

Douglas McKenna

Director – Security & Justice

SUMMARY

An experienced international development programme director with extensive experience in criminal justice sector improvement and institutional reform. Doug has recently returned from Pakistan where he spent the previous two years as the Head of Counter Terrorism within the British High Commission in Islamabad, which included leadership of the UK's flagship CT prosecution reform initiative. Working with Pakistan's political and administrative leaders to deliver comprehensive change within Pakistan's police, forensic science providers and federal and provincial prosecution services. A former senior police leader with significant experience in serious and organised crime, counter-terrorist investigations and prosecutions and crisis management, Doug possesses evidenced skills across the full range of strategic and operational planning, political and stakeholder engagement, programme design and implementation, monitoring and evaluation. Highly experienced in managing and leading complex multi-disciplined workforces.

EXPERIENCE

Sep 2015 - Present

Director – TorchlightGroup Ltd - Swindon

Director Security and Justice

- ▶ Responsible for the Governance and effective delivery of a broad range of Security and Justice programmes across the globe. These programmes centre on developing institutional and organisational change within the various criminal justice pillars. Often concentrating on Counter Terrorism or criminal justice more broadly. Experienced in working within a complex stakeholder environment delivering measurable impact through programmatic interventions

Jul 2013 – Jul 2015

FCO – British High Commission - Islamabad

Head of Counter Terrorism

- ▶ In this role he was the Programme Director for all CT-related programmes in Pakistan. This included the CAPRI Programme, the UK's flagship CT programme working to support institutional change across the CT specific criminal justice system and the EU Funded Forensic component of CAPRI supporting the development of the PFSA, Lahore. Doug established the Forensic Coordination Group of International Donors and led the UK-Punjab Provincial Working Group, as well as being an integral member of the UK-Pakistan Federal Joint Working Group on CT.

Sep 2002 – Dec 2011

New Scotland Yard - CT Command (S.O.15.)

Head of Investigations, Commander SO15

- ▶ Responsible for 700 staff, as well as leadership and governance of all operational activity. This encompassed Counter Terrorism, War Crimes, Official Secrets Act and politically-motivated homicide. Responsible for financial planning, I.T. and Estate Strategies. Accountable for effective and efficient deployment and utilisation of resources, leading a multi-skilled workforce within a disciplined environment. Represented Police Counter Terrorism on a range of cross-government forums. UK CTLO to South East Asia (2006-09).

Jan 1980 – Sep 1999

Metropolitan Police Service – National Crime Squad

SKILLS

- ▶ Significant experience directing and providing oversight to multi-year programs across the world.
- ▶ Previously Head of Investigations – Counter Terrorism Command, New Scotland Yard. Responsible for the governance of all CT Investigative activity within MPS.
- ▶ Leadership and management of a large multi-disciplined workforce encompassing all investigative units.
- ▶ An accredited Senior Investigating Officer (SIO) with un-paralleled experience in this field.

QUALIFICATIONS

LinCT (NPIA and Harvard University)

Leadership in Counter Terrorism

Wolfson College, Cambridge University

Post Graduate Study in Criminology and Police Management

ADDITIONAL INFORMATION

- ▶ SC Clearance
- ▶ Awarded Queens Police Medal for Services to Policing

William Semple

Senior Investigations Mentor & Advisor

SUMMARY

An award winning former senior police officer with over 30 years of operational and strategic leadership experience in areas primarily including counter terrorism (CT), major criminal investigations, intelligence, security and community policing. Recognised as a Subject Matter Expert (SME) by the College of Policing and authored the Association of Chief Police Officers Scotland (ACPOS) – Terrorism and Allied Matters – Guide to Major Terrorist Investigations, the national benchmark by which all terrorist-related enquiries in and from the UK are conducted.

Recently deployed as Senior Investigations Mentor and Advisor on behalf of Torchlight, providing support to the British Embassy in Beirut (BEB) in developing deeper understanding of the competencies, human rights compliance and evidence gathering capabilities & capacities of the four primary security agencies responsible for CT investigations in Lebanon. Also previously coordinated the delivery by Torchlight of a two-year CT sustainable change and capacity building programme within the investigations pillar of a Justice and Human Rights Partnership (JHRP) between the UK and Nigeria.

