

Appendix C

Phil Trussell

Profile

A successful and experienced finance professional with a diverse and strong background in financial management. Extensive experience in partnering senior leadership teams with full profit and loss and balance sheet responsibility. Inquisitive and challenging with the ability to communicate financial issues with non-financial colleagues and work collaboratively across business areas whilst leading and developing high performing teams.

Key Skills

- Business partnering and counsel.
- Budgetary control and analysis
- Capital scheme evaluation, control and accounting.
- Business case development and submission
- Excellent communication and presentation skills
- Business controls, governance and compliance.
- Non-financial performance management
- Understanding a highly regulated business
- Commercial project evaluation
- Team leadership, mentoring and development.
- Strategic and long-term financial planning

Professional Experience

Water Company

2000 to 2022

Head of Finance and Performance 2019 – 2022

- Full profit and loss responsibility for Customer and Wholesale operating division (1,200 employees and operating costs c.£80m p.a.)
- Member of and business partner to senior management team providing advice and guidance on all financial matters.
- Delivered development and reporting of non-financial KPIs for internal and external measures to enable corrective action and financial rewards.
- Led on annual budgeting including Treasury Management, Capital Expenditure and revenue costs.
- Managed capital accounting for service improvement schemes c.£10m

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Trustee Director Pension Scheme (part time) 2016 to July 2022

- Part of six-member Board with responsibility for 6,000 member defined benefit (DB) scheme managing assets of £1.5bn and a 5,000 member defined contributions (DC) scheme.

Head of Business Performance 2007 to 2019

- Led the central finance function, providing business partnering service to support units (3,000 employees and operating costs of c.£200m)
- Implemented company annual planning process, liaising with business unit heads and finance teams (5,000 employees, c.£550m)
- Business partner to Management Board providing support to deliver financial and non-financial targets.
- Managed annual regulatory reporting and compliance requiring liaison with multiple stakeholders.

Divisional Finance Director 2004 – 2007

- Responsible for financial management across the region (£150m operating costs and £40m capital investment annually)
- Led business planning for the region (1,000 employees and operating costs of £160m)

Business Re-organisation and special projects team 2002 – 2004

- Part of a small team selected to provide support in organisational re-design.
- Modelling and presentation of business design and structure options making recommendations to Board.

Industrial Equipment Supplier

1998 -2000

- **Financial Controller**

Fiber Optic Technology Company

1994 – 1998

- **Finance Director**

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Education and Qualifications

Member of the Association of Chartered Certified Accountants (FCCA) 1998

Two-year senior leaders' development programme 2016 – 2018

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