**ANTHONY D FAIRBANKS WESTON,** FIfT

***Independent turnaround professional with substantial multi-sector experience across and a record of successfully delivering complex, business critical multi-stakeholder business recovery, transformation, restructuring and business improvement projects delivering sustainable operational capability and financial stability.***

***Accredited Fellow (2016) of the Institute for Turnaround*** 

***Finalist 2016 IFT Turnaround Professional of the Year*** 

**RECENT ASSIGNMENTS**

**Consultant, Business Turnaround – Food manufacturing business**

Advise executive team on turnaround strategy, financial planning and funding; facilitate development of three year growth strategy and implementation plan to grow business by £10m.

**Turnaround Adviser (NED/Advisory role) - Post-merger FEHE College**

Provide oversight, guidance and constructive challenge to executive leadership. Monitor and report progress against financial and operational KPIs to Department for Education, Education and Skills Funding Agency and the college’s banking partners.

**Director/Investor - Toy company, design and manufacturing**

Start-up business. Lead business planning, product development and manufacturing, and investment.

**Consultant, Business Recovery and Turnaround - Group of FEHE** **Colleges**

Situation - 3 colleges and training company, 16,000 students; Debt £17.5m; turnover sub £50m.

Brought in to review and assess proposed recovery plan and delivery capability. Uncovered significant accounting failings and £6.9m anticipated trading deficit. Established ‘Fresh Start’ programme to return college to profitability.

**Restructuring and sale - Chief Restructuring Officer and acting CEO**

**Premier League Football Club**

Brought in by the newly appointed Chairman to review, restructure and ‘right size’ the Club’s business operations, with the objective of concluding a successful sale of the club on behalf of the overseas owner. Restructured executive team. Implemented 33% headcount reduction (90% achieved through voluntary severance scheme). Removed £5.25M of operating costs. Club sold.

**Business Recovery Director – Multi-site metropolitan FEHE College**

Situation – Multi campus college, 30,000 students, 1600 staff**;** £15m deficit on £61M turnover

Established Recovery Programme. Prepared ‘Immediate Action’ and Recovery Plans for Board, banks and government funding agencies. Developed and initiated Recovery Action Plan to return organisation to financial stability and create stable platform for future growth; identified and implemented wide ranging cost efficiencies – pay and non-pay – and asset disposal.

**Business Improvement – British Transport Police, Network Rail, Train Operating Companies**

Assessment of operational capability and service delivery of the British Transport Police to deliver improved strategic and operational capability and improved outcomes for industry and passengers. Review progress of restructuring to remove £8M of back office costs.

**Business Transformation and Organisational Design – Ministry of Defence**

**Training school merger and establishment of UK Defence Media Operations Centre**

Merged three Service training schools to create a Joint Service training school and created two rapidly deployable joint military media operations teams and logistic support**.** Delivered optimal capability and returned cost savings of £25M.

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