

# Tom Worman

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## PROFESSIONAL PROFILE

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An experienced senior executive with a background in third sector roles extending to more than 10 years. An entrepreneurial leader practicing alongside charity trustees and directors to drive and develop charitable operations and commercial strategies that deliver shared organisational goals.

## STRATEGIC SKILLSET

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- Creative & innovative problem solving;
- Multi-million pound financial experience;
- Strategic & operational plan formulation;
- Value chain analysis and improvements;
- Extensive risk management expertise;
- Highly experienced brand strategist;
- Translation and communication of complex concepts;
- Leading and collaborating with complex and disparate functional teams;
- Leading organisational wide transformational change;
- Driver of revenue growth & productivity across multiple disciplines, geographies and business units.

## CAREER HIGHLIGHTS

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- 35% CAGR in operating profits
- 11% CAGR in memberships
- Conference speaker & panellist
- National data protection advisor
- 3x Award winning programmes
- £800k re-brand board member
- Annually ranked in top tier of best performing employees
- Co-creation and delivery of 3 organisational strategies
- 100% employee engagement with organisation re-structure
- £53m estate development programme board member
- 2x Winners of National Student Employee of the Year Awards

## QUALIFICATIONS

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March 2018	<b>Health and Safety Management</b> Postgraduate Diploma (NVQ L5) The Royal Society for the Prevention of Accidents
August 2012	<b>Leadership and Management</b> Postgraduate Certificate (ILM L5) Institute of Leadership and Management
July 2008	<b>Digital Media</b> Bachelor of Science, 1 <sup>st</sup> Class Honours University of Portsmouth

## TRAINING

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- Qualified Health Safety practitioner including Emergency First Aid at Work
- Level 3 Certificate in Food Safety Supervision for Retail
- Extensively trained in the General Data Protection Regulations
- Attendance at regular HR workshops and seminars
- Mindful Employer<sup>®</sup> employee wellbeing training
- Motivating workplace productivity training
- Trainer training for varying learning styles
- Cyber security trained

## RECENT CAREER HISTORY

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Aug 2015 *to*  
Present **Managing Director**  
Portsmouth Students' Union Trading Company Ltd

*Responsible at Board level for all income generation strategies for a portfolio of social enterprises. Delivering a core of retail, event and corporate partnership business activities turning circa six figure operating profits annually through a staff team of 5 plus external fundraising agencies. Delivering continuous growth during recession the business is now actively and aggressively expanding its portfolio through a carefully developed trading strategy.*

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Jun 2015 *to*  
Present **Deputy Chief Executive**  
University of Portsmouth Students' Union

*Responsible for the strategic development and delivery of several central functions and strategic programmes within a multimillion pound membership focussed charity including: membership relations; data management; communications; facilities management; technology and systems; health & safety; insurance and risk-audit requirements. Leadership of cross-disciplinary teams of 35 FT employees, 40 PT employees and volunteers. Strategic lead for Finance & Risk Committee and Operations Committee (Trustee sub-groups).*

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Jan 2003 *to*  
Present **Freelance Consultant**  
Outsourced COO, events logistics & creative productions

*Founded on a broad spectrum of creative production clients, including the NHS, Red Bull and Davidoff, I have provided expertise to third sector, private sector and public sector bodies in a broad range of remits from data management to event planning.*

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Sep 2013 *to*  
Jun 2015 **Head of Business and Marketing Services**  
University of Portsmouth Students' Union

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Apr 2011 *to*  
Sep 2013 **Business and Marketing Manager**  
University of Portsmouth Students' Union

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## RECENT VOLUNTEERING HISTORY

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Mar 2018 *to*  
Present **Volunteer Responder**  
4x4 Response UK

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Jul 2011 *to*  
Aug 2012 **Trustee**  
Havant Youth Sail Training Scheme

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Jul 2008 *to*  
Jul 2009 **Trustee & Non-executive Director**  
University of Portsmouth Students' Union