Trained and accredited CT police operations room Senior Investigating Officer (SIO). Significant recent experience with some of the largest public sector reform seen in the UK, playing a key strategic role in the development of a single police service in Scotland.. Led the review of national forensic science services resulting in all strategic level partners in three separate interdisciplinary organisations signing up to a new memorandum of understanding National strategic lead for implementation of Schengen Information System II (SIS II) linking Police Scotland into UK / European law enforcement information sharing system. Reviewed cyber-crime investigative response and management with all strategic recommendations accepted and new governance structure implemented within Police Scotland.

EXPERIENCE

2017 – 2018

Senior Investigations Mentor – TorchlightGroup – Lebanon

During a seven-month review on behalf of HM Government, cultivated and established excellent collaborative and productive working relationships with key strategic and operational decision makers within the four principal CT investigation & evidence gathering organisations, and the wider CT judicial process, in Lebanon. Delivered a balanced assessment of Lebanese CT investigative and evidence gathering capability & capacity, in the course of which afforded British Embassy, Beirut, with clear visibility and understanding of the of the levels of competence, human rights compliance, use of evidence and ethical evidence gathering and investigative methodologies within each of the four agencies. Identified and documented evidence supporting a preferred CT investigations partner in cases of UK interest, in the course of which highlighted risk and potential impediments to joint investigations between the UK and Lebanon. Provided recommendation towards further longer term CT investigative mentorship and training programme designed to address and mitigate impediments to international collaborative CT investigations.

2016- 2018

Programme Coordinator – TorchlightGroup – Nigeria

Coordinated the delivery of sustainable change and capacity building within the Investigations Pillar of a JHRP between the UK and Nigerian governments. Coordinated and focused the delivery of bespoke services, training and mentoring towards the JHRP desired outcome, ensuring the end user organisation can effectively and compliantly tackle terrorism and insurgency that threatens UK interests and the stability of the Nigerian state.

April 2015 – Present

Consultant – College of Policing

External associate and investigations SME to the College of Policing in England & Wales, providing tactical, operational and strategic investigations consultancy services to both public and private sector clients. Currently providing investigations consultancy services and training to senior staff at the Serious Fraud Office, London. Due to deploy in April 2016 to carry out a strategic review of Indonesian Law Enforcement training response to drug and CT investigations.

SKILLS

Exceeds all Person Requirements

- ▶ SC vetted
- ▶ SIO experience – 10 years
- ▶ CT experience – 10 years
- ▶ Experience of similar programmes overseas and working with International partners, including in Lebanon and Nigeria
- ▶ Strong understanding of ethical, Human Rights compliant investigations and of achieving best evidence in serious crime investigations
- ▶ Very strong communicator, able to work independently and able to build relationships and trust in sensitive environments
- ▶ Experience of working alongside partner intelligence agencies – Lebanon, Nigeria, UK

Counter Terrorism & Extremism

- ▶ CT Police Ops Room SIO Metropolitan Police SO15 2011
- ▶ CT Command & Control Home Office (Exercise Castle Rock) 2010
- ▶ CT Gold Command MASTS Home Office (Exercise Castle Rock) 2010
- ▶ CT Police Ops Room (Exercise Control) Home Office (Exercise Castle Rock) 2010
- ▶ CT SIO / DVI / SIM Joint Training North West CTU 2010
- ▶ Counter Terrorism SIO 2009

Organised Crime & Covert Policing

- ▶ Threat to Life SIO 2013
- ▶ SIO for MASTS Tayside Police 2011 - 2013
- ▶ RIPA / RIP(S)A Authorising Officer 2009
- ▶ CHIS Controller 2005
- ▶ Covert Law Enforcement Manager 2002
- ▶ Covert Technical Surveillance Scottish Crime Squad 2000

2013 – April 2015

Head of Crime Restructuring – Police Scotland, Special Crime Division (SCD)

Completed a comprehensive strategic review of SCD business areas as part of one of the biggest public sector reforms seen in the UK by the creation of a single Scottish police service. Identified and recommended unifying working practices in line with the aims and objectives of the new unitary organisation. Member of an elite national cadre of highly trained specialist senior investigators, deployed as such in respect of CT and kidnap & extortion crimes in action. Trained and accredited CT police operations room SIO. Led the review of national forensic science services. National strategic lead for implementation of Schengen Information System II (SIS II) linking Police Scotland into UK / European law enforcement information sharing system. Reviewed cyber-crime management with all strategic recommendations accepted and new governance structure implemented within Police Scotland.

