

# Neil Graham Baxter BSc PhD MBA Mift

Age: 45

## PROFILE

A results driven business leader, repeatedly creating shareholder value in businesses, from entrepreneurial SMEs to global Engineering Groups. Full member of the Institute for Turnaround as an independent executive.

## CAREER SUMMARY

JAN 04 +	PENON PARTNERSHIP LIMITED (SEE SEPARATE ASSIGNMENT TRACK RECORD) Created to position Neil Baxter for business 'turnaround' and change management assignments, leading to NED support and potential buy-ins.
JUL 02 to JAN 04	MANAGING DIRECTOR - EXPRESS ENGINEERING (Part of Express Group) £15M t/o precision engineering serving high integrity markets (aero, oil&gas) Created and implemented an intensive business improvement programme.
JAN 02 to JUL 02	MANAGING DIRECTOR - VIRDEV EUROPE (part of Express Group) 10 man design and engineering team serving technical markets. Interim role to stabilise the business and re-integrating Virdev into the UK Parent.
JAN 01 to JAN 02	MANAGING DIRECTOR - TOOLING TECHNOLOGIES (part of Express Group) £2M t/o manufacturer of production mould and press tooling. Role to create & implement 12 month EBIT and cash improvement programme.
APR 00 to JAN 01	BUSINESS DEV. DIRECTOR - EXPRESS ENGINEERING (part of Express Group) £15M t/o precision engineering serving high integrity markets (aero, oil&gas) Work with Group CEO to implement 'blue chip' processes and controls.
JUN 98 to APR 00	DIRECTOR SPECIAL PROJECTS (part of VATECH Elin, formerly Rolls-Royce T&D) Member of two man interim senior mgt team to restructure the Bushing Company, a £9M niche electrical device manufacture prior to disposal
APR 97 to JUN 98	GENERAL MANAGER & DIRECTOR - REYROLLE MV SWITCHGEAR (part of Rolls-Royce) Business leader for £15M t/o technical electrical product manufacturer. Key task was to completely refocus and restructure a heavily loss making company.
APR 96 to APR 97	BUSINESS DEVELOPMENT DIRECTOR - ROLLS-ROYCE T&D £300M turnover division of Rolls-Royce plc electrical transmission solutions. Key tasks were strategy development and a strategic review of all businesses.
JAN 95 to APR 96	GROUP MARKETING MANAGER - ROLLS-ROYCE INDUSTRIAL POWER GROUP Recruited to undertake a discrete number of strategic marketing projects
JAN 93 to JAN 95	SALES AND PRODUCT GROUP MANAGER - VICTOR PRODUCTS (part of Rolls-Royce) Sales of £10M, hazardous area lighting. Sales team of four + distributors, O&G.
SEP89 to JAN 93	OPERATIONS MANAGER DRILLING - VICTOR PRODUCTS (part of Rolls-Royce) Responsible for a standalone product group with 8 direct staff plus shared services and a turnover of £1M. Turned it into a highly profitable niche product.