

# **Phil Simister BSc (Hons) MEng MBA CEng MIMechE**

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**MBA-qualified, Managing Director/CEO/COO with a track record in the aerospace, automotive, electronics, capital equipment, contract manufacturing & consultancy sectors; and with extensive experience of a wide range of manufacturing disciplines & processes. A skilled and highly respected Business Turnaround Specialist & Change Agent; with an Operations focus; with Lean & Continuous Improvement skills; and with strategic-level project / programme management experience. Decisive and energetic with consultative management and charismatic leadership styles.**

## **CURRENT/KEY ROLES**

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### **CONSULTANT – SPIRIT AEROSYSTEMS: NOV 23 to FEB 2024 AEROSPACE**

Based at **Figeac Aerospace** nr Toulouse as the onsite representative of **Spirit Aerosystems** - supplying the critical mid-fuselage section of the **Airbus A350** - to recover manufacturing arrears. Key in early 2024 was highlighting & initiating recovery of a critical gap in the provision of titanium raw material, endangering \$22 billions' worth of **Airbus A350** deliveries.

### **INTERIM MANAGING DIRECTOR – MKW Ltd, SPE Ltd & TME Ltd CONTRACT MACHINING & FABRICATION**

Stabilised the three contract manufacturing companies forming the **PRYME** Group operation at Newcastle – putting in the building blocks for recovery:

- **MKW Engineering** providing large scale precision machining & heavy fabrication, delivering customised solutions for oil & gas, defence & nuclear sectors
- **Stargate Precision Engineering** offering smaller precision-machined components for sectors including oil & gas, medical components and pharmaceutical
- **TME Hydraulics** and **MKW Site Services** providing support throughout the lifecycle of hydraulic systems and provided mechanical site support to local companies

### **INTERIM MANAGING DIRECTOR - MacIntyre Chocolate Systems Ltd CAPITAL EQUIPMENT**

Recruited by **Probat GmbH's HDM Division** to turnaround its Scottish £7 million t/o subsidiary after three years of increasing losses. **MacIntyre** exports chocolate making machinery to a range of customers throughout the world, ranging from medium sized national companies to **Mars & Nestle**. Achieved break-even and a modest profit for FY16 after £1.2 million losses in FY15 by: implementing effective control/planning of production; reducing manufacturing lead times by over half across the complete range; reducing manufacturing lead times by a factor of five for the core product; introducing modular manufacturing methodology; delivering major plant on cost/time; implementing accurate pricing based on a proper cost analysis; concentrating on the elimination of outstanding warranty issues.

### **SELECTED OTHER INTERIM POSITIONS**

- Plant Director – **Mabey Bridge Limited**: Turning around a plant supplying wind turbine towers to **Siemens, Nordex, Vesta & EWT**
- Operations Manager - **GKN Aerospace (Yeovil)**: Supplying structural components to **Airbus, Bombardier, Lockheed Martin, Spirit & Augusta/Westland**
- Programme Manager - **Cobham Composites**: Rescuing critical contracts for **Lockheed Martin, MBDA (BAE, Airbus, Leonardo) & Selex Galileo**

## PROFESSIONAL EXPERIENCE

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### Sectors & Processes

- Aerospace - **GKN Aerospace** (aircraft structural components); **Contour Aerospace** (business and first class aircraft seating for **Boeing & Airbus**); **Cobham Composites** (radomes for aircraft & missiles); **BE Aerospace** (interior trim); Capital equipment for **Rolls Royce, Pratt & Whitney & GE**; **Spirit Aerosystems** (aircraft structure)
- Automotive - **Johnson Controls** (automotive seating); **AE** (machined & electroplated piston rings); **ARRK** (composite body parts); **AE Oscroft** (automotive pressings)
- Capital Equipment - **Amchem** (machine tools for **Rolls Royce, Pratt & Whitney, GE**); **MacIntyre** (exporting to **Mars, Nestle** and national confectionery companies world wide)
- Contract Machining & Fabrication – **MKW & SPE** (oil & gas, defence & nuclear sectors)
- Composites – **Cobham Composites, Contour Aerospace, BE Aerospace, ARRK**
- Electronics, High & Low Vol assembly – **Guardall, Strand Lighting & PCB manufacture**
- Heavy Plant Fabrication - wind turbine towers for Renewables sector (**Nordex, Siemens**)
- High volume machining - automotive piston rings for **Jaguar, Vauxhall, Rover, Ford**
- High volume sheet metal - automotive pressings, aerospace details

### Disciplines

- Production & Operations: Reduction in MacIntyre's manuf lead-time from 18 to 4 weeks
- Supply Chain: Reduction in Amchem's order lead-time from 50 weeks to 18 weeks
- ERP: Project managed & implemented MRP based ERP System (now MS Dynamics Nav)
- Change Management: Extensive practical experience of change management - specialising in getting at the roots of core problems and getting the basics right
- Lean: Modern manuf masters, Lean expertise with a pragmatic bias & Lean sponsorship
- Programme Management: Rescued **Lockheed Martin, MBDA & Selex Galileo** contracts
- Project Management: Managed \$3/4 billion contract bid for **Airbus A350** for B/E Aerospace
- Management Accounting: Designed product costing system for CD/DVD manufacturer
- Finance/P&L: Turned around significant losses for MacIntyre Chocolate Systems

