## **Governance Structure**

Board

Executive

Business Units, Steer Companies, Offices, and Business Delivery Group.

- Scrutiny and Corporate Governance
- Approval of Company Strategy
- Advice to the Executive

**Chair/ Non-Exec Director**: Richard Fenning

Non-Executive Directors: Jim Steer, John Cavanagh, Harjot Singh

CEO: Hugh Jones
COO: Sharon Daly
CEO: Caroline Brown

**CFO:** Caroline Browning

- Development and delivery of a Company Strategy
- Executive management within Board delegated Authority
- Implementation of Company Plan

Hugh Jones (Chief Executive Officer)
Sharon Daly (Chief Operating Officer)
Caroline Browning (Chief Financial Officer)
Craig Fergusson (Head of People)
Mike Goggin (Managing Director of Growth & Transformation)
Alasdair Dawson (NA Regional Director)

German Lleras (LATAM Regional Director)
Stephen Wainwright (Acting UK Managing Director)

- Implementation of business plan
- Management within Executive delegated authority
- Service, proposal and project delivery

