**T J ATTWOOD MSOE MCILT MIMarEST**



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Location: Bahrain / Cyprus

Marital Status: Divorced

**PROFESSIONAL PROFILE**

A highly motivated qualified and dedicated Engineer; with expertise in navigating organizational success, mergers and acquisitions, building teams of dedicated and successful managers and employees, whilst providing an atmosphere of support and motivation. Holding a unique blend of proficiency and experience in Operations, Engineering and Senior Management, I am result - oriented with strong leadership skills, underpinned by a clear understanding of strategic, organizational, and people issues. I 357possess Interpersonal communication skills to work at all levels of the business.

**CORE EXECUTIVE MANAGEMENT SKILLS**

* Managing fast business growth whilst maintaining operational excellence
* Demonstrate initiatives with supply chain cost reductions whilst maintaining service.
* Strategic planning and implementation
* Finance, budgeting, cash flow management and Administration
* Project management from conception to completion
* Exceeding goals and objectives and implementing department KPI’s
* Building and maintaining professional relationships
* Team development and training and implementing Individual Key objectives.

**CAREER DEVELOPMENT AND SIGNIFICANT ACHIEVEMENTS**

**Attwood Maritime Services WLL (Bahrain/ Cyprus) 2016 - present**

**Managing Director**

Predominantly a management and engineering consultancy advising on engineering practices, formalizing management process, Health and safety, Marine vessel management, specifications and repair practices and techniques. Clientele included Mumtalakat (Bahrain sovereign wealth fund), Projects Marine and Industrial services, United Dredging Company WLL.

**United Dredging Co W.L.L**  **(Bahrain)** **2011 – 2016**

**CEO and Director of Marine Operations**

A group of companies servicing the Marine, Dredging, Building Materials and Raw supply Industry; incorporating Ready Mix, Sand Supply, Land reclamation, Marine Management and Port Operations.

**Reporting to Major Shareholder and Group Chairman**

* Full P&L responsibility (USD 18M P/A)
* Cash Flow planning, business re-funding and financial forecasting
* Develop Corporate-Level Business Strategy to define the direction and goals necessary for the growth of the individual Companies within respective market.
* Define the Logistics / Transport and supply chain procedures utilizing internal and 3PL to reduce costs, ensure efficiency and effective practices.
* Implemented Vehicle tracking and Area zoning to reduce operating costs and improve deliveries of ready mix products. Established new pricing Matrix based upon actual costs.
* Manage and obtain ISO 9001 / 14001 / 18001 certification
* Purchasing of Ready Mix Raw Materials – Local and International Sourcing, negotiate Supply Contracts, manage logistics.
* Managing Ship supply Contracts and chartering agreements for Raw materials.
* Responsible for effective asset management of two Suction Hopper Dredger vessels, and associated equipment and vehicles.
* Direct full accountability of vessel and jetty operations including voyage instructions through to loading/discharging directives, bunkering, engineering practices and purchasing.
* Main point of contact for all Legal and Ministry regulations and licensing requirements.

***Marine Operations***

* To maximise the operational efficiency and effectiveness of marine operations and marine equipment in compliance with the Companies operating manual, with a particular emphasis on health & safety issues and lifesaving equipment.
* Manage Jetty personnel and formulating plans, designs and cost estimates for vessel repairs and upgrades. Develop, execute and manage approved shipyard vessel repairs, inspections, policies and procedures
* Oversee the maintenance and R&M statistics for internal analysis and continually seek new and innovative methods of improving vessel productivity, safety and operational performance.
* ·Implement changes required by all maritime regulatory agencies. Monitor marine legislative and regulatory requirements. Intervene as necessary to prevent unsafe operations or regulatory deficiencies.
* Monitor the effectiveness of vessel management efforts. Review marine vessel maintenance and inspection plans, Dry-docking, budgets, and schedules; advise where improvements can be made. Regularly visit operating sites.
* To manage the marine operations ensuring that the company's obligations for availability of expertise, equipment and personnel are met at all times, including crew / officers and Engineers.
* To provide marine expertise input to the development of new business
* To co-ordinate training and development support and provide regulatory expertise ensuring that marine personnel meet requirements with respect to certification and training.

**Gulf Markets International W.L.L**  **(Bahrain / KSA/ Oman / Dubai)** **2010 – 2011**

**Chief Executive Officer**

An international Trading Business specializing in a wide range of products and services, including, but not limited to; Building Materials, Lifts Escalators & BMU’s, Agriculture and Animal Feeds, Direct Supplies to Government Entities, Medical Apparatus and Equipment, and Foreign Company Representation.

