

CURRICULUM VITAE – Paul Hammett

Name: Paul Hammett
Qualifications: BA, FCMA, FCMI, AIMC
Date of Birth: 24 June 1947
Nationality: British
Position: Senior Consultant
Marital Status: Married



Qualifications: Fellow of the Chartered Institute of Management Accountants (1985)
Fellow of the Chartered Management Institute (1993)
Associate Member of the Institute of Management Consultancy (1998)
BA in Business Administration (2000)

Financial Management Consultancy Experience:

1997 to date Various hands-on consultancy assignments. Specialisms include:

- Review and implementation of accounting and management information systems
- Advising on business development and profit improvement programmes
- Setting up budgetary control systems
- Assessment of the effectiveness of control procedures
- Reduction of working capital
- Devising and implementing costing systems and stock control solutions
- Implementation of cash management and forecast techniques
- Product / Business segment profitability analysis

Amongst the various assignments successfully completed are:

- 2002- 2005 Consultant at £5 million turnover packaging and printing company. Reviewed financial performance and developed strategy to reduce operating costs and restore profitability.
- 1999 - 2000 Consultant at £25 million turnover household products manufacturing company. Investigated and reviewed existing stock and accounting procedures and implemented appropriate new controls.
- 1997 - 1999 Consultant at £200 million turnover facilities management company. Number of different projects including introduction of improved labour performance measurement techniques and computerised inventory control systems at all stores locations in region.
- 1997 – 1998 Consultant at £90 million turnover footwear manufacturing and distribution company. Various assignments including disposal of non-core businesses, operating budget consolidation and sensitivity analysis, preparation of Financial Procedures Manual, evaluation of potential overseas acquisitions and implementation of cost rationalisation project.
- 1996 Consultant at £35million turnover knitwear importing and distribution business, a subsidiary of a major Far East company. Assessed effectiveness of existing financial management procedures and monthly reporting package.

Interim Finance Director Experience:

- 2001 – 2002 Interim Finance Director at £25 million turnover household products manufacturing company following MBO from US Parent company. Implemented tight cash management controls and introduced more focused reporting.
- 2000 – 2001 Interim Finance Director at £25 million turnover office furniture manufacturing and distribution company. Introduced enhanced controls and key performance indicators to improve business performance.

Employment Experience as Finance Director and Management Accountant:

- 1983 – 1996 Finance Director of main operating division of large footwear manufacturing and distribution public limited company. Responsibilities and achievements include:
- Financial strategy and all accounting activities embracing 4 manufacturing sites and a separate wholesale/distribution division
 - Preparation and review of monthly and annual statutory accounts
 - Operation of budgetary control/standard costing, forecasting systems and product profitability analysis throughout the Group
 - Responsible for two qualified accountants and a finance team of 15 employees
 - Appraisal of business plans and capital expenditure projects
 - Liaison with auditors, bankers, brokers, lawyers and other professional advisors
 - All treasury matters and foreign exchange dealings
 - All property, insurance and related administration matters
 - All insurance matters including submission of property and business interruption claims
 - Implementation of integrated IT system throughout Group
 - Successfully integrated Group's plc accounting activities into Stafford base from London.
 - Implemented major cost reduction programme involving closure of a large manufacturing site, generating annual savings of £2.5 million
 - Increased business with major customer by 20% to £50 million by innovative product development and the introduction of the latest manufacturing techniques.
 - Trustee of Group Pension Fund
- 1981 – 1983 Finance Director of subsidiary of textile industry plc, manufacturing and distribution of men's and women's outerwear garments. Responsible for all finance and data processing functions. Implemented financial disciplines/control procedures and computerised accounting systems in newly formed business area following major re-organisation within Division.

Earlier Accounting Employment Experience:

- 1980 – 1981 Divisional Management Accountant at major shirt manufacturing company responsible for appraisal of accounting systems and project evaluation throughout division's seven Northern Ireland factories. Implemented standardised reporting procedures at all sites.
- 1964 – 1980 Commercial Manager at major shirt manufacturing company responsible for all accounting, commercial and industrial relations functions in company's three manufacturing units in Northern Ireland.
- 1969 – 1976 Factory Accountant at major shirt manufacturing company with responsibility for management accounting, general administration and office management of Northern Ireland operations. Implemented standard costing and budgetary control systems throughout factories. Responsible for product costings, assisting in preparation of monthly accounts and supervision of cost office.