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 Rick Magill

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Curriculum Vitae and commendations

Profile

I am a versatile, award-winning leader with an unusual blend of skills and experience. Since 2005, I have worked as a social entrepreneur, charity manager and international development professional.

I have managed rapid growth and transformational change for not-for-profit organisations. Initiatives across Asia, Africa and the Caribbean have improved health, water, education and employment. My achievements have received media attention and commendations from revolutionaries and royalty.

Before a life-changing motorcycle adventure, I led strategic projects in the private and public sectors. Highlights included transforming Rolls-Royce's global operations, helping Richard Branson to launch a new Virgin business and discussing my ground-breaking factory designs on BBC Radio 4.

I am 47 years old with dual nationality for the UK and Ireland. My Dutch wife and I share a love for travel and films. I play the guitar and managed (and performed with) a well-known rock band in Nepal. I enjoy cycling, SCUBA diving and thrashing motorcycles around race tracks. I have been cleared for Government security and working with children.

Employers and clients



Career history

Senior Performance Manager

MannionDaniels (Mar 2018 – present)

MannionDaniels manages UK Aid Match for the Department for International Development (DFID). This £157 million fund brings the UK public, the government and not-for-profit organisations together to improve the lives of some of the world's poorest and most vulnerable people.

For every £1 the public donates to an eligible charity appeal, DFID matches it with another £1. This enables more people to have a say in how the contentious foreign aid budget is spent. It also encourages a wider range of charities to apply for funding (from £100,000 to £5 million per appeal).

As a member of the management team, I oversee our work with around 90 charities to ensure that their projects significantly reduce poverty, deliver good value for money for taxpayers, and help to engage a wider cross-section of society in the UK's international development agenda.

Organisational Development Advisor

Clockwork Consulting (Aug 2016 – Feb 2018)

I re-established my freelance business to support international development organisations with worthwhile initiatives. I reviewed seven projects for MannionDaniels, with a combined value of £260m, and recommended 21 ways to improve the way programmes are designed, sold and delivered.

The €101m AmplifyChange fund is supported by the Hewlett Foundation. Hundreds of grassroots organisations receive grants to improve sexual & reproductive health across 58 developing countries. I created a working prototype for innovative smartphone technology to boost the skills of managers, staff and volunteers working in remote locations. The system will launch in Autumn 2018.

Public perceptions of the foreign aid industry were damaged in early 2018 by a series of scandals. I published aidcheck.org which offers practical tips to improve the impact and value for money of international development projects. This free, online resource addresses the root causes of recurring problems and shares proven project management tools & techniques from other industries.

International Development Consultant

Atos Consulting (Apr 2015 - Jul 2016)

The Development Agencies practice of this €12bn IT company works with donors, governments and businesses to improve the lives of disadvantaged people in over 60 countries. As a senior member of the Caribbean team, I specialised in private sector development. I coached colleagues in the 'science' of winning new business, and better ways to design and deliver projects to achieve lasting change.

We secured contracts with the United Nations and the Foreign & Commonwealth Office. I led the inception of a 30-year water & wastewater strategy for Barbados. I advised the Government of Trinidad & Tobago on skills-based recruitment, and the UK health service on managing change in an IT roll-out for 12,000 staff. As Communications Manager for a €19m initiative to integrate technology across Europe's railways, I led a change programme involving over 160 industry groups.

Interim Manager**The Challenge (Apr 2014 - May 2015)**

This 'Sunday Times Top 100' not-for-profit runs socially-mixed youth programmes to build skills for work and life. I joined the senior management team to lead a portfolio of growth and change initiatives.

My business development methodology helped the CEO to secure £250m of funding over 3 years (the UK's biggest charity contract in 2014). I co-led a team of 22 to improve operations and the 'sales' culture to enrol 15-17-year olds on National Citizen Service. I then built & led the Step Forward account management team of 12 to create modern apprenticeships for 18-19-year olds. I led the set-up of two new regional offices and developed national plans to ensure continuity in the event of a major disaster. The Challenge tripled in size and now has 3,000 staff working with 49,000 young people each year.

Senior Manager**Ernst & Young (Jul 2012 - Apr 2014)**

I won the UK & Ireland Advisory Award in 2014 for my achievements with not-for-profit clients, and epitomising EY's motto 'building a better working world'. Enterprise Growth Services helps entrepreneurs to change lives in developing countries. Barclays and GlaxoSmithKline joined forces to improve access to medicines in sub-Saharan Africa. I designed the operations in Zambia.

I joined the leadership team of the Shakespeare Schools Festival, a national arts/education charity, to drive growth and change. We transformed operations, professionalised the culture and doubled in size. With 35,000 children from 1,000 schools performing in 160 theatres every October, it is now the world's biggest drama event. It has a massive impact for pupils, their families, teachers and local theatres.