**Main Role – Reporting to Major Shareholder and Group Chairman**

* Full P+L responsibility, business funding, capital and cash flow – USD 12M per annum.
* Strategise and redesign the group Business model to include a regional presence, develop efficient logistics and supply chain policies, warehousing and “just in time delivery” implementation to reduce stock holding.
* Set up Trading offices in Kingdom of Saudi Arabia, carry out due diligence, manage business process and growth.
* Ensure quality of supply, re-negotiate supply contracts.
* Create and source new lines of business
* Locally represent international service and product manufacturers from Europe and Asia to present to the local/ regional market, specifically within the Environmental, water supply and Rail transport industries.

**Dream Group W.L.L**  **(Bahrain)** **2006 – 2010**

**VP & COO**

A multifunctional group involved in Construction, MEP, Ready mix, Sand Dredging and washing, swimming pool Design and Build, alongside Core Service industries that incorporate Security (Manned Guarding - Banking), Commercial Cleaning and soft services, Corporate services and Facilities Management.

**Main Role - Responsible directly to the President & CEO:**

* Management of the daily operations of each business unit – USD 8 Million p/a.
* Planning the use of the company’s assets and human resources, and supervising both Department and Divisional managers.
* Having full operational and budgetary responsibility. Accountable for raising business capital and restructuring finance arrangements.
* Development of the groups strategic direction, implementing KPI’s and objectives to ensure continued growth, market share and profitability.
* Enforce the development of a high quality service culture and ensure the highest business standards and legal compliance are established, implemented and maintained.
* Established the appropriate systems for measuring necessary aspects of operational management and performance and ensure the consolidation of business plans and KPI’s between all business units enabling a reduction in operating costs and created a ‘best practice’ approach.
* Invite and enlarge the participation of the cost centre functions to ensure the best services are provided to the Group organisations for Finance, HR, quality management, purchasing, health and safety, legal and IT.
* Participate in new business opportunities, assist with tenders and estimations, and maintain close client relationships.

**Main Achievements**

* + Nett profit increase year on year trebled over the last two years.
	+ Profitability up 18% comparing 2006 to 2008.
	+ Staff numbers increased 2006-2008 from 230 to over 790.
	+ 4 new companies set up/ inaugurated in the last year.
	+ International standards implemented in all service units with affiliations to recognisable standards and practices (BIFM/ BICS / SPATA /City and Guilds).
	+ Group achieved Quality standard ISO 9001:2000 in 2008.
	+ HSE department created during 2007; incorporates quality management and systems.
	+ Designed and Deployed New company Website and re-branding of the Group.
	+ KPI’s for each business unit and deploying performance management techniques
	+ Formulated bottom-up annual P&L budgets for each business unit.

**SCA Transport UK Ltd** **(United Kingdom / Holland)** **2002 – 2006**

**Engineering Director**

**Main Role - Responsible directly to Chairman working to:**

* Specify, acquire and maintain national fleet of 140 goods vehicles and 360 semi-trailers and ancillary equipment.
* Control operational budget of £5.5 million P.A.
* Negotiate and authorise lease and hire agreements with finance houses.
* Implement and manage highest levels of Health and Safety in Operational Areas
* Ensure legal compliance and advise co-senior management in all areas of fleet and legislative issues, including Operator Licensing in 8 traffic areas.
* Contribute to Senior Management Strategic Business Development Planning Team.
* Provide technical and management support
* Liaise with relevant Government bodies as required.

**Main Achievements**

* Cost reductions of 51% in first year through returning external workshop contracts to in house road logistics operation.
* Cost reductions of 22% in year 2 through centralised purchasing and renegotiations with existing suppliers.
* Introduced Management Information System to give visibility and control financials and labour efficiencies.
* Implemented Initiatives to improve Health& Safety audit performance by 70% against a target of 30%.
* Selected as global logistics supply ‘expert’ for the whole of SCA Global business.

**DHL Worldwide Express** **(All Middle East / GCC)** **1999 – 2002**

**Middle East Network Manager**

**Main Role - Responsible to the Regional Operations Director working to:**

* Control and enhance timely distribution of consignments travelling through ME region by road.
* Formulate, monitor, present monthly performance reports identifying areas for improvement, both in terms of service and profitability.
* Ensure Company was aware of and worked within legislative requirements.
* Prepare and control budget responsibility for GBP 8.5 M.
* Recruit, select and retain high quality personnel, ultimately managing a team of 180+ people through 6 Area Transport Managers.
* Actively contribute to business development and key-client support activities.

**Main Achievements:**

* Successfully initiated and project managed major investment into company fleet workshops.
* Established customs land border clearance agreements and implemented systems that recognised ADR and TIR European regulations, reducing clearance times by up to 60%.
* Established purposeful and measurable KPI’s for Department.
* Successfully implemented a vehicle replacement programme based on age and whole life cost considerations.
* Reduction of overall costs through re-negotiation of bought-in contracted services, streamlining vehicle specification, and procurement policy.
* As Regional Logistics Support Manager assigned to the sales team played an integral part in successfully negotiating largest ever transport regionally based contract through innovative road transport solutions.

