

JERRY HAYTER

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PERSONAL PROFILE:

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

With a formative background in commercial roles, 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 acquisitions, restructuring and reconstruction.

KEY MANAGEMENT SKILLS

- Successful background in operations, SMEs, large organisations and PLC environments; a highly commercial HR generalist;
- Ability to drive and direct HR processes, whilst contributing to business effectiveness;
- Successful track record of delivering HR and employee relations, executive search, psychometric assessment and change management programmes;
- Excellent influencing and networking skills; capable of communicating professionally in challenging circumstances;
- Considerable experience of acquisitions; 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	Managing Partner	1999 – Present
Finelist Group PLC	Head of Human Resources	1993-99
Andrews Sykes PLC	Human Resources Manager	1990-93
GKN Autoparts	Regional General Manager	1984-89
Partco Europe Limited	Regional Manager	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, offering services in the fields of: employee relations, executive search, psychometric assessment, personal development and mentoring. Specialises in working with boards and key executives in human resources and other senior level functions;

Basic HR 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 the then holding company for the fastest growing national distributors of components in the automotive aftermarket in the UK. Worked with Finelist PLC through a period of huge expansion and change; ultimately left to start own business.

At the time of joining, Finelist comprised of 50 branches, c.300 employees, and sales of £22m. On leaving however, the Group comprised 3 divisions employing c.7500 people across 800+ locations, with sales revenues approaching £500m p.a.;

Head of Human Resources

Reported to the Executive Chairman, with responsibility for policy, planning and delivery of HR services, including employee relations, training and development, and recruitment. Was a 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 a succession programme for managers, regional managers, and executives;
- Was personally involved in designing and running Group training programmes at executive level;
- Introduced psychometric testing (SHL, TMS and Belbin);
- Selectively consolidated terms and conditions i.e. employee handbook and written particulars of employment;
- Drove rationalisation of group pension schemes;
- Achieved Investors in People award in several subsidiaries;
- Introduced and implemented HRIS;
- Established 'The Finelist Leadership Centre', a training centre 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

Reported to the HRD, was 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, improving productivity and accountability.

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, with 200+ branches, and turnover of £98m.

Regional General Manager

Appointed to the West Midlands region; the largest operational area in the UK. Also, 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%;
- Implemented 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 the (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

RECENT EXECUTIVE SEARCH ASSIGNMENTS

- Group HR Director (£120k): Automotive aftermarket, multi-site distributor, 4000+ employees;
- Chief Information Officer (£120k): 800+ Site European distribution business;
- Human Resources Director (£70k): Major dealership group, 4000 employees, 150+ locations;
- Finance Director (£85k): AIMS quoted, software and data provider;
- General Manager Sales & Marketing (£90k): International OEM automotive component manufacturer and distributor;
- Head of HR (£80k): Multi site retailer, 100 branches;
- General Manager UK (£85k): OEM commercial vehicle components manufacturer and distributor;

COMPLETED HR PROJECTS

- FPS Distribution: Previously part of Lookers Plc, now an AAG subsidiary; provided outsourced HR support to FPS and Apec/BTN Turbo, its subsidiary companies;
- 99p Stores: Provided HR support to Poundland via Hilco (the acquirers); tasked with restructuring elements of the top team;
- JA Magson: Distressed investment by Agilo. Involved in major restructuring at Board level and cost reductions across the business;
- LSUK: retained to give outsourced HR support 600 employees, across 60 distribution outlets;
- Stationery Box: Involved in rescue at the point of bankruptcy. Supported restructuring of team who refinanced and created MBI;
- Futaba Industrial: Japanese manufacturing start up; search and selection of a number of key senior managers;
- ICI DDC: Worked with new MD to change culture of business by recruiting senior operations team;
- Motorcycle City: Worked with CEO to rationalise costs, reduce staffing by 40%, and delivered training to improve customer service;
- APG Associates: Ongoing relationship with APG who are our primary business associates; supporting business acquisitions and turn around projects.