My team of 10 at the Ministry of Defence reduced stock levels by £270m in 100 working days, saving taxpayers an average of £338,000 per hour. I also led a team of six at Diageo in Kenya that enabled £21m of annual savings on an indirect spend of £268m across seven African countries.

Advisor to the Country Director**SNV (2011)**

The Netherlands' international development organisation managed a €2.5m EU-funded initiative to train 8,000 underprivileged people for jobs in tourism across seven Asian and African countries. I found flaws in the approach and recommended sweeping changes. The Ministry of Foreign Affairs was reviewing the effectiveness of Dutch aid. The Country Director asked for an independent evaluation of 13 food, water and energy programmes across Asia. I then developed an operations strategy to improve the impact and value for money of future projects.

Founder and CEO**Hearts & Tears Pvt Ltd (2005 - 2012)**

I created a renowned social enterprise in Nepal during the Maoist revolution. We combined engineering and adventure tourism to provide skills and employment - particularly for girls. We restored vintage motorcycles. Our showroom sold bikes, locally-made merchandise and life-changing experiences.

We taught over 1,000 tourists to ride and led guided tours through jungles and into the Himalayas. 90% of our customers were complete beginners; 50% female. Our perfect safety record led to me training diplomats, UN and aid workers in defensive riding. An array of small businesses benefitted from our operation, which promoted ethical alternatives to failing foreign aid.

We were recommended by Lonely Planet (the world's leading travel guide) and featured in the media. Crown Prince Paras congratulated us, as did the Maoists who overthrew the monarchy. Cancer and chemotherapy forced me to sell-up, but I vowed to resume my humanitarian efforts if/when I recovered.

Motorcycle Explorer

KTM 950 Adventure (2003 - 2005)

I renounced my comfortable life and, with 19kg of luggage, crossed poor and war-torn countries using local knowledge and paper maps. Charities and Non-Government Organisations (NGOs) were trying to help, but many well-informed locals complained that the foreign aid industry was making matters worse. I started to question how development projects are funded, designed, staffed and run.

When I rode into Nepal there were over 39,000 NGOs, but only a handful of foreign-owned businesses. Despite billions of aid dollars pouring in, most of the 30 million population still lived in terrible poverty. Communist revolutionaries were fighting the US-backed royal regime and corrupt political elite. I saw huge potential for tourism, had a novel idea for a business, and decided to stay.

Business Advisor

Clockwork Consulting (2003 - 2004)

I worked alongside the Managing Director of Ricardo, a \$250m automotive technology company, to create their strategic consulting business. We won our first contract with Mercedes Benz, where I led a team of engineers to tackle the root causes of warranty claims.

I developed the IT strategy for SCi, a publisher of PlayStation games, and won compensation for a client from a \$25bn company in a HR dispute. I managed a purchasing project across Scandinavia for Fläkt Woods, a \$700m air conditioning business, and was re-hired to teach project management skills.

Senior Manager

AT Kearney (2000 - 2003)

I led recruitment in Operations for this ex-McKinsey consulting firm and was promoted in my first year. I managed a £multi-million restructuring programme for Rolls-Royce where we transformed global operations for jet engines, relocated factories and sold a business unit.

At Ford in Detroit, I led one of six teams to reduce warranty claims costing \$3.5bn per year. I led the growth strategy for Lex Multipart, a 3rd party logistics provider, and helped re-design Sky's installation & repair operations for satellite TVs. The Chairman of Ricardo had bid £70m for a robotics business, but I uncovered serious technical issues and we cut the offer price to £5m.

Principal Consultant

KPMG (1996 - 2000)

As a founding member of the global Supply Chain practice, I was promoted twice and became Principal Consultant at 28. We improved teamwork, and I trained over 200 staff in consulting skills. I helped sell and deliver Europe's biggest supply chain project at the Ministry of Defence, and I led the development of Rolls-Royce's global 5-year strategy with their 25 leadership teams.

I co-developed Polaroid's IT strategy and designed & built IT systems for a new cosmetics business, Virgin Vie. Our company-wide team won KPMG's national award for outstanding client service, and I was personally thanked by Sir Richard Branson.

Manufacturing & Supply Chain Consultant

Clockwork Consulting (1994 - 1996)

I became an expert in 'mass customisation': the high-volume production of personalised goods. I was interviewed by The Independent and BBC Radio 4 about my ground-breaking work at Raleigh. I helped Levi's launch made-to-measure jeans for women, and prepared British Steel for the shift towards make-to-order in the car industry.

I wrote a book with IBM and London Business School, lectured at Cranfield University and advised government agencies on future sources of competitiveness for UK manufacturing.

Project Leader

Raleigh Industries (1994 - 1995)

I had an innovative idea: let customers design their ideal bicycle from a menu of options, make each one to order, and deliver it within 2 weeks at the price of a mass-produced bike. Following my feasibility study, I reorganised the factory and transformed the entire order-to-delivery process with 69 dealers. We produced over 20,000 unique bikes per year and pioneered 'mass customisation' in the UK.

