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Dr. Jo Head BSc(Hons),Ph.D ,FIFST,FRSA

Overview		
<p>A highly visionary, committed and self-motivated food safety and quality professional. A strong scientific background in microbiology and a proven track record in design and implementation of world class systems. Challenging the <i>status quo</i> to deliver robust, creative, smarter and sustainable strategic improvement for organizational excellence, customer satisfaction and certification.</p> <p>Diverse experience over 28 years in primary processing, manufacture, distribution and retail , traversing all food categories on an International platform.</p>		
Key Skills		
<ul style="list-style-type: none"> • Strategy development and implementation • Embedding food safety & quality into Quality Management Systems • Aligning QMS and team engagement to deliver business objectives & customer requirements • Top down and bottom up quality improvement plan implementation • Electronic system implementation for visibility, streamlining business processes within and across single and multi-site businesses 		
Career History		
Independent Consultant – Highlights		January 2007 – Date
Collaboration, transparency & Trust	Personal & Industry Development	Vision
<ul style="list-style-type: none"> • Development of novel applications for electronic systems in conjunction with science & evidence based resources as platforms for robust future-proof 21st Century Global Operating systems • Development to launch of Leatherhead Expert-Ease initiative December 2012 • Focus on food fraud <ul style="list-style-type: none"> ○ Development of a Temptation Risk Analysis approach in conjunction with the FSA 'OutSmart' Project ○ European lead on implementation of FoodFraudster Tool ○ Contributor to the Elliott Review 		
Head Consultancy	(R) EVOLutionary	May 2015- Date
<ul style="list-style-type: none"> • Connecting the dots of my experience in science with systems thinking I have discovered the nature of the intelligent design process that drives evolution <ul style="list-style-type: none"> ○ Collaboration with key scientists in the US has proven proof of principle ○ Breaking into local circles of influence is proving more difficult • Biomimicry of the process into a technology application is the next phase to optimize creativity and collaboration in a scalable solution for sustainable success, at an individual, business and global level • Connecting with the right people to deliver the solution is proving to be the greatest challenge 		

SGS Ashby	Consultant Company Microbiologist	September 2015-July 2016
<ul style="list-style-type: none"> • Providing expert analytical and technical support • Providing retailer clients (principally Waitrose) with an expert knowledge of microbiological hazard analysis, risk assessment and risk management programs • Horizon scanning and providing advice to clients on emerging opportunities, risks and threats 		
McCormick	Interim Quality Director	May- September 2014
<ul style="list-style-type: none"> • Development of key customer communication and confidence regime • Created customer 'delight' • Incorporated Q-Pulse into the business strategy from a customer complaint tool • Developed foundations & framework for EMEA Quality Management System 		
FSA – Project FS 246004	'OutSmart' Predictive Food Fraud Modelling	July 13- March 2014
<ul style="list-style-type: none"> • Project lead • Intelligent Fraud Risk Model Scoping Project 		
Capestone Poultry	Quality System Update	January - April 2014
<ul style="list-style-type: none"> • Development of business QMS to modularise for BRC & M&S approval 		
Botswana Meat Commission	Business System Re- Engineering	Dec. 2012- May 2013
<ul style="list-style-type: none"> • Development of departmental manuals to embed process control into operations and clarify responsibilities for lairage, slaughter, cutting and distribution. • Realignment of QMS to deliver business objectives • Strategic review of Q-Pulse electronic QMS for Governance & drive continuous improvement <p>Build robust foundations for transforming the fortunes of the business</p>		
Head Consultancy	Food Safety Revolution Champion	September 2011- May 2014
<ul style="list-style-type: none"> • Lead a personal crusade to develop Leatherhead Expert-Ease http://www.foodmanufacture.co.uk/Food-Safety/Active-way-to-ensure-food-safety • Authored 'Food Safety Revolution' as a catalyst to accelerate industry to join forces http://headconsultancy.net/data_capture.asp?direct=/uploaded_images/2012_Food_Safety_Revolution.pdf • Collaboration with GaelQuality to promote adoption of Q-Pulse electronic QMS for building robust business foundations for the future • Collaboration with FoodQuest to promote FoodFraudster tool http://www.foodqualitynews.com/Industry-news/Software-bids-to-tackle-time-consuming-and-expensive-food-fraud?goback=.gde_4318042_member_5791887303081218049 		
Quorn Foods	Interim Technical Director	May 2010- August 2011
<ul style="list-style-type: none"> • Development and Implementation of a Business Quality Framework and Improvement Programme <ul style="list-style-type: none"> ○ Realignment of systems from Compliance to deliver business objectives ○ Design of retail –based supplier management system for improved brand protection of contract manufacture ○ Design & implementation of robust foundations for quality and safety management ○ NPD process design formalization and focused technical approval • Site specific Quality Improvement Plan Design & Implementation <ul style="list-style-type: none"> ○ Tangible improvements in GHP & GMP ○ Cultural Shift from QC to QA and operational quality ownership ○ Simplification, de-fragmentation and improved transparency of systems ○ Specification content improvement and management simplification • System modernization post-acquisition from Premier Foods to new ownership <ul style="list-style-type: none"> ○ Business QMS and technical standards development ○ Electronic QMS implementation ○ Electronic SQA & specification system implementation 		

