

Statement of qualifications

Date of birth: 25 June 1953

Education: Secondary to General Certificate of Education (GCE) Advanced.

Career overview

A proven track record in court management at operational and strategic management level, including board experience. Successful record of steering change management through improvements to resource management and budgeting processes. Demonstrated leadership skills with team of over 100 staff during period of significant change. Experienced in negotiating with external suppliers, senior judges, Ministers and other stakeholders.

Has represented Court Service at a range of seminars and presentations with international jurisdictions covering financial management and organization. Official visits from foreign delegations, including visits to Bulgaria and Slovakia. UK representative on Committee on Budget and Finance of the Assembly of States Parties to the Rome Statute of the International Criminal Court.

Career profile

September 2005 – present

- Head of Planning and Performance Management, The Tribunals Service, a new Government Agency since April 2006.
- Major re-organization to transfer large number of independently managed tribunals into a single organization.
- Development of planning framework including business and five-year corporate plan with balanced scorecard, performance measures, costing systems with supporting financial and management information systems.

January 2005 – September 2005

- Following merger of Court Service with Magistrates Courts to form Her Majesty's Courts Service, responsible for management information, development of performance measures, judicial and workload planning.

April 2003 – present

- Elected as UK representative on Committee on Budget and Finance (CBF) of the Assembly of States Parties to the Rome Statute of the International Criminal Court.
- Rapporteur for October 2005, October 2006 and April 2007 sessions.
- Represented CBF at EU COJUR.
- November 2005 and 2006, attended Experts' Meetings on the Permanent Premises.
- Attended Assembly of States Parties (ASP) in December 2006.

January 2004 – November 2004

- External Adviser in Foreign and Commonwealth Office (FCO) sponsored project with Association of Slovakian Judiciary to improve public recognition of judges in Slovakia.

October 2002 – December 2004

- Director of Finance, Court Service.
- Responsible for all aspects of financial management and accounting of £800 million annual budget.
- Demonstrated leadership and change management skills with successful restructuring of finance function across the whole Department.
- Introduced revised corporate governance and risk management throughout organization.
- Increased civil fee income from £320 million to £400 million in two years.
- Conducted negotiations with HM Treasury, Government Ministers, senior judiciary and other stakeholders delivering package that was acceptable to conflicting interests of all parties.
- Represented Court Service interests before Senior Salaries Review body setting judicial pay.

November 1999 – October 2002

- Deputy Director of Finance, Court Service.
- Responsible for strategic and financial planning, target setting, financial and performance management, negotiating with HM Treasury and Departmental Ministers.
- Took key role in major re-structuring of division to enable change from cash to accruals accounting.
- Also participated in a number of working groups with foreign delegations from Commonwealth and former Eastern bloc countries.
- Following re-organization of operational areas introduced revised reporting arrangements to improve focus and drive up levels of customer service.

December 1997 – October 1999

- Programme Manager, ARAMIS, Court Service.
- Major Private Finance Initiative and outsourcing programme in Court Service and Lord Chancellors Department for financial, accounting, payroll and IT services.
- Responsible for implementation of new outsourced services, establishing service standards, monitoring performance and contract negotiation of new and expanded services.
- Contract value increased from £12 million to £20 million per annum.

January 1993 – November 1997

- Head of Resources and Planning Division, Court Service.
- Responsible for developing Court Service spending plans for government spending reviews, allocation of funds to regions, performance indicators and target setting.
- Developed models that linked levels of operational activity and resource requirement for specific levels of workload and performance.
- Responsible for production of business plan, and annual report to Parliament.
- Dealt with financial aspects of annual pay award in negotiations with trade unions.

December 1989 – December 1992

- Assistant Courts Administrator, London Crown Courts.
- Day to day running of London Crown Court Group (approximately 100 courtrooms at 9 different locations), preparing financial plans, allocation of staffing and resources to individual court manager and distribution of workload across court centres.
- Responsible for itineraries of permanent judges, and booking of part-time judges for London Crown and County (civil) courts.

October 1986 – December 1989

- Taxing Officer, Supreme Court Taxing Office, Royal Courts of Justice.
- Determining (taxing) legal costs on both inter-parties and legal aid cases before the High Court.

January 1980 – October 1986

- Middle management experience in London Crown Courts (Higher Criminal).
- Responsibility for overall court management, listing of cases and determining solicitors and advocates fees.

October 1973 – December 1979

- Operational experience in civil and criminal courts at junior management level.

Other information

- 1988-1992, Assistant Editor of Supreme Court Practice (Sweet and Maxwell) responsible for editing and updating sections on legal costs and legal aid.