISO 18001 accreditation • Developed an improved safety culture, utilizing 5S method. Additionally tasked with facilitating a continuous improvement project to reduce customer claims. Reporting jointly to the Head of Sustainability (for Doughty Hanson) and Managing Director of Svendborg Brakes. 			
Dates	Feb 08 – Nov 08	Client:	Fluor Limited (UK) Provider of engineering, procurement, construction, and maintenance services worldwide to the energy, infrastructure and chemicals sectors.
Assignment:	<i>Initially HSE site representative then subsequently appointed as overall Site Manager.</i>		
<p>My role was to manage the temporary works, in advance of construction of two onshore substations and installation of import/export cables for the Greater Gabbard Offshore Wind Farm. This is the largest offshore wind farm in the world, currently under construction (504MW/141 turbines). Responsible for managing the various interfaces between the client (Scottish & Southern Energy), two principle contractors (Fluor and National Grid), two main contractors (Siemens and SEESA) and the landowners (British Energy and Olgvie Estates). My time was split 80/20 between the construction site (near Sizewell, Suffolk) and the Fluor head office in Surrey. A full-time HSE site representative, reported direct to me and I reported to the Project & Commissioning Manager.</p>			
Dates	Jun 06 – Dec 07	Client:	LM Glasfiber A/S (Denmark) Manufacturer of wind turbine blades up to 62 meters. 4000 employees, across twenty separate locations throughout the world. Based at Danish H/O but supporting operations in USA, Canada, Spain, Denmark, India and China
Assignment:	<i>Global HSE Manager</i>		
<p>My role included responsibility for: -</p> <ul style="list-style-type: none"> • Realignment of global HSE resources to support local reporting to factory management • Reporting on progress as part of formal programme management and to the Board on request • Sourcing and co-ordination of external expertise for the analysis of specific H&S issues • Implementation of a framework for the development of a global HSE management system and controls • Facilitation of improvements to the work environment utilizing 5S • Providing direction for two direct reports – global environmental co-coordinator and H&S co-coordinator (group management functions) as well as leadership on all HSE issues for all global resources • Development and monitoring of key indicators of HSE performance as part of operations reviews • Ongoing development of HSE awareness through various communications including information bulletins, newsletter articles, posters and intranet content • Investigation and follow up on all HSE related incidents • Developed and ran three global HSE workshops (UK, USA and Spain) attended by all HSE resources • Member of Quality Task Force visiting plants to provide renewed focus on quality related performance. 			
Dates	Feb 06 - May 06	Client:	Homebuy Group Ltd , Birmingham (UK), Rental of electrical appliances
Assignment:	<i>Health and Safety Director</i>		
<p>The company recognised that current and future growth needed supporting by formal health & safety arrangements. As Interim H&S Director, reporting to the Chief Operating Officer, my responsibilities included: -</p> <ul style="list-style-type: none"> • Conducted risk assessments of all company operations. • Developed group H&S policy and documented safe systems of work. • Recruited and trained H&S representatives • Developed internal communications including a monthly newsletter and information bulletins • Mentored two internal candidates to take over the running of the function upon completion of the assignment. 			
Dates	Jul 05 - Jan 06	Client:	Definitely Devon Ltd , Devon (UK), Processor of milk, cream and butter for retailers and the food service sector
Assignment:	<i>Technical and Quality Manager</i>		
<p>Managed by a new General Manager, the site was planning to commence production of clotted cream for two new retail customers. My role was to: -</p> <ul style="list-style-type: none"> • Assist them in achieving accreditation to the new BRC (Iss. 4) technical standard • Take responsibility for all technical and quality issues including the Bacti/Chemi laboratory. 			

