Terrence

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**C-level Executive with strong entrepreneurial instinct, solid startup and business management experience in manufacturing and service sector in a career spanning over 20 years, seeking assignment as….**

**CEO / Managing Director / GM / VP / Director**

Revenue, profit and growth focused professional, market & customer oriented, strong business acumen & techno-commercial aptitude, extensively experienced in start-up, turnaround, and rapid-change environments, energize critical business drivers in multiple markets, seize control of critical problem areas, and deliver key strategies towards attainment of business goals. Leadership experience in all round operations including oversight & control of all functions e.g. HR, finance, business development, sales, marketing, engineering, IT, supply chain, etc. Proven ability to devise & execute strategic and tactical action plans focused on improving financial performance, establishing long-term business growth, and building top-performing team to drive achievement of objectives.

**Areas of Expertise**

* Business Strategy Planning
* Business Plan Execution
* Financial Planning & Control
* Operations Planning / Mgmt.
* Profit and Loss Management
* Marketing Strategy Mgmt
* Sales/Business Development
* Risk & Opportunities Mgmt
* Customer Service and CRM
* Business Competency Building
* Performance Management
* Continuous Improvements
* Stakeholders’ Relations Mgmt
* Organizational Development
* Team Building and Leadership

Executive Synopsis

* Focused and dependable business leader executing board room strategy in line with vision & mission statements, while translating strategies to actionable operating plan and directing multi-pronged operations to excellence in performance
* Deft at assessing effectiveness of operating policies, procedures, and business process; and making amendments in tune with shift in strategy and objectives. Drive changes & cultural transformations to create organizational stability and team focus
* Commanding experience in finance, resources and people management; benchmarking and managing key performances to accomplish strategic intent of business, critically analyzing financial & operating performance and revisiting strategy to close performance gap, and ensuring compliance at all levels of business including contractual & regulatory compliances
* Track record of repeated success in achieving targets and growing the business through proper market analysis, planning, leading and inspiring teams, creating common objectives, using clear and open communications, proper follow up, and focus on each individual capabilities and development needs; while managing pricing policies and negotiating agreements
* Deft at building business forecasts based on market intelligence on opportunities & competition, restrategizing marketing plan for maximum effectiveness, influencing and winning confidence of customers, striking major deals, and enhancing accounts activity
* Demonstrated excellence in harnessing and consolidating benefits of Management Systems (QMS, EMS, OHSAS), ERP and various other IT systems, and industrial best practices including GMP, TQM, TPM, Lean, and Six Sigma
* Transformational leader with first-rate executive leadership skills, with track record of success in turning around underperforming business through business process improvements, operational debottlenecking, and overall restructuring
* Top performing team player with strong liaison, networking, communication, oratory, presentation, interpersonal & problem solving skills; ethical & holistic approach to stakeholders’ interests

C-Level Experience

**General Manager | PackSolve– OutSource Packaging (PTY) Ltd. – Johannesburg Nov 2016 onwards**

*(PackSolve forms the largest diversified industrial packaging group in the Southern African Development Community. The company offers clients a full turnkey industrial packaging solution service using a variety of materials, including timber, plastics, steel, paper and strapping)*

**The position reports to CEO**

**Managing Director / CEO | P&C Mining Services – Johannesburg / Botswana Jan 2009 – Oct 2016**

*(The company is engaged in design, manufacturing and supply of air-conditioning solutions including safety products & services)*

**The position reported to Board of Directors**

**Managing Director | Enterprise Mobility Services – Johannesburg Sep 2005 - Present**

*(Engaged in the business of repair and maintenance of barcode scanners & label printers to blue-chip retail companies in SA & Sub-Saharan Africa)*

**Associated full time till Jan 2009, thereafter remained a part of top management with active involvement in board meetings and financial planning activities. The position reports to shareholders**

Key Responsibilities at C-level

* Collaborate with senior management to develop and refine the company’s vision, mission and strategy
* Set strategic goals, objectives, budgets, policies, and procedures to enhance market share, profitability and return on investment
* Provide advice, guidance, direction, and authorization to the leadership teams in executing business plan and strategies to deliver budgeted EBITDA
* Manage performance, profit and loss, compliance, people management and communication of the business
* Review team performances and operating results on a regular basis, analyze gaps, and initiate corrective actions to ensure that company’s short term and long term objectives are met
* Provide the Board with comprehensive, regular reports on trends, issues, challenges, activities, revenues and expenditure
* Establish and maintain an effective system of communications throughout the company to ensure that the responsibilities, authorities, and accountabilities of all executives are clearly defined and understood.
* Promote the companies direction and momentum, its business performance, the positive external impact (image), internal business climate, people and services
* Represent the company with major customers, government entities, the financial community, and the public
* Ensure development of an effective organizational structure and the promotion of a positive internal climate in which management development for succession is nurtured
* Conduct annual performance appraisal for all executives and recommend salary adjustments, rewards and promotions
* Direct the preparation of the financial budgets and monitor financial performance versus the budget, and monitor the cash flow
* Manage industrial relations, ensure compliance with statutory requirements mandated by different government authorities
* Mitigate risks associated with achieving the business plans whilst monitoring company’s credibility and efficiency
* Analyze impact of strategic business plans and policies, and advise Board on review and realignment of strategies
* Lead change in the communication culture, mediate across departments, clearly define goals and conduct periodic reviews
* Identify, recommend and approve continuous improvement programs to improve and/or sustain all round performance levels

Achievements

***EU***

* Established an independent SHEQ department in OutSouce Packaging
* Grew revenue with double digits over 20% year on year FY2017 to FY2018
* Forecasted R70 Million sales budget with targted EBITDA of 10% for FY 2019, and got management approval
* Signed a 3-year wage agreement with NUMSA
* Completed a 12-month strategic development program with TOP 8 Executives
* Introduced a company newsletter with Sales team

***P&C Mining***

* Secured R55 Million single contract from Anglo American
* Established P&C Mining Services as the sole provider of Escape Chute to Kumba Iron Ore
* Successfully registered the company with severa international agencies
* Orchestrated the implementation of IOSO Standards
* Delivered double digit revenue growth consistently for 7 years

***Enterprises Mobility Services***

* Managed EMS to become the only independent Multi-Vendor Repair centre in Southern Africa
* Achieved 200% grown in revenue in a 2-year period
* Implemented ISO Standard

Previous Experience

**National Services Manager (Africa) | Symbol Technologies Inc. – Johannesburg Sep 1999 – Aug 2004**

*(Engaged in design and manufacturing of barcode systems, scanners and label printers)*

* Exceeded budgets 4 years in a row
* Achieved Presidents Club awards 4 years in a row for outstanding performance and over achieving budget

Credentials

**Education**

* **N5 Electrical Engineering,** Kempton Park Technical College, 1997
* **Pursuing MBA (Strategy/Leadership),** Regent Business School (RBS), scheduled to be completed by 2019

**Professional Development**

* Training on Sis Sigma Black Belt & Green Belt
* Completed 12 months Management Development Program (MDP) @ PackSolve
* Completed numerous LinkedIn Learning courses
* Participated Project Management seminar in South Africa
* Attended in Annual Concrete Society meeting

**Computer Literacy**

* MS Office, MS Projects, MS Visio, Solid Works, SAGE One, SAGE Evolution, SAGE Pastel Partner, SAGE VIP Classic, Business Plan Pro

Personal Particulars

* **Date of Birth:** October 09, 1975
* **Languages Known:** English, Afrikaans
* **Nationality:** South African
* **Status:** Single (no dependents)
* **Notice Period:** Available immediately