

Candidate: Dean Zia Dar

Role: Transformational COO, CTO, Programme Director

Charge rate: £3500 Per Day Plus Expenses - Outside of IR35

Availability: Immediate

Presented by: Mark Kitchen 02078715500 / 07580066274

Consultant notes: Dean and I have worked closely together for the last 2 years at Arco and then PTSG.

Dean has been instrumental in delivering value at an accelerated pace in both organisations.

Dean is intelligent and has a strong logic thought process although this is combined with high emotional intelligence. Dean is very hard working and works at pace, he will always put the needs of the business before his own needs – he is loyal and trustworthy.

PROFILE

Offers almost 20 years of experience directing strategic turnaround and organisational transformation in growth, finance, operations, HR, data, artificial intelligence and technology. Brings further expertise serving in a range of interim and permanent C-suite roles, as Chief transformation officer, Chief operating officer, Chief digital officer and Chief information officer. Combines strong logical thought process with high emotional intelligence to lead and deliver major transformation, target operating model change, pre-M&A and post-acquisition integration, centralisation and business improvement into turnaround.

Exemplary interpersonal skills underpin the ability to forge mutually positive and productive relationships with senior stakeholders and reconcile differing perspectives to create cohesion. Creates high-performing and often globally dispersed teams with an approach characterised by leading from the front, coaching and mentorship. Placing integrity, value generation and continuous improvement at the heart of all activity.

IXPA UK PARTNER

IXPA
GLOBAL EXECUTIVE SOLUTIONS

- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA



Areas of Expertise Include:

- Organisation Transformation and Turnaround
- Executive Leadership
- Design and Reset for Hyperscale Growth
- Product and Services Strategy and Design
- Merger, Acquisitions and De-merger Strategy
- Financial Strategy, Planning, Budgeting and Forecasting
- Portfolio and Programme Management Enterprise IT and Strategy
- Risk, Regulatory and Vendor Management
- Cloud Architecture (GCP, AWS, Azure, Ali)
- AI, Machine Learning and Big Data Analytics
- Information and Cyber Security
- Commercial Operations Management
- Business Process Re-engineering

Industry Experience:

- Start-up
- Venture Capital, Private Equity
- Investment Banking
- Futures and Options Trading
- Credit Rating Agency
- Oil and Gas
- Telecoms
- Aerospace and Space
- Pharmaceuticals
- Insurance

Product and Services Experience:

- Safety Products and Services
- Predictive Analytics
- Credit Risk
- Market Risk
- Supply Chain Risk
- Fixed Income
- Equities
- Derivatives
- Telecoms Services
- Cloud Services
- Weapons Systems
- Nuclear Reprocessing Operating Platform

IXPA UK PARTNER



- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

CAREER

PTSG, UK, Northern Europe

2023 – Present

Chief Transformation and Operations Officer (Sales, Operations, Supply Chain, Finance, HR, M&A, Data, Technology)

A £380m turnover special services company delivering critical technical and compliance services to the built environment and Facilities Management Industry. Private equity owned by Macquarie and Warburg Pincus, the business is undergoing a major transformation to deliver its ambitious buy-and-build strategy.

Remit and Responsibilities:

Reports to the CEO, Chairman and Private Equity Investors. Plays a key role in organisational expansion from UK organic growth and acquired growth in Northern Europe. Defining and steering a value creation strategy to focus the Group business on increasing sales by driving customer segmentation, involving cross-selling to create a unified portfolio of services for the built environment. Provides interim turnaround leadership to the Access and Safety and Installations divisions to ensure divisional profit contribution.

Key Achievements:

- Designed and delivered the overall transformation programmes for Operational Excellence, Sales and Marketing, Finance, HR and Data/Technology, to realise anticipated benefits of 10%+ margin uplift and 30% annualised revenue in Year 1.
- Formulated and delivered an AI and technology-driven process which reduced DSO by 25 days to bridge a working capital gap, resulting in a £9m improvement.
- Created the Value Creation Plan (VCP) within the first six weeks of engagement.
- £40m uplift in revenue by delivering a new target operating model to consolidate 25 operating units into five divisions, resulting in common processes and systems combined with reduced costs.