2010 – 2013

Head of Investigations, Detective Superintendent – Tayside Police, Crime & Intelligence Division (CID)

Responsible for strategic overview and operational delivery of covert and overt investigations into all forms of serious crime committed in or impacting upon the Tayside region. Mentored and supported SIOs with an appropriate level of intrusive management to ensure investigations were properly focussed, structured and resourced to withstand judicial scrutiny and peer review. Strategic lead for Kidnap & Extortion and CT, and key member of the multi-agency Terrorism Investigation Forum. Implemented PREVENT strand of CONTEST strategy across three local authority areas. One of very few trained and accredited CT police operations room SIOs. Authored the Scottish version of Association of Chief Police Officers (Terrorism and Allied Matters) Guide to Major Terrorist Investigations, the national benchmark by which all terrorist-related enquiries in and from the UK are conducted.

2009 – 2010

Head of Emergency & Event Planning, Superintendent – Operation Support Division - Tayside Police

Responsibilities included Business Continuity, Emergency Planning and Response, Event Planning, Firearms Unit and Public Order Unit. Lead for Tayside Police business continuity plan, including testing and exercising key business areas and leads in the Force. Ensured the organisation was prepared to provide an emergency response to a wide range of naturally occurring, industrial accident or criminal incidents. Chaired the Tayside Strategic Coordination Group in this regard. Event planning for annual occurrences including large scale music festivals and Royal visits. Head of Firearms Unit and responsible for staff selection, training and accreditation of firearms officers. Trained and accredited Silver Firearms Commander. Head of Public Order Unit, trained and accredited Advanced Public Order Commander.

2008 – 2009

Deputy Divisional Commander – Central Division (Dundee) - Tayside Police

Responsible for community policing in the city of Dundee with c.500 police officers and police staff. Managed the investigation of all complaints against police and associated disciplinary functions. Chaired daily and fortnightly resource tasking and crime management meetings.

2009 – 2010

Detective Chief Inspector – Head of Central Division (Dundee) - Tayside Police

Responsible for divisional performance and investigation of all volume and serious crime in the city of Dundee. Included chairing multi agency forensic strategy meetings in order to prioritise forensic investigation with finite resources. Led multi agency offender management and public protection process for Dundee Local Authority.

2007 – 2008

Detective Inspector – Central Division (Dundee) - Tayside Police

SIO for homicide and other serious crime. Managed divisional crime management unit, including CHIS controller, divisional analysts, local and field intelligence officers.

1985 – 2004

Detective Constable - Detective Inspector

Various roles including Divisional CID, Force Intelligence Branch, Drugs Branch and Scottish Crime Squad.

- ▶ Covert Foot & Mobile Surveillance Scottish Crime Squad 1995

Kidnap & Extortion

- ▶ K&E SIO Green Room 2010
- ▶ K&E ACPO Gold Training (Ex Pepper) 2009
- ▶ Kidnap & Extortion SIO 2009

Major Crime Investigation

- ▶ SIO Disclosure Course 2013
- ▶ Serious Crime Reviewing Officer 2012
- ▶ SIO HOLMES II 2011
- ▶ Senior Investigating Officer (SIO) 2005

Senior Leadership & Management

- ▶ Police Conduct & Performance 2014
- ▶ Senior Police Leadership Programme 2011 – 2013 (Comprising Business Principles, Ethics, Equality & Diversity, Effective Leadership & Financial Management)
- ▶ Strategic Media Training 2011
- ▶ Chair of Misconduct 2011

QUALIFICATIONS

HNC Police Studies

Education & Training, Level 4 Certificate in Education & Training, Qualls Direct

ADDITIONAL INFORMATION

- ▶ UK Full Driving License
- ▶ British Citizen
- ▶ SC Clearance (Former DV Held)

Rebecca Austin

Independent M&E Expert

SUMMARY

A Monitoring and Evaluation (M&E) expert, with extensive experience in identifying strategic level implications from data analysis and effectively communicating them to key decision makers. Becky has complimented her field experience with a Master's Degree in Conflict, Security and Development from Kings College, University of London. Most recently she has been supporting a Stabilisation Response Mechanism Programme for Syria, with the development of appropriate M&E processes and structures using remote monitoring systems.

