

Paul Every – Principal Consultant

Profile



PAUL DAVID EVERY CENG MBCS CITP MCMI MAPM, has over 20 years experience in project and programme management and change management. Paul has operated as an independent consultant for 5 years. He specialises in enabling clients to increase the value they receive from their investments in technology, through the optimisation of business processes. He worked for 15 years in local government gaining skills in engineering, information technology and general management. During this period he programme managed an ERP system across a diverse public sector organisation and led a number of back office transformation projects in HR, Finance and IT. These skills were then transferred to the private sector, with most of his recent projects being in the offshore financial services industry. His successful projects include developing the business case and subsequently managing the outsourcing of payment processes from 4 offshore locations, numerous system integrations and process improvement initiatives. The consultant is particularly adept at implementing best practice, leveraging technology implementations to drive business improvement and people change.

Key Skills

- Project Portfolio Management
- Business Process Improvement
- Project / Programme Governance
- Leadership & team development
- Systems integration
- Organisational change
- Benefit realisation
- Strategic & business planning

Education and Training

2001	Diploma in Operational & Strategic Management, Institute of Management
1989	1 st Class, Bachelor of Engineering with Honours, Royal Naval Engineering College

Professional Affiliations

Chartered Institute for IT and Engineering Council
Chartered Management Institute
Association for Project Management
Institute of Directors



Career summary

SOLITAIRE CONSULTING LIMITED

Independent Consultant and Interim Manager (2007 – date)

Providing business improvement advice, project and change management services to the offshore financial services industry, small commercial businesses and the public sector.

- Led a programme of organisational, process and systems changes for a specialist law firm
- Programme managed, designed and implemented 'best practice' portfolio and project management systems
- Migrated a billing & GL system for an offshore bank following a merger
- Restructured front/middle/back office environments and improved operational processes using 6sigma methodology in private banks and trust companies
- Setup a processing centre in Mauritius for a private bank and outsourced back office payments & settlements from the Channel Islands and Cayman to save €4m p.a
- Project Management an online portfolio management system for a Private Bank

THE LEADERSHIP TRUST

External Tutor (1999 – 2007)

Part time role facilitating Leadership in Management programmes and customised leadership courses for 'fast track' managers taken mainly from blue chip clients.

STATES OF JERSEY

Director of Projects (2006 – 2006)

Managed the portfolio of capital and revenue infrastructure projects

- Merged a Port Engineering facility of 50 staff into a larger maintenance organisation to release property assets and reduce duplication.
- Developed an asset management plan for island infrastructure

Change Manager (2004 – 2005)

Management of a programme to release £20m p.a. from the restructuring of HR, IT and finance functions across a £500m public sector organisation.

- Designed the project methodology and benefit realisation plan
- Lead a network of 50 change agents

Head of Corporate Systems (2001 – 2004)

Department head responsible for management and development of government financial systems

- Programme manager for a £7m ERP rollout
- Implementation of the financial information systems strategy

Head of Waste Management (1998 – 2001)

Management of a multi-disciplinary workforce of 120 with a £4m revenue budget, responsible for managing the treatment of all liquid and solid waste arising from an island population of 85,000.

- Restructured the management team to reduce cost and improve effectiveness
- Implemented major changes to terms & conditions for the unionised manual workforce

States of Jersey	<i>Engineer – Information Services</i>	<i>1992 – 1998</i>
Air Conditioning Jersey	<i>Maintenance Manager</i>	<i>1989 – 1991</i>
Royal Navy	<i>Officer</i>	<i>1985 – 1989</i>