

TONY MCMURRAY

Executive | Managing Director

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Profile / Summary

A CIMA qualified Managing Director who has developed a 25-year career at Ingram Micro, a US organisation that is the world's largest technology distributor and a leading technology sales, marketing, and logistics company.

A Business Leader with a strong background in Finance, Business Management and People Development

Key Strengths Include:

- **Inspirational Leader:** Established a strong company and personal brand that is very much respected within the industry and amongst peers.
- **Financial Acumen:** A strong skillset in scenario building and the analysis and interpretation of financial accounts and business performance data in order to develop strategic direction.
- **People Development:** A record of assembling and leading high performing teams, combining robust performance management with strong leadership to deliver best-in-class service.
- **Collaboration:** A resilient ability to partner across multiple functions and geographies both internal and external
- **Deliver to Statutory & Legal requirements:** An effective record in delivering to all reporting requirements.

Career Highlights

- Ingram Micro UK Ltd acquired the technology services business of Comms-care. As Finance Director I headed the acquisition project from initial discussions through to due diligence and PPA execution. Performed confidential reviews of the data room environment involving Q&A with key leaders of the target. Specific work around assessment of strategic fit, complex scenario modelling and sensitive discussions involving earn outs and senior staff contracts.
- Instrumental in delivering a 19-day reduction in working capital days at Ingram Micro UK Ltd across 2015/16. Directing the project group the key actions taken included a reduction in product held, optimisation of payment terms, a more robust usage of the credit dunning letter process, and an enhanced use of the segmentation tool. The latter involved a reduction / elimination of customers and vendors in terms of working capital intensity versus profit and ROIC.
- Ingram Micro GBS EOOD operates to support the Finance and GTM functions of Ingram Micro EMEA country partners. As at the end of 2020, 85% of the finance operations across the +60 processes identified were harmonised. This successful +2 year project involved my oversight as MD of the organisation, getting the buy-in of both internal and external customers and making the organisation changes needed to move from a 'lift and shift' operation to the much more efficient harmonised process.

Key Skills

- Business and Financial Strategy
- Large Team Leadership
- Financial & Management Accounting
- An Empathetic approach to leadership
- Self-Awareness
- Operational & Performance Turnaround
- Strong Communication Skills
- Forecasting and Budgeting
- Effective use of Delegation
- Project Management
- Change Agent
- Motivational Speaker
- Structure | Restructure
- Philanthropic endeavours
- Stakeholder Engagement

Expertise in...

- Multi-Cultural Stakeholder environment
- Financial close under multiple ERP systems
- Six Sigma DMAIC Principles
- Global Project oversight
- Acquisition investment appraisal
- Mount Everest earthquake Survivor!

Career Overview

- **Managing Director**
Ingram Micro GBS EOOD
(2018 – Present)
- **Finance Director**
Ingram Micro UK Ltd
(2011 – 2018)

Career History / Work Experience

Ingram Micro GBS EOOD, Bulgaria Managing Director

2018 – Present

Ingram Micro GBS EOOD is the Shared Services centre comprising more than 800 staff and primarily supporting IM operations across Europe.

- Responsible for driving strategic business partnerships with our key internal customers including support to all country MD and Finance directors across Germany, UK, France, Italy, Spain, Belgium, Netherlands, the Nordic Countries, and some specific aspects of North America.
- Extended support for our partner services operation in the Philippines.
- Full responsibility for all aspects of the Sofia GBS Financials which totals +20M Euro of annual operating expense.
- Hold full statutory directorship in Bulgaria and as a former US traded company follow the strict reporting frameworks as stipulated by SOX and SEC reporting requirements.

Key Achievements:

- Restructured and enhanced both the Finance and GTM operations in-order-to support the strategic needs of our Ingram Country Partners.
- Improved staff retention over a two year period by more than 30% through the introduction of a diverse variety of measures including greater focus on brand, a reform of compensation models and the establishment of a robust staff engagement model.
- Delivered >95% service delivery during 2020 despite the volatility of Covid-19 restrictions and significant double-digit growth in country partner transactional volumes.
- The expansion of the centre over the past two years has included an increase in value added services across the technology portfolio including processing of Life Cycle Services, EMEA wide vendor relationship support and more complex aspects of month end general ledger close.
- Successful consolidation of two sites into one office site, within budget and to strict timelines.

