

JONATHAN PLUMTREE

OVERVIEW

Experienced Non-Executive Director with over 30 years involvement in corporate and charity sectors, including 20 years as a Board Director.

Significant executive experience at CEO level having run three successful financial services businesses, covering a range of environments including start-up, SME and within multinational groups. Most recent CEO role also involved leading Board development activities and transformation of corporate governance

Varied non-executive exposure from Trustee Director roles, including experience of a successful merger which created the largest UK children's cancer charity, and as Chair of two Board Committees

Approach is grounded in strong financial and risk disciplines, gained in big four accountancy practice and as Finance Director of a fast-growing regulated business. Other core strengths include strategic focus, corporate governance, business leadership and operating in a heavily regulated environment.

DIRECTORSHIPS & OTHER POSITIONS

- Trustee Director & Vice Chair of Wessex Cancer Trust (since 2022)
- Vice President (voluntary role) for Young Lives Vs Cancer (since 2014)
- Director of Omnilife Insurance Company Limited (2017-21)
- Member of Vistage executive network (2018-21)
- Director of various Zurich operating companies (2015-17)
- Trustee Director of Zurich Community Trust (2013-17)
- Trustee Director (2004-14) & Vice Chair (2012-14) of CLIC Sargent, UK's leading children's cancer charity. Also chaired the Finance & Resources Committee and Audit Committee for some of this time
- Director of Unum Limited (2003-07)
- Various regulated (PRA/FCA) roles held throughout career including SMF1 (CEO); CF1 (Director) and CF13 (CFO)

CAREER TIMELINE

2017 - 2021	Omnilife Insurance Company Limited – Chief Executive Officer
2014 - 2017	Zurich Insurance Group - Head of Zurich Corporate Savings
2008 - 2013	Zurich Insurance Group - Head of Zurich Corporate Risk
1997 - 2007	Unum Limited – Finance Director
1989 - 1997	Coopers & Lybrand – Senior Manager
1985 - 1989	Royal Navy – Sub-Lieutenant

QUALIFICATIONS

BSc (Hons) - Exeter University: Engineering Science (1989)

FCA – Institute of Chartered Accountants in England & Wales (1992)

OTHER INFORMATION

- Married to Nicola with two daughters, Olivia (aged 23) and Jemima (aged 22), and Lola the Mini Schnauzer
- Leisure interests include running & fitness, dinghy sailing, baking, playing the piano and walking the dog
- Contact details: Email – Jonathan.plumtree@btinternet.com | Mobile - +44(0)7875 886441

KEY ACHIEVEMENTS

Omnilife	<p>Headhunted to transform this specialist group protection insurer and quickly established new, targeted growth strategy. In first two years, almost doubled annual premiums to £20m, while modernising the business and achieving recognition in several industry awards.</p> <p>Overhauled Board processes to deliver clear, comprehensive programme of Board and Committee meetings, supported by high quality, timely papers and follow-up.</p> <p>Transformed the operating model from centralised 'command & control' under the previous CEO to a scalable structure with clear accountability and delegation of authority.</p> <p>Recruited and worked with new CFO to develop performance reporting framework, from robust planning process through to monthly balanced scorecard reporting and supporting analyses.</p> <p>Strong people focus - filled management gaps and coached managers to prepare for increased responsibility; aligned staff incentives to new growth strategy and my own targets; upgraded staff benefits & communication; introduced community & wellbeing focus into the business.</p> <p>Led from front throughout sale process to RGA, realising an increased value for the business while dealing with complex due diligence issues such as minority shareholder interests.</p> <p>Led successful repositioning of company as a closed book consolidator, navigating significantly increased scrutiny from regulators to complete first transaction at the end of 2020.</p> <p>Gave notice of planned retirement in early 2021 allowing sufficient time to find successor and complete handover before end of the year.</p>
Zurich	<p>Approached through network to build and launch specialist group risk business for Zurich in the UK. Successful build phase led to launch in February 2009, achieving rapid growth in business to establish it as a leading group risk provider, growing to c£100m annual premiums.</p> <p>Subsequently appointed to provide Executive leadership to the corporate savings business / Executive team and set the strategic direction for all activities, including navigation through pensions freedoms change, growing to c£20bn assets under management.</p> <p>Overall responsibility for developing and executing strategy and plans for both businesses, including gaining executive support for an accelerated growth strategy.</p> <p>Zurich roles included directorships for several operating companies, in addition to which I was a Trustee for Zurich Community Trust, overseeing charitable activities of the UK business.</p>
Unum	<p>Joined as Senior Financial Accountant, promoted to Director of Finance within first year and subsequently joined the Board as Finance Director in 2003.</p> <p>Significant role in M&A activities, in particular the purchase of UK Group Risk businesses from Sun Life Financial of Canada and Swiss Life, and the disposal of non-strategic Dutch branch.</p> <p>Led financial management of the Company through period of very rapid growth in revenues and profit. Also responsible for establishing audit & risk management function and had executive responsibility for Sarbanes-Oxley implementation and ongoing compliance.</p>
Young Lives Vs Cancer	<p>Joined as Trustee for CLIC and supported decision to merge with Sargent Cancer Care, becoming heavily involved in merger process and subsequently became Trustee of merged charity.</p> <p>Chaired newly created Audit Committee, establishing robust governance framework and subsequently became chair of Finance & Resources Committee and Vice Chair of the charity.</p>
Wessex Cancer Trust	<p>Appointed as Trustee and Vice Chair in early 2022. Other responsibilities include Chair of Retail Advisory Committee and Trustee member of the Strategy Implementation Group.</p>