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## **GENERAL**

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Results-driven global executive with over 20 years' experience in business development, export sales, and market expansion across Asia-Pacific and the Middle East. Proven ability to open new markets, build and support distributor and channel partner networks, and manage complex government, agency, and compliance requirements. Skilled in financing, tendering, and operational excellence, with a strong track record in high-growth, regulated, and cross-border environments. Committed to establishing and maintaining robust health & safety standards, risk management, and regulatory compliance in all aspects of business.

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## **SKILLS**

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- Demonstrable emotional intelligence with key strengths in Fairness, Leadership, Bravery and Teamwork
- Proficient in Microsoft Office Suite, with strong digital literacy and adaptability
- Excellent written and interpersonal communication skills
- Collaborative, dependable and adaptable in dynamic environments
- Multi-lingual: English (native), Cantonese (basic), Mandarin (basic), and French (basic)

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## **PROFESSIONAL EXPERIENCE**

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AsiaSpecific, Solvation & Three Towers Group (Consultancies) — China, India & UK

Role: Co-Founder & ASEAN Practice Lead (Jan 2021 – Present)

My responsibilities include:

- Lead business development and market entry for clients across Asia-Pacific.
- Develop and support distributor, channel partner, and licensee networks.
- Advise on government engagement, compliance, financing, and tendering for new projects.
- Facilitate partnerships with aid agencies and multinational organisations.
- Integrate health & safety risk assessments, training, and best practices into market entry and operational strategies.
- Extensive regional travel to support partners and drive business growth.

Environmental Solutions Group (ESG) — Shanghai, China (ESG was part of Dover Corporation & included Heil Environmental & Marathon)

Role: Director of Operations, Asia Pacific (2010 – 2020)

- Opened and managed new markets in India, Malaysia, Indonesia, Philippines, Singapore, and the Middle East.

- Built and supported distributor and channel partner networks, driving significant market share growth.
- Led government & agency interactions, compliance, and tendering processes.
- Oversaw manufacturing, product development, and supply chain localisation.
- Implemented and maintained rigorous health & safety programs, including risk assessments, PPE, training, and regulatory compliance.
- Achieved 15–25% sales growth and 20–40% market share expansion, including a 50% increase in India.

### **Community Business — Hong Kong**

**Role:** Chief Executive Officer (2010)

#### **My responsibilities include:**

- Led Asia's premier NGO for responsible and inclusive business, expanding revenue and membership through strategic partnerships with multinationals, government, and aid agencies.
- Promoted health & safety and well-being as core values within the organisation and among partners.

### **ETA Ascon — United Arab Emirates**

**Role:** Director of Operations (2008 – 2009)

#### **My responsibilities include:**

- Led business development and operations for a \$300M+ portfolio across construction, power, and waste management.
- Secured a \$140M municipal waste contract and managed government, regulatory, and joint venture partnerships.
- Oversaw compliance, financing, and tendering for major projects.
- Ensured strict adherence to health & safety standards, risk management, and emergency response protocols.

### **Genesis Environmental / Zappaway Ltd. / C.E.S. Onyx Pvt. Ltd. (Veolia) — Hong Kong & India**

**Role:** General Manager / Operations Manager (1996 – 2008)

#### **My responsibilities include:**

- Founded and scaled Genesis Environmental, expanding into Singapore and the Philippines.
- Led sales to Zappaway; as GM, integrated operations and drove business development.
- Managed India's first government-awarded municipal solid waste contract (2.5M population, 2,300 staff, 300 vehicles), including compliance, financing, and agency engagement.
- Implemented and monitored comprehensive health & safety programs, including risk assessments, training, and PPE for large workforces.
- Delivered major cost reductions & reduced accounts receivable.
- Led critical relief operations during the Asian Tsunami.

## **EDUCATION**

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BSc Geography, University of Leeds, UK, 1994

## **ADDITIONAL SKILLS, TRAINING & LEADERSHIP**

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- Executive Training: Babson College (Influence without Authority); Veolia Institut de L'Environnement Urbain (IEU)
- Emotional Intelligence: Highest strengths in Fairness, Leadership, Bravery, Teamwork (Via character.org)
- Technology: Proficient in Microsoft Office Suite
- Languages: English (native), Cantonese (basic), Mandarin (basic), French (basic)
- Professional Associations:
- Committee Member, Environmental Contractors' Management Association (Hong Kong, 1998-2001)
- Chairman, British Business & Social Club (Chennai, India, 2006-2008)