

The latest appointments and promotions in Welsh business

Medtech firm Creo, which operates in emerging field of minimally invasive surgical endoscopy for pre-cancer and cancer patients, has appointed a new chair.

As the Chepstow-based and Alternative Investment Market listed business enters a new phase of growth it has appointed Kevin Crofton to its board as chair and Brent Boucher as a fellow independent non-executive director.

Both are expected to join the board with effect from July. American Mr Crofton will succeed Charles Spicer as chair.



Kevin Crofton.



Brent Boucher.

Mr Spicer has led the board since its flotation in December 2016 and has overseen a positive period of change and transformation. During this time, the group has evolved from a UK pre-market, pre-revenue early-stage medical device innovator, into an international commercial group with a range of proprietary innovative surgical solutions with a pipeline of post-market clinical programmes with globally recognised partners.

Mr Crofton has three decades of extensive international experience in the technology industry. He has a successful track record of driving innovation and generating profitable growth.

Most recently he was the chief executive of Comet Holdings AG, a Swiss listed technology company, where he delivered significant shareholder value by driving improved customer engagement.

Prior to this he was chief executive of Newport-based SPTS Technologies where he led the private equity backed management buyout and exit of the company to Orbotech, Inc – joining the team who subsequently sold the group to KLA-Tencor Corporation for \$3.4bn. He has also acted as chairman of SEMI International and the UK Compound Semiconductor Applications Catapult.

Mr Boucher brings extensive experience in the commercialisation of novel medical devices and has a record of success in growing and transforming businesses across a range of medical device specialities, including technologies, oncology interventions, surgical solutions and respiratory care.

Throughout his career in the USA, Mr Boucher has held a number of executive positions in large multinational medtech companies, including Covidien (acquired by Medtronic), AngioDynamics and Nuvasive, working to successfully deliver

revenue growth and shareholder value.

Craig Gulliford, chief executive of Creo, said: "On behalf of the board, I would like to thank Charles for his enormous contribution to Creo over the past eight years as chair. He has led the board as we transitioned from a privately held medtech startup, with big ambition, through flotation and subsequent funding rounds, into what is now an internationally commercialised public company with significant global partners.

"His guidance during this period of growth and evolution from both a personal and business perspective has been invaluable. Charles leaves Creo extremely well positioned for commercial expansion as we move into a significant period of growth. We thank him again for everything he has helped us to achieve.

"We are delighted to appoint non-executive directors of the calibre of Kevin and Brent. They are stalwart international executives, bringing with them deep industry knowledge as well as proven strategic capabilities and senior commercial execution experience. It has been a pleasure to get to know both Kevin and Brent over the last few months as we have worked through the selection process and begun to immerse them into the team and the business. I look forward to working with them on the next stage of Creo's journey."

Outgoing chair Mr Spicer said: "It has been a privilege to serve as Creo's Chair and work alongside my fellow directors and our dedicated staff since our IPO in 2016.

"I applaud and thank all the Creo team for their success in commercialising minimally invasive electrosurgical devices in both endoscopy and with surgical robotics partners internationally through Creo's Kamaptive licensing programme.

"Thanks also are due to all our fellow shareholders for their patient support through challenging markets and to our dedicated advisers for their wise counsel along the way. I

welcome Kevin and Brent, with their invaluable skillsets and experience, to the board and wish them and Creo the best of luck as they accelerate our clinical and commercial progress around the world.”

- **Blake Morgan**



Charlotte Whitehead.



Tomos Lewis.

Law firm Blake Morgan has made lawyers, Charlotte Whitehead and Tomos Lewis, partners.

Ms Lewis, originally from Bangor, joined the Cardiff

headquartered firm in 2018 and has played a key role in the firm's commercial and charities team.

He specialises in public procurement law, complex high-value contracts and projects, sports law, and governance and data protection. His clients include central and local government, NHS bodies, charities, and private companies.

