



Paul Griffiths

Senior Executive, Non-Executive Director

London, UK

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Languages

English

About

Accomplished finance executive with expertise in blockchain, AI, and legal affairs. Demonstrated success in building and managing fully tokenized VC ecosystems, raising significant investments, and driving growth. Seeking opportunities to leverage strategic thinking, financial acumen, and operational expertise to contribute to a dynamic organization. CAREER SUMMARY Consilience Group Ltd Consilience Group is a software development company specializing in building ecosystems necessary to drive innovation, create new companies, and disrupt industries. We combine expertise in blockchain, artificial intelligence, science and statistics, legal and regulatory affairs, along with a strong network of investment firms and corporations worldwide to develop the next generation of business ecosystems. As a proof of concept, we built Consilience Ventures, an ecosystem of business professionals and investors dedicated to significantly reducing the time technology start-up CEOs spend on raising capital and accessing high-quality networks. Consilience Ventures aims to save time and effort for start-ups in their journey of building and growing successful businesses. We have proven the asset tokenization model and have created a fully functioning SAAS asset tokenization platform that we are now marketing, with equity and property investments in progress, as well as investments in more exotic assets.

BRANDS WORKED WITH

- Adams Kara Taylor
- Bank4YOU Group
- Bloodstone Solutions
- Consilience Group Ltd
- EasyGroup Ltd
- ECrent Ltd
- GAN UK
- Halliday Group
- Lowcost Vehicle Rentals Ltd t/a easyCar
- Mayday Plant Hire
- Nexus Frontier Tech Interim
- Romco Group
- Savoy Music
- Seeboard Plc
- Stelios Philanthropic Foundation (UK reg Charity)
- Testhouse
- The Best You Corporation Ltd
- We Coproduce CIC

Experience

COO/CFO

Consilience Group Ltd | Nov 2018 - Now

Key Responsibilities:

- Responsible for the finance and operations of the company, reporting to the executive board.
- Valuated investment portfolios and conducted due diligence on 50+ deep tech companies.
- Successfully managed investments in 8 deep tech companies, delivering strong returns.
- Provided regular updates on portfolio performance and valuation to the investment committee.
- Mentored and guided startups, contributing to their growth and success.
- Strategically planned long-term business strategies, set goals, and implemented initiatives to drive growth and profitability.
- Implemented robust risk management frameworks and processes that effectively minimized potential risks.
- Conducted financial analysis, including profitability analysis, cost control, budgeting, and forecasting.
- Identified areas for process improvement and implemented strategies to streamline operations.
- Ensured compliance with relevant laws, regulations, and industry standards.

Key Achievements:

- Established and managed a fully tokenized VC ecosystem with £6 million of assets.
- Raised over £3 million from global investors, resulting in a current valuation of £20 million.

- Built full finance and operations infrastructure, including tokenomics and asset valuation models.
- Implemented financial analysis models and tools, leading to improved forecasting accuracy and cost control measures.
- Ensured full compliance with industry regulations, resulting in zero regulatory violations and penalties.
- Led effective investor relations efforts, increasing investor confidence and successful fundraising initiatives.

- **Non-Executive Director/Board Chair**

Romco Group | Nov 2018 - Now

Romco is a clean-tech metals recycling company that produces secondary materials for a wide range of OEMs and trading partners. With a strong sustainability focus, Romco is building a systematic, scalable model that thrives in emerging markets while committed to reducing the environmental impact of raw materials mining. Since its inception in 2015 and based in the UK with sites across West Africa, Romco utilizes blockchain technology to provide transparency and traceability throughout its value chain, giving industries the confidence to increase their use of recycled materials.

Non-Executive Director/Board Chair Nov 2018 to date

- **Non-Executive Director**

We Coproduce CIC | Jan 2018 - Now

- **Group CFO**

Nexus Frontier Tech Interim | Apr 2019 - Sep 2019



- **ICO board advisor / Interim COO**

Bank4YOU Group | Oct 2017 - Mar 2018

- **Co-Founder / CEO**

Bloodstone Solutions | May 2017 - Dec 2017

- **Interim COO/CFO**

The Best You Corporation Ltd | Dec 2016 - Apr 2017

- **Interim UK CEO**

ECrent Ltd | Apr 2016 - Mar 2017

- **Non-Executive Director**

Lowcost Vehicle Rentals Ltd t/a easyCar | Jun 2013 - Jul 2014

Key Responsibilities:

- Manage easyGroup's 78% investment reporting back to holding company board.
- Recruited senior executive team to take the company forward.
- Responsible for raising investment for the company through PRO-founders Capital, a venture capital fund headed by Brent Hoberman, the LastMinute.com co-founder.
- Stabilise business and launch a new innovative collaborative consumption car sharing scheme.
- Attend monthly board meetings implementing effective management and growth of the business.

Key Achievements:

- New white label brokerage agreement saving costs whilst increasing conversion rates and gross margin giving an overall bottom line increase of 21%
- Recruited new management team and restructured the main business to create a solid, profitable foundation for the company to grow.

