**Richard Mathewson**

##### Personal Profile

Entrepreneurial, driven and collaborative Senior Executive with strong commercial experience of the technology sector. Wealth of experience in launching, building and turning around businesses, services and products in a highly competitive market place ensuring rapid and profitable growth. Expert at developing innovative go to market strategies including identification of growth segments, channel and alliance partners and OEM across EMEA for US and European technology organisations. With a committed, visionary and evangelistic leadership style, brings out the best in teams, allowing the opportunity to think creatively, develop a winning culture and drive up revenue and market share.

#### Skills Summary

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| --- | --- |
| * Commercial & Operational Strategy Design & Execution
* Financial Control & Planning: P&L, Revenue Streams, Budget Control
* Winning go to market strategy development
 | * SaaS, Software, Network & Cloud Service Provider
* Channel & Alliances Development
* Best Practice Establishment, KPIs & Metrics
* Talent Management, Mentor, Coach & Facilitator
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#### Core Competencies

**Commercial Leadership:** Expertly manages commercial ventures including start-ups, VC backed enterprises and expansion of established businesses. Full P&L and financial planning, operational control and cross regional, multi-skilled team management.

**Sales Strategies:** Designs, implements and executes innovative sales strategies including transactional, go to market, turnarounds and launches at regional and global scale. Develops leveraged partnerships to exploit commercial opportunities.

**Talent Management & Coaching:** Ensures continuous improved performance via a consultative, participative leadership style. Leads by example, providing actionable insights and a shared vision to attract, facilitate, develop and retain talent.

**Business Transformation**: Successfully led group wide turnaround strategy execution, managing large scale restructures and hyper growth situations, expertly blending entrepreneurial talent with a level headed management style.

#### Career Achievements

* Has consistently utilised strong understanding of diverse cultural business operations to capably launch American and European businesses to international markets.
* Successfully gained a reputation for highly effective Global Channel Development and strategic alliances with market leaders such as IBM GTS, Cap Gemini, Atos and Oracle.
* Delivers significant economic value add: Increased revenue from $6.8m to $12.5m and operating profits from $1.7m to $5.2m at Masergy Communications. Doubled EMEA revenue at Atempo to €10m, turning around from €6m losses to €3m profit.
* Achieved a client net promoter score of 58%, at Masergy Communications, in an industry segment where the average is 11% and the nearest competitor 18%, with a 100% renewal record and zero churn.
* Designed and managed multi-skilled teams developing direct, channel, pre-sales and inside sales functions. Introduced tangible KPI’s for sales organisation, setting up new international offices with full operational strategy design and execution.
* Pioneered innovative technology implementation including cloud based PRM systems to improve sales productivity and channel relationships.

#### Career History & Achievements

**May 2016 – Present Business Development Manager (Interim) Execview Ltd**

* Engaged to drive accelerated growth strategy for this UK based ISV in the PPM SaaS cloud applications segment
* Led on design of sales strategy and execution specifically focused on sales development, service providers and Enterprise Accounts
* Exploit the current Pipeline. Requalify. Move stuck deals
* Discover and monetise untapped revenue from existing client base
* Develop new logo “Lighthouse” Enterprise accounts
* Create new OEM Licence deals with other ISV’s
* Complete contract renewals with 2 biggest accounts

**Aug 2015 – Present Managing Director Interim Europe Limited**

* Founded Interim Europe Limited to provide Executive Interim Services to Technology companies
* Led on design of operational strategy and execution specifically focused on sales development. Increased 2015 margins by 102%, increasing to £2.6m and on track to increase t/o to £15.1m by year end.
* Introduced robust processes and procedures to ensure operational best practice, valuable forecasting and effective use of technology to improve sales productivity.

**Nov 2014 – May 2015: Group Sales Director C4L (Connexions4London Ltd)**

* Engaged to devise and drive accelerated growth strategy across all 3 business areas of this colocation, connectivity, cloud and communications provider, with objective of increasing t/o from £13m to £30m in 3years.
* Led on design of operational strategy and execution specifically focused on sales development. Increased 2015 margins by 102%, increasing to £2.6m and on track to increase t/o to £15.1m by year end.
* Introduced robust processes and procedures to ensure operational best practice, valuable forecasting and effective use of technology to improve sales productivity.

**2013 – 2014 Board Advisor Atticus Associates**

* Engaged to advise this fast growing, specialist technology company that provides business intelligence, Project delivery and advisory products to the global (re)insurance industry on how to develop a Cloud Strategy.

**2010-2013 Vice President / General Manager (EMEA) Masergy Communications UK Ltd**

* Refocused EMEA division of $130m US network connectivity provider: implemented market penetration strategy and partner leverage plans to build network extension partner and value added reseller channels in unified communication and video conferencing / telepresence across Europe, Japan, Cayman and New Zealand.
* Developed niche service provision to clients such as Hiscox, Allianz Group, Aviva Plc and City Index to grow incremental revenue. Created secure, high performance WAN products to ensure innovative commercial footprint and product range.
* Led significant operational restructure to “clean house”, conducted comprehensive gap analysis and introduced robust processes and procedures to ensure improved staff and sales performance. Secured investment for training and marketing to deliver 360 degree internal and external recovery and progress.

**2009 – 2010: Business Development Director Iron Mountain Digital**

* Launched VFS cloud based archiving solution intended to compete with Amazon S3 to the Enterprise market. Successfully evangelised the service to the internal sales organisation and the wider market via industry events, seminars and exhibitions.
* Innovated and championed cross selling across traditional Iron Mountain UK pipelines to create significant opportunities with Vodafone, Credit Suisse, Telefonica O2, BNFL and Red Bull Racing. Managed all bids, contract negotiations and SLA’s.

**2004 – 2008: Vice President, EMEA Atempo UK Ltd**

* Headhunted to lead EMEA wide business transformation strategy implementation to turnaround €1.5m loss Q2 2004 to €400k profit in Q4 2004 for Data Protection Software Business.
* Restructured leadership team, combining a global focus with cultural business knowledge. Employed shrink to grow methodology to relaunch product and improved customer service.
* Won new contracts with Credit Agricole, Bawag Bank, European Space Agency, Banca Sella, Canton de Geneva AB.
* Developed Cap Gemini into an €800k pa outsource service provider account in the UK.
* Doubled EMEA revenue to €10m contributing to a turnaround from €6m losses to €3m profit.

**2002 – 2004: Vice President, Worldwide Channels StreamServe UK Ltd**

* Headhunted to devise and implement global sales strategy for $25m Swedish Document Output Management Software. Successfully launched global channel program within 3 months. Built a highly experienced multi-skilled team of 25 across Europe, Asia and North America and significantly grew new and existing global markets.

**Early Career**

**2000 – 2002** Vice President / Managing Director EMEA, Taviz Technology (Formerly SmartDB)

**1997 – 2000:** Business Partner Channel Manager (EMEA), IBM UK (Tivoli Network & Systems Management).

**1992 - 1996:** Group Marketing Director/National Sales Manager, Bull Information Systems.

**1982 - 1992:**  Various Sales and sales management positions with Computacenter,Tandon Plc and BusinessLand

## Education & Qualifications

**2015 - Present MBA, Edinburgh Business School, Heriot Watt University**.

**1995-1996 Post Graduate Diploma in Marketing, Chartered Institute of Marketing**.