IXPA UK PARTNER

IXPA
GLOBAL EXECUTIVE SOLUTIONS

- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

Arco, UK, China

2023

Transformation Director: Sales, Supply Chain, Operations and Finance | CDO

A £300m turnover market leader in the supply of safety equipment, workwear and maintenance products. The business has been family-owned since 1884 and operates in both the UK and China.

Remit and Responsibilities:

Directed a turnaround programme to improve margin performance and prepare the organisation for hyper-scaled growth. Led the design and build-out of a data science model and team, and an Azure-based data science platform. Transitioned the company to a data-driven culture across Sales, Supply Chain, Operations and Finance, underpinned by ML analytics models that leveraged graphing and GPT technology.

Key Achievements:

- Secured 10% margin improvement and a 20% annualised revenue lift UK-wide by
 - Compiling a VCP and execution plan for Sales, Supply Chain, Finance and Operations within six weeks
 - Determining a cross-sell and upsell strategy across products and services through insights and next best actions delivered by the HAL AI Platform.
- Created and delivered the IT Transformation roadmap to enable the transition to SAP Hana.
- Oversaw the Finance, Sales and E-commerce M&A for a service-based acquisition target.

Dun and Bradstreet International, London, UK

2022 – 2023

Transformation Programme Director: Cloud, Data and Analytics | D&B Business Partner Network

Global, regulated credit rating firm representing \$2 Bn+ annual revenue and over 5,000 employees globally.

Google Cloud Platform, SAP (UK, Europe, India, Australia) and Ali Cloud (China) | Europe, Central and South America, Africa, APAC

Remit and Responsibilities:

Fulfilled two concurrent transformation roles. Conducted strategic review and business case analysis of products, corporate systems and customer dataflows. Created and delivered programmes to address challenges of degrading time-to-market, resiliency and cost-to-serve of D&B product offerings to clients and partners.

IXPA UK PARTNER

IXPA
GLOBAL EXECUTIVE SOLUTIONS

- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

Key Achievements:

- Directed a six-week turnaround of cloud and data programmes that secured a range of benefits, including
 - 15% revenue uplift by delivering product re-use and analytics in Europe and China within nine months
 - quicker time-to-market for European products by 25%
 - reduced product downtime by 50%, and 20% reduction in cost-to-serve.

BT, London, UK

2021 – 2022

Transformation Programme Director: CRM and Data

Global telecoms firm with £21 Bn+ annual revenue

Salesforce Lightning (UK and Ireland) | Google Cloud Platform (UK and Ireland)

Remit and Responsibilities:

Delivered data pipelines from various sources and data platforms into the corporate-wide Google Cloud Platform (GCP) to generate ongoing analytics insights to support sales and marketing teams across BT Enterprise. Served as transformation director of a Salesforce convergence programme for 13 legacy CRM instances across all BT divisions into three Salesforce Lightning instances. Harmonised Lead to the Opportunity to Fulfilment to Cash processes, and integrated Configure Price Quote (CPQ) capability.

Key Achievements:

- Halved non-revenue generating activity (NRGA) through the convergence of Salesforce instances, thereby doubling sales teams' focus on enhanced propensity-based leads, resulting from GCP analytics insights.

IXPA UK PARTNER



- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

Vodafone, London, UK

2019 – 2021

Cloud Transformation Programme Director: Cloud, Data and Analytics

Global telecoms firm with €43 BN+ annual revenues

Google Cloud Platform, SAP (UK, Ireland, Germany, Italy, Spain and Portugal)

Remit and Responsibilities:

Authored the business case for a two-year programme to build out platform and data engineering organisational capabilities. Co-designed a GCP platform between Google and Vodafone that migrated Vodafone's European sales and marketing analytics models from an on-premise, high-cost and inflexible environment to a scalable, high-speed and lower-cost cloud capability. This platform enabled analytics models to be run 10x faster than with the legacy solution.

