

PAUL HANRAHAN

6 Weymouth Terrace, London, E2 8JP | 07971 083617 | paul@paulhanrahan.tv | www.paulhanrahan.tv

I am an innovative and impactful senior executive with 20 years experience in the UK factual independent broadcasting sector. Results-driven, energetic and a decisive concept-to-execution leader with a proven track record of setting strategy, improving operations and delivering against set objectives. Recognised in the industry for excellent networking, communication, interpersonal skills and working with integrity. I have valued expertise in recruiting, developing, motivating and leading successful teams.

Key Skills

Financial management and reporting
Highly experienced at budgeting across a range of genres, scheduling, negotiating and concluding commissioning deals
Legal and financial negotiations
Strategic planning and delivery
Influential relationships across the industry
Effective and clear communicator
Adept at balancing the needs of commercial and organisational objectives
Ability to communicate and work closely with senior editorial creatives
Strong analytical, data and IT skills

Senior management team leadership
Proven experience of delivering programmes on time and on budget
Operational management
Policy and procedure development and implementation
Recruiting/hiring/training/retention at all levels
Logical, clear and assertive decision maker
Board level company and corporate administration, reporting and governance
Experience of working as a Head of Production for a range of production companies
Identifying and realising commercial opportunities

Employment Background

Paul Hanrahan Consultancy

May 2019 – Current

Freelance Management Consultant – Factual TV

I currently work with several production companies – Studio Leo, Middlechild and Chwarel in a Head of Production consultancy capacity. Principally working in the areas of commercial affairs, operations, production, distribution, financial planning and management. I also work at Knight Ayton Management in a business and commercial affairs role having first-hand experience of Talent management negotiating and concluding talent deals. Past clients have also included Avanti and Nine Lives as Head of Production for Songs of Praise, Warner Music UK and Big Mountain Productions. Further information is available at www.paulhanrahan.tv

Tin Roof Media Group

November 2017 – April 2019

Group Operations Director – Blink Films & Outline Productions

I was hired as Group Operations Director by Rockpool Investments, the majority shareholders of Tin Roof Media Group. My remit was to raise profitability, improve business practises, operations and management of the Blink Films production slate. Additional responsibilities include working with the co-founders of the recent Group acquisition, Outline Productions, to set strategies for growth and support on matters relating to distribution, commercial and business affairs. Within the first few months at the Group I was tasked with appointing a new Group Financial Director and working closely with them to set forecasts, budgets, pipeline

reporting and improve Group working capital. Whilst in post I have retendered and awarded a new IT support contract, launched a new website for Blink Films, updated the Group staff handbook and revised Group policies and contracts. My involvement in the Blink Films production slate includes working with broadcast partners from the UK, France, Australia, US and Canada.

I have extensive knowledge of complex funding models including multi party co-production financing, distribution, deficit financing, AFP, sponsorship deals and accessing Tax Credits in the UK, Ireland and Canada.

In December 2017 I was appointed a Director of the Tin Roof Media Group and was a member of the Tin Roof Board, Blink Films Board and Outline Productions Board. The Groups HQ is in London with additional offices in Wales and Dublin and regularly has a staff and freelance headcount of over 100 people.

Freelance Management Consultant

April 2017 – October 2017

In this role I was working for various smaller growing independent production companies including Middlechild Productions and Big Mountain Productions in a management consultancy role primarily advising the owner managers on financial planning and business operations.

PACT Trade Board

January 2012 – December 2016

Pact Council Member and Director 2012 – 2016 including serving on the Diversity and PACT US working groups.

Reef Television Ltd.

April 2005 – December 2016

Managing Director – Reef Television Ltd.

2015 - 2016

Director of Production – Reef Television Ltd.

2011 - 2014

Head of Production – Reef Television Ltd.

2005 - 2013

Reef Television is an award-winning factual television production company with a distinguished track record producing innovative content. As Managing Director I had operational responsibility for the day-to-day management of the company, including specific responsibilities for business, commercial, legal and financial affairs. Other responsibilities include managing Reef's intellectual property and distribution interests. Reef has grown in both turnover and profitability during my 12 years at the Company.

In July 2015 Reef Television was acquired by Ten Alps PLC which has since rebranded as Zinc Media. As a shareholder I was heavily involved in this acquisition process, from taking meetings with prospective acquirers to appointing legal and corporate advisors, managing and completing the detailed due diligence process and then integrating the Company, its staff and operations into the newly created media group.

Other Employment Experience

My career before Reef Television has included roles as Head of Production and Unit Manager for Leopard Films and Production Management roles at Hewland International, Brighter Pictures and Freeform Productions working on output for all the major UK broadcasters. Prior to my career in television I was a secondary school teacher of Geography and History with additional responsibilities as Head of Careers Education.

Professional Experience, Responsibilities and Further Skills

- Strong, entrepreneurial, experienced, focused and motivational leader.
- Extensive knowledge of the acquisition process including corporate advisory, legal and due diligence processes.
- Line management of senior employees and general oversight of up to 100 employees and freelancers.
- Extensive working knowledge of the TV industry with a wide range of contacts and relationships.
- Board level experience both within a commercial organisation and charity sector environments.
- Working with stakeholders in setting targets and strategies for growth, set and review business plans including ensuring the Company's vision and strategy for growth is communicated effectively to staff and other parties.
- Financial acumen including P & L oversight, budget setting, forecasting and pipeline reporting, control of overhead spend, cash flow management, financial control and auditing processes.
- Monitoring performance against the annual budget to ensure targets and objectives are met.
- Knowledge and understanding of Company compliance and governance procedures.
- Responsibility for realising new business and income revenue streams.
- Appointment of distributors to maximise incomes including negotiating advances, overseeing distribution agreements, auditing and monitoring distribution statements, estimating royalty incomes, preparing international reversion budgets and working closely with productions to ensure programming is fully cleared for exploitation.
- Budget, schedule, negotiate and conclude commissioning deals with broadcasters including BBC, ITV, Channel 4, Channel 5, UKTV, Discovery EMEA, Scripps Networks, PBS, Nat Geo US, Discovery US, TLC, Smithsonian, Blue Ant Media Canada, France 5, SBS Australia.
- Effective collaborator and communicator ensuring staff at all levels are inspired and empowered and that industry and other stakeholders receive relevant information in a thorough and concise manner.
- Negotiation of complex deals with broadcasters, presenters, distributors, agents, rights holders and senior staff.
- Extensive experience of talent management being the first port of call for agents and presenters.
- High level understanding of dispute management, broadcast contract law and litigation.
- Procurement, management and oversight of back office functions such Legal, Accounting, HR and directing all operations, offices and personnel.
- Control of all Company HR issues, H & S, Data Protection, contracts, staff structure, hires and grievances including risk management and mitigation.
- Well informed and committed to all issues associated with Diversity and the implementation of policies and practices to drive improvement.

Other Professional Experience

I have been board member of the Greenwich & Docklands International Festival Charity since 2008, a leading outdoor theatre and arts festival showcasing the work of deaf and disabled artists as well as artists from culturally diverse backgrounds. Also serving on the Finance and General Planning subcommittee.

Management Coaching and Training with Paul Hodgkinson Ltd. 2013 - 2016

Ashby Grammar School – Teacher of Geography and History / Head of Careers Education 1999 – 2002

Education and Qualifications

BA Joint Honours in Social and Economic History and Human Geography at the University of Leicester (1995 -1998) 2:1

University of Leicester PGCE Secondary Education 1998 – 1999

References Available Upon Request