

# HUGH EDWARD CLAY

I am a business consultant with particular expertise in negotiation, dispute resolution and supply chain management. I also practice as a commercial mediator.

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## CAREER HISTORY:

### 2003 – 2006 Consultant and Commercial Mediator

1999 – 2001 Commercial Director, Tavern Group Limited (national drinks wholesaler)

1996 – 1999 Head of Purchasing, Greenalls Group plc (national pubs and hotels group)

1993 – 1996 Group Commercial Manager, Greenalls Services (in-house supply chain company)

1990 – 1992 Product Manager, ICI Chemicals & Polymers

1987 – 1990 Business Accountant, ICI Australia Explosives

1983 – 1987 Management Accountant, ICI Paints

### Consultant and Commercial Mediator

- Building a practice as a mediator; with experience of all kinds of disputes including IT contracts, professional negligence, property, housing, personal injury and general commercial contracts.
- Consulting on supply chain, logistics and purchasing

### Commercial Director, Tavern Group Limited

- Turned round loss-making business (turnover £200M, £5m loss to breakeven in 18 months)
- Restructured depot network servicing pubs, clubs and restaurants nationwide on 24hour lead-time
- Managed complex supplier negotiations
- Negotiated trade sale of business

### Head of Purchasing, Greenalls Group plc

- Negotiated new beer supply contracts (£100m) with all major brewers saving £5m per year
- Built a small central purchasing team for drinks, food and consumables (spend £250M) generating significant savings
- Member of negotiating team on sale of 1200 tenanted pubs to Nomura (£370m), including renegotiation of beer supply terms and pub distribution contract
- Member of negotiating team on sale of 800 managed pubs to S&N (£1.1bn), responsible for all supply contract and distribution issues

### Group Commercial Manager, Greenalls Services

- Member of Executive Team managing in-house supply chain, distributing to 2200 pubs
- Led major change project, implementing new IT systems for drinks supply chain (J D Edwards)
- Managed renegotiation of supplier contracts after acquisition of Boddingtons plc
- Led outsourcing of brewery distribution to external contractors (including TUPE transfer)

### **Career Breaks**

I took a career break in 2001-3 to look after my son while my wife launched her own business. I also took a 10 month break in 1993 to sail my boat home from Australia.

### **EDUCATION/ QUALIFICATIONS**

Accredited as Commercial Mediator with the Centre for Effective Dispute Resolution (CEDR) 2003  
Associate Member, Chartered Institute of Management Accountants, 1985  
BA (Hons) in Law Magdalen College, Oxford, 1983  
4 'A' levels, 10 'O' levels

### **PERSONAL DETAILS**

DoB: 8<sup>th</sup> June 1961

Married; one son (Matthew, born September 1999)

Sport:           Rowed for GB Junior Team 1978 & 1979  
                    Rowed in Boat Race for Oxford 1982 & 1983  
                    Sailed my own yacht 'Aratapu' from Australia to UK via Cape Horn in 1993  
                    Won Three Peaks Yacht Race 1994

Interests:       Sailing and ocean cruising  
                    Rowing & sculling  
                    Renovating a large, overgrown garden