Also based in Cardiff, Ms Whitehead supports the firm's property services group, advising on commercial property transactions, including acquisitions and disposals, leases, real estate financing, and development work. With 16 years of legal experience, she has worked on several major commercial property transactions and acted for a wide range of individuals, charitable bodies, and local, national, and international companies.

Eve Piffaretti, head of Wales Office at Blake Morgan, said: "I am delighted to welcome Tomos and Charlotte as our newest partners. They are recognised experts in their respective fields and known for their pragmatic, clear and creative approach to client work. I want to extend my congratulations to Charlotte and Tomos. I look forward to seeing them and their teams go from strength to strength as they each build upon this success."

- **YMCA Cardiff Housing Association**



Swansea Building Society's Richard Miles (left) is welcomed to

the YMCA Cardiff board by Andrew Templeton Group chief Executive at YMCA Cardiff Group.

YMCA Cardiff Housing Association has appointed Richard Miles of Swansea Building Society to its board.

Mr Miles, the mutual's head of savings and marketing, brings a wealth of expertise and strategic insight to his new role. He was previously a board member of social housing association Linc Cymru, which recently merged with Pobl.

Cardiff Housing Association, an organisation dedicated to providing safe and affordable housing solutions to individuals and families in need.

Its merger with charity, YMCA Cardiff, which is expected to be confirmed in October, marks a significant milestone in the organisation's mission to enhance community support and expand its reach.

Mr Miles said: "I am truly honoured to join the board of the YMCA Cardiff Housing Association.

"I look forward to collaborating with fellow board members and stakeholders to address the critical housing needs of our community and drive positive change. I would like to thank Alun William, our chief executive, and the society's board for allowing me to continue supporting local social housing organisations."

Andrew Templeton, group chief executive at YMCA Cardiff Group, said: "The addition of Richard to our Board is a testament to our commitment to excellence and innovation in addressing the housing challenges facing our community. His wealth of experience and dedication to our shared mission will undoubtedly strengthen our efforts to create positive change and improve the lives of those we serve."

- **Cardo Group**



Jane Nelson.

Cardo Group has appointed Jane Nelson as its chief operating officer.

The Cardiff-based group delivers property services and retrofit solutions for the social housing sector in Wales and England.

Ms Nelson has career spanning over 35 years in building maintenance for the housing sector which started as a trainee painter and decorator before gaining a MSc in Construction Refurbishment Management from University College London.

She is a former managing director of Kier Group and an executive director with Mears Group.

She co-founded Cardo Group with Liam Bevan in May last year to create a £150m plus revenue company employing 800.

She said: "I feel privileged to help lead such a dynamic and fast-growing company as the Cardo Group. My whole career has been dedicated to delivering industry-leading building maintenance services to housing providers.

"We believe that residents should have homes where they are proud to live and feel safe and secure. Our commitment is to work in partnership with landlords to deliver the repairs and improved homes that are needed, when they are promised, and to treat people with the care and respect they deserve in and around their homes."

Cardo Group aims to achieve revenues of £250m over the next three years.

Chief executive Mr Bevan said: "This is an exciting time for Cardo as we expand our business throughout the UK and draw on the huge amount of experience, we have across the group to make improvements to how services are delivered across social housing. Jane's inspirational leadership and innovative thinking will be vital to us as we develop our ambitious plans to deliver exemplary service for our clients.

"Formalising Jane's leading role within the company is well deserved and the whole team is looking forward to working with her to cement Cardo's commanding role within the sector."

The Cardo Group's roots were first established in 2012 by the group's platform company, LCB, which offers building maintenance services to social housing providers and public bodies in South Wales and South West England.

Alongside significant organic growth, the group has increased its footprint with the acquisition of Jefferies Contractors in the Midlands and Osborne Property Services, now Cardo (South), in South East England. Last month, Cardiff-based building refurbishment and decorating specialist A&N Lewis also joined the group.

- **Gavin Griffiths Group**



Gavin Griffiths Group left to right: Jon Hearing, Chris Taylor-King and Gavin Griffiths.

