

IAN MALCOLM JAMES

Financial Manager/Program Manager/Project Manager

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PERSONAL INFORMATION

Drivers Licence Code: EB
Nationality: South African
Sports and Hobbies: Golf, Sport
Marital Status: Married
Children: Three
Notice Period : Immediate

WORK EXPERIENCE

Softworx (Pty) Ltd (a division of
EOH Ltd)

1 January 2014 - Current

Program Manager/Project Manager

Program Manager – Various Projects:

Duties and Responsibilities:

Manage various projects for Softworx. Ambatovy Mine, Madagascar, Imvelo FM for DEA, Weir Minerals Africa RoA, Tsebo FM, SDM role for Weir Minerals Africa
Responsible for the overall management of the project, resource allocation, logistics involved and the control and governance of the project according to set standards and outcomes

Program Manager – Aspen Decoupling Project:

Duties and Responsibilities:

Manage on site project for Softworx and Aspen based in Woodmead, Dubai, Dublin and Mauritius. Responsible for the overall management of the project, resource allocation, logistics involved and the control and governance of the project according to set standards and outcomes. Project successfully implemented on time and within budget. The project budget for this was R15m
This project entailed moving the Dubai and Dublin operation onto their own Baan platform and deploying this onsite from the Mauritius operation that mirrored these transactions previously

Project Manager – Powertech VIN Project:

Duties and Responsibilities:

This project entails the integration on the Infor Mobility software with SAP and Shopware. The overall project is R15m. The project completed in December 2016

Project Manager – Welfit Oddy IWM Project:

Duties and Responsibilities:

This project is in place to deliver the Mobility functionality into the existing BAAN system. This project is R 2.6m. The project completed in December 2016

Project Manager - Belgotex Pietermaritzburg:

Duties and Responsibilities:

This entails managing all activities for the Belgotex account with respect to the Infor suite of products on site

Project Manager – Astral Foods:

Duties and Responsibilities:

This entails managing the LN implementation for the Astral group of Festive, Goldi, County Fair and Mountain Valley. The project was completed on time on 15 Dec 2017
This project ran for 2 years of which I was responsible for the project for 9 months as the previous PM resigned due to conflicts with the project team and the fact that the project was both overdue and over budget when I inherited it. I had to resolve the existing 123 issues on the Goldi/Festive (JHB based) go live as well as plan and get various CVO's approved to complete the County Fair (Cape Town based) and Mountain Valley (Camperdown based) businesses. The Goldi/Festive operations were migrated from a Baan platform to the new Infor LN platform. The County Fair operation was migrated from a bespoke system to Infor LN and the Mountain Valley was migrated from Pastel on Infor LN. I successfully closed out the issues carried from the Goldi/Festive go live and brought the County Fair and Mountain Valley in on time and within the approved CVO value. The overall project value was R56m

EOH Mthombo (Pty) Ltd (a
division of EOH Ltd)
10 July 2012 - December 2013

Program Manager

Program Manager – Foskor JD Edwards implementation v9.1:

Duties and Responsibilities:

Manage on site project for EOH with Foskor based in Phalaborwa and Richards Bay. Responsible for the overall management of the project, resource allocation, logistics involved and the control and governance of the project according to set standards and outcomes
The project encompassed the redeployment of JDE into the three Foskor sites being Phalaborwa, Midrand and Richards Bay. Based on the fact that Foskor had not upgraded the JDE system for over 10 years it was decided to do a complete new installation of the latest version (at the time) of all the JDE modules. The project was completed over an eighteen month period with the project being based in Phalaborwa. The project team was resourced out of Cape Town and Johannesburg for the duration of the project

May 2009 - 9 July 2012

Self Employed

Duties and Responsibilities:

Assisted in the set up and running a small delicatessen in the Constantia, Cape Town area. Doing contract work for small companies to get the financial records up to date. Assisting individuals with various business analysis and valuations. Completing financial model to submit to various financial institutions.

