

# Curriculum Vitae: NICK STURGE

LinkedIn Profile: [www.linkedin.com/in/nicksturge](http://www.linkedin.com/in/nicksturge)

**Full Name:** Nicholas Graham Sturge BEng CDir MIET FIoD FRSA

**DOB:** 26<sup>th</sup> April 1967

## Summary:

- An extensively networked, people focussed, driven executive with broad experience across multiple sectors in public, private and third sector organisations.
- An entrepreneurial, values and partnership driven, inclusive and collaborative leader with deep and broad experience gained through co-founding a hi-technology business, supporting hi-tech startup companies and delivering high-profile public/private sector projects and able to balance empathy and business focus
- Has developed strategies, forged collaborative partnerships and directed and managed operations, developed and managed teams of all ages and abilities and delivered effective mentoring, coaching and training in and out of the workplace.
- Works with people at all levels and in all disciplines with integrity and able to keep multiple and diverse activities in play.
- Demonstrable experience of delivering timely solutions to complex problems, drawing on experience and using effective communication, mediation and executive decision making skills. .

## Achievements

Delivering Engine Shed: a ground-breaking, multi-stakeholder, publicly-funded project within 11 months.  
Building the Bristol SETsquared Centre into a world-class, high-performing, sustainable business incubator.  
Delivering a youth-exchange to Ghana, on budget and on time, against significant internal challenges.  
Growing the local influence of Bristol IoD to the point where it was instrumental in establishing the local LEP.

## Employment History

### Company

### Progression

**July 2013 - Present**

**Director, Engine Shed  
Director, Science Research Foundation  
(a subsidiary of The University of Bristol)**

*[Engine Shed](#) is a collaboration between Bristol City Council and the University of Bristol, co-locating multiple, synergistic innovation assets*

As co-founder and Director I created the vision and business plan and forged a pioneering collaboration between Bristol's two largest institutions in an entrepreneurial style and structure that was new to both. This involved securing stakeholder buy-in, raising £1.7m of public funds, gaining planning and listed building consent, a high-profile launch, growing the SRF team by 50% and installing full facilities management all within 11 months of writing the business plan. I have grown The Science Research Foundation to a £1m+ turnover, profitable subsidiary of the University including a five-fold increase in turnover within five years

**Oct 2006 – Mar 2016**

**Director, The Bristol SETsquared Centre  
Director, Science Research Foundation  
(a subsidiary of The University of Bristol)**

*[SETsquared](#) accelerates early-stage, high-tech, high-growth companies by providing mentoring, coaching, business advice and skills development.*

*The Science Research Foundation operates Engine Shed and the Bristol SETsquared Centre as two distinct business units.*

As Centre Director, I marketed, operated and grew the Centre and managed delivery of support through in-house staff and partners and provided bespoke mentoring and support to early stage and serial entrepreneurs and CEOs of all ages. I have helped over 170 companies develop and implement strategies for growth, assisting them in raising over £168m of funding. Notable successes include [MyBuilder.com](#), [XMOS](#), [Tidal Generation](#), [Doc Com](#), [BrightPearl](#), [SecondSync](#), [UltraHaptics](#) and [BluWireless Technology](#) where significant growth has been achieved through analysis and selection of strategic options and effective board building. In 2008, the Centre was awarded 'Established Incubator of the Year' and in 2013 the "Best Designed Business Incubator" by [UKBI](#). In 2015, the 5 Centres of the Partnership were ranked best university-backed business incubator in the world by UBI. Bristol is the largest of the 5 Centres.

**Sep 2011 – Nov 2013**

**Sponsorcraft Limited – NED**

Non-exec director, and investor, of angel-funded start-up.

**Jul 2008 – Jan 2010**

**LifeWorklife Limited – Non-exec Chairman**

Internet start-up, helping install governance and strategy.