Significant experience in Lebanon, where she has provided training and facilitation to the Lebanese Armed Forces (LAF) to develop an evaluation process for Civil-Military Cooperation (CIMIC), designed to improve their reputation and increase public support for military operations. Currently lead technical adviser, supporting the Cabinet Office and the Joint International Counter-Terrorism Unit (JICTU) to create a cross-departmental, robust approach to monitoring and evaluating the impact of all HMG's CT efforts. Also conducted M&E in the most difficult of contexts, including leading the Helmand Monitoring and Evaluation Programme (HMEP) in Afghanistan for three years as part of the Helmand Provincial Reconstruction Team (PRT).

EXPERIENCE

Dec 2014 – Present

Monitoring and Evaluation Consultant – HMG Programmes

- ▶ Lead technical adviser, supporting the Cabinet Office and JICTU to create a cross-departmental, robust approach to monitoring and evaluating the impact of all HMG's CT efforts. This has been an 18-month effort, working with over 15 government departments, across 42 different countries to scope, design, create and then train people on systems to support evidence-based decision-making for the National Security Secretariat.
- ▶ Training and facilitation provided to the LAF to develop an evaluation process for CIMIC activities, designed to improve their reputation and increase public support for military operations.
- ▶ Facilitation of the Stabilisation Unit M&E course. Theory of change and results framework facilitation workshops conducted for multiple HMG and implementing partners in accordance with CSSF requirements.
- ▶ Support to 1 Division, 77Bde, SJFHQ and other military units to develop M&E systems suitable for military operations, CIMIC and defence engagement.
- ▶ Developed and implemented M&E processes and structures for HMG Capacity Building programme in Nigeria, including data collection, processing, analysis and presentation for high-level stakeholders.
- ▶ Supported the DFID Zambia Accountability Programme in developing nested logframes for adaptive programming.
- ▶ M&E Manager for Tamkeen; a DFID- and EU-funded programme in opposition-held and contested areas of Syria, designed to build demand for good governance and strengthen the emerging system of local governance.
- ▶ M&E Advisor for Stabilisation Response Mechanism, an FCO programme designed to rapidly stabilise newly liberated areas to support the peaceful transition to legitimate local governance.

SKILLS

- ▶ Independent M&E Expert
- ▶ Stabilisation Unit: Introduction to Conflict
- ▶ DFID Logframes
- ▶ Influencing and Negotiation Courses
- ▶ Civil Military Cooperation Course
- ▶ Behaviour Change and Psychological Operations
- ▶ Monitoring and Evaluation – Human Factors Course
- ▶ DCDC Cultural Specialist Course
- ▶ Medical Humanitarian and Stabilisation Operations Course
- ▶ Fully IT literate with experience of all MS Office applications, Advanced Excel, Excel VBA and IBM SPSS

QUALIFICATIONS

M.A. Conflict, Security & Development

2013 – 2014

Kings College, London

B.Sc.(Hons) Economics 2:1

2003 – 2006

University College, London

ADDITIONAL INFORMATION

- ▶ British Nationality
- ▶ Full and clean driving licence
- ▶ Developed Vetting UK Security Clearance

Sep 2012 – Dec 2014

Team Leader Helmand Monitoring and Evaluation Programme (HMEP) – Coffey International Development

Provided programmatic advice on M&E, evidence-based research and operational analysis best practices to the thematic teams based in the Helmand Provincial Reconstruction Team and to the British Embassy Kabul.

- ▶ In-country lead for support on approaches to measuring progress in thematic areas, including security, health and education. Provided advice on data availability for indicators to monitor goals, purposes and outputs in an insecure environment.
- ▶ Managed the quarterly quantitative household survey which conducted more than 55,000 interviews with Helmandis across 11 districts, many of which were insecure.
- ▶ Developed and implemented a suite of complimentary validation techniques, both statistical testing and field validation, which included recruiting, training and managing a number of Afghan validation teams.
- ▶ Prepared and delivered presentations on HMEP products to stakeholders, including UK government departments.
- ▶ Supported, delivered and communicated the quantitative and qualitative analysis for HMEP reviews and focus studies.

Jan 2011 – Sep 2012

Management Consultant, Measuring Performance – PRTM, PricewaterhouseCooper

Account manager for key account. Responsible for building strategic relationships, tracking emerging industry trends and developing offerings in order to deliver multiple large projects.

- ▶ Compared quantitative performance measures with competitors and set targets for key metrics to drive the basis of competition. Assisted in strategy development and future operating principles for a company seeking a global market.

