

PAUL GLAZIER: SKILLS/ ABILITY SUMMARY

CLIENT RELATIONSHIPS:

Management of client portfolio, including complex, demanding structures
Regular meetings and other contact with clients to maintain working relationship
Periodic reviews including confirmation of continued suitability of structure, risk exposure, etc
Involvement as required in other client portfolios providing guidance & direction in specific circumstances
Discussions regarding fees, agreement of fixed fee packages, etc
Review & signature of key documents for complex, high value transactions
Regular travel to London and other UK & European destinations. Less frequent visits to Dubai & Australasia

PERSONNEL/ HR MATTERS:

Appraisals and other staff reporting
Disciplinary matters, including dismissals where necessary on limited occasions
Liaison with HR function as required
Coaching/staff development

EXECUTIVE DIRECTOR ROLE:

Attending Board & other executive meetings and technical sub-committees
Strategic planning, including commercial aspects and growth through acquisition
Agreeing budgets & financial targets and ensuring targets met
Planning of system, risk monitoring and other enhancements, resourcing and monitoring completion
Liaison with key staff in Compliance and Anti-Money laundering functions
Key Person under Regulatory regime, including management of reputational risk

LIAISON WITH INTERMEDIARIES:

Selection of specialists to match client needs in various disciplines including tax, legal, banking & investment work
Engagement with key individuals & liaison with the client and/or their advisory team
Ensuring optimum use of intermediary resources
Expansion of joint activities to identify and exploit mutual business opportunities

MARKETING/ BUSINESS DEVELOPMENT:

Client retention, expansion of existing business and organic growth
Follow up from marketing opportunities resulting from business trips
Awareness of marketing and growth opportunities in client & intermediary meetings
Promotion, expansion and protection of Nautilus brand in a competitive market

WIDER CONTEXT:

Maintenance & enhancement of Nautilus' reputation and standing in the Regulatory and industry context
Management of negative influences from lobbying/pressure groups and press coverage.