Swansea and Cwmgwili-based recycling and waste management firm, Gavin Griffiths Group, has appointed Chris Taylor-King as joint managing director of its new innovation division. He will share the role with Jon Hearing, the current technical director of Gavin Griffiths Group.

The appointment comes as the company is investing in driving innovation projects to develop and adopt new treatment and

recycling technologies.

Mr Taylor-King has nearly three decades of experience in the contaminated land and remediation contracting industry, working both in the field and as a company director. He started his career at Celtic-Englobe, an industry-leader in contaminated land remediation.

Most recently Chris has held the roles of European technical director and UK operations director where he has been responsible for knowledge transfer and innovation across business units, and the operation of five regional hazardous soil treatment facilities.

Mr Taylor-King said: "Having watched the drive, innovation, and growth of the Gavin Griffiths Group over recent years, I am very proud and excited to be joining such a dynamic, market-leading team. I'm looking forward to learning, 'grafting' and putting my skills and experience to the test.

"During my career I have developed a passion for the environment, sustainability and a drive for design and innovation which has enabled me to take on operational, technical and leadership roles. I'm excited to see what we can collectively achieve in terms of delivering innovation projects at Gavin Griffiths Group."

Gavin Griffiths, managing Director of Gavin Griffiths Group, said: "Chris's appointment is an important strategic move for the company as we invest in innovation projects and cement our commitment to staying on the cutting edge of new technologies.

"Alongside Jon Hearing, Chris will have an important role in driving profitable growth and expanding the range of waste materials that we can recycle and bringing forward new site-based solutions to tackle our customers' waste management challenges. I want to welcome him to the team and I'm looking forward to working together to create innovative solutions that will benefit businesses across South Wales and beyond."

- **Thomas Carroll Group**



Ian Price

(Image: Copyright Unknown)

The outgoing director of CBI Wales, Ian Price, has joined Thomas Carroll Group as a non-executive director.

Mr Price has been at CBI Wales for 19 years, having initially joined as assistant director for Wales and the south west before becoming director for Wales in 2017. He will stand down as director shortly. Prior to joining the CBI, he worked at Newport-based recruitment agency Acorn.

Caerphilly-headquartered insurance, risk and wealth management group Thomas Carroll, recently transitioned into an employee ownership trust (EOT). It also recently appointed insurance broking expert David Whittaker as its chief operating officer and a member of its board.

Mr Price said: “Thomas Carroll is a name that is synonymous with insurance in Wales and the south west, and works with some of the region’s biggest and most successful businesses.

“It has always been a highly regarded company with a reputation for professionalism and putting clients first, so when I was approached to join the board as a non-executive director, I didn’t hesitate.”

“I will bring my insight and expertise on the regional and UK economies to the Thomas Carroll board, as well as highlighting what is important for businesses today, to ensure that this is reflected in what Thomas Carroll is providing for its clients and any services it develops in risk management.”

Rhys Thomas, chief executive of Thomas Carroll Group, said: “Ian’s knowledge of the business landscape of Wales and the UK is unparalleled and we are very pleased to have him join us at Thomas Carroll. His experience of working with some of Wales’ biggest and most influential businesses will help us to develop our client offering.

“Ian will also be working on developing and delivering our succession plan and people strategy, ensuring that the group’s ambitious growth plans are achievable and sustainable for the next 50 years.”

- **Port of Milford Haven**



Anna Malloy.

The Port of Milford Haven has appointed Anna Malloy as its first communications and marketing director.

As a member of the senior management team, she will play a pivotal role in the delivery of the port's long-term growth and diversification agenda.

Tom Sawyer, chief executive of the Port of Milford Haven, said: "Anna has a key role to play in our future and it's doubly lovely to see 'port-grown-talent' flourish and for colleagues to progress up through our organisation."

Ms Malloy will lead across the public affairs, marketing, sustainability, media relations and community relations activities. She will therefore play a central role in the development of new and existing partnerships, including the Celtic Freeport, the Milford Haven Energy Cluster and the

hotel operator the Celtic Collection – alongside the delivery of major projects like Milford Waterfront and the Pembroke Dock Renewables Terminal.

