

## SUMMARY

*I am a specialist in the conceptual design and delivery of warehouse automation systems. I have deep experience of deploying technology to improve warehouse and supply chain logistics for a range of FMCG, food & fashion retailers. I have held senior leadership roles within Engineering, Supply Chain, IT and Operational logistics functions of several global retailers – and have also led teams to develop and execute disruptive strategies in several start-up businesses. I have a proven track record for delivering results in time-pressured and unpredictable working environments. I have a reputation for developing teams and getting things done, and I enjoy managing and engaging with a wide variety of people from Boardroom to the shop floor.*

## CAREER PATH

|  |  |
|--|--|
| <b>University of Southampton</b><br>1992 to 1997                         | MEng (First class with Distinction) Electronic Engineering & 2 post-grad years at the Technische Hochschule in Karlsruhe, Germany, & ESIEE, Grande École de Paris, France.   |
| <b>Arthur Andersen Bus. Con.</b><br>1997 to 2000                         | Graduate Management Consultant, focused on redesign of warehouse supply chains, including optimisation of logistics networks for McDonalds, Gap, Superdrug and Ocado.  |
| <b>Ocado</b>   | Author of the Ocado Operational Blueprint used by the Founders to secure £15m initial funding from John Lewis Partnership to launch their logistics operating model.   |
| MHE lead designer<br>2000 to 2006  | As Lead Designer of a novel materials handling solution, I was responsible for designing the start-up functionality and end-to-end processes in the warehouse to fulfil customer demand for over 100,000 orders per week, or c.300m items per annum.   |
| Chief Engineer<br>2007 to 2010   | Managed third-party automation contractors to evolve warehouse automation and engineering standards. Led an 8-person engineering team responsible for the design, delivery, maintenance of automation projects. Scaled operations to fulfill 180,000 orders per week, doubling capacity and system resilience through automation advancements.   |
| <b>Asda / Wal-Mart</b>   | Led strategic planning for a distribution network handling 1.8 billion cases annually, ensuring peak demand capacity. I managed an annual £150m engineering budget across 40 UK distribution centers, optimizing infrastructure and automation.  |
| Head of Network Development<br>2010 to 2013                              |  |
| Senior Engineering Director, for Asda Logistics Services<br>2013 to 2016 | Designed & delivered several industry-leading automation systems including Walmart's most advanced grocery distribution centre. Delivered 4.5m sq ft of new space across 15 sites within 6 years, managing a US\$1billion budget spend. The distribution centre reengineering program activity peaked at \$200m delivered in just 200 days.  |
| <b>Clipper Logistics</b>   | Directed design programs with several clients to assess how to leverage warehouse management systems and technology to improve operational efficiency.   |
| Director of Eng & Technology<br>2016 to 2018                             | Key Clients included SuperDry, Zara, John Lewis, ASOS and Pretty Little Thing.   |
| <b>TyresOnTheDrive.com</b>   | Recruited into a senior mgt role at this PE-backed startup, to drive efficiency improvements and cost optimization. Transformed the business from a loss-making operation to profitability. The contribution-per-job improved from -£4 to +£5 in under 18 months before the business was acquired by Halfords Mobile Expert in Q4 2019.  |
| Director of Operations and Infrastructure<br>2018 to 2020                | Management responsibilities covered resource planning, HR, recruitment, tech training, fleet & depot facilities and nationwide field operations  |
| <b>Amazon Robotics</b>   | Joined Amazon Robotics (based in Seattle) as a Principal Engineer / Solutions Architect, with a mandate to evolve and lead Amazon's global micro-fulfilment strategy for e-grocery.  |
| Principal Engineer<br>2020 to 2022                                       | Assessed cost-efficiency, scalability and ROI across all automated fulfillment networks, influencing \$72bn of investment priorities across global infrastructure during the pandemic.   |
| <b>Getir</b>   | Getir is a start-up funded by the Mubadala sovereign wealth fund & Sequoia Capital, and is a business offering ultrafast grocery delivery-on-demand services across Türkiye with a <15-minute order-to-delivery SLA. Led a 50-person multinational engineering team to optimise management of global stock & supply processes in the EU. Developed tech solutions to improve fulfilment efficiency across operations in 80+ cities to drive profitability.   |
| Director of Engineering<br>Dec 2022 to Dec 2023                          |  |
| <b>Wild Water Group</b>  | Wild Water Group is a 3PL logistics business, combining bespoke temperature-controlled storage and distribution solutions with operational excellence. My CTO role covered the conceptual design and delivery of new build sites: Construction, Engineering, Technology, Automation and WMS systems. I was responsible for leading all technological innovation and ideation to create best-in-class automated storage and picking solutions for our cornerstone customers. I oversaw all engineering design and construction management, to determine the planning, installation, commissioning, test and launch plans for the automation & software solutions, from data-driven blank-sheet material flow up to the point of Operational handover. |
| CTO, Chief Technical Officer<br>Apr 2024 to Sept 2025                    |  |

**Currently seeking new Engineering/Program Director role with strategic evaluation or design-&-build automation projects.**