

# Curriculum Vitae: NICK STURGE

LinkedIn Profile: [www.linkedin.com/in/nicksturge](http://www.linkedin.com/in/nicksturge)

**Full Name:** Nicholas Graham Sturge BEng Dip.IoD MCMi MIET MIOd FRSA **DOB:** 26<sup>th</sup> April 1967

**Summary:** A people focussed, driven, executive with broad experience across multiple sectors in public, private and third sector organisations.  
I have gained deep experience co-founding a hi-technology business, helping bring it through IPO, significant growth then downsizing and merger and in supporting many hi-tech startup companies. I have developed strategies and directed and managed operations.  
I have developed and managed teams of all ages and abilities and delivered effective mentoring, coaching and training, in and out of the workplace.  
Dealing with people at all levels and in all disciplines is my key strength, together with integrity and the ability to keep multiple and diverse activities in play.  
I enjoy applying my specific experience and skills to new situations and meeting people.  
Above all, I relish a challenge.

**Availability:** I am available for permanent employment, permanent part-time consultancy roles, temporary consultancy assignments or non-executive directorships.

**Key Attributes**  
Proven experience of timely solutions to complex problems, drawing on experience and using effective communication, mediation and executive decision making skills.  
Ability to balance empathy and business focus, having successfully dealt with sensitive and problematic employment and management situations.  
Experienced in public speaking, lectures and media interviews.  
Ability to successfully mentor and coach junior managers and experienced senior professionals.  
Good understanding of business accounting.  
Promoted and driven entrepreneurial activity within organisations to achieve sustainable goals.  
Extensively networked.

## Employment History

|                     | <u>Company</u>  | <u>Progression</u>  |
|---------------------|---|---|
| Oct 2006 – present  | <b>SETsquared Business Acceleration Centre at The University of Bristol</b> – Centre Director   | SETsquared accelerates early-stage, high-tech, high-growth companies by providing mentoring, coaching, business advice and skills development.<br>As Centre Director I have marketed and operated the Centre and managed delivery of this support through in-house staff and partners and personally provided bespoke mentoring and guidance to early stage and serial entrepreneurs and CEOs. I have helped over 60 companies develop and implement strategies for growth, assisting them in raising over £60m of funding. Notable successes include <a href="http://MyBuilder.com">MyBuilder.com</a> , <a href="http://XMOS">XMOS</a> , <a href="http://TidalGeneration">Tidal Generation</a> , <a href="http://DocCom">Doc Com</a> and <a href="http://Gnodal">Gnodal</a> where significant growth has been achieved through analysis and selection of strategic options and effective board building.<br>In 2008, the Centre was awarded 'Incubator of the Year' for being the best exemplar of business incubation in the UK, from the industry body, <a href="http://UKBI">UKBI</a> |
| Jul 2008 – Jan 2010 | <b>LifeWorklife Limited</b> - Chairman  | Non-exec chairman of internet start-up, helping the business put governance and strategy in place.  |
| Nov 2004 - present  | <b>Omnigenix</b> - Managing Partner   | I run my own multi-disciplinary consultancy and management support business, specialising in people, property and funding.  |
| Jan 1993 – Oct 2004 | <b>Motion Media Technology Limited</b><br><i>(now SCOTTY Group Europe Limited)</i><br><br>Co-founder and Business Services Director.<br>Motion Media PLC Board director | My role as head of <b>IT</b> saw development of a hi-tech business to an integrated global company. Most IT and IS systems, including telecoms, were managed in-house.<br>As global head of <b>HR</b> I was responsible for enabling a people oriented business with rapid growth to 125 people and a market cap of over £250m. This was  |

(Ofex and LSE): 1996-2001

*Motion Media was set up by a group of engineers, redundant from ST Microelectronics, to exploit technology in video compression.*

*MM floated on Ofex in 1996, moved to the LSE in 2000 and then to AIM in 2002.*

*In 2000 it acquired people, technology and offices of C-phone Corp. in the USA and in 2004 it acquired a private Austrian company via reverse takeover, becoming SCOTTY Group PLC (Symbol: SCO) The company became a world player in the development of high quality, low bandwidth video compression technology selling to over 40 countries using ISDN, PSTN and IP technology, utilising licensing, OEM and own-branded business models.*

followed by the implementation of six problem-free redundancy programmes.

I drove the **Quality** strategy for the company, promoting the concept of 'people, products and processes' as the components of an effective, entrepreneurial business. In 2001 I took on responsibility for **Facilities** driving a complex sale and leaseback deal, a hazardous but successful dilapidations negotiation and implementation and over 2 years of managing underleases and running a business centre. I was able to generate profit from the Aust building with a strategy of selling services and strict cost control.

My responsibility for **Manufacturing** required liaison with multiple sub-contract manufacturers in the UK and USA, with professional colleagues, and development of volume production plans and appropriate quality assurance processes.

My final task at SCOTTY was to outsource the IT, HR and facilities management functions from the UK operation.

**Sep 1990 – Dec 1992**  
**Aug 1989 – Sep 1990**  
**Sep 1985 – Sep 1986**

**ST Microelectronics (Inmos)**  
**Scimed Limited, Bristol**  
**Medical Physics, Bristol Royal Infirmary**

CAD Support Engineer  
Graduate Electronics Engineer  
Student Physicist

#### Personal Details

**Education:** 1986-89 University College of Swansea, Wales  
1978-85 Portway Comprehensive School, Bristol

**Qualifications/Courses:** IoD Diploma in Company Direction (Distinction)  
IoD Certificate in Company Direction  
IoD Role of the Non-Executive Director  
BEng (First Class Honours) in Electronics with Computing Science  
Maths, Physics, Electronics 'A' Levels  
First Aid at Work  
Media Training  
DSA assessed CBT1 Motorcycle Instructor (lapsed)

**Memberships:** Member, Institute of Directors  
Member, Chartered Management Institute  
Member, Institute of Engineering and Technology  
Fellow, The Royal Society for the Encouragement of Arts, Manufacture & Enterprise (RSA)

**Interests:** Family, Friends, Wining, Dining, Motorcycling, Voluntary work

**Domestics:** Married with two children (1997, 2000)

**Other Involvements:** Chairman, IoD Bristol Branch (2008-2010)  
Board Member, West of England Skills & Competitiveness Board (2010-)  
Chair of the SW Science Park & Incubation Leaders Forum (2010-)  
Judge on PwC 'Business of the Year' competition (2008-)  
Council Member, Avon St. John Council (2009-)  
Partner of Leyland Sturge, a residential property partnership  
Director of Briarside House Management Company Limited  
Chairman of The Graham Ecroyd Trust, a small charity

**Health:** Excellent health. Physically fit. Non-smoker

**References:** Personal and commercial references available on request and published on [LinkedIn](#).

January 2011