

# CURRICULUM VITAE - JOHN FRANCIS KEANEY

## Membership of professional bodies:

- Membership of and technical contributor to various CEN (European harmonisation) and BSI committees on Plastics & Rubber standards
- Certified Management Consultant (CMC)
- Prince2 Practitioner Project Management Accreditation
- TMB Accreditation – ICT Business Adviser
- Opportunity Wales adviser – eCIC accredited
- Institute of Cost & Management Accounting (ACMA)

**Present position:** Management Consultant since 1999

## Specific experience – UK & Overseas

### Egypt Syria Jordan

#### Various projects in a variety of manufacturing & other companies

- Strategic & Business Planning
- Integrated Management Systems based on ISO 9000–2000 Management, 14001 Environmental & BS 8800 Occupational Health & Safety
- Planning, purchasing & monitoring installation of various ICT systems including HR
- Planning, designing and implementing Performance Improvement programmes
- Quality including TQM
- Process mapping and Measurement Systems
- Strategic Alliance Projects – Automotive
- Activity Based Costing
- Product & Process Development
- CMC Training

#### Marketing & Sales Projects in a variety of companies:

- Marketing & Sales Department assessment
- Establishing a Marketing & Sales Department
- Strategic Marketing Planning
- Sales Planning
- Market Analysis
- SWOT Analysis
- Recruitment of staff
- Planning & Commissioning Market Research in Egypt and the Middle East Region

#### HR projects in a variety of companies (Food producer, White Goods Mfr, Furniture Mfr, Lock Mfr, Metal Grid Mfr):

- Organisational Development, Management Development and Change Management
- Devising and installing Performance Management Systems
- Job Descriptions, Key Result Areas, KPI's (Key Performance Indicators), Goals/Targets
- Skills matrix, Gap Analysis, Competencies, Training Programme
- Appraisal Systems
- Information Flow
- HR Manual

### UK

- Working as an Opportunity Wales Adviser helping Welsh SME's to develop eCommerce in 2004–7. Projects were carried out in more than 60 Manufacturing and Trading businesses
- Installation of ISO 9000:2000 and ISO 20252 Quality Management Systems in companies in South West England
- Installation of ISO 9001:2008 Quality Management System in a large multi-national oil company
- Developing a new polymeric product for the Construction Industry for a UK market leader

## Professional experience:

**Dates:** November 1979 – March 1999  
**Location:** United Kingdom  
**Company:** **DRC POLYMER PRODUCTS LTD**  
**Position:** Managing Director

### Description

- Full profit responsibility for plastics and rubber manufacturing and marketing company
- Rationalised and developed new range of plastics products for Automotive, Furniture and Packaging Industries following acquisition of manufacturing company
- Dynamic product design and market development programmes
- Developed overseas markets in South East Asia, the Middle East, Europe and North and South Africa
- Designed and developed full product range for Construction, Automotive, Furniture and Water Industries with full sales, marketing and technical back-up
- Relocated and integrated manufacturing facilities from two sites to one and managed Change and Project Management issues involved
- Integrated Company within new PLC structure following acquisition in 1998
- Created and developed appropriate organisation structure and full management team incorporating the following:
  - HR Department Establishment
  - Organisational Development, Management Development and Change Management
  - Job Descriptions, Key Result Areas, KPI's (Key Performance Indicators), Goals/Targets
  - Skills matrix, Gap Analysis, Competencies, Training Programme
  - Performance Appraisal System
  - HR Manual/Bye-Laws with systems/procedures
  - Negotiated acquisitions of three companies in related fields
  - Negotiated million pound overseas contracts and planned and negotiated joint venture plastics factories in Saudi Arabia and Turkey:
    - **Saudi Arabia – 1983 – 1986**
    - Water Containment Projects/Joint Venture factory planning & set up (Plastics & Rubber)
    - **Turkey – 1995–1997**
    - Joint Venture factory planning & set up (Plastics & Rubber)
    - **Libya – 1993 – 1996**
    - Water/Engineering Projects

**Dates:** 1974 – 1979  
**Location:** United Kingdom  
**Company:** **RTD GROUP LTD**  
**Position:** HR, Administration and Planning Director

### Description

In this Company, with £20 million turnover and 10 operating subsidiaries, a broad range of experience was gained at a senior level, reported to the Chief Executive and Chairman. RTD Group comprised two distinct businesses, an Engineering Group and a Travel and Tourism Group, which were controlled from a central head office. Responsibilities included:

- All HR related matters including group policy, systems/procedures, change management, information flow etc.
- Planning – Strategic and Business Planning and monitoring of subsidiary performances
- Legal and Public Relations – included shareholder relations
- Acquisitions and Disposals – in consultation with Group Chief Executive, negotiated and arranged sales and purchases of subsidiary companies and dealt with Change Management issues involved