

## Curriculum Vitae / Career History

**Name** Mark Kimberley

### Profile

- Very experienced, results driven individual who is currently Chief Finance Officer with Nottinghamshire Police.
- Over 15 years' experience as a Corporate Director and Chief Finance Officer within local government.
- Experience as non-executive Chairman, Vice-Chairman and Chairman of Audit and Remuneration Committee of an Arm's Length Management Organisation responsible for Housing provision to over 7,000 tenants and their families.
- Has extensive experience of running and developing back office functions with a specific focus on improvement, financial stability, new ways of working and corporate governance.
- A Qualified Accountant (CIPFA) with extensive post-qualification experience at a senior level in the Public Sector.
- Has lead up to 258 staff with operational budgets in excess of £39m.
- Has strong management and leadership skills, having led teams as diverse as Finance, ICT, Customer Services, Leisure, Estates and Asset Management, Car Parking, Building Services, Transport, Revenues & Benefits, Procurement and Housing.
- Has extensive experience of running and developing front line and customer services with a specific focus on improvement, customer satisfaction, and new ways of working.
- Key Achievements include:
  - Led on a business case bid to the Home Office for the termination of a PFI deal, securing £6.5m grant for Nottinghamshire police and then leading on the return in-house of the Transport function, giving annual savings of over £650k p.a.
  - Led the turn around of financial management at a Police Force moving from a unsustainable business plan which led to an overspend of £9m to a sustainable balanced budget position and introduced robust Medium Term Planning arrangements
  - Created a strategy and led the introduction of a £2.5m transformation programme for a district authority that achieved a 5 year balanced medium Term Financial Plan without the need for significant service reductions or redundancies.
  - Led the successful project for the transfer of Council owned Housing stock to a newly formed Registered Social Landlord.
  - Led or had significant contribution to several programmes that transformed services, reduced costs and/or improved performance.
  - Implemented a strategy of obtaining best use of our Civic Centre asset by creating a 'virtual' unitary public sector provider. This has achieved a one stop service provision covering Upper and Lower tier Local authority Services, DWP, Voluntary Sector providers, Housing, Policing and the local Clinical Commissioning Group of the NHS. In addition the feel of the civic centre has been transformed to be a vibrant place of community business with improved services and satisfaction levels of our joint customers.
  - Developed and implemented robust financial management policies and practices across the organisation

Key Skills are:

- Ability to maintain a high level of performance for myself and the organisation and being committed to delivering continuous improvement
- Excellent inter-personal skills and people management.
- Development and delivery of corporate strategies, policies and plans.
- Ability to deal with ambiguity and uncertainty and remain resilient in times of change

- Strong analytical, forward planning and problem solving skills
- Ability to exploit the most out of new and existing technologies
- Excellent negotiating and influencing skills

## **Education/Qualifications**

**Chartered Institute Of Public Sector Accountants (CIPFA) 1990 – Trent University**

**Advanced Professional Development Programme 1994-1996 – Bristol University**

**Association of Accounting Technicians (AAT)**

**Advanced Internal Audit – Post Office Training Centre**

**A Levels: Pure Maths & Statistics**

**Economics**

**General Studies**

**Technical, Professional & Managerial Courses – Various to ensure compliance with post professional CPD requirements**

## **Employment History**

**Nottinghamshire Police Force  
Chief Finance Officer**

**May 2016 - Present**

### **Key Achievements:**

- Created a Force based Medium Term Financial Strategy linking workforce planning, financial ledger, risk management and IS strategy.
- Led on a business case bid to the Home Office for the termination of a PFI deal, securing £6.5m grant for Nottinghamshire police and then leading on the return in-house of the Transport function, giving annual savings of over £650k p.a.
- Significantly improved the confidence and robustness of financial performance and quarterly monitoring within the organisation.
- A member of the Force Executive Board charged with overall governance and performance management of the Nottinghamshire Police Force.
- Introduced new change control systems for Monthly and Quarterly budget monitoring.
- Supported the Chief Constable in achieving a transformation of the Force which includes funding for a new Force/Fire HQ Office Block, a new Custody Suite, the termination of the MFSS support service contract as well as overseeing the return of Procurement Services back to force and delivering significant savings in the service costs of the Finance function.
- Implemented a further phase of development in Financial Services that will see the creation of the 'Business Partnership' approach for Corporate Services.