Key Achievements:

- Created the strategy for a £1Bn+ multi-year partnership deal between Google and Vodafone to enable the introduction of new digital products and services for Vodafone customers simultaneously worldwide, underpinned by reliable and secure data analytics, insights, and learnings.
- Created and deployed the Vodafone GCP that enabled business intelligence to run analytics models and bespoke business intelligence in the cloud at scale.

MachineOS, London, UK

2018 – 2019

Co-Founder | CEO

A machine learning start-up focused on developing digital twins for investment banking, insurance and oil and gas industries.

Remit and Responsibilities:

Co-founded a machine learning start-up to develop a state-of-the-art prediction platform for sales micro-segmentation and risk management in banking, insurance and telecoms industries.

Key Achievements:

- Pioneered the creation of early large language models (LLMs).
- Created and deployed digital twins that simulated, predicted and optimised products and production systems within Aviva and BT.

IXPA UK PARTNER



- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

COFCO International, Geneva, Switzerland
Global CIO

2015 – 2017

A fast-growing commodities trading business with 7000 employees.

Remit and Responsibilities:

Head-hunted to direct the activity of a globally dispersed team of 210 staff steering a three-way merger of the soft grains divisions of Nidera, Noble Agri and the Cofco Group.

Key Achievements:

- Achieved the demerger of Noble Agri within half of the 18-month expected timescale, built new data centre capabilities, and developed a commodity transaction risk management (CTRM) system.
- Built a new delivery organisation across five continents and shaped a three-year app and infra-technology strategy.

BP, London, UK

2010 – 2015

Trading and Risk CIO, ISDA Industry Lead, D&I Lead

Oil and gas 'supermajor', and one of the world's largest companies, employing c.88,000 staff globally

Remit and Responsibilities:

Served as global investment banking and trading industry lead for Dodd-Frank implementation in the International Swaps and Derivatives Association (ISDA) regulatory working group.

Key Achievements:

- Created and directed the implementation of the BP trading division's five-year oil and gas trading, risk and analytics platform strategy globally across BP for North America, EMEA and Asia Pacific.
- Partnered with Palantir to establish BP's first Big Data and Analytics team.

IXPA UK PARTNER


GLOBAL EXECUTIVE SOLUTIONS

- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA

FURTHER CAREER ROLES 1992 – 2010:

Merrill Lynch, London, UK and New York, USA Director	2007 – 2010
BNP Paribas, London, UK and Paris Head of Collateral and MIFID Programme	2004 – 2007
CNA Insurance, Chicago, USA and London, UK Head of Integration and Middleware	2001 – 2004
BP – Downstream Digital Business, Chicago, USA M&A Integration Project Manager	2000 – 2001
Abbott Laboratories, Chicago, USA Senior Project Manager, Finance and Technology	1997 – 2000
British Aerospace-SEMA, Preston and New Malden, UK Nuclear Fuel Reprocessing Plant Mimics Lead Submarine Weapons Systems Analyst	1995 – 1997
Jodrell Bank, Macclesfield, UK Deep Space Anomaly Data Analyst	1992 – 1993

EDUCATION / QUALIFICATIONS

University of Manchester, UK
B.Sc. (Joint Hons.): Physics with Astrophysics

Boston University and Harvard University, MA, USA
Transformation Executive Management Programme

IXPA UK PARTNER


GLOBAL EXECUTIVE SOLUTIONS

- Austria
- Belgium
- China
- Czech Republic
- France
- Germany
- Hong Kong
- Italy
- Ivory Coast
- Netherlands
- Senegal
- Singapore
- Slovakia
- Spain
- Switzerland
- United Kingdom
- USA