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Professional Summary:

I have in current and past roles coordinated sales, marketing and operational efforts for interstate sales teams, production staff, partners and sub contractors. As a General Manager I have implemented contract negotiating guideline for customers in various fields and industries from small to large corporate customers. I have been involved in negotiating asset purchasing contracts with international equipment suppliers. I have attended trade shows and enjoyed the face to face interaction with customers and potential customers understanding the needs and requirements and have an excellent ability to build good repore with customers both local and international. As an Operations Manager I had hands on approach to production improvements and upgrades to ensure firsthand knowledge on the equipment and processes utilised, a strategy I still use. I have always had a keen interest in ensuring clear and precise communication and record keeping. I have managed implementation and the continued updating ISO management and internally developed management systems and procedures which also have included authority compliance management and implementation. I have a strong interest in personal development for myself, my colleagues and staff and believe in sharing knowledge and expertise for the benefit of the business. In addition I possess 25 + years of experience from the recycling industry and have built exceptional technical knowledge and analytical skills. I enjoy working in a team environment to build and develop new and interesting concepts to grow and improve business.

Career Summary:

- Profil Match Employment Agency – Copenhagen (Denmark)
 - Scipher Technologies – Business Development Manager
 - Mil-tek Waste Solutions Pty Ltd – Regional Manager (Victoria/Tasmania)
 - Tyre Crumb (Vic)/Advanced Resource Recycling – Business Development Manager/General Manager
 - Tri-Cycle Environmental Solutions – Business Development Consultant
 - Ecocycle Australia Pty Ltd - General Manager
 - CMA Ecocycle (Part of CMA Corporation) - General Manager
 - CMA Ecocycle – Operations Manager
 - Advanced Recycling Australasia Pty Ltd – Owner/Managing Director
 - Den-Filt Australia Pty Ltd – Owner/Managing Director
 - Scania Australia – Mechanic/Service Advisor
 - Dana Ford (Denmark) – Mechanic/Service Advisor
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Employment History:

May 2023 – Current Porfil Match – Temp Work

Various short time assignments

Mar 2022 – Aug 2022 Scipher Technologies – Business Development Manager

Reporting direct to Managing Director

Duties Included...

- Researching computer recycling industry (E-waste) and current market to implements sales and marketing changes.
- Establish and build business to business relationships
- Maintain existing customer base (councils)
- Administrative duties associated with usual business management
- Budget and financial management including P&L accountability
- Extensive interaction and communication with staff members, local & federal government departments, management and service providers

- Provide advice on processing development and introduction of new processes
- Implementing and improving company procedures
- Sales and Marketing - planning internal and external campaigns
- Contract negotiation and monitoring of all service level agreements

Mar 2021 – Marc 2022 Mil-tek Waste Solutions Pty Ltd – Regional Manager (Vic/Tas)

Reporting direct to head office in New South Wales

Duties Included...

- Oversee sales and service staff and Implement procedures
- Analysis of monthly Profit and Loss statements
- Oversee monthly stock taking for both states
- Driving upgrade of service offerings and improvement of equipment and process efficiencies
- Promoting lean waste principals
- Staff recruitment, annual assessment reviews and training

Some of my achievements included...

- Profit increase of 12% in first quarter.
- Oversee relocation of Victorian state office to larger site
- Winning supply contract with major Australian customer

Jan 2015 – Mar 2021 Tyre Crumb (Vic) / Advanced Resource Recycling - Business Development Manager / General Manager

Reporting directly to the Managing Director/Owner

Duties Included...

- Researching computer recycling industry and current market in preparation for the establishment and launch of a new venture under the trading name Advanced Resource Recycling
- Administrative duties associated with usual business management
- Budget and financial management including P&L accountability
- Extensive interaction and communication with staff members, local & federal government departments, management, service providers and sub contractors
- Capital expenditure project management
- Implementing and improving company procedures
- Sales and Marketing - planning internal and external campaigns
- Contract negotiation and monitoring of all service level agreements
- Staff recruitment, annual assessment reviews, training and counselling
- Management and monitoring of facility to ensure maximum performance with 15% efficient improvement

Some of my achievements include...

- Establishing a culture of continuous improvement
- Business improvements and labour cost savings of 20%
- Design and delivery of operational strategies
- Capital expenditure projects delivered on time and on budget
- Established a cohesive team mentality facilitated by ongoing training
- Updating, implementation and management of changes to the company's OH&S, ISO 14001 and ISO 9001 accreditation program
- Successfully lead the implementation, accreditation and management of AS 5377 and AS 4801 for the company
- Member of TSA (Tyre Stewardship Australia) Industry Consultative Group
- Obtaining and maintaining EPA Victoria licence approval for the recycling of electronic materials

Sep 2014 – Jan 2015 Tri-Cycle Environmental Solutions (NSW) – Business Development Consultant

Duties Included...

- Customer care (existing customer base)
- Develop new opportunities
- Improve current collection of products
- Prepare business for sale

Sep 2013 – Sep 2014 Ecocycle Australia Pty Ltd – General Manager

Reporting directly to the Managing Director/Owner

Duties Included...

