



RICHARD DOBSON

Strategic Leader | Business Growth & Turnaround Specialist | Organizational Development

Qualifications

- BA Hons History & Management, Trinity & All Saints
- Access Course in International Culture, History & Politics, Airedale & Wharfedale College

Hobbies & Interests

- Hiking (Summited Mt Blanc, 2015)
- Callanetics & Fitness (Completed Total Warrior 2017 – 48th of 7,700 participants)
- AI, Philosophy & History
- Outdoor Adventures (Yorkshire 3 Peaks Challenge – completed in under 7 hours)

Professional Summary

Results-driven leader with over 24 years of experience in strategy, organizational development, and business transformation.

Proven expertise in driving profitability, scaling businesses, and leading successful turnarounds in volatile markets. Strong background in construction, mining, and civil engineering sectors. Adept at executing concentration, diversification, integration, and internationalization strategies to achieve sustainable growth.



Key Achievements

- ✓ **Business Growth & Profitability:** Scaled Brownlee Cale from a £40k startup to £25m in sales (2018), achieving 13 consecutive years of profitability.
- ✓ **Award-Winning Leadership:** Winner of the **Yorkshire Excellence in Business Award (2014)**.
- ✓ **Strategic Consulting & Leadership Development:** Led Lykke Minds strategy facilitation for a top UK independent contractor's senior leadership team.
- ✓ **High-Value Project Management:** Designed and implemented a competency management framework for the **£4.2bn Woodsmith Mine project (2020-2025)**.
- ✓ **Recruitment & Talent Solutions:** Developed and delivered recruitment process outsourcing agreements for major UK construction and mining firms.
- ✓ **International Consulting:** Led a global consultancy team delivering a detailed construction project report for one of India's largest cement producers.
- ✓ **Diversified Business Ventures:** Successfully launched a **holiday cottage business** during COVID-19 in the Yorkshire Dales and Northumbria National Parks.

Professional Experience

Brownlee Cale Ltd (Formerly Tech Search Associates) | CEO

2012 – Present

- Spearhead **strategic vision, innovation, and business expansion**.
- Full **P&L, commercial, and operational responsibility** across multiple divisions.
- Drive **research & development** for new products and services addressing complex challenges in engineering, recruitment, and project management.
- Successfully navigated the company through COVID-19 by **diversifying into new industries and services**.
- Established **trusted strategic partnerships** with clients, suppliers, and financial institutions globally.



Randstad CPE | Associate Director

2000 – 2012

- Managed **40 consultants across 3 regional offices**, overseeing recruitment and business development.
- **Turnaround Specialist**: Led the **Birmingham office from loss-making to profitability**, earning the **Outstanding Contribution Award**.
- **Top Personal Revenue Generator**: Achieved company records, including:
 - **£1.2m in personal billings (2006)**
 - **£127K highest monthly GP**
 - **£35K highest weekly GP**
- **Leeds Office Success**: Directed turnaround strategies during the **2008 recession**, improving EBITDA and recurring revenue while maintaining top performer status.
- Led the **Randstad Leeds Business Unit** to outperform London in ROI & ROE (2010).

Core Competencies

- ✓ Business Strategy & Turnaround Management
- ✓ P&L & Financial Oversight
- ✓ Recruitment & Talent Acquisition
- ✓ Risk & Crisis Management
- ✓ Market Expansion & Internationalization
- ✓ Project Management
- ✓ High-Value Contract Negotiations
- ✓ Leadership Development & Coaching