**Gedling Borough Council  
Corporate Director & Chief Finance Officer**

**January 2012 – March 2016 (voluntary redundancy)**

**Key Achievements:**

- Created a strategy and led the introduction of a £2.5m transformation programme that achieved a 5 year balanced medium Term Financial Plan without the need for significant service reductions.
- Significantly improved the efficiency in the use of Assets generating both significant capital receipts and much improved rental incomes
- Led the way in Nottinghamshire in the development of a Council Tax Reduction Scheme.
- Set the strategy for improvement in the Revenues and Benefits Service that has reduced on-going costs by over £1/4m p.a. as well as improving performance and customer satisfaction levels
- Help develop the multi award winning Nottinghamshire CIPFA graduate recruitment scheme, resulting in high calibre graduates being employed/trained across both the public and private sectors
- Achieved an error free unqualified Annual Accounts and ongoing Annual Audit Letters that have had no recommendations for improvement.
- Worked with private companies to develop new ways of working in response to the technical reforms in both Business Rates and Council Tax administration.
- Developed a fully integrated approach to risk management linking audit, risk management, health & safety, VFM reviews with the overall Annual Governance Statement. Delivered savings in both Internal and External Audit costs as well as delivering savings in annual insurance premiums.
- Short term dual role as section 151 officer for the Nottinghamshire Combined Fire & Rescue Service
- Overseen significant investment in the redevelopment of Arnold Town centre, accessing European Funding, improved free car parking provision, assisting in ensuring the Building of a New Health centre was completed on time and developing the use of the Councils town centre theatre as a regular Cinema venue.
- Carried out negotiations on land sales, including detailed negotiations with the City Council in order to ensure the multi million pounds investment in the Gedling Access Road continued on track

**Gedling Borough Council  
Head of Corporate Services and CFO**

**October 2004 – December 2011**

**Key Achievements:**

- Reviewed managerial arrangements across all Corporate Services to ensure they were fit for purpose, efficient and focused on core priorities.
- Worked with Members and Chief Officers, following a change in political control, to review the Council's Vision developing a longer term plan for the strategic direction of the Council that was integrated with the Medium Term Financial Plan
- Review organisation against CIPFA corporate governance standard identifying gaps and developed action plan to bridge gaps.
- Introduced a shared service for payroll across both Rushcliffe and Gedling Borough Councils, building on services already provided to the voluntary sectors.
- Took an active role in redesigning the Treasury Strategy following the implementation of the prudential code. Changing our risk approach and funding outlook allowed the Council to deliver significant

reduction in financing costs.

- Played a significant part in leading the 'Gedling Transformation Programme' designed to deliver efficiency savings, improve the focus on customer services and to change behaviours/attitudes across the council employ's in order to increase flexibility in working practises.
- Recovered over £1.5m of VAT from Government in respect of the Flemming case, with further amounts to come.
- Led the successful transfer of Council owned Housing stock to a newly formed Registered Social Landlord. This resulted in 3700 properties achieving not only the 'decent homes standard' but meeting the local 'Gedling Standard' a much higher quality provision for tenants. It also resulted in additional investment of over £48m in Housing as well as reducing the Councils' pension deficit by £6m, seeing over £3m investment in public infrastructure (which helped secure the opening of Gedling Country Park in 2014), reduced PWLB debt by £4m and provided the Council with ongoing operational savings.
- Responsible for the management and delivery of a range of European and Central Government funding streams.

### **Gedling Borough Council Head of Finance**

#### **June 1994 – September 2004**

- responsible for back office including finance, exchequer & payroll, audit, insurance, risk & business continuity, revenues & benefits, ICT, and business improvement,

#### **Key Achievements:**

- Improved corporate governance and adherence to council's processes and regulations.
- Over an 18-month period replaced 6 major IT systems, all on time and within budget, including one of the first collaborative procurement exercises across the County for the purchase of a new Revenues & Benefits system.
- Led employee relations with trade union and staff around the changes surrounding new systems and their implementation.
- Worked closely with the Director of Environment on the successful tender for Refuse Collection which brought back in-house a service that had been previously been lost to a private sector supplier.
- Led the project for a major upgrade of the Councils IT mainframe and other hardware
- Completely refreshed the Councils Financial Regulations and Standing Orders for procurement in line with a move to the Cabinet system of governance.
- Played a crucial role in the development, trade union negotiations, introduction and subsequent appeals process of the authority's job evaluation scheme. Being one of the first organisations in the county to successfully implement this approach to fair pay at a cost of less than 4% of the pay bill.

### **Gedling Borough Council Manager of Audit Services**

#### **April 1991 – May 1994**

#### **Key Achievements:**

- Turned around a failing internal audit service that was in the process of being out-sourced, to a service that began to be commissioned by the Senior Management Team to do research and development work across the council.
- Led the Councils financial and overall submission for Unitary Local Government to the Boundary Commission, with them commenting on the quality of the financial analysis provided.
- Project led the implementation of Council Tax as a replacement for Community Charge.

**Post Office Counters  
Accounting Development Manager**

**September 1990 – April 1991**

- Working for the central accounting team developing new accounting processes for the sub-office network
- A 'trouble-shooter' sent on short term assignments to both the main and sub-office networks where accounting issues could not be sorted out locally.

**The Post Office  
Audit Manager  
September 1989 – August 1990**

- Responsible for the audit of financial & management accounts and development of financial systems for the corporate centre of the organisation.
- Won special Finance Directors recognition for an audit of HR activities that identified over £4m p.a. savings.

**Mansfield District Council  
Various  
October 1983 – August 1989**