

## **Curriculum Vitae - Basil G M Gouge**

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***'At home operating in the Boardroom or Hostile, Remote & Challenging Locations'***

### **Current Role (February 2015 – Present)**

#### **Divisional Manager Asset Protection – Hill & Assoc (A G4S Group Company)**

A consultancy role supplying the full spectrum of Enterprise Risk Management, Security Services and Business Resilience Solutions to a full spectrum of clients; Public and Private sector, Commercial, MNCs, Diplomatic and NGOs.

#### **Leading the Emergency Response & Close Protection Team;**

- Escort & Close Protection Duties for our client's VVIP Visitors Programmes to Indonesia and Special Events Security Management to maximize their time in country and avoid unnecessary delay whilst ensuring Safety and Security.

#### **Forming New and Reviewing old Risk Management and Resilience Plans for;**

- Security Management Systems
- Business Continuity Plans
- Crisis Management and Emergency Response.

#### **Leading Basic Security Training;**

- Security Guards
- Security Supervisors
- Security Managers
- Security Awareness for Site & Building Managers
- CCTV Operators and Control Rooms

#### **Specialist Training;**

- HEAT
- VPSHR
- Self Defence
- Management of Actual & Potential Aggression

#### **Crisis Management Training;**

- All Staff Socialization
- Key Staff Table Top and Semi Live exercises over multi-site and multi country platforms for a number of MNCs.

Embedded in a number of companies as the Security Subject Matter Expert to assist in the planning of; Security Strategy, Tactics and Operational Delivery.

See [www.hill-assoc.com](http://www.hill-assoc.com) for full company profile.

**November 2013 – February 2015****Indonesia Country Manager - Risk Management, Security, Safety and Loss Prevention – Hero Group Indonesia (part of the Dairy Farm and Jardines Matheson Group)**

Leading the Risk Management, Security, Safety and Loss Prevention Teams to support all business activity, providing advice and guidance at all levels and in all areas of business risk. Employed to review existing provision and develop a Risk Management, Security, Safety and Loss Prevention Strategy to match targeted company growth, ambition, known and future risks. Country wide responsibility leading a Head Office Team in Jakarta of 40+ and remote Teams in Surabaya, Papua and Medan to deliver support to over 700 retail outlets and in excess of 17000 staff.

**Responsibilities:**

- To work closely with business divisions to provide a proactive and cost efficient Risk Management and Loss Prevention programme to; safeguard staff, customers and company assets.
- Oversee the Loss Prevention plan to tackle all areas of shrinkage and maximize profit.
- Provide timely advisory based on threat and risk management policies to shape the business risk management strategy.
- Manage all security incidents and ensure SOPs are in place for likely scenarios.
- Oversee the Training of all staff to raise Security and Safety awareness by; establishing trainer the trainer projects in Security, Loss Prevention and H&S.
- Manage the Business Continuity Plan to ensure incident response and business recovery plans are known and tested regularly.
- Advise all visitors to the region on current threats and trigger behaviors to avoid
- Manage and complete risk assessments to the agreed standard and timeline, follow through on recommendations made.
- Drive awareness and importance of safety and security procedures and abide by the policies and guidelines of the country.
- Manage various security contracts and third party vendors appropriately
- Manage the operation and maintenance of security equipment and related training.
- Working with Legal, Internal Audit and Human Resource teams to reduce risk from all illegal activity and ensure compliance with Government of Indonesia regulations.
- Provide strategic guidance for the Health and Safety, Training and Data Analysis cells in order they may discharge their duties most efficiently and work to a common goal.
- Develop and maintain relations with key local, regional and national level security personnel

**Achievements period Nov 2013 – Dec 2014**

- Restructure of the team to match business need. Key Outcomes; 45% staff changed, 50% staff change in role, Established benchmark targets against key performance indicators across all areas of activity. Includes a Duty Officer system to improve response – Delivered on time and with a budget saving.
- SOPs Review and Re-write; Risk Management, Security, Safety and Loss Prevention – Delivered against the wider Dairy Farm Group best practise.
- Business Continuity Plan Review – working to ERM ISO31000 standards; establish BCP Project Team (train this team through briefing and table top exercise), scope and

establish viable fall-back locations for the business, complete BIA for all areas of the business against known and possible future risks, update BCP documentation to reflect this activity – An Ongoing Project

- Security Manned Guarding Services; Rationalisation of service from 11 service providers to 4, countrywide project; Sumatera, Java, Kalimantan, South Sulewesi, Surabaya & Papua, in excess of 300 locations and 2200 guards, annual budget contract worth in excess of \$7.5 m, update contract to reflect business need, inject retail security training modules pre-deployment and a compliance and control process against KPIs
- Established Community Liaison Team to engage with NGOs and community stakeholders – an Indonesian specific risk mitigation effort
- Safety Plan – Review of Stores Estate, Distribution Centres, Office and Training locations to ensure; Safety of all Staff and Customers in Compliance with Government of Indonesia regulations for; equipment, trained personnel and testing. Established new Safety Team, Formulated a plan and delivered the desired outcome in 8 months to the whole target group including future sustainability plan in this area
- Communications Platform – Established a recognised weekly / monthly reporting system to pass all critical Risk and Security information. Linked to the BCP Plan this platform informs, educates and raises staff awareness. It also keeps a record for audit and possible Insurance risk of action taken in response to risk.

