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A Chartered Manager and Fellow of the Chartered Management Institute (CMI) and The Institute of Engineering & Technology (IET) with a significant, demonstrable track record of adding value in key areas including finance, stakeholder satisfaction and health & safety in the business and voluntary sectors. Experience of working in large corporate companies, small businesses, non-profit making member-led organisations and leisure clubs. Managed a number of teams ranging from fewer than ten people to in excess of 1,000 and business units with a turnover ranging from £100K to £50M+. A real people person with significant business acumen and attention to detail.

### **KEY SKILLS & ACHIEVEMENTS**

#### **Financial Control and Change Management**

- Successfully transformed a business unit that had a financial loss of £500K per annum to one making a profit of £1M per annum within four years.
- Merged three different teams into one unit that then delivered a 30% increase in output with a 10% reduction in cost.
- Increased the acceptance rate of an Estimating team by 25% and the gross profit margin of the accepted work by 50% in 18 months.
- Significantly reduced the overdue outstanding debt of an operational business from £1M to less than £100K in two years.
- Prepared business plans, financial budgets and introduced improved KPI reporting across a number of businesses.
- Working as a non-executive director, helped set up a newly formed company. Within three years turnover increased from £150K to £500K per annum. The company went from loss making to profit making during that time and is now a successful business.
- Personally organised a number of charity events which have raised just under £100K and have led and supported further projects which have raised an additional £150K.

#### **Health & Safety**

- Worked in collaboration with a number of functions to introduce a safety culture improvement programme. Contributed to the reduction in LTIs from an average of one per week to one every two months within five years.
- Wrote the business case then built a team to monitor and help improve operational compliance. Working in collaboration with the operational business and the training team the non-compliance rate reduced from 20% to less than 5% in five years. There was a corresponding decrease in the severity of the non-compliances.
- Led the team that, in collaboration with various departments, reduced the number of major non-conformances raised by the external auditing team from an average of four per annum to one during a five-year period.

#### **Business Operations and Project Management**

- Led a major project with a turnover of £50M+ per annum and with a team of in excess of 1,000 people.
- Managed several business units with turnover ranging from £500K to £30M and with staff ranging from fewer than 10 to in excess of 300.
- Supervised the project for the installation of the private electrical distribution system in Littlebrook Engineering Centre.
- Led the project for the renewal of the heating and hot water at The British Legion

Village.

- Managed a number of business units including sales, estimating, business development, key account management, project management and training.
- Led a team of project managers delivering £5M of projects per annum.
- Wrote the specification and then managed the project to build a new pavilion for my local club.

### **Stakeholder Management**

- Led the team that achieved the highest satisfaction rate in the annual staff survey two years running.
- Implemented customer satisfaction monitoring. Within two years each of the three business units achieved an increase in their satisfaction rating ranging from 10% to 33%.
- Stabilised a major project which was experiencing a number of stakeholder satisfaction issues that were attracting widespread media interest. Implemented a number of initiatives to address the various issues.
- Established excellent working relationships with a number of key stakeholders including regulatory bodies, clients and suppliers.
- Demonstrable record of delivering improvement in output of staff both those within my teams and those who I have mentored.

### **CAREER HISTORY**

#### **NEC Associates - Managing Director (2016 - present)**

Responsible for all aspects of the company, which provides management consultancy services to a wide variety of customers, predominantly in the utility sector.

#### **UK Power Networks (who bought the business from EDF Energy in 2010) - Head of Technical Assurance (2008 - 2015)**

Responsible for initially establishing a team to measure operational compliance of 2,500 internal staff and 3,000 contractor staff. Merged other teams into the business to form a complete technical assurance department, responsible for monitoring compliance with various standards including ISO 9001, 14001, 18001 and 55001.

#### **EDF Energy - Head of Major Project (2006-2007)**

Led a major project delivering stations upgrades for LUL. Responsible for all aspects including finance, stakeholder satisfaction and health & safety.

#### **Seaboard Contracting Services - General Manager LV Division (2000 -2005)**

Managed the LV Division covering London and the south east. Full P&L responsibility for a team of 300 people turning over circa £30M. Implemented a complete change programme to transform a loss making business into a profitable one.

#### **Aerospace Controls Technology Ltd - Non-executive Director (2010 - 2012)**

Joined a newly formed company to assist with the setting up of the company.

### **PROFESSIONAL DEVELOPMENT**

Senior Manager Programme

Registered as an Incorporated Engineer with the Engineering Council

Fellow of the IET.

Chartered Manager and Chartered Fellow of the Chartered Management Institute

## **EDUCATION**

HNC in Electrical & Electronic Engineering

Diploma in Engineering Management

NEBOSH General Certificate in Occupational Health & Safety

IOSH Managing Safely