## CAREER

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### INTERIM/CHANGE MANAGER - Consultancy Assignments

2003 to date

- 2023/4 - Supplier Recovery Consultant for Spirit Aerosystems (Tier 1 to Airbus)
- 2018/9 - Interim COO AE Oscroft (automotive presswork)
- 2018 - Interim Site Leader MPac Coventry (industrial automation)
- 2017 - Interim Managing Director MKW, SPE, TME - PRYME Group (Newcastle)
- 2017 - Consultant PRYME Group (Newcastle)
- 2016/17 - Interim Managing Director MacIntyre Chocolate Systems
- 2015/16 - Consultant improving OTIF deliveries for Davall Gears (aerospace)
- 2015 - Consultant for ERP implementation - ARRK Europe (automotive composites)
- 2012 - Interim Plant Director for Mabey Bridge (heavy plant fabrication)
- 2012 - Consultant with Contour Aerospace (composite aircraft seating)
- 2010 - Interim Operations Manager for GKN Aerospace
- 2009/10 - Programme Management rescuing critical contracts for Cobham Composites
- 2009 - Project Managing a \$3/4 billion contract bid into Airbus for B/E Aerospace
- 2008 - Interim Operations Manager for B/E Aerospace
- 2005/6/7 - Various contracts with Birmingham City Council
- 2004 - Consultant recovering Greenfield operation for Carter Retail Equipment
- 2003 - Design of a product costing system for TIB plc producing CD/DVDs

**HEAD OF OPERATIONS: Amchem Ltd****2001 to 03**

Responsible for the manufacturing operation supplying specialist, 'niche' machine tools to **Rolls Royce, Pratt & Whitney & GE**. Key achievements were:

- Overhaul of supply chain with reduction in lead-time for core product from 40+ to 18 weeks
- Implementation of a new MRP based ERP System (Navision Attain - now MS Dynamics)

**PRODUCTION MANAGER: Strand Lighting Ltd****1997 to 98**

Responsible for the manufacture of electronic control & electro-mechanical dimmer systems for a £53 million turnover company selling theatre lighting worldwide - automated and hand assembly of PCBs and final assembly of high value, low volume product.

**PRODUCTION MANAGER: Guardall Limited****1994 to 96**

Responsible for the output of a £20 million turnover, medium/high volume manufacturer of electronic security equipment supplying **Chubb** group & independent installers - Automatic Component, Surface Mount & manual PCB Assembly, Final & Robotic Assembly Lines.

**LINE MANAGER: Interconnection Systems Ltd****1993**

Employed by the largest manufacturer of Printed Circuit Boards in the UK - supplying printed circuit boards to the telecommunication and computer industries (**Hitachi, Sony, Motorola, IBM**) - as part of the team developing manufacturing, quality and personnel systems.

**ENGINEERING MANAGER: Johnson Controls (Automotive) UK Ltd****1992**

Executive & financial management of planned maintenance activities, and the development of production equipment (chemical distribution, robotics & PLC controlled tracks), for a Tier 2 supplier of automotive seating for **Toyota, Nissan, Vauxhall & Rover**.

**ENGINEERING OFFICER (FLIGHT LIEUTENANT): Royal Air Force****1986 to 92**

Six year Short Service Commission with responsibility for circa 100 personnel during four tours in UK & Germany: manufacturing/fabricating aircraft components, maintaining general eng equip, maintaining military aircraft & aero engines and supporting combat operations.

**POST GRAD RESEARCH: HEPWORTH & GRANDAGE (AE Group)****1984 & 1985**

R&D for high volume manufacturer of automotive piston rings (machining and electroplating) supplying the major automotive engine manufacturers - **Ford, Opel/Vauxhall, Rover, Jaguar**.

**Qualifications, Accreditations and Professional Development**

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- CEng MIMechE (Chartered Engineer - Member of the Institution of Mechanical Engineers)
- MBA - Graduate Business School, University of Strathclyde
- MEng Advanced Manufacturing/Business Studies - University of Durham
- BSc (Hons) Mechanical Engineering: 1st Class Honours - Sunderland Polytechnic

**Referees**

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- Guenter Simon – ex CEO Hamburg Dresdner Maschinenfabriken GmbH (Probat Group)
- Brian Smith - ex CEO Continental Tyres UK & ex Independent Director BMC
- References from customers & colleagues - <http://www.linkedin.com/pub/phil-simister/7/198/243>

**Personal Information**

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**Driving Licence** Full, UK

**Nationality** British

**Interests** Mountaineering (rock & ice climbing) & Music (singer & trombone player)