Jan 2015 – Oct 2015

Information Activities and Outreach (IA&O) Staff Officer – British Military Advisory and Training Team (BMATT Nigeria)

- ▶ Developed Nigerian Armed Forces' understanding and capability in non-kinetic effects, including Media Operations, behaviour change, Combatting Violent Extremism (CVE), Civil-Military Cooperation and stabilisation operations.
- ▶ Supported Nigerian Armed Forces with IA&O capabilities through the design, delivery and evaluation of training.
- ▶ Provided advice on Monitoring and Evaluation: facilitating the Conflict, Security and Stability Fund (CSSF) Logframe.

2008 – Present

Royal Engineer Reserves Army Captain - Civil-Military Affairs Group, British Army

Stabilisation practitioner with the Military Support Stabilisation Group (MSSG).

- ▶ Trained with the cross-government Stabilisation Unit on disaster management strategies in Uganda.
- ▶ Deployed on Operation HERRICK as a Stabilisation Officer in the Helmand PRT.

Jan 2008 – Nov 2010

Senior Defence Analyst/Consultant – BAE Systems

Responsible for identifying key metrics to measure MOD performance in order to inform decision making. Supplying expertise, project management and consultancy support in specialist domain areas. Research and analysis of key trends affecting defence in the strategic timeframe to drive long term direction.

Alexander Johnson

Regional Manager – Levant, Turkey & Iraq

SUMMARY

A senior security and investigations professional with 16 years' practical investigative experience, including 10 years with a UK government CT department and a further five years with Control Risks, a leading global strategic risk company, where he most recently served as Director of Investigations and Strategic Risk for India and South Asia. Based in Amman, Alex now serves as Regional Manager at Torchlight, delivering capacity building, mentoring and training to enable the transformation of investigative organisations across the Middle East and North Africa.

He has extensive experience of scoping, designing and implementing institutional change through sustainable mentoring and training programmes that have human rights assurance and safeguards at their core. He speaks fluent Arabic, French and Spanish, holds a bachelor's degree in Middle East History & Politics from Durham University in the UK, and has also studied Islamic Jurisprudence (*Fiqh*), Comparative Religion and Religious Extremism at academic institutions in Egypt, Lebanon and Syria.

EXPERIENCE

2016 – Present

**Regional Manager - Levant, Turkey & Iraq –
TorchlightGroup Limited**

Lead the design and delivery of mentoring and training programmes to develop sustainable, human rights compliant capabilities in support of CT and criminal justice investigations. Funded by a range of international donors, these programmes include the use of human and open source intelligence, ethical interviewing and developing core investigative skills to improve the collection and presentation of evidence, reducing reliance on ocular and oral testimony. Alex also leads Torchlight's involvement in the development of initiatives to counter violent extremism and how these feed in to broader CT strategies.

2014 – 2016

**Director of Investigations & Strategic Risk, India & South
Asia – Control Risks Group**

Head of strategic consulting, integrity risk and fraud and forensic investigations practice in India and South Asia. Responsible for management and training of multi-disciplinary team of 18 researchers and investigators split between offices in Delhi and Mumbai. Conducted investigations into allegations of white-collar crime, sexual harassment and wide scale corruption, using a combination of investigative and witness interviews, discreet enquiries, open source research and data analytics, on behalf of multinational corporations, financial institutions and international development banks.

2011 – 2014

**Senior Consultant, Integrity Risk, Libya, GCC, Iran &
Pakistan – Control Risks Group**

Managed complex, multi-jurisdictional problem-solving, integrity risk and business intelligence projects in support of commercial operations across the MENA region, Iran and Indian subcontinent; managed the development and vetting of a diverse network of confidential contacts on the ground; led investigations into breaches of international sanctions, asset-tracing, white-collar crime, and IP theft, analysing and cross-verifying large volumes of data from multiple sources on behalf of multinational corporations and financial institutions against the backdrop of the Arab Spring and rapprochement with Iran.

