

movers & shakers

THE HUMAN ANGLE

Name: Lindsay Edwards
Job title: HR manager
Company name: Rowan International
Sales: £41m
HQ: Basildon, Essex
Employees: 75



What's it like to work for your company? This is a great place to work – we have one open plan trading room for the buying and sales teams – the noise and the buzz are fantastic.

Why is it a good employer? We all know that if we do something exceptional it will be noticed. We won't just be rewarded with a good bonus and salary – we will also be thanked personally.

What's the best thing about working there? The business is growing and everyone has a genuine opportunity to benefit.

Are there any unusual benefits you offer? The company has a fantastic profit sharing scheme. Last year we paid out 20% of net profits, which by anyone's standard is exceptional.

How does it differ from its rivals? I don't know any other firm that shares such a large amount of its profits.

Is there a definable company culture? Yes, we all strongly believe that we are the best at what we do in our industry sector. We are proud of that and I think this shines through.

If the company were a car what would it be and why? It would be a Maserati Quattroporte. It looks like an efficient executive car, but there's a rocket hidden under the bonnet.

What's the training like? Our thorough training involves working in all departments and we devote a lot of time to personal growth. We have five graduate trainees and want to recruit more – ideally with foreign language skills.

Has the firm won any awards? We were shortlisted for the Business XL Company of the Year Awards in 2007.

What's your proudest achievement? In 2008, our sales broke through the £40m barrier, and we continue to grow in a recession.

What is your most important HR issue? The current market will allow us to attract some really capable people to our firm.

What are the most interesting roles? We have a very interesting role for a German speaker. We want to increase our business in Germany and we are looking for a country manager.

How does one go about applying for a job? Write to me at Rowan International Ltd, Endeavour Drive, Festival Business Park, Basildon, Essex, SS14 3WF, or email lindsay.edwards@rowaninternational.com, or call 01268 592000.

Do you have any tips for job seekers? Be clear and honest about your achievements and find out as much as you can about the company. Be ready to demonstrate your business acumen and additional skills, such as experience or languages.

Are you working on anything exciting? We are taking advantage of the increased demand for discounted goods. Credit crunched shoppers love a bargain and we are in the bargain business. Our sales are currently running 16% up on last year, so 2009 will be a good year for Rowan.

Teenagers to benefit from retail diploma

Joanne Grew

Schoolchildren are being encouraged to consider a career in retail, with the introduction of a new diploma in retail business for 14 to 19 year olds.

The diploma, which was given the go-ahead by the Government last week, has been developed by Skillsmart Retail in conjunction with retailers including Sainsbury's, Tesco, Spar and Waitrose.

The course will be available in 42 schools and colleges alongside GCSEs and A-levels and will combine classroom study with retail-based learning and work experience. There will be three levels to the diploma – foundation, higher and advanced – and a choice of 10 subjects will be available from September.

As well as studying the retail business and its sup-



The qualification will combine study with work experience

ply chain, students will also continue to study English, maths and ICT.

The diploma would provide Tesco with the opportunity to work with young people, Jo Baxter, Tesco personnel manager for UK stores and distribution re-sourcing told The Grocer.

"By gaining work experience, these learners will have an understanding of

retail and will be able to add value to our business from the day they start work," she said.

Philip Marchant, corporate development director at Spar UK and chair of the diploma steering group, added: "It is a fantastic new qualification that we have been working really hard to make right, and I can't wait to see it in action."

OTHER MOVERS

● Ice cream cone and wafer manufacturer **The Waverley Bakery** has promoted Robert Murray to finance director. He joined the company as financial controller in November 2005.

● Gavin Anderson has been appointed general sales manager at **Republic Technologies (UK)** – formerly **Swedish Match UK**. He has been with the company for six years and will be responsible for sales across the UK business.

● Forecourt operator **Gulf Retail** has appointed Karlos Ambrus regional manager for Scotland. He joins from Thames Petroleum and will be responsible for business development from The Borders to the Highlands.

● **Pernod Ricard** has reshuffled its international management team. Philippe

Dréano, chairman and CEO of Pernod Ricard Asia, has been appointed chairman and CEO of Pernod Ricard Americas. He will be replaced by Pierre Coppéré, chairman and CEO of Pernod. Coppéré, in turn, will be replaced by César Giron, chairman and CEO of Wyborowa. Meanwhile, Philippe Guettat, MD of Pernod Ricard China, has been made chairman and CEO of The Absolut Company. Con Constandis, chairman and CEO of Corby Distilleries (Canada), is to replace him.

● Irene Bocchetta, who previously handled Protected Geographical Indication and Protected Designation of Origin applications at **Food From Britain**, has taken up the same role at environmental consultancy

ADAS following the closure of FFB. Defra has awarded ADAS a contract to manage the EU Protected Food Names Scheme in England.

● **Beacon Foods** has promoted quality assurance auditor Lynne Davies to business development co-ordinator. She will liaise between customers, suppliers and the NPD team.

● Perween Warsi, founder and CEO of **S&A Foods**, has been awarded an honorary science doctorate by Aston University in Birmingham for outstanding service to business and innovation.

● **Hubbard Products** has named John Stallard project design manager for electrical, Rob Empson as project design manager for refrigeration and Rob Attawia as regional sales manager for the east.