

Summary

- **I am an experienced IT professional with a broad experience gained over 20 years in IT and have a proven track record in roles that are demanding and require technical understanding, commercial acumen and an ability to lead a team to achieve measurable goals within an agreed budget.**
- **My recent roles, before starting Hayward-Shott.com, have been leading software application projects from business justification and requirements capture to software development, testing and implementation at the same time as managing the day to day IT services.**
- **I have implemented many systems covering a wide range of business areas, most recently a complex project valued at £3m that was finished on time and within budget in a difficult environment using internal and subcontract staff.**

Key skills

- Implementing and maximising the benefit of software systems on time and to budget
- Project Management
- Critical path analysis
- Resource planning
- Business and application requirements
- Managing a team of developers and technical support people to set and achieve service levels
- Database design and management
- Managing third party relationships

Personal

- Name: Neale Gregory Rowland Hayward-Shott
- Address: 58 Etchells Road, Cheadle, Cheshire, SK8 3AU
- DOB: 11th May 1964
- Status: Married with three children
- Email: Neale@Hayward-Shott.com

Qualifications

- B.Eng. Honours Degree in Production Engineering and Production Management from Nottingham University
- 4 'A' Levels
- 9 'O' Levels

Interests

Church leader, Chairman of Trustees for InYerFace theatre company, Manchester City season ticket holder, and a keen reader of science fiction, former member of Mensa.

**Type of role /
Employment
history**

Head of IT

2003-
June 2006

ScreenFX Plc

Out Of Home
Digital Media
Company

screenfx.com

ScreenFX was a
continuation of
employment
from CMCRDi

Primary objective: Design, build and implementation of £3m Rembrandt system for distribution of media to remote shopping centre advertising network across 18 locations

Secondary objective

To manage the IT staff and resources for the company to enable the business to operate over multiple locations.

Key achievement: To manage this complex project consisting of software development, hardware procurement, supplier selection and site installation in the difficult environment of the premier shopping centres in the UK.

I was responsible for:

- Creation and implementation of IT Policy
- IT Budgeting
- Production of system requirements for the development team and agreement on detailed software specification
- Project management and scheduling of the software and infrastructure teams
- Building the test environment and overseeing the test plan
- Technical support of operational network across nine remote locations
- Integration of in-house and outsource systems
- Setting and monitoring internal and external service levels
- Managing relationships with key suppliers such as BT Media and Broadcast and Samsung Electronics
- Network security and resilience
- Hardware and software selection and purchase

IT Director

2001-2003

CMCRDi Ltd

Marketing
Agency

CMCRDi was a
continuation of
employment
from Remote
Area Networks

Primary objective: To manage the IT staff and resources for the company to enable the business to operate

Key Achievement: Brought the business into the modern world of broadband, email services and website and implemented an IT policy.

I was responsible for:

- All aspects of project management and software development including embedded systems, Java development, asp, html
- All aspects of internal IT
- Introducing new network and procedures for all areas of the businesses on minimal budget.

Managing Director

1999-2001

Remote Area Networks Ltd

Software Development

Key achievement: Started my own software company providing IT development services.

- The company was profitable in its two years of trading.
- As MD of a small firm I was responsible for all financial aspects of the business as well as project management and running the development team.
- Gained a full understanding of the commercial processes within a business.

IT Systems Manager

1997-1999

Glomoco Ltd

Remote data capture and analysis

Primary objective: Design, build and implementation of £1m STORM system for collection of remote operational data via LEO satellites and display on Internet based GIS system

Secondary objective: To manage the IT staff and resources for the company to enable the business to operate

Key achievement: Integration of a number of new technologies which were totally new to me. This role required a significant technical lead.

Responsible for:

- Gathering business requirements from a number of interested parties including customers, internal managers and the satellite operating company
- Project management and scheduling of the software development team using PowerBuilder, 'C', Java, Oracle, IIS, ESRI MapObjects.
- Assisted external customers to establish their MIS and operational needs from the Glomoco data warehouse.
- Assisted external customers establish new procedures as a result of implementing remote data capture.
- Managed all projects with customers such as JCB, Ingersoll-Rand, Dynapac.

Oracle DBA / Developer

1994-1997

Harlequin Ltd

Analysis software for the home office

- Member of team responsible for designing and developing Harlequin's Holmes Criminal Investigation System application from scratch using object oriented techniques.
- Part of three-man team responsible for designing patented application using artificial intelligence techniques for conversion of unstructured text into database objects.
- Solely responsible for techniques to build application screens from database definitions.
- Administered Oracle databases for Alderley Edge and Cambridge sites.
- Provided database consultancy to other groups within the company.

Open Systems Consultant

1992-1994

Specialist
Computer
Centres

- Consultant on SCC's range of open system products such as Unix servers and Oracle database server and tools.
- Project manager on major database projects.
- Provided implementation consultancy on financial systems such as Sun Accounts and Tetra Chameleon.

1990-1991
S-Com CSE

Manufacturing Sales Consultant

1989-1990
Mytec Group

Open System Sales Executive / Branch Manager

1986-1989
Tetra

Pre/Post Sales Support / Dealer Sales Manager

1985-1985
Exel Systems

Pre/Post Sales Support

Training courses attended

- Professional Direction - Management skills / team leading
- Professional Direction - Sales academy
- Professional Direction - Interviewing skills
- Oracle - Oracle RDBMS installation and support
- Oracle - Oracle DBA
- Oracle - Developing applications on Oracle Forms 4
- Admiral Training - Introduction to PowerBuilder
- Strategic Sales Ltd - Strategic selling
- Marcus Bonn - Basic selling skills
- Marcus Bonn - Telephone techniques