SKILLS

- ▶ Senior counter-terrorism (CT) and white-collar crime investigator
- ▶ 16 years' professional investigative experience in government & private sector
- ▶ Fluent in Arabic, French and Spanish
- ▶ Experienced working in sensitive environments, including fragile and conflict-affected states
- ▶ Proven record of managing and developing large teams of researchers and investigators
- ▶ Delivers training to governments on human rights compliant investigations and ethical interviewing

QUALIFICATIONS

**BA in Arabic, Spanish & Middle
Eastern History & Politics**

1998 – 2002

Durham University

**Arabic & Pre-Islamic Middle East
History and Poetry**

1999 – 2000

Alexandria University, Egypt

**Islamic and Qur'anic Studies &
Qur'anic Recitation**

2007 – 2008

Abu Nur Institute, Syria

ADDITIONAL INFORMATION

- ▶ SC Clearance

2005 - 2011

Investigations & Operations – UK Government

Coordinated investigations into broad range of threats to national security from domestic and international terrorist networks; validated information with law enforcement agencies; part of core team of investigators responsible for disruption of significant security threat to the UK; served as expert witness before Special Immigration Appeals Committee (SIAC); engaged senior government officials as part of Government Crisis Management Mechanism; delivered training in French and Arabic to foreign partners to develop human rights compliant methodologies to enable greater information sharing for cross-border investigations.

2007 - 2008

Study Leave – Syria & Lebanon

Between October 2007 and March 2008, completed a 6-month course in Islamic Studies, and Qur'anic Recitation (*Tajwid*) at the Abu Nur (Sheikh Ahmed Kuftaro) Institute in Damascus. Between March and September 2008, completed a 6-month course in Qur'anic Studies and Islamic Jurisprudence (*Fiqh*) at the Near East Institute of Theology, and a 6-month course in Comparative Religion and Religious Extremism at the Institut d'Etudes Islamo-Chrétiennes, as well as modules in Diplomacy and Conflict Resolution at the American University of Beirut.

2003 - 2004

Linguist – UK Government

Conducted research in Arabic and provided interpreting during interviews in support of sensitive CT investigations.; interpreted on behalf of senior UK government investigators during meetings and training interventions with foreign partners, and supported the delivery of a 6-month investigative training and mentoring programme to a new liaison service; developed fluent command of Levantine, Egyptian, Iraqi, Gulf and Libyan Arabic dialects, and strong subject matter knowledge of key radicalising factors and drivers for violent extremism.

Richard Briers

Programme Manager, Evidence & Investigations

SUMMARY

Richard is a former diplomatically accredited New Scotland Yard detective with extensive experience in pan European and global operational policing issues. He holds outstanding organisational and leadership skills with significant experience in serious and organised crime, counter terrorist investigations and prosecutions and crisis management. Richard skill set extends across negotiation, strategic and operational planning, stakeholder engagement, programme design implementation and monitoring and evaluation. Richard demonstrates a commitment to the delivery of the highest level of integrity, professionalism and personal responsibility.

EXPERIENCE

Oct 2017 - Present **Programme Manager– TorchlightGroup Ltd - Swindon**

Evidence & Investigations

- ▶ Richard has subject matter expertise in Criminal Justice Sector Reform. This role is pivotal in delivering successful outcomes to clients. He provides leadership and programme / project management for the planning, preparation and successful delivery of sustainable programmes of change with a focus on Criminal Justice Sector reform and Stabilisation.

Jan 2017 – Oct 2017 **FCO & College of Policing UK**

Associate

- ▶ Associate member of the UK Stabilisation cadre as a 'Deployable Civilian Expert' viz: Policing Advisor. External Associate member of the College of Policing 'SME' in International Policing bringing current, relevant and specialist skills that complement staff of the College.

Dec 2008 – October 2017 **Europol The Netherlands**

UK Europol International Liaison Officer

- ▶ Richard was the first New Scotland Yard serious and organised crime detective to be selected for this high profile and demanding role, he provided liaison between the UK and European law enforcement agencies, ensuring outstanding service delivery in the pursuit of organised crime groups.

Aug – Dec 2012 **Organisation for the Prohibition of Chemical Weapons**

Specialist Policing Consultant

- ▶ Richard was seconded, as a specialist policing consultant; he was tasked to provide an evaluation of systems and delivery of service provision. He developed a thorough and innovative revision of systems, controls, processes and protocols that went on to be introduced as best practice.

Oct 1981 – Nov 2008 **Constable to Detective Inspector MPS**

Various

- ▶ Various, including Staff officer to Deputy Assistant Commissioner New Scotland Yard; Kidnap and Specialist investigator, Criminal Investigation Department of the Metropolitan Police service.

