



**Avery Leather Consulting Ltd**

[www.leatherconsultant.co.uk](http://www.leatherconsultant.co.uk)

[www.tanneryproject.com](http://www.tanneryproject.com)

**Curriculum Vitae**

**ALC Ltd**



**NAME** **John Avery**

**DATE OF BIRTH** September 17th 1959

**NATIONALITY** English

**EDUCATION** City & Guilds Technicians Advanced Certificate in Leather Manufacture, Dyeing and Finishing (1983)  
British School of Leather Technology, Northampton, UK  
B-TEC Certificate in Management Studies (1984)  
Humberside College of Higher Education, Hull, UK

**OTHER TRAINING** RSA Stage 1 Computer Literacy and Information Technology (1998)  
City & Guilds Technicians Certificate in Leather manufacture, Dyeing and Finishing including optional Certificate in Quality Control, (1979)  
City & Guilds Operatives Certificate in Leather Manufacture (1978)

**LANGUAGE & PROFICIENCY** English (mother tongue)

**MEMBERSHIP OF PROFESSIONAL BODIES** Fellow of the Society of Leather Technologists and Chemists (FSLTC)  
President of the SLTC 2006 / 2008  
Member of the American Leather Chemist's Association

**COUNTRIES OF WORK EXPERIENCE** UK, The Netherlands, Thailand, Italy, USA, UAE, France, Portugal, India, Philippines, Ethiopia, Greece, Sri Lanka, Spain, Mexico, Finland, Pakistan, Afghanistan, Egypt.

**Positions Held:**

From February 2007

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Technical and practical assistance to the international leather industry, through dedicated project work and consulting, with individual commercial entities, NGOs, aid funded bodies and/or Government Departments. From individual process improvements to full factory design, audits against best practice and training & mentoring. Making and marketing premium leathers based on deer skins, for high value, niche markets.

2005-2007

**General Manager, Joseph Clayton & Sons, Ltd, Chesterfield, UK**

Running small, niche market tanning company using a diverse range of different tanning chemistry, from raw materials purchasing, to sale of products, manpower, financial planning, health & safety, future strategies & improvements, capital expenditure and general policies, in conjunction with the Board of Directors, on behalf of the shareholders of the company.

1999-2005

**Senior Leather Technologist, Worldwide Consulting Division, BLC Leather Technology Centre, Northampton, UK.**

Performing consulting activities worldwide which include On and Off Site Trouble Shooting, Audits. Industrial Surveys in the Industrial Economist role, Demonstration of Best Practice in Domestic and Foreign Tanneries. Tannery design and layout. Managing Technical Support programmes, Yield & Quality Improvement Programmes, Waste Minimisation and Cost Reduction Projects, Training, Installation of Clean Technologies, Wastewater Management systems & Quality Control /Process Control. Particular knowledge of application in Process Metrology and specific experience of Colour Control Systems.

1998-1999

**Technical Control Manager, Koninglike Verenigde Leder BV (KVL) Oisterwijk, The Netherlands.**

Responsible for all technical aspects of the production from the raw material to the finished product. Liaison with suppliers, established an extra sub-contract source of wet blue by installing a modified version of KVL processes into a neighbouring tannery with acceptable level of quality and consistency.

1996-1998

**Production Manager, Holmes Halls Tanners Ltd, Hull, UK.**

Running wet blue to finished leather tannery making Shoe and Leathersgoods leathers from Bovine substrate. Production level 150,000 ft<sup>2</sup> wk<sup>-1</sup>, through 5 departmental managers, supervisors, chargehands, machine operators and labourers totalling 110 subordinate employees.

- 1988-1996                    **Assistant Finishing Manager, Pittards PLC, Shoe & Leathers Division Leeds, UK**  
Running surface coating department, responsible to the Departmental Manager, controlling all aspects of production of 380,000ft<sup>2</sup> wk<sup>-1</sup> of leather through Shift and Junior Managers, supervisors, chargehands, totalling 70 subordinate employees. Special project to research, select and install a suitable computer-based colour measurement system for QC of leather shade.
- 1986-1988                    **Works Manager, Pierpoint & Bryant Blue Tan Ltd, Warrington, UK**  
Running production and technical aspects of a wet blue to crust leather bovine tannery producing from the sated raw material, 4000 hides wk<sup>-1</sup> for both domestic and export customers. Other substrates also handled from contract-tanning customers included pig, sheep, buffalo, deer & camel. This was achieved through supervisors & chargehands, totalling 50 subordinate employees.
- 1982-1986                    **Department Foreman (Russet Section), Holmes Halls Tanners Ltd, Hull, UK .**  
Responsible to the Divisional Works Manager for all aspects of the production of crust leathers from wet-blue or veg-tanned rough state. Technical responsibility for process operations and their control. Split/Shave, Dye/Retan/Fatliquor, and Drying. Process design and R&D were specific additional activities
- 1980-1982                    **Dyehouse Manager, R B Sanders & Co (Kempston) Ltd, Bedford, UK.**  
Responsible to the General Manager for all of the process operations from wet-blue to drying. Work included development of new retannages and process control of established lines.
- 1977-1979                    **Trainee Leather Technician, Holmes Halls Tanners Ltd, Hull UK**  
Working in the Upper Leather Department, mainly in the dyehouse and finishing areas. Producing samples for customers, and support work for production departments. Attending, night school and block release courses to attain technical qualifications. Working in any department in the factory between college weeks.

