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Comments on his career

A Chief Executive with a blue chip background and a track record of delivering results in complex, underperforming and distressed business situations. Andy's extensive experience includes CEO roles in private healthcare organisations and with a major European retail business, senior positions with the world's largest retail provider of funeral services, an office electronics business and a retail leisure company. His early career spans a UK oil business, a major catalogue/store retailer and a European electronics company.

Andy delivered turnaround at Manchester Care Ltd, a provider of residential/nursing and domiciliary care to the elderly and for adults with complex physical needs. As Interim Chief Executive, he reversed near insolvency in the business to achieving an EBIT of c 10% in a highly pressured timescale of just 120 days. Earlier turnaround success was with the UK retailer, Office World plc, which Andy took from £2.1m losses to £5.1m EBIT and onto a successful sale of the business via a £32m deal. Andy's tenacity, clear focus on the bottom line and decisive management style have enabled him to operate successfully in environments where multiple stakeholders including Trade Unions, local MPs, Private Equity and other investors often have conflicting priorities and interests.

M&A transactions, including successful sale of Care Aspirations Ltd, a specialist private healthcare provider, have featured throughout Andy's career. He has made strategic acquisitions in adjacent markets, divested underperforming divisions and areas of business and secured Private Equity leveraged buy-outs, working with Barclays Ventures, Deloitte, PwC, Challenger Capital Group, Gresham and Baird Capital.

Andy has improved value in companies by successfully transferring his knowledge and skills to new sectors and businesses. For example, he applied sound retail principles at Service Corporation International plc, the world's largest retail provider of funeral services, and introduced the customer's perspective into the often traumatic and difficult buying process. This resulted in a 14% increase in average spend. Streamlining inventory by 30% had significant consequences for the company's cash flow management.

A Fellow of the Chartered Institute of Marketing and a member of the Institute for Turnaround, Andy has a BA Honours degree (2:1) in International Marketing. He is married with one child, lives in Suffolk, holds the RYA Yachtmaster qualification and speaks fluent German.