

Henry Hardoon

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Professional Profile :

As a seasoned Forensic Accountant and dynamic business leader, I bring a proven track record of driving exceptional results across diverse sectors, both public and private. My expertise lies in formulating and executing strategic initiatives to launch and revitalize organizations, leveraging innovative strategies and financial acumen to thrive in competitive landscapes while delivering significant stakeholder value.

My leadership is characterised by a talent for team building and fostering employee development, coupled with a strategic mindset that consistently drives organizational success. I cultivate robust partnerships with stakeholders, including suppliers, customers, and investors, to forge enduring relationships that fuel growth and profitability.

Passionate about elevating organisational performance, I excel in delivering impactful training solutions tailored to the needs of financial and non-financial entities, empowering teams at all levels to achieve peak performance and maximize outcomes.

I am recognised as a trusted business leader capable of navigating complex challenges with finesse, adept at inspiring teams to surpass expectations while offering a unique blend of commercial acumen and technical expertise.

Key Career Achievements:

Commercial Experience:

1985 – Present Management Consultant (self-employed), H & H Associates

- Helping organizations achieve their goals through strategic planning, development of internal controls, business reengineering, process design, resource management, learning and development and performance management. Collaborating with clients across various sectors and industries to deliver customized solutions that meet their needs and challenges.

2013 Consultant, Action Cameras Ltd

- Provided consultancy services for the successful implementation of Sage 200.

2012 Finance Director (part time), Mr Bagels

- Worked closely with the MD in an international role, leading a cross-functional team of five.
- Provided critical strategic input to increase turnover from £2 million to £5 million through new business wins and commercial rollouts.
- Led supplier negotiations and ensured the establishment of a best practice financial control environment.

2012 – Present Finance Director (part time), Platinum Cornwall Ltd

- Worked closely with the MD in an international role, leading a cross-functional team of five.
- Provided critical strategic input to increase turnover from £2 million to £5 million through new business wins and commercial rollouts.

2012 – Present Finance Director (part time), Alton Vehicle Hire Ltd

- Provided overall direction for the accounting function, focusing on robust and compliant financial systems.
- Contributed significantly to the development of company strategy, offering financial analysis and guidance on activities, plans, targets, and business drivers.

2012 – 2022 Head of Forensic Audit & Accountancy, Blackhawk Intelligence Ltd

- Investigated and analysed financial evidence, developed computerized applications for analysis and presentation, and lectured on fraud prevention and investigation to government entities.
- Communicated findings through reports, exhibits, and document collections, aiding in legal proceedings, including expert witness testimony and trial evidence preparation.

2010 - Present Finance Director / Head of Finance (part time), BFHU

- Prepared accounts in accordance with SORPS, implemented a new reporting system, and achieved cost savings.

2009 Special Projects, Shane Global Language Centres

- Collaborating with senior management in conducting a forensic audit, bringing accounts up to date and identifying opportunities to improve income and efficiencies within the company.
- Implementing a new reporting system to reduce the time required to prepare management accounts.

Commercial Experience cont.:

- 2007 - 2008 Finance Director - CEO, THE Bagel Group PLC**
- Working closely with senior management to facilitate improvements in income and efficiencies within the company.
 - Contributing to the smooth running of the business through the implementation of costing and production systems, EDI, profitability per customer, budgeting and process design and development
 - Leading the recruitment of senior staff, delivering inductions, and conducting regular performance appraisals
 - Participating in compliance work in conjunction with auditors, producing the audit work schedule, preparing audit files for the group, statutory reporting and dealing with taxation issues
 - Playing an instrumental role in creating new Bagel brands and in getting a proposed listing on PLUS
 - Reporting to shareholders and deputising for the MD when required involving full accountability for the business.
 - Successfully defending override claims resulting in substantial £250k cost savings for the company.
- 2006 Special Projects Accountant & Team Leader, Open Text Corporation**
- Aiding in different areas within the group, reviewing audit status, devising a plan of action, and recruiting staff required to meet deadlines and objectives for FY04 and FY05.
 - Consulting with auditors, producing audit work schedule, and preparing audit files for the group as well as preparing a list of recommendations from completed work.
 - Checking MAD matrix, determining changes in controls and policies and reviewing reporting to ensure that it meets with current reporting regulations.
 - Evaluating last quarter results, noting forward items, verifying controls in place, and evaluating all key controls
 - Providing written report of findings, making systems and control procedures recommendations, and noting exceptions
 - Implementing key control improvements and modifying the MAD matrix and control documentation
 - Validating the transfer pricing mechanism in the last three years, and communicating with the Inland Revenue and auditors
- 2000 Consultant/Financial Controller/Risk Manager, JTS Partnership LLP**
- Conducting monthly internal audit, evaluating operational performance, reviewing reports, and designing new reports • Designing and implementing new accounting system Resource 32000, analysing training needs and setting up programme of interaction with senior management
 - Executing agreed improvements to financial systems to enhance reporting procedures and facilitate changes.
- 1995 - 2008 Finance Director / Consultant / Internal Auditor (part time), United Car & Van Rental**
- Preparing financial statements, forecasts, half yearly audited accounts, performance, and risk analysis reports
 - Consulting with relevant financial bodies and organising training and development of accounting staff.
 - Ascertaining business requirements, initiating appropriate system, designing accounting chart and training staff
 - Appraising administration system, nominating reporting structure and procedures and listing controls.
- 1990 - 2009 Financial Controller / Auditor / Consultant, Michelangelo Recruitment Services**
- Producing financial statements, variance analysis and section reports, highlighting operational performance, and risks
 - Outlining requirements, setting up admin system, charting accounts and implementing system, staff training, checking feasibility of system, specifying report's structure and controls list.

