

JERRY HAYTER

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PERSONAL PROFILE:

A senior human resources professional with considerable experience of change, seeks assignments in HR in consulting roles, interim management, or to take on outsourced projects. Regarded as a human resources generalist, although specialises in employment law and recruitment. Familiar working at board level; used to working in SMEs and in large and dynamic, multi-location organisations.

With a successful background in operations, has excellent people skills, a robust style and resilient personality, relishes a challenge and hard work whilst delivering measurable results. Thrives when operating in stretching positions, has substantial experience of reorganisation, restructuring and reconstruction.

KEY MANAGEMENT SKILLS

- HR professional with a background in operations, SMEs, large organisations and PLC environments; a highly commercial generalist;
- Drives and directs HR whilst contributing to business effectiveness;
- Successful track record of delivering HR support, employee relations, recruitment, psychometric assessment and change management programmes;
- Excellent influencing and networking skills; capable of communicating professionally in sensitive circumstances;
- Considerable experience of acquisitions process; involved in over 60 businesses acquisitions, integrations and/or restructuring, with particular emphasis on communications;
- Ability to rapidly assimilate important factors, act quickly and make things happen.

CAREER SUMMARY

Xecutive Search HR
Finelist Group PLC
Andrews Sykes PLC
GKN Autoparts
Partco Europe Limited

Managing Partner
Head of Human Resources
Human Resources Manager
Regional General Manager
Regional Manager

1999 to Present
1993-99
1990-93
1984-89
1970-84

CAREER HISTORY

1999 TO PRESENT - XECUTIVE SEARCH; WEST MIDLANDS

Managing Partner

Formed own consultancy business in November 1999. Xecutive Search HR is a Human Resources Consultancy, providing services in: recruitment, executive search, employee relations (particularly employment law support), psychometric assessment, personal development and mentoring. Specialises in working with directors and key, senior level executives in general management, sales, marketing, operations, finance, human resources, and supply chain management functions.

Basic processes are supported with a management assessment service, which can be utilised for new or existing management teams; proprietary psychometric instruments and proven assessment methodologies are used. Further information may be found at www.xecutivesearch.com.

1993 TO 1999 - FINELIST GROUP PLC; WEST MIDLANDS

Joined the group in July 1993, Finelist was then the holding company for the fastest growing national distributors in the automotive aftermarket in the UK. Worked with Finelist through a period of huge expansion and change, ultimately left to start own business.

The Group was ultimately made up of 3 divisions employing c.7500 people across 800+ locations, with annual sales revenues approaching £500m. At the time of joining, the Group comprised of 50 branches, c300 employees, and sales of £22m.

Head of Human Resources

Reporting to the Executive Chairman, with responsibility for policy, planning and delivery of HR services, including employee relations, training and development, and recruitment. Member of central business improvement team, with special responsibility for integration of new businesses. Particularly involved in communications; responsible for an HR and Training team of 21.

Key achievements:

- Established effective and motivated HR function from 'scratch';
- Successfully conceived and implemented practical HR policies across the Group, at a time of huge expansion and change;
- Created and launched succession programme for managers, regional managers, and executives;
- Personally involved in designing and running Group training programmes at executive level;
- Introduced psychometric testing (SHL, TMS and Belbin);
- Selective consolidation of terms and conditions- employee handbook and written particulars of employment;
- Rationalisation of group pension schemes;
- Achievement of Investors In People Awards in several subsidiaries;
- Introduction and implementation of HRIS
- Established 'The Finelist Leadership Centre', a training school to develop managers for the future

CAREER HISTORY (Contd.)

1990 TO 1993 - ANDREWS SYKES GROUP PLC: WEST MIDLANDS

Large specialist hire and sales company, with over 40 locations UK wide, and businesses throughout Europe; £60m turnover and 900 employees.

Human Resources Manager

Responsible for the day-to-day management of the Human Resources function, including dealing with employment law issues. Involved in all aspects of recruitment and selection, training and development as well as major downsizing programme.

Key achievements:

- Integrated two companies, simplified structure, all employees re-titled and graded;
- Reduced work force by over 20% providing out-placement and counselling;
- Introduced flexible working, including change of contracts, 300+ employees;
- Implemented common terms and conditions including rewriting employee handbook;
- Originated training plans and ran in-house training programmes
- Achieved BS9002 Group wide;
- Designed and launched activity reporting system for sales force & engineers improving productivity.

1984 TO 1989 - GKN AUTOPARTS DISTRIBUTION LTD: OXFORDSHIRE

A division of GKN PLC: then the largest wholesale distributors of automotive components in the UK after-market, 200+ branches, and turnover of £98m

Regional General Manager

Appointed to the West Midlands region; the largest operational area in the UK. Briefly acted as National Accounts Manager, responsible for key accounts e.g. Kwik Fit, British Telecom, Unipart and other major fast-fits, public utilities and large fleet operations.

Key achievements:

- Responsible for 17 branches and 160+ employees £9m sales pa and profits of £1.3m in final year, with a ROCE 45.3%
- Implementation of Data General computer system
- Prior to this successfully merged 7 branches as Regional General Manager for the Solent region achieving £5.8m sales and contributing c. £0.6m profit

1970 TO 1984 - PARTCO EUROPE LTD; WARWICKSHIRE

Wholly owned subsidiary of Burmah Castrol PLC: motor factors

General (Regional) Manager

- Promoted to General Manager, responsible for 5 branches in the South of England.
- Responsible for 60 employees, sales £0.3m,
- Directly responsible for managing a sales team of 8. Major responsibility for computerising all 5 branches

BRANCH MANAGER

Responsible for managing (then) most successful new branch ever to be opened, contributing profit within 11 months

BACKGROUND INFORMATION

TRAINING AND DEVELOPMENT

Committed to self-development, attended various in house management course covering employee training, selection and other management skills. Regularly attends legal update sessions.

External courses including:

- Human Resource Strategy Workshop: Cranfield School Of Management;
- OPQ: SHL (Saville and Holdsworth);
- Occupational Testing: SHL (Saville and Holdsworth);
- Company Wide Communications: Smythe Dorward Lambert;
- Team Management Systems: TMS Development International;
- Employment Law/European Employment Law: Resources;

COMPUTER SKILLS

Competent in the use of PC's and a wide range of Windows software.

PERSONAL

- Driving Licence: Full
- Nationality: British

SUMMARY CASE STUDIES

- FPS Distribution; part of Lookers Plc: provides outsourced HR support to FPS and its subsidiary companies;
- JA Magson: Distressed investment by Agilo. Involved in major restructuring at Board level and cost reductions across the business. Providing HR support in subsequent acquisitions;
- Motorcycle City: Worked with CEO to rationalise costs, reduced staffing by 40%, delivered training to improve customer service;
- Stationery Box: Involved in rescue at the point of bankruptcy. Supported restructuring of team who refinanced and created MBI;
- ICI DDC: Worked with new MD to change culture of business by recruiting senior operations team;
- Futaba Industrial: Japanese manufacturing start up; search and selection of key senior managers;
- APG Associates: Ongoing relationship, supporting business acquisitions and turn around projects; APG are also our business associates.