**NICHOLAS BENNETT**

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**PROFILE**

A professional, self-motivated strategic and tactical leader with extensive record of identifying problems and creating workable solutions using excellent organisational and communication skills. Experienced in high risk, complex operations. Leadership and experience managing multi discipline teams in the Metropolitan Police Service and in the Private Sector. Management skills focusing on decision making in a pressurised and time critical environment. Detailed knowledge of commercial pressures affecting the business environment. Planning, developing and delivering change focusing on improving service. Influences opinion formers on future policy.

**KEY SKILLS AND EXPERTISE**

* Strategic Thinking: Vision with an International perspective. Idea development, forward planning and problem solving. Management of business objectives, focused on risk analysis. Effective use of complex data.
* Leadership: Effective, proven, tested and highly experienced leader in high risk, high stress situations, able to assimilate fast time information and make quick time decisions.
* People Management: Communication at all levels, motivating, encouraging, coaching, training and development, influencing, recruitment, conflict management, identifying individuals’ strengths and development needs.
* Business Development: Change management, understanding budget management and priorities.
* Relationship Building: Negotiation, persuasion, client needs identification, business benefits, focused targeting, customer analysis, improve customer satisfaction.
* Operations and Logistics: Issue identification, feasibility studies, improving productivity and time efficiency, reducing costs, project management, resource management, driving standards and installing best practice.

**EXPERIENCE**

**04/2014 – Present Head of Security Canary Wharf Management Limited**

Management of 550 security staff. Responsible for a budget of £21 million providing security for a major Business and Retail district. Building and enhancing relationships with tenant company security management at Director level. Developing key knowledge of tenant business needs so that a high level of confidence in Canary Wharf security is maintained and in turn communicated to Global and Regional Headquarters. Conducted briefings at Board level together with ad hoc verbal briefings to Crisis Management Group. Influenced capital expenditure on major projects after making effective business case. Delivered commercial pitch presentations to attract new business. Implemented systems to minimise disruption to business and embedded this, working with the Counter Terrorism Command to deliver presentations to tenants. Introduced new technology, training and employee terms to the Security Operations Centre. This has enhanced internal/external communications, improved horizon scanning and real time information gathering. This has enabled effective risk management and rapid implementation of decisions to mitigate risk. Adept at change management, introduced a fitness testing programme for all security staff which has reduced absence by over 40%. Maintains network of contacts including Security Service, Counter Terrorism Command and Military. Facilitated largest ever UK CT Exercise in 2015. This was followed in 2016/17 by Exercise Templeguard, a UK Special Forces deployment to a Marauding Terrorist attack and several further exercises. Used organisational learning to develop capability, communications systems and delivered a training module to almost 1000 retail staff on the ‘Run/Hide/Tell’ programme. Used International contacts to benchmark and refine process. Designed and managed UK wide training to Center Parcs as a result of collaboration with Brookfield and now included within worldwide engagement with counterpart security management. Active in International Law Enforcement contacts. Worked with the Foreign and Commonwealth Office in hosting visits by RAID (French CT Unit), DSI (Holland) and Turkish and Moroccan Policing delegations to further UK influence in intelligence gathering. Managed major incidents including events involving fatalities. Devised emergency plans across a wide portfolio and implemented a thorough audit programme. Works with Police and partners to provide security for events involving protected persons. Responsible for access control systems (CCure 9000). Managed large contracts including performance, tender process and budgets. Member of the ‘Crowded Places Information Exchange’, a vetted post which receives privileged information. Performs 24/7 ‘on call’ function.

**12/2013 - 04/2014 Superintendent - Specialist Firearms Operations Metropolitan Police Service**

Managed over 500 firearms officers. Accountable for London Firearms operations, influencing policy/process up to Mayoral level. Relationship building with influential stakeholders including Members of Parliament, Independent Advisory Groups and other opinion formers. Developed a media strategy to improve community confidence in policing. Planned/delivered National Counter Terrorism exercises. Mentored senior officers at strategic command level. Tasked peer review of training and operational activity to identify savings. Improved partnership working with UK Forces and ‘ATLAS’ partners (European Counter Terrorism Units). Lead response to historical shooting enquiries.

**09/2012 - 12/2013 Chief Inspector- Specialist Firearms Operations Metropolitan Police Service**

Reviewed/restructured recruitment strategy resulting in an 80% increase in applications. Devised joint working with British Security Service enabling covert armed support to high threat operations. Responsible for setting, monitoring and management of complex budgets funded from multiple sources. Demonstrated strong governance to budget-holders including contacts at senior HM Government level. Risk assessed and produced travel security plans for risk areas including Ministerial visits. Provided tactical advice for protection operations, notably regular trips by Tony Blair in his capacity as the Quartet Representative, often involving negotiations with quasi-military groups. Commissioned Strategic Threat Assessment which was used to review/amend training and operational capability. Operational experience of a command role in Counter Terrorism. Providing strategic and tactical advice to mitigate risk at public/ceremonial events. Worked with Prison Service to plan operational response to hostage taking incidents. Responsible for Cabinet Office sponsored project to deliver specialist teams by air to isolated areas. Developed capability for incidents in smoke filled environments with the London Fire Brigade. Post incident manager following several police shootings. Led team providing VIP and event protection at G8 Northern Ireland.

**10/2008 - 09/2012 Inspector - Specialist Firearms Operations Metropolitan Police Service**

Managed covert firearms response targeting serious armed criminality/terrorism. Accredited as a tactical commander. Planned/led high threat operations. Represented Police Internationally on the development of tactics. Led team from four UK Forces during the 2012 Olympics. Trained on Counter Assault Team tactics and as a National Aircraft Protection Officer (Sky Marshall), in conjunction with UK Forces and the Dutch Royal Military Police.

1**0/2006 - 10/2008 Inspector - Armed Response Team Metropolitan Police Service**

Time critical decision making in pressurised situations. Commanded a high profile operation which resulted in a fatal shooting and subsequent enquiry. Following negotiations with the Police Complaints Commission I voluntarily gave up my witness anonymity in order to ensure other principle officers were able to maintain theirs.

**03/1990 - 10/2006 Police Constable - Police Sergeant - Inspector Metropolitan Police Service**

Performed various roles including secondment to Murder Squad, initial management of major incidents including two bomb attacks as well as engagement with community groups in challenging inner city areas.

**QUALIFICATIONS, PROFESSIONAL TRAINING AND AWARDS**

National Tactical Firearms Commander. National Specialist Firearms Tactical Advisor.

National Gold Firearms Commander. Foundation for Senior Leadership, Bramshill Police College.

Business Skills for Senior Leaders, Bramshill College. Occupational Health & Safety Strategic Leadership Course.

Nine 'O' levels including English, Maths, Economic principles and sciences.

Two 'A' levels, Government and Politics, Economics.