We then created a state-of-the-art factory, consolidating Raleigh's high-volume operations from 5 sites to one. The vacant city centre land was sold for property development.

Education

I graduated with three engineering degrees from Nottingham Trent University (1988 to 1994):

B.Eng. (Hons) in Integrated Engineering

This combines electrical, electronic, mechanical & manufacturing engineering. In my final year, I designed a guitar amplifier and demonstrated it to Marshall - the world's leading manufacturer.

PgD in Advanced Manufacturing Technology

My laboratory research involved the development of machines and computer programs to make prototype plastic parts directly from electronic drawings. This technology is now known as 3D printing.

MSc in Advanced Manufacturing Systems

My pioneering work at Raleigh showed how UK companies could shift from the mass production of standardised products to the 'mass customisation' of personalised ones at a similar price.

Professional training

- Leadership
- Strategy
- Team building
- Organisational redesign
- Culture change
- Coaching
- Facilitation
- Sales
- New business development
- Negotiating and influencing
- Written and verbal communications
- Recruitment
- Operations
- Project and programme management
- Governance and risks
- Working across international cultures

Commendations



“Rick put us in a unique and advantageous position. He developed close working relationships with senior managers across all business functions and brought specialist expertise.

His enthusiasm was contagious, and his tenacity ensured our targets were achieved without compromise or mistake.”

David Bednall
General Manager



“We will greatly miss Rick’s passion, the quality of his work and the outstanding praise and feedback we so regularly received from his clients.

His commitment and demonstration of our values have been second to none. He epitomises [our motto of] building a better working world”.

Rob Atkinson and Dan O’Regan
Partners



“Rick is a rare beast. We could easily have been swamped by our massive programme for growth and change - and our dreams could have been ruined. As it is, thanks to Rick, we are well on our way.

He ensured that we implemented as much as possible of our plan as soon as possible. His no-nonsense practical approach, and his ability to cut through to what needs to be done, was refreshing. The benefit to the morale of the organisation cannot be overestimated.”

Penelope Middelboe
CEO



“Rick enabled us to shape and drive an enormous change management project to deliver our ambitious growth targets.

His impressive skills and insights, and ability to transfer essential tools and mindsets to our colleagues, were underpinned by trusting relationships built through his expertise, openness, and humility. He ensured our values and mission as a non-profit organization remains at the core of what we do. I couldn’t have rated Rick higher.”

Rebecca Carter
Sales & Marketing Director



“Rick created a new tourism sector. His social enterprise brings many tourists to Nepal, makes a valuable contribution to the economy, and creates desperately needed employment across the country.

He gained an excellent reputation with the local business community and the wider tourism industry.”

Tika Ram Sapkota
President, Tourism Council



“The wonderful KPMG team enabled us to launch a new brand and business of a highly complex nature with speed, clarity and professionalism.

Their dedication, commitment and drive have been awesome. They fitted right into the culture and fabric of the business.”

Board of Directors
Virgin Vie



“Rick brought credibility to international development projects in the Caribbean. He inspires confidence in clients and builds relationships based on trust. He has deep technical knowledge, business acumen, and the leadership competence to deliver against aggressive deadlines.

I have no doubt that Rick will continue to successfully plan, design, and deliver initiatives in diverse cultures around the world.”

Barry Eligon
Head of the Caribbean Region



“Rick demonstrated a lot of experience and a clear understanding of our needs from the start. He did tremendous work.

His style was very cordial, and it was a pleasure working with him. He could not have done more on this engagement.”

Dr John Mwansa
General Manager
Barbados Water Authority



“Exceptional training; first rate instruction by Rick; a great experience; fun and professional; well done.”

John Tasco
First Secretary
US Embassy in Nepal



“I realise how important Rick’s value addition has been.

I wanted to thank him personally for all the hard work, energy and structure he brings.”

Keshab Joshi
Country Director



“Rick is a unique find - someone who excellently combines business acumen with social purpose. He has a wonderful balance of intelligence, integrity and experience. He challenged and supported us with patience, a positive attitude and never-ending energy.

His work had a truly transformational effect on the organisation and our staff. He inspires those around him and creates real results.”

Bonnie Austin
Programme Director



“I had the pleasure of working for Rick, who is an exceptional project manager and highly perceptive people manager.

His extensive knowledge, meticulous planning and collaborative approach enabled us to make significant and rapid progress. He is a real asset to any organisation.”

Sian Meech
Senior Account Manager



“The leadership team consider Rick to be a high calibre, high performing individual”.

Gary McIlraith
Vice President



“Rick did an astounding job. Thank him so much for the huge effort. We admired his professionalism, stamina and enthusiasm, and really appreciate his efforts.”

Charles Coltman
Director of Corporate
Development