British Retail Consortium	Animal welfare consultancy	May 2010
<ul style="list-style-type: none"> Development of a draft animal welfare at slaughter module to complement the BRC Global Food Safety Standard based on International Best Practice 		
QK Meats South Africa	Technical Advisor	
<ul style="list-style-type: none"> Developed a single business QMS framework to consolidate 3 businesses for a multi-species site producing meat & preparations for Woolworths supermarket Initiated cultural change from technical audit to an enterprise wide system through cross functional working groups 		Oct-Dec 2009
<ul style="list-style-type: none"> Improved customer confidence with Woolworths Process control & specification improvement 		Jan-April 2007
Meatco Namibia	Technical Advisor	May 2009- May 2010
<ul style="list-style-type: none"> Process improvement at 2 beef export plants in Namibia with particular emphasis on achievement of 6 month shelf life Development of an integrated modular business quality management framework to satisfy ISO9000 , HACCP and BRC standards at plant level. 		
Grampian Haverhill	Interim Technical Director	Nov 2007-April 2008
<ul style="list-style-type: none"> Managed improvement plan from retail red to green card Standard development and improvement across all departments <ul style="list-style-type: none"> Lairage- Boning- Meat Preparations- Cooked meats-Distribution Re-design & implementation of QMS fit for business and retailer requirements NPD system formalization & integration into overarching QMS Implementation of electronic QMS to streamline cross-functional processes and accelerate continuous improvement 		
UK Food Standards Agency- Project VFS002	Technical Advisor- Slaughterhouse Hygiene- Industry Co-ordination	Jan 2007-Jan 2009
<ul style="list-style-type: none"> Development of a framework for risk based slaughter hygiene based on International science & Industry Best Practice Development of Codes of Slaughter Hygiene Best Practice based on published scientific literature for red and white meat species Paving the way for earned recognition/ modernised meat inspection 		
Dawn Meats UK	Group Technical Director	1998 – 2007
<p>Responsible for all technical aspects of the Dawn Meats Group, covering 9 manufacturing sites, ranging from animal slaughter through to cooked meat products. Instrumental in driving standards for product safety and quality into a fast moving, highly commercial business. Liaison with customer base (principally retail) to promote standards.</p> <ul style="list-style-type: none"> Wholly responsible for the design and development of a Group HACCP and risk based EN45011 approved QMS, optimising business flexibility to support mergers & acquisitions, business growth & continuous improvement Introduction and management of supporting Group Technical team for auditing, supplier assurance and specifications/NPD interface Integration of safety & quality into the business strategy Personally integrated the Group QMS into QK Meats SA & a new high risk UK cooked meat business acquisition. Personally achieved BRC accreditation in a 6 week period 		

Sainsbury Supermarkets		1988-1998
	Technical Adviser- Distribution	1997-1998
<p>Responsible for the design and development of a HACCP-based Quality Management System to integrate all supplier manufacturing systems across the National distribution network, to complement retail store systems and to facilitate seamless food safety and quality across the entire retail supply chain.</p> <ul style="list-style-type: none"> • Development of a Quality Management System to integrate upstream with suppliers and downstream with retail delivery for all ambient, frozen and chilled food sectors 		
Senior Meat Technologist		1993-1997
<p>Management of the allocated supply base through approval and auditing, product launches, management of technical projects, product surveillance and trouble-shooting. This included raw meat, meat products, meat preparations, heat processed stocks and sauces.</p> <ul style="list-style-type: none"> • Supporting suppliers in assuring food safety requirements for approval & successful launch • Developed a science based regime for improving hygiene and HACCP in the beef & lamb slaughtering sector. • Approval of South American beef plants due to BSE UK crisis 		
Senior Microbiologist		1991-1993
<p>Pro-active management of food safety and quality microbiological issues across the entire retail product offer, across manufacture , distribution, retail and food service. Trouble-shooting across all food categories on a National and International platform:</p> <ul style="list-style-type: none"> • Risk assessed food safety approvals for all new and modified own label products • Initiated regime for external contract laboratory management . • Design and execution of scientific projects and product surveillance • Introduced Best Manufacturing Practice Guidelines for new & traditional technologies <ul style="list-style-type: none"> ○ Ready to Eat salads (UK) ○ Prepared Pineapple (Costa Rica) ○ Traditional Cured & Fermented Meats (Chorizo- Spain; Milano salami and Parma Ham- Italy) 		
Scientist		1988-1991
<p>Responsible for 3 technicians in the research microbiology laboratory. Principally evaluating novel and rapid microbiological and biologically based detection methods for routine implementation</p> <ul style="list-style-type: none"> • Introduced routine rapid testing for various pathogens • Troubleshooting food safety incidents 		