INGRAM MICRO UK Finance Director

2011 - 2018

Ingram Micro UK is a subsidiary generating almost \$2B of Revenue and delivering to more than 5,000 customers, typically reporting a debtor's ledger of around \$300M with over 150 suppliers comprising the largest technology brands.

- I was accountable for all aspects of finance and financial decision making including General Ledger, FP&A, Credit Collections, Credit Risk, M&A, Treasury, Accounts Payable, and Vendor Debit Collections.
- I regularly deputised for the MD at weekly leadership calls, the monthly European Executive leadership meetings chaired by the European President and several external partner events involving attendance at vendors and customer business reviews.
- Regular senior interaction with external partners including the Bank, Auditors, HMRC, Vendors and Customers.
- The management and development of a team of 80 finance associates in the UK and the extended team of 30 based at the Shared Services Centre in Sofia, Bulgaria.
- In 2015 I took on temporary ownership of the UK HR department, overseeing +400 staff members for a period while a permanent lead was found.
- Towards the end of my time in the UK my finance responsibilities were widened to include all aspects of the local IS function including 24/7 support and roll out of technology upgrades.

Key Achievements:

- Led the project to transition much of the UK back office to Sofia Bulgaria. Covering change management, discussions with affected staff, risk mitigation activity and regular reworks of the transition plan.
- Developed the UK Offensive / Defensive Finance organisation structure utilising the Sofia Shared Services for 'Defence' and the local finance resource on 'Offensive' activities to support the commercial operations
- Established myself as a key member of both the European and Worldwide Finance Director Community encompassing more than 20 global finance leaders, regularly engaging with this extended community on best practice sharing and regional project activities.
- Following 20 years at the same location I headed up the project team tasked with selecting, and then overseeing the relocation to a central city location.

Earlier Career

- 09/07 to 03/11: Ingram Micro UK Ltd: Financial Controller
- 09/04 to 09/07: Ingram Micro UK Ltd: Commercial Controller
- 01/98 to 09/04: Ingram Micro Europe: European Financial Controller
- 04/97 to 01/98: Ingram Micro UK Ltd: Field Credit Analyst
- 09/95 to 04/97: Ingram Micro UK Ltd: Planning Accountant
- 09/94 to 09/95: Puritan Maid Ltd (Forte Hotel Group): Management Accountant
- 10/90 to 09/94: Wilson Wright & Co: Accountant / Auditor

Additional information relating to all the above roles can be provided upon request

Other Information

Education & Qualifications

- CIMA Qualified Accountant, ACMA, CGMA
- Six Sigma 'Black Belt' Certified
- BA (Hons) Degree in Music / Sports Science, Brunel University, London (2:1 Grade)

Business Associations

- 'Fastforward15' Mentoring: Three-year involvement (2017 to 2019) as a mentor with this award-winning mentoring program designed to support women in the UK Hospitality Industry.
- AIBEST: Representative of Ingram Micro GBS EOOD at both the monthly meetings and the annual conferences.
- Participation in the C-suite technology think tank organisation, GTDC.
- Regular involvement with the Ingram Micro 'Trust X Alliance' organisation involving a bespoke selection of +20 SME UK Technology companies with aggregate annual revenues of >\$300M.

Awards

- 2017 UK CFO of the year Award, for the 'Finance Monthly' Publication

Charity Work

- As an Ambassador for The Alzheimer's Society, UK, I have given motivational talks at national and regional UK events sharing my experiences of charitable fundraising and challenges organised.
- To date my self-funded / self-organised fundraising events have raised in excess of \$100K

Personal Details

- Address: Lozenets Area, (next to the US Embassy) Sveti Osij Kordobski, 1408 Yuzhen Park, Block No. 124, Entrance A, Floor 1, Apartment 4
- Driving License: Full Bulgarian (Clean)

References

- Available upon request