Guqula Holdings (Pty) Ltd
June 2006 - MaY 2009

Chief Operating Officer

Duties and Responsibilities:

Set up new legal entity to operate as Guqula Holdings, a BEE investment company.
Appointed as director of company
Negotiated sale of shares for Guqula Holdings with Investec Bank whereby Investec acquired 15% of the share capital of Guqula to provide working capital for the company to pursue further acquisitions
Assisted with the negotiations and completion of the business case for the acquisition of 50% of Freight Haul (Pty) Ltd. The deal was approved at R 30m by Investec
Seconded to Freight Haul to assist with the running of the financial department to set up systems and succession planning:
Took control of all banking aspects of Freight Haul
Managed cash flow
Implemented controls around stock counts (especially fuel) etc.
Attended customer review meetings with MD/owner (Sasol, Massmart)

Negotiated the successful acquisition of 48% of share holding of Corstor (Pty) Ltd. Approved by Standard Bank
at R 10m. Appointed as director of Corstor (Pty) Ltd.
Negotiated the sale of Guqula share in Natro Freight and sold back to original owner at R 37m
Negotiated sale of Corstor (Pty) Ltd to Sandvik. Total sale price of R 70m approved by Sandvik International
Negotiated purchase of Allyns Marketing and Summit Warehouse for combined price of R 3.7m from owners
These businesses complemented the Freight Haul business

Left Guqula Holdings (Pty) Ltd in May 2009 to pursue my own interests

Turnover during my time there: +R 500m

Sondombili Solutions (Pty) Ltd

August 2004 - June 2006

Managing Director

Duties and Responsibilities:

Set up new legal entity and appointed director
Put together a business plan and mini prospectus for potential investors
Raised R 2.7m for working capital of new business
Assisted negotiations with Honda SA for supply of scooters for the exclusive sale by Sondombili Solutions
Negotiated with all major banks around funding solution for prospective customers
Set up marketing plan for sale and distribution of the scooters
Negotiated with companies to assist employees in acquiring their own transport
Did all the financial reporting for the company on Pastel Accounting and Payroll

Left Sondombili to move to Guqula Holdings. Both companies had the same shareholders and it was felt that I could add more value within the Guqula structure

BP Southern Africa

December 2001 - August 2004

Performance Manager

Duties and Responsibilities:

Appointed to position in newly created division of BP
Responsible for the financial reporting of the Africa Lubes Division to Mumbai, India.
Reported to Business
Unit Controller in Mumbai, India
Members of the Lubes Africa executive management team
The Lubes Division was the only division in Africa to report separately to India and into the Lubes division in the UK, all other fell within the Africa Business Unit. Thus there was a lot of conflict to manage through this time as we had to get numbers from the Africa BU and negotiate the split of costs for shared services, relating to our portion of the business. The Lubes Division had their own performance criteria as compared to the rest of Africa
Managed financial department of financial accountant, management and supply chain accountants and various clerks:
Zero based budgeting for new performance unit
Strategic plan for 5 years and presentation to peer group in Mumbai
Monthly reporting of actuals, budgets and forecasts to Mumbai with variance analysis and explanation
Consolidation of twelve African countries lubes performance. Country finance team responsible for break up of financial reporting into divisions and explanations of variances to budgets and forecast
Managed the Castrol Zimbabwe operation directly as it was 100% Lubes. Visited this operation frequently as the hyper inflation environment put the business at risk often
Managed Capex spend within the division

Managed integration of JDE into BP reporting systems
Assisted with salary integration and harmonisation of packages between BP and Castrol staff
Managed a supply chain project with consulting company. Two phases over a period of 18 months.
Appointed to the board of Blendcor (a JV between Shell and BP for the supply and manufacturing of all lubricants)
Employer trustee for Castrol Provident Fund
Awarded Top Achiever in 2002, 2003 (Austria)

Left BP as I was offered a retrenchment package. The cultural difference between BP and Castrol was vast and BP could not clearly map out a career path for me like I had enjoyed at Castrol

Finance and IT Manager/Finance Manager/Business Manager
SBU's/Management Accountant/Financial
Accountant/Accountant/Corporate Accountant

Finance and IT Manager: July 2000 – Dec 2001

Duties and Responsibilities:

Responsible for the head office and business unit financial reporting teams which included management accounts, financial accounts, creditors and receivables
Oversee the preparation of monthly accounts, budgets and forecasts for submission to UK holding company
Oversee preparation of monthly commentary about company performance to budget and forecast with variance explanation as well as combining marketing, sales, supply chain, HR and other risk factor information to the holding company
Alternate director for Castrol SA on the board of the Rose Foundation
Manage the IT department. Outsourced service provider for JDE. Provide PC tech support for the company
Ensure system up time and disaster recovery plan in place. Manage suppliers. Manage IT capex budget
Managed audit for the company
Managed the shut down of the Castrol SA legal entity for BP once take over had been done
Transitioned staff out or across to BP
Did a three month stint in Swindon assisting new Lubes business set up some kind of tax reporting system
for the UK head office. Did not really succeed because it was limited by the 9/11 disaster in the USA that limited travel

Finance Manager: Apr 1997 – July 2000

Duties and Responsibilities:

Transferred back to head office to take over as finance manager
Responsible for the financial reporting of the company as well as the business unit reporting requirements
Project led the implementation of the JDE suite of software for Castrol SA. This included GL, receivables, payables, manufacturing, advanced pricing, distribution, purchase orders, sales order processing, inventory.
Successfully implemented with no down time
Awarded Top Achiever in 1998, 1999, 2000 (Austria, Thailand, USA)

Business Manager SBU's: July 1995 – April 1997

Duties and Responsibilities:

Company restructured from a branch structure to a centralised business unit structure
Appointed to set up new reporting structure and system for the new business model.
Closed the financial team down in the regions and appointed new staff based in Johannesburg
Part of the SBU management team which included the SBU Director and all the SBU divisional managers(sales and marketing)
Set up new systems to report performance by business unit including shared costs and the split thereof
Managed the receivables department. This was left decentralised
Attended all SBU sales meeting to identify problem areas
Set up a new sales incentive scheme that moved the company from a volume incentive scheme to a gross profit measurement that measured growth over previous years and not against budget
Manage staff of around 35
Awarded Top Achiever in 1997 (Hong Kong Sevens)

Management Accountant: Oct 1993 – July 1995

Duties and Responsibilities:

Transferred to management accountant role
Responsible for the annual co ordination and completion of the annual plan
Responsible for the inventory, product costings, adhoc projects, internal audits with specific emphasis on the manufacturing facility based in Durban
Awarded Top Achiever in 1994 (overseas trip skiing in Austria)

Financial Accountant: March 1993 – Oct 1993

Duties and Responsibilities:

Promoted to this role reporting to the FD
Responsible for the monthly reporting pack and submission to the UK holding company
Had to perform year end aggregation of the branches and manage audit requirements
Responsible for creditors
Manage the Royalty calculation and submission to the Reserve Bank for approval and payment

Accountant: May 1991 – March 1993

Duties and Responsibilities:

Transferred to this role to give me operational experience
Role is as above but reported to the financial accountant

Corporate Accountant: Dec 1990 – May 1991

Duties and Responsibilities:

Joined Castrol SA in this role to manage the Burmah Castrol (holding company for Castrol SA) office and

perform year end function of consolidation of Castrol SA for submission to UK holding company. This role reported to the Castrol SA financial accountant

Managed all forex payments

Monitored daily cash forecasts

Tax computation

Aiken & Peat (KPMG)

1986 - 1990

Article Clerk

Duties and Responsibilities:

Signed articles with KPMG

Attended audits of Batemans, BMW, Pfizer Laboratories, Premier Milling, Coty Cosmetics

Member of the entertainment committee responsible for cricket portfolio

Group social committee lead

National Service

1984 - 1985

Officer

Two years national service

Basics in Kimberley

Officers course in Pretoria

Appointed as Logistics Officer in Pretoria

St Benedicts College,
Bedfordview, Johannesburg

- 1982

Matric

WITS University

1983

B Sc

Withdrew and joined Aiken & Peat on contract for six months

UNISA

- 1992

B.Compt

Majors: Accounts, Auditing

Burmah Castrol PLC

- 1997

Various Computer Courses, Marketing Course

EDUCATION