Not for Profit Assignments

- 2009 - Present Finance Director / Accountant (part time), BFHU**
- Responsible for all accounting preparing management accounts, investment reports monthly, and year end accounts in accordance with FRS102.
- 2009 - Present Auditor, University of Arts London**
- Auditing third party contracts for outsourced activities
- 2008 - Present Senior Lecturer, ReCh Management Centre**
- Training senior public and private sector staff in all aspects of auditing & accounting as well as in function specific areas
- 2008 - 2010 Auditor, Leaside Trust**
- Preparing the annual accounts, audit files and working papers and implementing Sage accounts 2008/2009/2010
- 2004 Interim Finance Director / Financial Controller, British Liver Trust**

- Preparing annual accounts, audit file and working papers, overseeing invoicing, payroll, and income, and preparing the budget for the new year

1998 -1999 Finance Director / Financial Controller, Parent Network

- Implementing a new accounting system based on the findings of a review of systems and organisational requirements.

1996 -2000 Consultant, Corero Resource

- Implementing new accounting systems for Centerpoint, the Leprosy Mission and educational institutions

Not for Profit Assignments cont.

1991 - 1993 Finance Director/ Financial Controller, JCA

- Developing a model for verifying dividend income at the JCA and assisted with the recovery of £70K of lost income.

1981 - 1991 Financial Controller, British ORT, Aspire, FHU

Other Positions

2005 SOX Auditor, Peregrine

2003 - 2005 Business Development Director, IT Tech Care PLC

2001 - 2005 Management Consultant (Finance, IT Service & Treasury) Steer Davies Gleave Ltd

2001 - 2005 Divisional Corporate Controller, Chloride Continuous Power Ltd

2001 Interim Financial Controller, Argyle Group PLC

2000 Systems Consultant/Accountant, Promar International

1996 - 2000 Implementation & Training Consultant, Corero Resource

1996 Consultant / Change Manager, British Airways

1985 - 1989 Group Accountant, Spong plc

1983 - 1990 Group Accountant / Financial Controller / Service Charge Auditor, MERJS

Education and Qualifications

BSc (Hons) Mathematics & Management with Computer Science, Kings College London

Professional Memberships:

- Association of Chartered Accountants in England & Wales (ACCA) - 7329787
- Chartered Association of Certified Accountants (ACCA) - 1990742
- Association of International Accountants (AIA) - 63218
- Institute of Management Consultants - P187258
- Association of Project Managers - R40104
- Institute for the Management of Information Systems - 005804
- Member of the Learning and Performance Institute - 77091
- Certified Professional Forensic Accountant - 3204
- Association of Financial Controllers
- Institute of Financial Accountants
- Association of Accounting Technicians
- British Institute of Management
- Chartered Management Institute - P187258
- Institute of Mathematics and its Applications – Chartered Mathematician – 9642

Technical and I.T. skills:

Microsoft: Windows, Office, MS Great Plains, MS Dynamics NAV

Other:

MYOB, Walker, QuickBooks, Sage Line 50,100 & 200, Sage SAPA, Sage MMS, Solution 6 Viztopia, Pegasus, Sun, SAP, TAS, Tetra, Cognos, Eureka, Jet, Hyperion Essbase, ETB Audit Manual and Accounts Production, Live Link, OTUK Software, Digita Accountants Production, The Raiser's Edge, Resource 3200 and Winbac

References are available on request.