- Establishment and launch of a new venture under the owners existing group of companies
- Administrative duties associated with usual business management
- Budget administration and financial management including P&L accountability
- Oversee and run interstate branches in Sydney and Perth
- Extensive interaction and communication with staff members, local & federal government departments, management and service providers
- Capital expenditure project management
- Implementing and improving company procedures
- Sales and Marketing - planning internal and external campaigns
- Contract negotiation and monitoring of all service level agreements
- Staff recruitment, annual assessment reviews, training and counselling
- Management and monitoring of facility to ensure maximum performance.

Some of my achievements include...

- Establishing a culture of continuous improvement
- Business improvements and labour cost savings
- Design and delivery of operational strategies
- Production improvement implementation and upgrades
- Capital expenditure projects delivered on time and on budget
- Established a cohesive team mentality facilitated by ongoing training
- Design and implementation of the company's OH&S program
- Obtaining EPA Victoria licence approval, implementation and management

Nov 2010 - Aug 2013 CMA Ecocycle - General Manager

Duties Included...

- Implement and oversee equipment service maintenance procedures
- Analysis of monthly Profit and Loss statements
- Oversee monthly stock taking for all branches
- Driving the upgrade and improvement of equipment and process efficiencies
- Monitoring of all security issues
- Staff recruitment, annual assessment reviews, training and counselling
- Member of corporate business management team

Some of my achievements included...

- Winning Victorian State Government grant through Sustainability Victoria's "Driving Investment for New Recycling". Received approval for 30% funding of the project cost (the maximum percentage available) of \$174,500 (total project cost \$582,000).
- Elected to the group (BMT) business management team.

Apr 2004 - Nov 2010 CMA Ecocycle – Operations Manager

Duties Included...

- Staff training and development
- Client meetings and facility tours
- Service provider negotiations and agreements
- Co-ordination and supervision of all cleaning requirements

Some of my achievements included...

- Successful relocation of the full facility to a bigger site
- Implementation of staff training program

Through knowledge achieving excellent results and success in this position, I was offered the challenge and promotion to General Manager.

Feb 1997- Apr 2004 Advanced Recycling Australasia Pty Ltd – General Manager/Owner

Duties Included...

- Setting up infrastructure
- Government and client contract negotiation
- EPA licenses application
- Capital expenditure project management
- Concept development
- Trade exhibitions
- New product development

Some of my achievements included...

- Setting up Australia's first EPA licensed mercury, fluorescent tube and lamp recycling facility
- Service concept development

Feb 1991 - Feb 1997 Den-Filt Australia Pty Ltd – Managing Director/Founder

Duties Included...

- Setting up infrastructure
- Government contacts
- EPA licenses application
- Concept development
- Sales
- Capital expenditure project management
- Product supplier contact (overseas)
- Equipment supplier contact (overseas)
- Customer relations
- Trade exhibitions
- Service agreements

Some of my achievements included...

- Provide amalgam recycling solution to the dental industry
- Supply 100% recyclable amalgam separator concept and service to dental surgeries

Sep 1990 – Feb 1991 Scania Australia – Mechanic/Service Advisor

Duties Included...

- Repair, service and advise of maintenance requirements for both smaller and larger fleet customers

Apr 1985 – Aug 1990 Dana Ford (Denmark) – Mechanic/Service Advisor

Duties Included...

- Repair, service and advise of maintenance requirements for both smaller and larger fleet customers
- Specialised service advisor for major clients (Carlsberg, Tuborg)
- Specialised service advisor for Ford marine engines

Qualifications and Professional Development

- Diploma of Business (BSB 50215) – GQ Institute Australia
- Introduction to Challenger sales concept
- AS/NZS 5377:2013 Awareness – Global Compliance Certification
- Dynamic Living Program (Personal Development - Ongoing) – ION Group
- “Profits Driving Business” - ION Group
- Training, maintenance, safety and machine operation on several MRT units – MRT System
- Certificate III in Process Manufacturing
- Scania Australia Training Certificates (3 certificates)
- Trade certificate (Mechanic/Diesel Fitter – Denmark)

Competencies:

- Business and Financial Management
- Strategic Business Planning and Development
- Program Process and Design Delivery
- Advanced Communication and Interpersonal Skills
- Change Management and Risk Assessment
- Sales, Marketing, Product Promotion and Events Management
- Time and Project Management
- Staff Supervision, Training and Motivation
- Good knowledge of Microsoft software products
- Excellent presentation skills
- Quick learner of products and procedures

What I Bring:

- Leadership
- Communication
- Passion
- Project Management
- Analytical skills to improve efficiencies
- Service focus
- Enjoy working in a team environment to achieve company goals
- Problem solver and creative thinker
- Resilience under pressure
- Assertive
- Organisational skills
- Sense of humour and fun

“My core values: respect, accountability, responsibility, honesty, teamwork, empathy, pride, passion and enthusiasm. These are the pillars for achieving quality outcomes”

Licences HR drivers and Forklift Licences

Professional Affiliations ADIA (Australian Dental Industry Association) – Vice President Vic branch for 2 years.
Member of (TSA) Tyre Stewardship Australia’s Industry Consultative Group
LinkedIn

Memberships Richmond Football Club (Australia)
Melbourne Storm (Australia)

Languages English, Danish, Swedish, Norwegian and elementary knowledge of German

Interests Vintage cars and car repairs, various sports, travel and quality time with family and friends