**DHL Worldwide Express** **(Bahrain)** **1999 – 2000**

**Regional Hub Operations Manager**

**Main Role - Responsible to the Regional Hub Director (Asia Pacific) working to:**

* Ensure correct sortation of 8,000 shipments per day received into 90,000 sq ft hub facility.
* Manage Customer Service Department
* Improve logistics and 3pl suppliers to ensure delivery within stipulated network times.
* Ensure legal/airport regulatory compliance with loading and unloading of aircraft.
* Recruit, select and retain high quality staff – direct responsibility for 158 people through 5 department managers.
* Prepare, present and control operational budgets of USD 6 million
* Resolve all issues in respect of MHE, building maintenance, security and customs clearance gateways.

**Main Achievements**

* Renegotiated contracted services and capital purchases making a savings of USD 530K on Hub budget in first year
* Streamline and re-organise supervisory and management team to allow 24 hour coverage for 24/7 Department
* Introduction of quarterly appraisals for junior management and supervisory teams to highlight operational and management issues allowing potential concerns to be minimised or avoided.
* Introduced annual re-testing of MHE operators in line with safety requirements and raising profile of Health & Safety in the warehouse.

**Star Cargo Group PLC** **(United Kingdom)**  **1997 – 1999**

**Group Fleet Director**

**Main Role - Responsible directly to the Chairman working to:**

* Bring engineering quality, specification and procurement process of fleet related equipment, including vehicles, trailers, MHE, unaccompanied shipping platforms, workshop parts and equipment for a group of 8 diverse transport companies.
* Take responsibility for all on-site Company HGV drivers and sub-contractors along with a part-time Transport Manager.
* Introduce and control improvements to Health & Safety performance in operational areas.
* Manage Company MAN Truck approved satellite workshop facilities.

**Main Achievements**

* Significantly increased spread of accounts, minimising business risk through re-structure of parts division and introducing joint parts supply venture with Partner Company.
* Maximised cost savings through introduction of group tyre policy.
* Enabled Company to win substantial contract through personally designing insulation for standard bulk tipper trailers, which were then refurbished in-house.
* Through recommendation and project management of a satellite service agent for MAN trucks, transformed the on-site VMU that allowed the workshops to be a self-sufficient profit-centre. Success was achieved within 6 months of going on-line, with profits exceeding 18% gross.
* Initiated COSHH and PUWER, together with Health and Safety guidelines for workshop environment together with technician training in line with MAN truck recommendation.

**Chanel Commercials PLC** **(Leyland - DAF Main Agents)** **1995 – 1997**

**Group Contract Service Manager**

**Newly appointed role responsible to the Managing Director working to:**

* Take responsibility for the supply of comprehensive lease maintenance agreements to blue chip clients.
* Hold full responsibility for KCC contract involving supply of specialist vehicles.
* Monitor budgets and expenditure.
* Plan and control maintenance and repairs.
* Negotiate with third parties for bought-in services.
* Negotiate and obtain concessions for warranty repair costs outside of normal warranty terms.
* Maintain Company’s written contracts.
* Build client relationships.

**Main Achievements**

* Renegotiation of contracts resulting in savings of up to 18%.
* Won numerous highly profitable repair and maintenance contracts.
* KCC contract re-awarded on a negotiation basis rather than external re-tender proving the relationship and service offering to them was ideal for their requirements.
* Reduction in service and maintenance times, planned preventative procedures put in place, allowing additional revenue from the client for lessening downtime.

**EARLY CAREER**

**HM Forces (REME)** -Engineering Technical Section Commander 1993 -95

**HM Army Forces** -5 years in UK, Germany and Yugoslavia (Exemplary Service Report) 1990 -1995

**PROFESSIONAL QUALIFICATIONS**

* Institute of Road Transport Engineers Diploma (MIRTE)
* Full Member of Institute of Marine Engineering Science and Technology (MIMarEST)
* Mercuri International Senior Management Development certified – Part 1 and 2 (Completion 2006)
* Society of Operations Engineers Diploma (MSOE)
* Institute of Logistics and Transport Certified Member (MILT)
* UN Dangerous Goods Safety Advisor (DGSA)
* IOSH – Managing Safety – accredited with Distinction
* IATA and ADR qualified
* OCR National and International Certificate of Professional Competence (By examination – OCR)
* City & Guilds – Mechanical Engineering Diploma
* ASIS Member (Advanced International Security)
* REME Certification – Engineering Technology
* MS Windows, Word, Excel, Visio, Project, Outlook, Power point and Explorer