

Grant Morrison CA(SA)

Modderfontein, Johannesburg

EXECUTIVE SUMMARY

I have demonstrated a knack for steering organizations through periods of dynamic change and uncertainty. With over a decade of experience, I have achieved substantial revenue growth and EBITDA increases. My strategic contributions extend to successful mergers, acquisitions, and negotiations, underlining my ability to drive key organizational milestones. I have a history of launching and promoting new products, complemented by a proficiency in implementing advanced technologies.

In addition to my financial acumen, I have a history of spearheading initiatives crucial for operational excellence. I have successfully managed cash flow during challenging times, implemented cost-cutting measures with an eye for efficiency, and played an integral role in the introduction of innovative products. Furthermore, my dedication to fostering a positive work environment is evident in my ability to transform finance teams, boost morale, and establish effective communication channels.

Notably, I have a keen eye for identifying and implementing improvements in financial controls, consistently driving efficiencies. My approach is marked by adaptability and a commitment to creating solutions in environments where none existed before. With a forward-thinking mindset, I am ready to bring my comprehensive skill set to contribute to the continued success, valuing innovation, growth, and a positive company culture.



EDUCATION

CA(SA)	SAICA number: 20027765	2013
Postgraduate Diploma in Accounting	UKZN – PMB	2009
BCom (Accounting)	UKZN – PMB	2008
Matric (5 distinctions)	Maritzburg College	2005

SKILLS

- Financial and Operational Analysis
- Financial Management
- Strategy
- Stakeholder Engagement – shareholders, auditors, management, bankers and suppliers
- Procurement – Import and Local
- Staff management
- Budgeting and reporting
- Critical Thinking
- Project Management
- Fast learner

SYSTEMS EXPERIENCE

- Microsoft office (Advanced Excel)
- Sage (Pastel) Evolution
- Karabina Business Intelligence Reporting
- Fincon
- Microsoft AX - Basic

OTHER QUALIFICATIONS AND COURSES

- SAICA Mentorship program - Mentee (Current)
- Project Finance Masterclass by Charles Marais (2018)
- Strategy that Works by Ian Mann (2017)
- Advanced Financial Modelling by SAICA (2015)
- Field Guide Association of South Africa – Level 1 (2013)

CAREER SUMMARY

IRONMONGERY WAREHOUSE AFRICA (PTY) LTD Finance Director

Oct 2018 to date

3 branches. Established in 2008 by two visionaries in their garage, Ironmongery Warehouse swiftly evolved into a leading entity. The formation of Ironmongery Warehouse Africa in 2017, a result of merging with Euro Brass and partnering with Growth Capital Partners, propelled the company's expansion to Cape Town. Rooted in a family-oriented culture, Ironmongery Warehouse with 5 shareholders, over 70 dedicated employees, and a commitment to fostering a winning attitude.

Highlights – Finance Director

Nov 2019- to date

- Effectively managed the company's cash flow through the challenge of Covid-19 and the post-pandemic period.
- Implemented strategic cost-cutting measures to navigate financial challenges during the Covid-19 crisis.
- Spearheaded launches of new products in 2022 & 2023, contributing to diversification & revenue growth.

- Successfully implemented MS Azure Cloud Server and OneDrive, enhancing the company's technological infrastructure for improved efficiency and data management.

Highlights – Head of Finance

Oct 2018 – Nov 2019

- Established accurate management accounts from scratch, addressing the absence of previous records.
- Developed a comprehensive cash flow forecast where none existed before, providing crucial insights for financial planning.
- Cultivated a positive team spirit within the finance department, boosting morale in a previously low-spirited environment.
- Initiated and conducted monthly debtor meetings, reintroducing a crucial communication channel that had been neglected for a year.
- Implemented ongoing financial control improvements, ensuring sustained enhancements in financial processes and procedures.

Responsibilities

- Monthly and ad-hoc reporting to the Board of Directors.
- Monthly cash flow forecast.
- Management of cashflow during difficult conditions.
- Monthly management accounts with variance analysis.
- Quarterly financial presentations to the Board of Directors.
- Annual budget presentations to the Board of Directors.
- Procurement from foreign suppliers (China and Taiwan).
- Executing FOREX payments and managing FOREX risk through FEC's.
- Strategic direction and focus of the company especially regarding new products and new geographies.
- Pricing for special customers.
- Marketing – website, LinkedIn, catalogue and liaising with marketing company.
- IT – Main contact with outsourced IT company.
- IT decisions regarding hardware, connectivity, back-ups, cloud servers (MS Azure).
- HR - Appointment of new staff from warehouse pickers and packers to skilled specifiers.
- HR - Staff management and discipline.
- Credit management – monthly debtor meetings and credit approvals.
- BEE strategy and implementation – company achieved a level 4.
- Responsible for financial and BEE audits.
- Visits to Cape Town Branch to resolve various queries.
- Planning and executing Capital Expenditure projects.
- Daily staff meetings to improve communication between departments.
- Negotiating leases with landlords.
- Sole bank signatory and final authoriser on all local and international payments.
- Main contact with our FNB relationship manager.
- Getting things done!