Ms Malloy said: “This is such an exciting opportunity. I am proud to be joining the senior management team and look forward to delivering our ambitious strategy.

“The Port of Milford Haven is playing a key role in the transition of south-west Wales’ economy to a decarbonised future. A beautiful place, with great people, that I am privileged to call my home.”

- **Chambers Wales**



Paul Butterworth.

(Image: Matthew Horwood)

Chief executive of Chambers Wales Paul Butterworth has been appointed as the new vice-chair of the Regional Learning and

Skills Partnership (RLSP) for south-west Wales.

Covering Carmarthenshire, Neath Port Talbot, Pembrokeshire and Swansea, the RLSP is dedicated to bridging the gap between education, skills and regeneration. It aims to ensure that the skills provision is aligned with the economic priorities and opportunities of the region, as well as tackling the new skills landscape that is happening within the energy, construction, manufacturing and digital sectors.

Mr Butterworth said: "I am determined to create a better and fairer business landscape for West Wales to ensure that the local economy has the best available skills development for future project development and the transition into the green economy and energy sector to ensure West Wales thrives."

Jane Lewis, regional partnerships manager at RLSP, said: "We are delighted to have Paul on the board. He will be instrumental in achieving our goals and look forward to the positive impact his appointment will have on the region."

- **Cornerstone Finance Group**



Hadyn Thomas.

Haydn Thomas has been appointed chief executive officer of Cornerstone Finance Group following regulatory approval from the Financial Conduct Authority.

Mr Thomas, who moves from his role as chief commercial officer which he's held since 2020, will remain on the board of the group. From Maesteg, he has vast experience in financial services, having held various roles during his 25 years at NatWest. His role as CEO will see him have overall responsibility for all businesses within the Cornerstone Group, with a particular focus on leading the FCA regulated arms trading under The Cornerstone Network (TCN) and Cornerstone Finance brands.

As part of the restructure Kevin Morgan, who joined the business in August last year, will combine his role of managing director of Cornerstone Commercial Finance with the role of chief commercial officer for the group, while Michael Wayman becomes executive chair.

The Cornerstone Finance Group has experienced substantial growth in recent years and now employs 30 staff from its Cardiff Gate headquarters.

Commenting on the appointments, Mr Wayman said: "Haydn's appointment as CEO is an incremental step in the Cornerstone journey. Both he and Kevin bring unrivalled experience in the sector and these appointments will drive the business into the next chapter, which will see further growth and us working to deepen client relationships."

Mr Thomas said: "I am delighted to be moving into the CEO role for the Cornerstone Finance Group. I look forward to leading the business through its next growth phase and continuing the trajectory we're on."

The Cornerstone network has grown in the past two years and currently has 160 mortgage and protection advisers across 48 appointed representative firms throughout the UK. It supported more than £425m in mortgages in 2023 and is on track to increase the number of advisers to more than 200 in 2024, delivering in excess of £750m in mortgages.

- **Kontroltek**



One of the UK's leading providers of industrial electronic repairs, Kontroltek, has announced a key promotion within its sales team.

Zach Taylor has been promoted from account manager to regional sales manager.

Mr Taylor joined the Bridgend-based business, which works with leading manufacturers and businesses globally, in December 2020 as a commercial management trainee while studying for a degree in business.

He will now be looking after customers in Bath, Bournemouth, Bristol, Dorset, Exeter, Portsmouth, Plymouth, Salisbury, Southampton, Taunton, Torquay and Truro.

Mr Taylor said: Since starting at Kontroltek, the company has been very supportive of my progression and growth. I am excited to take on this new role and I am fortunate to visit businesses of all sizes in the south-west, with a variety of needs whether it be repair, supply or on-site engineer visits."

Cath Demaid, director of commercial and HR, said: "Zach is a fantastic addition to our regional sales team. The experience and knowledge he has built since he started with us perfectly places him to provide an excellent level of service and expertise to our customers in the south-west region."

Mr Taylor is also captain of local club Pencoed RFC, which Kontroltek has sponsored for a decade.