SUMMARY OF INTERIM ASSIGNMENTS - *Continued*

Dates	Aug 04–Mar 05	Client:	RF Brookes Ltd , South Wales (UK), Manufacturer of Ready Meals for major retailers and the Food Service sector
Assignment:	<i>Operations Consultant</i>		
<p>The site, a new build, was under increasing pressure to reduce costs. Working with a colleague, we: -</p> <ul style="list-style-type: none"> • Implemented a new planning management system. • Implemented a production management system. • Developed a mechanism to capture all operational activity. <p>Information was utilised to enable the business to plan on the basis of actual performance. The result was a significant increase in productivity and efficiency.</p>			
Dates	Apr – Aug 04	Client:	Young's Bluecrest Ltd , Grimsby (UK), Producers of chilled further processed fish products
Assignment:	<i>Technical Consultant</i>		
<p>Reporting to the Technical Director and Factory Manager, my responsibilities included: -</p> <ul style="list-style-type: none"> • Development and delivery of Good Manufacturing Practice training, provision of guidance on achieving GMP • Facilitated engineering work to achieve these goals • Introduced a 5S initiative to embed the changes. 			
Dates	Oct 03–Mar 04	Client:	Hayden's Bakeries Ltd (UK), Manufacture of ambient & chilled patisserie products
Assignment:	<i>Operations Consultant</i>		
<p>Along with a colleague: -</p> <ul style="list-style-type: none"> • Developed and delivered an operational improvement programme to generate quantifiable savings. • Implemented systems to measure and monitor operational performance and trained factory staff to run the system 			
Dates	Jul 02 – Jul 03	Client:	Yoplait Dairy Crest (UK), Manufacture of chilled dairy products
Assignment:	<i>Technical Support</i>		
<p>Delivered a structured training programme including modules on problem solving techniques, 5S, Kaizen, Good Manufacturing Practice and set-up reduction (SMED), to support a team leader development initiative.</p>			
Dates	Jan – Jun 02	Client:	Commercial Graphics , Belfast (NI), Commercial Printers
Assignment:	<i>Health and Safety Manager</i>		
<p>Conducted health and safety risk assessments on all activities and trained the Production Manager to develop his knowledge in all areas of H&S.</p>			
Dates	Nov – Dec 01	Client:	Dairy Crest Ltd , (UK), Manufacture of chilled foods
Assignment:	<i>Technical Support</i>		
<p>Assisted in the preparation of an environmental assessment and implemented technical documentation to support a new product line.</p>			
Dates	Apr – Oct 01	Client:	Yoplait Dairy Crest (UK), Manufacture of chilled dairy products
Assignment:	<i>Technical Support</i>		
<ul style="list-style-type: none"> • Implemented Tesco best practice and managed technical culture change. • Developed and delivered training to support a continuous improvement initiative utilising 5S. 			
Dates	Jan – Apr 01	Client:	SR Communications , London (UK), Commercial Printers
Assignment:	<i>QA/Health and Safety Manager</i>		
<p>Resolved issues arising from a visit by the HSE and preparation for a triennial quality assessment.</p>			
Dates	Oct – Dec 00	Client:	Paterson Printing Ltd , Kent (UK), Commercial Printers
Assignment:	<i>Health and Safety Manager</i>		
<p>Risk assessed site, implemented changes and developed internal structure to support them.</p>			
Dates	Aug – Oct 00	Client:	HM Prison Services , Surrey (UK)
Assignment:	<i>Quality Manager</i>		
<p>Assisted with the implementation and auditing of quality systems for Prison workshop facilities.</p>			
Dates	Jan – Aug 00	Client:	North Devon Foods , Devon (UK), Meat processors
Assignment:	<i>Technical Manager</i>		
<p>Introduced technical and quality monitoring and control systems.</p>			
Dates	Jun – Dec 99	Client:	Hazelwood's Ltd , Devon (UK) Manufacture of baked savory products
Assignment:	<i>Technical Support</i>		
<p>Provided support to improve the effectiveness of QA activity and product traceability.</p>			

PREVIOUS PERMANENT CAREER

Apr 96 - July 98	<i>Quality Development Manager</i> Assidomän Packaging Ltd, (UK) - Manufacturers of Packaging for the Food & Drink Industry
Mar 94 - April 96	<i>Business Quality Manager</i> Bowater Business Forms - Manufacturer of computer stationary, bespoke business forms, direct mail and security print products.
Sep 92 - Mar 94	<i>QA Manager</i> Creda Ltd (part Of GEC/GE), (UK) - Domestic Appliance Manufacturers
April 91 - Sept. 92	<i>Quality Analyst</i> Southern Electric Plc. (UK) - Regional Electricity Company
Feb. 87 - April 91	<i>Senior Quality Engineer</i> Hobart Still Ltd (UK) - Commercial catering equipment manufacturers
Sep 83 - Feb. 87	<i>Quality Control Laboratory Technician</i> Parker Hannifin (UK) Ltd, Manufacturers of valves and fittings for the petrochemical industry
Sep 79 - Sep 83	<i>Engineering Apprentice</i> Cray Marine Ltd (UK) - Manufacturers of weapons and guidance systems. Completed a City & Guilds Mechanical Engineering Apprenticeship.

INTERIM COMPANY DETAILS

Company Name:	Interface Safety Ltd
Company Registration No.	4040941
VAT Registration No.	762 2015 61
Website address	www.interfacesafety.com
Company email address	ma@interfacesafety.com

PERSONAL DETAILS

ADDRESS:	Oakley Shirwell Barnstaple Devon. EX31 4JS UK	NATIONALITY:	British
		DATE OF BIRTH:	1st May 1963
		MARITAL STATUS:	Married - 2 grown up Children
		MEDICAL:	Offshore (ENG1) - Current
		TEL:	01271 850460 / 0771 2587 238
		PERSONAL EMAIL	marcanton@me.com
		LINKED IN	Yes
DRIVING LICENCE:	Full car & Motor cycle		
HOBBIES:	Motorcycling, sea kayaking, Camping and R/C models		

EDUCATION & QUALIFICATIONS

2008 – NEBOSH National General Certificate	
2003 – Member – Chartered Management Institute	
2002 – Member - Institute of Management & Institute of Interim Management	
NORTH DEVON COLLEGE, Barnstaple (Devon)	1986 - City & Guilds - Quality Control (743) 1979 - 82 - City & Guilds - Mechanical Engineering
BRAUNTON SCHOOL, Braunton, Devon	1979 - O Level/CSE Qualifications

SUMMARY OF RELEVANT TRAINING

GWO Working at Height, GWO Sea Survival, 1st aid, Offshore medical, Manual Handling, Confined Space, Problem Solving Techniques, Project Management, Q.A Lead Assessor and Supplier Quality Assurance.