SABBATICAL

2018

Having gone straight from school to studying and then to working, I took time to do some international travelling to Botswana, Zimbabwe, Zambia, Malawi, Namibia, Thailand, and Dubai. I also did some local travel to Zululand and northern Kruger. I visited bucket list destinations such as Chobe National Park, Makgadikgadi Pans, Lake Malawi and Victoria Falls.

H SYSTEMS (PTY) LTD previously HINGES & HARDWARE CC

Mar 2013 to Dec 2017

6 branches, 100 staff. Hinges and Hardware was formed by two enterprising individuals in 1995 in a garage in Pietermaritzburg. Ever since then the company has been expanding nationally with branches in Cape Town, Port Elizabeth, Durban, Johannesburg and Nelspruit. The staff are well-trained and customer centric. In 2016 the exceptional quality of the business attracted foreign investors in the form of Corialis of Belgium, a well-established European business operating in the same industry.

Financial Director – appointed Jan 2014- Dec 2017

Project Accountant – Mar 2013 to Dec 2013

Highlights

- Company achieved remarkable revenue growth, averaging 11.6% per annum.
- Company EBITDA increased by an average of 9.5% per annum.
- Regularly reported to EXCO on the company's financial performance.
- Played a key role as the first assistant to the lead negotiator in the sale of the business to Corialis in 2016.
- Successfully introduced new products, such as the Aluminium Composite Panel.
- Collaborated with the CEO to develop annual business plans and trading update presentations for shareholders in Belgium.
- Managed the company pension fund, achieving a 40% reduction in fees for improved employee returns.
- Engaged in international business travel to China, Hong Kong, the UK, and Belgium, fostering relationships with foreign suppliers, associated businesses, and shareholders.
- Implemented the Karabina Business Intelligence reporting software, contributing to enhanced operational efficiency and decision-making.

Responsibilities

- Monthly Financial and Operational Reporting of the previous month's results and variance analysis to head office in Belgium and dealing with any queries.
- Overall responsibility for re-ordering of stock. Managed 2 buyers.
- Responsible for managing the relationship with suppliers, both local and foreign.
- 6 branch managers reporting to me and managed by me to ensure that sales, GP%, stock days and debtors were within budget and investigating reasons for differences.
- Chairing ExCo meetings and reporting back on my portfolio (finances, stock, new products, and new commercial projects).
- Liaising with legal firms (Bowman and Adams & Adams) regarding legal issues affecting the co.
- Analyzing product lines and branches for improvements in profitability.
- Responsible for the functioning of the IT + ERP systems and liaising with the service providers.
- Overall responsibility for the debtor's department.
- Managing the FM to ensure that his/her duties were performed accurately and timeously.
- Setting and monitoring KPI's (Key Performance Indicators) for the company and branches.
- Checking and releasing all foreign and local payments.
- Preparing the company budget, breaking it down to branch level and then monitoring against actual on a monthly and quarterly basis.
- Submitting the company budget to the Belgian head office and dealing with questions.
- Negotiating lease agreements with Landlords.
- Setting product pricing for every single product, 4000 SKU's.
- Planning and executing Capital Expenditure projects.
- Ensuring branch managers and senior staff are managed appropriately through training.
- Hiring competent and skilled staff for various positions within the company.
- Provided commercial guidance to the Technical Committee regarding products.

DELOITTE SUSTAINABILITY & CLIMATE CHANGE – Johannesburg

July 2011 & July 2012

2 periods of 2 separate secondments to Sustainability & Climate Change Centre

By combining leading sustainability technology with Deloitte's proven business capabilities, on climate-led transformation to develop solutions and strategic alliances to help solve complex challenges.

- Learnt about Carbon Tax, calculation of Carbon Footprints and how businesses will be affected by climate change and broader sustainability issues.

DELOITTE – Pietermaritzburg Senior Audit Clerk.

Jan 2010 to Dec 2012

- Preparing and monitoring audit budgets.
- Supervision of up to 5 junior staff.
- Industry experience includes large clients in distribution, manufacturing, and agriculture.
- Top 5 clients:
 - BSi Steel Limited
 - Illovo Sugar Limited (Eston Mill)
 - Bell Equipment Limited (Richard's Bay)
 - Interpak Books (Pty) Ltd
 - Belgotex Carpets (Pty) Ltd

HOBBIES and INTERESTS

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| • Indigenous gardening | • Reading |
| • Hiking | • Watching the Springbok rugby team |
| • Birdwatching | • Travelling |
| • South African History | • Mountain biking |

Languages:

- English – fluent
- Afrikaans – intermediate
- German – A1.2 – Goethe Institut JHB – Oct 2018
- IsiZulu – Beginner – Wits Language School - Jan 2022