## **Previous Experience**

### **Overseas Security Manager – United Kingdom Foreign and Commonwealth Office**

**2011 - 2013 - British Deputy High Commission Karachi, Pakistan**

**2008 - 2011 Overseas Security Manager - British Embassy Jakarta Indonesia**

**2006 - 2008 Overseas Security Manager - British Embassy Tripoli Libya**

#### **Key areas of accountability:**

- Focal point for all areas Safety and Security
- Providing training, technical support, and supervision to all locations, building the awareness and capacity of both international and national personnel in terms of personal safety and security
- Ensure all Security personnel discharge their duties in a manner that complements the Customer Service standards of the organisation
- Developing a programme for staff security induction, training and continuation training
- Ensuring that contingency plans for each location (including for Evacuation, Relocation, Hibernation (Minimum Manning), and Medical Evacuation) are in place, effectively disseminated to all staff, and include a detailed, regularly revised contextual assessment and situational update
- Manage the armoured vehicle fleet and train the drivers in accordance with the Institute of Advanced Motorists and UK Mil best practise (Karachi & Tripoli only)
- Researching and analysing security-related information to produce a formal weekly security report, map all security incidents to provide a security heat map and to identify emerging trends (Karachi & Tripoli only)

- Monitoring staff and NGO operating proposals and plans to advise Senior Management on the safety and security consequences of decisions or proposed plans/projects (Karachi & Tripoli only) - DfID
- Risk Assessment and Recommendations of all staff/NGO movement
- Developing and maintaining crisis management response systems, and ensuring that lines of communication/reporting to the London crisis management centre are fully understood and implemented
- Delivering staff debriefings after security incidents, ensuring incident report forms are properly compiled and follow up recommendations and actions are implemented
- Follow the global policies such as; Whistle blowing, Fraud, and Health and Safety
- Maintain each locations Security Regulations and chair the policy committee liaising with departmental managers to ensure policy is adhered to
- Liaison with Contract Security Guards providers to ensure KPIs are met
- Liaison with the host nation security services and other friendly diplomatic missions
- Management of all security related works, project management of access controls systems and physical defences.
- Management of the Security Budget
- Management of all Security Access Controls & the CCTV system
- Management and maintenance of a citywide personnel and vehicular UHF radio system/CODAN and Satellite phones
- Event, function and VVIP visit security planning – coordination / facilitation with host nation security authorities from point of entry airport / port, visit plan, movement plan, incident response, extraction plans and contingency / resilience plan
- Management and Response - Vehicle and Personnel tracking system (Track24) (Karachi & Tripoli only)
- Lead on the due diligence checks and vetting of all staff
- Lead on investigations into security breaches
- Established and Chaired for duration of tour - the Karachi Security Officers Working Group (SOWG<sup>1</sup>)(Karachi only)
- Representing the Head or Deputy of Mission during their absence (Deputy Head of Mission period Sep 2012 – Apr 2013 – Karachi only)
- Management of the Embassy Security Staff, Outsourced Security Guards and Security Resources to ensure a safe and secure working environment for all staff
- Conduct residential accommodation security surveys for UK based diplomatic staff

## **1980 – 2006 24 years' service in the British Royal Marines leaving as a Warrant Officer**

### **Key areas of employment:**

- Final employment as Sergeant Major (WO2 RM) in RM Logistics Group
- Sub Accountant at Headquarters 3 Commando Brigade
- 40 Commando Royal Marines - Various deployments
- Instructor Trainer at Commando Training Centre Royal Marines - 3 years
- Manning SNCO at Royal Marines HQ
- J2 Intelligence & Security - HQ British Forces Cyprus
- Assistant to the Defence Attaché in the British Embassy Sofia Bulgaria
- Maritime Security - deployment commander Iraq/Iran – 'Straits of Hormuz' – boarding parties, maritime escorts and other tasks

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<sup>1</sup> SOWG membership is open to security managers of diplomatic missions and selected larger commercial organisations.

- Instructor/Trainer – train the trainers and training doctrine for Romanian & Bulgarian NATO membership UK Mil Staff College initiative (attracted 2<sup>nd</sup> highest for foreign nationals award from Bulgarian Defence Minister)

### **Operational Deployments:**

- Northern Ireland; Crossmaglen & Forkhill
- Falkland Islands Campaign
- Various Gulf deployments (Iraq / Iran conflict)
- Invasion of Kuwait
- Kosovo

### **Skills & Qualifications**

- Degree in Risk and Security Management - University of Leicester UK
- Diploma in Management (UK Institute of Leadership and Management)
- Certificate in Supervisory Management (NEBS)
- IOSH Managing Safely
- International General Certificate (NEBOSH) – *current study Exam Mar 2018*
- Institute of Advanced Motorists (IAM) (UK) qualified – No 00453234
- Defensive Advanced Driver Trainers Course – (IAM)
- Armoured Vehicle Driver Trained – (IAM)
- ISPS Port Facility Security Officer - Certified
- IATA Aviation Security Management - Certified
- European IT Driving Licence
- Kidnap Response Team Leader (4 live cases during Pakistan Diplomatic Security role 2011-13)
- Qualified RFU coach
- Qualified Coxswain Royal Marines Landing Craft/Landing Platform dock
- Diploma in Sports Psychology
- First Aid Emergency First Responder Trained (date lapsed)

### **Public Speaking Engagements**

- Hotel Security & The Terrorist Threat - 30 September 2015 – Willis Security Seminar to all regional hotel stakeholders
- Emergency Response Planning - 10 September 2015 Prudential Life Assurance Enterprise Risk Management Seminar
- Kidnap Awareness & Immediate Response - 6 October 2015 – INPEX Regional Staff Group
- The SE Asia Regional Terrorist Threat - 23 February 2016 – PT Asuransi Sompoo Japan Nipponkoa Indonesia Staff and Clients

### **Language skills**

- Functional Bulgarian – UK Ministry of Defence at SLP level 2210 - Pass with credit.
- Survival Indonesian – Indonesian Australian Language Foundation (Apr – Jul 2016).