



John Capewell

PROFILE

A degree qualified Process Engineer with a very successful career in industrial and general management, who has operated at Site Manager Level for 12 1/2 years with additional major project and industrial relations responsibilities.

A very practical agent of change, who has delivered significant operational improvements through a well-developed strategic and technical capability, and using influential interpersonal skills to develop highly effective relationships at all levels, within and outside the business. Able to manage complexity on a routine basis.

Since leaving the Corporate World his consulting assignments have including interim plant management, plant audits and technical due diligence.

EDUCATIONAL

Qualifications: B.SC Minerals Engineering Birmingham University, UK
 MBA Derby University, UK

PROFESSIONAL EXPERIENCE RESUME

AUG 2012 – JAN 2014 QUINN GROUP (IRELAND). INTERIM MANAGER OF THE CEMENT BUSINESS.

Group in some distress after bankruptcy of the owner for €3bn and the lenders taking over control of the business. Took over full operational control of 1.2mt/annum plant on the Irish border (running at 50% capacity) when the previous job holder was removed.

- Reviewed all aspects of operations and maintenance for optimisation and plan for viability.
- Reviewed and resurrected stalled €26m project to burn waste as a fuel, scaled back to €15m – was due to commission in June 2014.
- Led the team/plant 'across the line' to earn maximum credits under EUETS.
- Planned and executed capex and revenue plan to use excess stock and bring the plant back to condition (SFARP).
- Introduced a new (second) packed product to deal with the shortcoming of the existing one in the Irish market.
- Reduced the headcount by 5.

2009 - 2012 WORLD BANK

- Monitoring of compliance with the social, health & safety and environmental action plans during construction of a new green-field cement plant (Derba Midroc) in Ethiopia, on behalf of the financiers.
- Worked with a local social expert and IFC representative on a CSR audit for the quarry site in NE India and developed a new 3-year action plan.

2006 – 2008 LAFARGE UK NATIONAL SPECIAL PROJECTS MANAGER, SOLIHULL.

- Hope Plant Rail Development Project (£13.5M),
- Hope Plant partial replacement of shale with PFA.
- Phase 1 of the closure project for Northfleet Plant.
- Initial review of options for a Wind Farm at Dunbar Plant.
- Working extensively with the UK head office HR/IR team for many years, to manage a nationally recognised partnership agreement with multiple unions across multiple sites.



- Chairman of National 'Works Council', and Member of the National Negotiating Committee.

2002-2006 PLANT MANAGER LAFARGE HOPE, DERBYSHIRE.

- 2-kiln 4000 t/day dry process with a/t calciner.
- Led project to convert to indirect firing
- Introduced meat and bone meal as a fuel
- Introduced 3 new extended cements
- Reduced shift numbers from 52 to 36 in 1 step, eliminated a 7-man day-work team and contracted out materials handling.
- Took the rail despatch operation to 24x7 operations.

1998-2002 PLANT MANAGER BLUE CIRCLE CEMENT ABERTHAW, SOUTH WALES.

- Single kiln 1700 t/day.
- Secured a 20-month permit extension from the Environment Agency to keep the plant operational.
- Led project team to install a new bag-house and fans to replace an aged electrostatic precipitator.
- Led the whole UK industrial team through the integration of Blue Circle into Lafarge.
- Reduced from 7 shifts to 6 (first UK plant to do this – all others on 7 shifts followed).

1995–1998 PLANT MANAGER BLUE CIRCLE CEMENT CAULDON.

- Took on leadership of the senior management team when the business was reorganised to remove the General Managers at plant level.
- Developed a project to raise plant output by over 15% by kiln line upgrades, extra storage, materials handling automation and a new finish (cement) mill. 9 simultaneous projects total £16M on a fully operational plant.

1993-1995 PRODUCTION MANAGER CAULDON.

- Introduction of tyre chip burning and the procurement and establishment of Blue Circles first tyre chipping operation.
- Managed packing and loading operations during the conversion to 25kg bags.

1982-1992 RELIEF SHIFT MANAGER TO ASSISTANT PRODUCTION MANAGER, CAULDON STAFFORDSHIRE (3 POSITIONS)

- Front-line management on a complex 3-kiln semi-dry plant (2000 t/day) including leading a production team during the modernisation to a single kiln pre-calciner plant (2600 t/day).
- Took over direct control of packing and bulk loading operations
- Introduced operator performance assessment as a tool for improvement and future operator selection – reconfiguring the 7 shift teams and creating a template for the rest of the organisation.

1981-1982 SHIFT MANAGER BLUE CIRCLE CEMENT, OXFORD.

- Introduction to line management on a very small wet process plant.

1979-1981 PROCESS ENGINEER BLUE CIRCLE CEMENT, NORTHERN AREA TECHNICAL SERVICES, HULL.

- Front-line process engineering support to Hope Plant (2 kiln dry process) and Masons Plant (1 kiln wet process).
- Specialising in kiln feed slurry preparation and cement milling for the northern UK area.