



John Scutt | Biography

John is Managing Director of The Lindfield Partners Pty Ltd trading as Essential Management Services™. He has successfully provided a range of business advisory services for Small Medium Enterprise (SME) clients since 2006. John is recognised as having strong business, marketing and financial skills honed over many years in listed and private companies and has regularly published business related articles and undertaken speaking engagements.

Over the past 14 years John has built Lindfield Partners into a team of specialist boutique advisory partners to provide a range of comprehensive services offered to SME business owners aimed at taking the key strategic steps for the business growth and occasionally to maximise the value of the business using structured succession plans.

John has personally developed a proven range of these business services that are offered as part of the engagement with the SME business owner.

Lindfield Partners offers a complete range of business services including:

Board Advisory, CEO Mentoring, Business Valuations, Fund Raising, Mergers & Acquisitions, Project Management, Succession Plans, Strategic Business Plans, Sales & Marketing Plans, R&D Innovation projects, Intellectual Property Commercialisation and Executive Search for C suite managers or Board members.

Philosophy

John is committed to working with organisations focused on the development of new products and/or services, particularly those creating intellectual property through innovation as it is his belief this is the best opportunity for Australian businesses to compete internationally in the years ahead. For John, Australian businesses will need to develop a positive edge through innovation and continuous modernisation of their operations that will lead to improved productivity and profitability. Over his career John has always sought opportunities that enabled him to assist companies to create greater value for all stakeholders.

Corporate Work Experience

Over a 35 year corporate career, John has worked with a range of international and local companies in senior roles from Executive Director, CEO, CFO and Company Secretary. These organisations include well recognised brands:

- BHP Group (Commonwealth Steel Company Limited)
- Shell Australia (Austen & Butta Limited)
- Y&R Group (Australia & New Zealand)
- DFS Group (Australia & New Zealand)
- Allders PLC (Australia & New Zealand)
- TVSN Limited
- CiTR Pty Ltd (University of Queensland)
- Inventis Limited

John has a proven track record of success in managing start-up operations (including his own e-tailer Ezishop in the late 90s) as well as senior roles in national and international companies covering industries as diverse as advertising, mining, transport, manufacturing, retailing, television, commercial property, IT software and government departments.

John's commercial experience, both from an investor and management perspective covers a broad range of disciplines including board, C suite management, operations, sales, distribution, marketing and finance roles.



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Client Work Experience

At Lindfield Partners, over the past 14 years John has built an impressive list of SME business clients covering aged care, NDIS, retail, food & beverage, manufacturing, IT services, professional services (architects, accounting and legal practises), transport & infrastructure, advertising and PR and commercial property.

Board Work Experience

John has also been an active Director for a range of clients including the following organisations.

Talent-Tier (Recruitment and HR Services)

Appointed a Non-Executive Director of the Advisory Board in June 2021. Talent Tier is an Enterprise talent market place where demand for talent meets supply. Talent-Tier offers an agile workforce solution where clients can hire at scale, with the focus on quality talent, at the best rates. Through the use of AI (artificial Intelligence) we facilitate companies to hire from a broad range of talent pools. The platform enables access to pre-vetted talent for fulltime, and contract roles. The non-executive director duties includes working with the CEO covering organisational growth plans including fund raising, review of corporate governance, risk management policies, strategic business plan, mergers and acquisitions opportunities.

Greystanes Disability Services (NDIS Support Services)

Appointed a Non-Executive Director in May 2021. Greystanes Disability Services assists people with disabilities who may require significant support to participate and engage, to communicate, to exercise choice and decision-making, and for daily living and good health. Greystanes is a trusted member based (NFP) not for profit organisation with over 62 years' experience in supporting people with disabilities to live a self-directed life. We take an individualised and holistic approach in empowering our members to live as independently as they choose. Greystanes was established in Leura in 1958. The non-executive director duties includes working with the CEO covering organisational change and growth plans including review of corporate governance, risk management policies, strategic business plan, executive recruitment, mergers and acquisitions opportunities.

MWP Care Limited (Aged Care Support Services)

Appointed a Non-Executive Director in July 2014 and President (2015-2020). MWP is engaged in a range of community related aged care support services designed to assist elderly people to remain independent in their own homes rather than be moved into retirement and aged care facilities. As President the non-executive duties included working with the CEO covering organisational change and growth plans including review of corporate governance, risk management policies, strategic business plan, executive recruitment, mergers and acquisitions opportunities and capital restructure including new commercial building services. MWP is a trusted member based (NFP) not for profit organisation with over 53 years' experience in supporting elderly people to live independently in their own homes. The organisation celebrated its 50th Anniversary in September 2017.

Mona Vale Chamber of Commerce (Business & Community NFP Services)

Appointed to the executive committee in June 2010 and appointed Vice President (2014-2017). The Chamber is engaged in a range of community and business related activities. The executive committee duties included event organisation, membership growth plans, ongoing relationship with Northern Beaches Council on a range of community initiatives and promoting member services to the broader business community in Mona Vale. I was also appointed to the Committee that organised the 50th Anniversary of Mona Vale Hospital celebrations in October 2013 and completed a successful fund raising event in February 2016 raising \$40,000 in donations for the local hospital.

Cornerstone Performance Management Pty Ltd (Professional Services - IT)

Appointed a non- executive Director (2019-2020). Assisted the senior management team with shareholder renewal, organisational change and growth plans including review of corporate governance, risk management policies, strategic business plan, mergers and acquisitions opportunities and capital structure.



Foster Bus Service & Deane Snow Group (Bus Transport Services – Ski Lodge Hospitality Accommodation)

Appointed a non-executive member of Advisory Committee (2013-2015). Worked with the senior management team on organisational change, debt restructuring and growth plans including review of corporate governance, risk management policies, strategic business plan and capital restructure including bank refinance negotiations. The Forster Bus Service was successfully sold for \$16m in September 2015.

Group GSA Pty Ltd (Professional Services – Architecture)

Appointed a non-executive Director March 2008 and Chairman of Board (2008-2011). Assisted the senior management team with organisational change and growth plans including review of corporate governance, risk management policies, strategic business plan, mergers and acquisitions opportunities and capital structure.

The Lindfield Partners Pty Ltd trading as Essential Management Services (Business Advisory Services)

Founding Partner offering business and management advisory services to the SME market in Australia since 2006.

Scutt Partners Pty Ltd atf J Scutt Family Trust (Private Investor)

A private investment company owned by the Scutt family investing in property, private companies and ASX listed organisations since 1984.

Education

John holds a Bachelor of Commerce (Honours) from the University of Newcastle and was awarded the University Medal in Accounting in his Honours year.

Memberships

John is a FCPA member with CPA Australia, a FIML member with the Institute of Management and Leaders, a FAICD member with the Australian Institute of Company Directors.