

## **ORGANISATIONAL CHANGES tie TUESDAY 30<sup>TH</sup> OCTOBER 2007**

With the full agreement of the **tie** executive team and the **tie** Board I am pleased to announce some key changes within the **tie** executive management structure.

With the successful procurement of the recommended bidders for Infraco and Tramco, in BBS and CAF, and the approval of the Final Business Case we are now addressing the next steps for **tie**. **tie** now needs to transition from Procurement to a Delivery organisation as we mobilise BBS and move through Due Diligence to Financial Close in January 2008. The changes are designed to strengthen the Tram project leadership team as the focus moves to construction, programme management, effective contract controls and stakeholder management.

The changes ensure that **tie**, and specifically the Tram project, demonstrates its commitment to successful project delivery. The outcome from these changes is that we will deliver a world class tram project and that we all continue to work together to make that happen. The changes are effective from 30<sup>th</sup> October, or as detailed below, with full transition to delivery organisation by 1<sup>st</sup> February 2008.

### **Matthew Crosse – Tram Project Director**

Matthew will continue to lead the Tram Project team and focus managing the final stages of procurement through to Financial Close on 28<sup>th</sup> January 2008. Matthew will maximise all contract, commercial and programme opportunities supported by Geoff Gilbert and Bob Dawson and the current commercial and procurement team. Andrew Fitchie will support the contract and legal negotiations to post financial close.

### **Steven Bell – Tram Project Director (Designate)**

Steven will be the Project Director for the construction phase. His transition will be in parallel to the end of the Procurement phase and will take full responsibility for the project from 28<sup>th</sup> January 2008. As of 30<sup>th</sup> October he will fully manage the Programme, Engineering and MUDFA teams led by Susan Clark, David Crawley and Graeme Barclay. Steven will lead the mobilisation of BBS. A new role of Project Interface Director, reporting to Steven, has been announced with person in place December. Steven and Matthew will work in tandem on the transition.

### **Susan Clark – Tram Programme Director and Deputy Tram Director**

Susan will continue to focus project control through programme management, project planning and reporting. Susan will further develop the project delivery strategy, through project integration, communication, resources, quality assurance, schedule development, and post procurement activities. Susan, reporting to Steven Bell with effect from 19<sup>th</sup> November, will establish a programme office team plus the mobilisation of Infraco.

### **Graeme Barclay - Construction Director MUDFA**

Graeme will continue to lead the MUDFA operations reporting to Steven Bell

**Stewart McGarrity – Finance and Performance Director**

Stewart has returned to post and will be responsible for leading and managing the financial and accounting responsibilities for **tie**. Stewart will work closely with Andrew Fitchie and Matthew in ensuring the commercial, financial and contract completion of the Procurement Phase and the mobilisation to construction. Stewart will report to Willie Gallagher.

**Jim McEwan – Director – Governance, Systems and Standards**

Jim will lead the introduction of the new governance, standards and leadership models from an operational viewpoint and report to Willie Gallagher. Jim will continue to drive the strategic project review of operations, delivery systems and processes through the review and improvement process now established for the key streams of risk, value engineering and purchasing. Jim will also be responsible for the ICT team and systems developments.

**Barry Cross –Development Director**

Barry will continue his responsibility for EARL and pick up leadership of Portfolio Projects led by Ken McLeod and IPR 2 and David Burns’s team. Barry will also coordinate any consequences on the Government’s announcement of a rail/tram interchange at Gogar. Barry will report to Willie Gallagher.

**Colin Mclauchlan – HR and Corporate Affairs Director**

Colin will continue to lead HR, Media, Communications and Stakeholder Management and provide critical project support through the project support services team. Colin will report to Willie Gallagher.

**Graeme Bissett – Strategic Planning Director**

Graeme will continue to be responsible for tie’s strategic business and project planning and will have specific responsibility for developing the tram project funding agreement with the key stakeholders and reporting to Willie Gallagher.

**Andrew Fitchie – Contracts Director**

Andrew will support and deliver the successful completion of the procurement process, plus the high level contract management and associated commercial issues, through to Financial Close. Andrew will also support the transition to the post-procurement delivery phase and provide additional capability in ensuring the effective and successful mobilisation of the TramCo and InfraCo contracts. Andrew is on secondment from DLA Piper and will report to Willie Gallagher.

**Willie Gallagher  
tie Executive Chairman**