● Head of Finance & Commercial

Stelios Philanthropic Foundation (UK reg Charity) | Dec 2010 - May 2016

Key Responsibilities:

- Manage relationship with key charities we work with including WWF & Leonard Cheshire Disability.
- Arrange annual awards and regular fund-raising events in UK, Cyprus, Greece and Monaco.
- Manage annual giving of £1 m.
- File annual Charities commission returns and report to Trustees on progress.
- Manage annual donations of £1 .6m.

Key Achievements:

- Set up limited by guarantee company and registered UK charity.
- Manage 20 annual scholarships with London School of Economics and CASS Business School.
- Secured government support for our UK disabled entrepreneur award with Esther McVey MP attending several of our networking events and her successors as Minister of State for Disabled People also attending our awards in London.
- Set up "Food from the Heart" Program in Greece and Cyprus giving away over 20k lunch snacks a month to struggling local residents and school children from 5 locations.

● Head of Finance/Business Development/Commercial

EasyGroup Ltd | Sep 2010 - Apr 2016

Key Responsibilities:

- Report directly to the Monaco-based Chairman/shareholders, ensuring they are fully updated on UK businesses.
- Accountable for annual revenues of £13 million, with dotted line responsibility for two other businesses generating annual revenues of £30 million.
- Motivate and provide leadership to a team of 12, including Finance, Commercial, and Operations.
- Manage connections with current and potential clients/brand licensees, such as easyJet plc, easyHotel plc, easyGym, easyProperty, and easyBus.
- Foster strong internal and external stakeholder relationships, including investors, licensees, and company management up to and including PLC board members.
- Serve as a senior representative of easyGroup on the brand protection committee alongside two senior easyJet PLC board members and external lawyers.
- Oversee an annual budget of £1.1 million to protect the easy brand worldwide, managing external lawyers and reporting performance against agreed KPIs.
- Develop new business ventures, leading them to the stage where they are ready for external investment and then managing the process through IPO or VC/PE backed funding.
- Manage investments, property, HR, IT, legal, procurement, and corporate finance.
- Strategically manage and plan the business, including financial modeling, reporting, and taking instructions from the holding company board.
- Identify new business development opportunities through networking and direct approaches, leading due diligence and implementation.
- Collaborate with external legal teams to negotiate commercial contracts and handle litigation related to branding or general matters. Key Achievements:

- Served as Interim COO at easyHotel for approximately 18 months, managing the business during a period of restructuring and change. Collaborated with Stelios as Chairman/shareholder to implement robust processes and procedures, preparing the company for IPO. easyHotel, an owned and franchised hotel business, operates 18 hotels primarily across Europe, as well as in Dubai and Johannesburg.
- Recruited a full management team and secured £8.7 million funding from NatWest, leading to a successful £50 million IPO on the AIM market.
- Negotiated a new merchant payment processing account with Chase Paymentech across the group, reducing costs and eliminating delays in fund receipt for easyHotel from 28 days to zero, resulting in an additional £1.5 million cashflow within one month.
- Collaborated with the Chairman to bring in VC investment to easyCar,

then appointed to the board as NED to manage the handover, new product launch, and recruitment of a new senior team.

- Implemented a complete change process at easyBus, restructuring the business and recruiting a new management team to position the company for future investment and growth.
- Established a formal corporate governance policy, formulating effective business rules to protect the company and its assets, and taking the lead in addressing breaches of these rules.
- Set up a panel of IP lawyers, ensuring the use of the most appropriate ones at the best possible price.
- Managed licensees of the easyBrand, including easyGym, which currently operates 15 budget gyms across the UK and expands into Spain, and easyProperty, an online estate agency launched in September 2014. Also involved in fastjet, the first Pan African budget airline launched in 2011.
- Completed the purchase of three key London properties, including the current head office.

● **Head of Finance**

| Sep 2010 - Dec 2012

Key Responsibilities:

- Manage accounts team, reporting directly to Chairman and shareholders.
- Produce annual forecasts, budgets & financial models
- Manage cash flow/working capital.
- Liaise with auditors to produce annual reports and accounts.
- Work with brand licensees to ensure adherence to brand licenses.

Key Achievements:

- Brought the accounts function in house having previously been outsourced.
- Implemented sage accounts package.
- Setup and managed accurate KPI's across the group.
- Produced accurate and meaningful management reports for holding company board.
- Worked with Chairman to stabilise business and prepare for growth.

● **Finance Manager**

Adams Kara Taylor | May 2006 - Sep 2010

AKT, a WYG Group company, is an award-winning Consulting Structural and Civil Engineers with an annual turnover of circa £20m. I was responsible for the finance function of the company reporting directly to the MD.

● **Partner**

Savoy Music | Jan 2004 - Jan 2006

Responsible for the day-to-day running of this specialist music production and mail-order business. Dealt with accounts, supervised product design and production, and worked with third-party musicians and management companies to ensure timely production of new recordings. Managed the relationship with PPL & PRS to ensure proper registration of all recordings and collection of all royalties due. Oversaw advertising and all aspects of the general daily running of a successful small business.

● **Finance and Accounts Manager**

Mayday Plant Hire | Jan 1999 - Jan 2004

● **Registration Manager**

Seeboard Plc | Jan 1998 - Jan 1999

● **General Manager**

Halliday Group | Jan 1996 - Jan 1998

● **Management Accountant**

GAN UK | Jan 1991 - Jan 1996





● **Global CFO**

Testhouse | Sep 2023 - Now