<b>Jan 1993 – Oct 2004</b>	<b>Motion Media Technology Limited</b> <i>(now SCOTTY Group Europe Limited)</i> Co-founder and Business Services Director. Motion Media PLC Board director (Ofex and LSE): 1996-2001 <i>Motion Media (“MM”) was set up by a group of 6 engineers, redundant from ST Microelectronics, to exploit technology in video compression. MM floated on Ofex in 1996, peaking at a market capitalisation of £270m, moved to the LSE in 2000 and then to AIM in 2002. In 2000 it acquired people, technology and offices of USA-based C-phone Corp. In 2004 it acquired a private Austrian company via reverse takeover, becoming SCOTTY Group PLC. The company became a world player in the development of video compression technology selling to over 40 countries using ISDN, PSTN and IP technology, utilising licensing, OEM and own-branded business models.</i>	My role as head of <b>IT</b> saw development of a hi-tech business to an integrated global company. As global head of <b>HR</b> I was responsible for enabling a people oriented business with rapid growth to 125 people followed by implementation of six problem-free redundancy programmes. I drove the <b>Quality</b> strategy for the company, promoting the concept of ‘people, products and processes’ as the components of an effective, entrepreneurial business. I had responsibility for <b>Facilities</b> , driving a complex sale and leaseback deal, a complex and successful dilapidations negotiation and implementation and over 2 years of managing underleases and running a business centre. I generated profit from the 30,000 sq ft. building by selling additional services and strict cost control. My responsibility for <b>Manufacturing</b> required liaison with multiple sub-contract manufacturers in the UK and USA and development of volume production plans and appropriate quality assurance processes. My final task at SCOTTY was to outsource the IT, HR and facilities management functions from the UK operation.
<b>Sep 1990 – Dec 1992</b> <b>Aug 1989 – Sep 1990</b> <b>Sep 1985 – Sep 1986</b>	<b>ST Microelectronics (Inmos)</b> <b>Scimed Limited, Bristol</b> <b>Medical Physics, Bristol Royal Infirmary</b>	CAD Support Engineer Graduate Electronics Engineer Student Medical Physicist

### Personal Details

<b>Education:</b>	<b>1986-89</b> <b>1978-85</b>	University College of Swansea, Wales - BEng (First Class) in Electronics with Computing Science Portway Comprehensive School, Bristol - Maths, Physics, Electronics ‘A’ Levels
<b>Other Qualifications, Courses and awards:</b>		IoD South West Public Sector Director of the Year, 2014 Outstanding Contribution to Business Incubation, UKBI, 2012 Lifetime Achievement Award, The Sparkies, 2017 Maserati100 list – 2016, 2017 IoD Chartered Director (2017), Diploma (Distinction) and Certificate in Company Direction IoD Role of the Non-Executive Director Driving Economic Growth through Scale Up Ecosystems – Scale Up Institute, 2016
<b>Memberships:</b>		Fellow, Institute of Directors (IoD) Member, Institute of Engineering and Technology (IET) Fellow, The Royal Society for the Encouragement of Arts, Manufacture & Enterprise (RSA) Serving Brother, The Order of St. John
<b>Other Involvements:</b>		Chairman, IoD South West Region (Jan 2016 – Dec 2018) IoD Council member (2016-present) Including on Nominations Committee Advisory Board member, Common Purpose, Bristol (2014-present) Advisory Board member, Innovate UK, EEN Scale Up Pilot (2018-present) West of England LEP – founding member of sector and cross-cutting groups (2011-present) Partner of Omnigenix, a personal service company (2004-present) Chairman of Trustees of The Graham Ecroyd Trust, a small charity (2000-present) Angel investor <i>Judge on PwC ‘Business of the Year’ competition (2007-2015)</i> <i>Member, UK Tech Cluster Alliance – for the Bristol &amp; Bath cluster (2013-2016)</i> <i>Member of Advisory Board, Filwood Green Business Park (2014-2016)</i> <i>Partner of Leyland Sturge, a residential property partnership (1996-2017)</i> <i>Board Member, SW Microelectronics iNet (2010-2015)</i> <i>Council Member, Avon St. John Ambulance (2009-2013)</i> <i>Volunteer Member of St. John Ambulance including senior management roles (1996-2015)</i> <i>Chairman, IoD Bristol Branch (2008-2010)</i> <i>Board Member, West of England Skills &amp; Competitiveness Board (2010-2011)</i> <i>Chair of the SW Science Park &amp; Incubation Leaders Forum (2010-2011)</i>
<b>Interests &amp; domestic Health:</b>		Family, Friends, Wining, Dining, Motorcycling. Married with two children (1997, 2000) Physically fit. Non-smoker
<b>References:</b>		Personal and commercial references available on request and published on <a href="#">LinkedIn</a> .

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6 Clare Road, Bristol, BS6 5TB. Tel: +44 7973 361179 email: [nick.sturge@omnigenix.co.uk](mailto:nick.sturge@omnigenix.co.uk)