SKILLS

- ▶ Policing professional drawing on over 35 years experience
- ▶ Accredited Senior investigator re Organised Crime and Counter Terrorism
- ▶ Accredited UK Crisis Hostage and Kidnap Negotiator
- ▶ Accredited UK Family Liaison Coordinator
- ▶ Accredited UK Cultural and Community liaison
- ▶ Accredited HMG Conflict & Stabilisation Gender & Conflict Advisor

QUALIFICATIONS

Adult & Continuous Education & Teaching 2016

Accredited Level 3 Teacher in adult sector

ADDITIONAL INFORMATION

- ▶ UK National
- ▶ DV Clearance
- ▶ Member of the Outreach group of the 77th Brigade of the British Army as a Specialist Reserve Officer (designate)
- ▶ Member of The Security Institute: Msyl
- ▶ Member of the International Network to Promote the Rule of Law

Roy Poulton

Operations and Logistics Manager

SUMMARY

An experienced and accomplished Operations and Logistics Manager, Roy has ensured the safe and successful delivery of more than £10.5m worth of equipment to both benign and conflict areas on behalf of Torchlight clients, utilising the best and most cost-effective resources (involving road, sea and air) to ensure timely and safe delivery of valuable freight. These processes have been achieved by detailed planning and knowledge of international Import and Exports processes, Export Controls (including MOD F680). At Torchlight, Roy has developed a proven and effective delivery methodology, which has been extensively and operationally tested, combining detailed procedures, project monitoring, testing and documenting. He has utilised various delivery methods involving road, sea and air and according to time and risk, realises for the client, the cost effectiveness versus speed and agility of delivery. Prior to joining Torchlight, in his 30-year military career, Roy was responsible for logistics and deployments of high value assets on a global basis, utilising a variety of Military and Commercial means. This included deploying government level collection assets to Afghanistan in 2001 by Air, Planning and leading a 24-vehicle convoy from West Wales to Poland using commercial means and military train platforms from Central Germany.

EXPERIENCE

Aug 2014 – Present

Operations and Logistics Manager – TorchlightGroup Ltd

Key responsibilities

- ▶ Program/Operations and Project management of simultaneous projects and opportunities, securing and delivering several multi million pound capability development contracts.
- ▶ Winning opportunities through meticulous requirement analysis, planning and solution management as well as equipment procurement, supplier negotiation and equipment testing. This equipment has included complex telecommunications equipment, medical equipment, sustainable energy products, mine and IED detection equipment, optical surveillance equipment down to Information and training courses.
- ▶ Using continuous improvement and ISO 9001 methodology he ensured 100% success and satisfaction to all end users.
- ▶ Management of International Import and Export Regulations. US and EU. Through his knowledge of the export control system, all export controlled goods or goods that may attract attention at the point of impact have had the necessary licenses or controlled paperwork to ensure expedient progress and process through the destination port of entry. This has been achieved through detailed Commercial invoicing and manifests, well thought out packing and palletising, communications with Freight Forwarders and destination End users.
- ▶ As Torchlight's Chief Procurement Officer, charged with reviewing the global market to enable the provision of solutions. This involves detailed supplier management and as a trained advanced negotiator, obtaining the most favourable rates for both the company and the client.

Sep 1984 – Nov 2014

Various – British Army

Finished career as Army Lead (Major). Career included responsibilities for logistics, communications and intelligence, and command of CSI unit.

SKILLS

- ▶ **Leadership** – experienced manager and leader who inspires, motivates and mentors in all environments.
- ▶ **Logistics** – International Imports and exports, Incoterms, Commercial Invoicing, estimating and manifesting,
- ▶ **Planning** – analytical, innovative and methodical to achieve cost effective solutions.
- ▶ **Communication** –producing security policy, briefings and ministerial level meetings.
- ▶ **Commercial** –client and supplier management, advanced negotiator, proposal writing, cost modelling and winning bids.

QUALIFICATIONS

MCGI (Level 7) in leadership and Management

Level 5 – Certificate in Management Studies

Associate of Institute of Exports (IOE) Imports and Exports Course (IOE)

Incoterms© (IOE)

IATA Lithium Battery Handling Course

Prince2 Project Management

Human Behaviour - Advanced Negotiations Course

Continuous Improvement – Lean Fundamentals

Health and Safety Managers Course

ADDITIONAL INFORMATION

- ▶ SC Clearance
- ▶ First Aid At Work
- ▶ CCP SIRA
- ▶ CCP ITSO