Qualifications & Professional Bodies			
Education			
1984-1988	Kings College	London University	Ph.D; Microbiology
1981- 1984	Queen Elizabeth College	London University	Microbiology 2.1, B.Sc.(Hons.)
Professional Bodies (Current)			
Royal Society of Arts		Fellow	
Institute of Food Science & Technology		Fellow	
Freeman of the City of London & Liveryman of the Worshipful Company of Butchers			
Professional Bodies (Previous)			
Food Standards Agency		Meat Hygiene Policy Forum :Red Meat Group (Chair)	
		Meat Industry Guide Editorial Panel	
European Food Safety Inspection Service (EFSIS)		Certification Committee	
Food Processing Faraday		Steering Committee	
IFST (Professional Food Microbiology Group)		Steering Committee	
Leatherhead Food Research		Research Advisory Committee	
		Food Safety Forum (Chair)	
BMPA		Slaughter Panel (Chair)	
Campden Food & Drink Research Association		Chilled Food Panel (Chair)	
Hobbies			
Sailing – Class Captain for the Royal Burnham One Design Class (2012- 2014) Arts & Crafts Import from Africa Entertaining			

Press Articles

<http://www.foodmanufacture.co.uk/Food-Safety/Walk-the-safe-line>

<http://www.foodmanufacture.co.uk/Manufacturing/Going-online>

<http://www.foodmanufacture.co.uk/Food-Safety/Active-way-to-ensure-food-safety>

http://www.foodmanufacture.co.uk/Food-Safety/Wallpaper-sparks-botulism-food-safety-fears/?c=3eYffeo0PvoYFPjI6%2FP29A%3D%3D&utm_source=newsletter_daily&utm_medium=email&utm_campaign=Newsletter%2BDaily

http://www.foodmanufacture.co.uk/Food-Safety/Unannounced-audits-will-become-the-norm/?c=3eYffeo0Pvp6qog3xeCi3A%3D%3D&utm_source=newsletter_daily&utm_medium=email&utm_campaign=Newsletter%2BDaily

<http://www.foodmanufacture.co.uk/Food-Safety/Unannounced-audits-to-be-the-norm>

<http://www.foodmanufacture.co.uk/Manufacturing/Think-like-meat-criminals-to-beat-Euro-horse-meat-fraud>

http://www.foodmanufacture.co.uk/Supply-Chain/DNA-testing-may-become-part-of-all-food-quality-control/?utm_source=Newsletter_Subject&utm_medium=email&utm_campaign=Newsletter%252BSubject&c=OCN1Fg0FrFrE93gmg0cWA%253D%253D

http://www.foodmanufacture.co.uk/Manufacturing/Share-data-or-risk-another-horsemeat-crisis-FSA?utm_source=RSS_text_news&utm_medium=RSS%252Bfeed&utm_campaign=RSS%252BText%252BNews&dm_i=116Q,1C2FA,5QIUKF,4IT2P,1

http://www.foodqualitynews.com/Industry-news/Software-bids-to-tackle-time-consuming-and-expensive-food-fraud?goback=.gde_4318042_member_5791887303081218049

http://gcse-food-health-protection.blogspot.ca/2013/04/systemic-fraud-closer-than-it-appears_9.html

Publications

Markham, P., Collinge, A.J., Head, J.B. and Poole, R.K. (1987) . In Spatial Organization in Eukaryotic Microbes (R.K.Poole and A.P.J.Trinci ,Eds.), pp.79-99.IRL Press, Oxford.

Head, J. B., Markham, P. and Poole, R.K.(1989). Woronin bodies from *Penicillium chrysogenum* : Isolation and Characterisation by Analytical Subcellular Fractionation. *Experimental Mycology* 13, 202-211.

Corry, J.E.L., Regan, K. and Head, J.B.(1992). Evaluation of the mycological quality of dried and intermediate moisture fruits. In: Modern methods in food mycology. Eds.: B.A.Samson, A.D.Hocking, J.I.Pitt and A.D.King. Elsevier, Amsterdam