



About Hardide Coatings

- AIM listed company
- Advanced surface coating technologies
- Patent-protected IP
- Global clients



Robert Goddard, Chairman



Philip Kirkham, Chief Exec



Jan Ward, Appointed NED

About First Flight

- Chair and NED recruitment specialists
- Knowledgeable about AIM company requirements
- Widest choice of high-calibre NED candidates
- Affordable, success-linked fees

Case Study

Hardide PLC is an AIM Listed company specialising in advanced surface coating technologies that significantly extend the life of components used in industries like oil and gas, aerospace and precision engineering. Its CEO, Phil Kirkham, first came across First Flight at a conference for AIM companies, at which both companies were exhibiting. 'We needed some general advice about NEDs,' Phil said. 'And it was clearly a subject that First Flight were experts in.'

First Flight was then introduced to Robert Goddard, the Chairman of Hardide, who explained the brief. 'We wanted an independent Non-Executive Director who really understood the customer applications of our technology,' said Robert. 'He or she also had to have a successful growth company background and capable of contributing as a member of one or more Board Sub-Committees.'

'It was a tough brief – and the timing was tight too,' Phil Kirkham added. 'We gave the go-ahead the day before Christmas Eve, and wanted to see a shortlist by the end of January. But First Flight quickly grasped what we wanted, kept us informed at every stage of the search and listened to our feedback, so I was always confident of a successful outcome.'

Robert Goddard said, '**What really struck me was the quality of the First Flight candidates.** By the time we got to the shortlist, we had four exceptional candidates and only one Board position available. When we narrowed this down to a final two, the choice was even harder: both candidates would have been a valuable asset for almost any Board and satisfied all our key criteria. But ultimately we had to decide, and Jan Ward was chosen because of her experience in founding and running a small high tech company with many of the same customers as Hardide.'

Jan Ward's early career started rather differently from most quoted company NEDs. 'I left school aged 16, pregnant and with no qualifications,' she says. But several decades later, she had a BSc in Mechanical Engineering, had founded her own specialist metals company Corrotherm International, and grown it into a successful global business. She is a Director of Hampshire Chamber of Commerce, a member of both the Saudi-British Joint Business Council and the UK/ UAE Business Council, and an experienced Audit Committee member. She was awarded a CBE for services to industry in 2015.

'Jan brings a wealth of relevant industry and Director level experience, both in the UK and internationally,' Robert concluded. 'Her experience and connections in some of our key markets will be especially valuable.'

'I am grateful to First Flight team for finding her. First Flight has an efficient recruitment process and useful specialist knowledge of the NED role, but what really set it apart in this case was the quality of its candidates.'

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