### Specific Project Experience:

- Production of an industry-specific technical glossary for translation, containing over 800 technical and manufacturing terms, explaining the jargon in words and pictures.
- Working with an externally funded International agency and stakeholder in northern Afghanistan, to establish the potential and viability of a new tannery development project. The preliminary design and layout was made to fit the client's proposed throughput and investment capital identified including running costs and returns for the first 5 years. The document package produced has been used to attract further project partners and investment.
- Investigation into the Leather and Leather Products sector, a Pakistan Government-funded project to lead to improved export potential and better foreign earnings. Working with a US co-operation organisation as "Short Term Expert", to review tanneries, training facilities and technical abilities in Lahore, Karachi, Sialkot and Kasur regions.
- Funded Agency project, involving thorough tanning sector review. Produced a detailed sector study document that fed into the Governmental Industrial Masterplan for Ethiopia. Comparison of existing methods and the commercial framework with International Best practice, allowed for a development strategy for the sector to be formulated.
- Design of a specialist environmental auditing protocol for international brands to enable measurement of environmental stewardship directly related to the manufacturing process. Measurement of incremental improvement in environmental responsibility and application of cleaner methods at supplier tanneries and potential suppliers. This project led to the formation of the "Leather Working Group"
- Tannery design projects for 2 overseas customers, one complete from beamhouse to finished leather, in UAE completed in 2006, the other, a preliminary design and lay-out for a company that intended to process from wet blue to finished in China.
- Hands-on training & mentoring of a key new recruit in a major UK tanning company, working together to develop confidence and understanding within the finishing section on small skins production for shoe and leather goods.
- Technical support contract with BLC member company in the Philippines to improve the production quality, aiming at future export business opportunities. One month spent on-site.
- Clean production project aimed at encouraging the tanners of Thailand to use cleaner, more efficient methods. Training and factory audits over several months, return visits to discuss the levels of improvement achieved.
- Hands-on training & mentoring of a key new recruit in a major UK tanning company, working together to develop confidence and understanding within the finishing section of a large upholstery leather plant. Helping to develop & improve team dynamics and cooperation.
- Feasibility Study on establishing a tannery for camel in Middle East. Employed by a Gulf State Government to take account of all aspects of leather production from availability and quality of raw material, to sales and marketing opportunities, to effluent treatment issues. Extensive report produced culminating in conceptual design and lay-out of proposed plant.
- Employed by UNIDO in an Industrial Economist role, advising the team formulating the Industrial Masterplan for Sri Lanka in all aspects of the Leather Sub-Sector. This involved getting to know the Leather industry on the island, and highlighting the opportunities for improvement that exist,

producing a development plan for the Sub-Sector. The relocation to Bata Atha complex is a fundamental part of this and was studied during the split-visit mission.

- Process Optimisation, Reduction of Waste, Yield and Performance Improvement in a BLC Member Tannery in Western India, encompassed analysis of the existing methods, comparing this against personal experience and the BLC Benchmark for that sector, then devising systems improvements to reach the best possible solution based on the capabilities of the plant. Material proof of the benefits is usually required in terms of bulk trials demonstrating the improvements. Planning logical redevelopment of systems for further improvement in terms of manpower, methods and machinery based on current best practice techniques helped to structure policy at the highest level in the organisation.
- Tannery surveys and audits in Mexico, giving feedback to participating companies to improve quality of production and position in the global market. The companies concerned developed a more focused view of the path to development of world-class manufacturing methods.
- UK Government supported project, using specifically engineered leathers demonstrating purposely manufactured faults, used as visual aids in training seminars to establish good practice techniques in UK SME Leather Manufacturers.
- Factory technical audits in France and Portugal, involved examining in detail the commercial processing systems in place and recommending improvements to individual component processes, environmental issues, chemicals applications, manpower and health and safety issues. So that the companies could re-align policies commensurate with current best practice methods.
- Technical Training in USA involved the transfer of BLC current technology and knowledge of best practice techniques in manufacturing by lectures, written exercises, tests and practical manufacturing demonstrations.
- Thai Leather Sector Survey, required visiting a number of companies of varied activity within the industry to help advise on how rejuvenation of the Thai Leather Manufacturing Sector could be achieved. Working as sub-contract partner for a company producing an industrial plan for the Thai Government. This encompassed identifying spare production capacity in the companies, assessing market opportunities and forecasting the return available for various levels of redevelopment of the businesses.
- West Bengal UNIDO project, employed BLC expertise in advising design engineers engaged in the Calcutta Leather Complex project on design of the central effluent treatment plant for the site. This entailed achieving an understanding of the many waste streams, how they should progress to primary treatment and advising on ways of reducing the pollutant load at source through application of cleaner processing technologies.

**Publications:**

“Fancy a Tan”	Journal of the British Deer Society	Autumn 2008
“Thai Tanners Look Forward to a Cleaner, More Efficient Future”	BLC Journal	August 2002
“A Novel View of Leather Drying”	BLC Journal	March 2002
“Bradford Disease (Anthrax)”	BLC Journal	February 2002
“The State of Upper Leather Development”	World Footwear	December 2001
“Best Practice Through visual Aids & Solid Models”	BLC Journal	December 2001
“...Right First Time - without the table thumping”	BLC Journal	March 2001
Reducing the Cost of Poor Quality	BLC Journal	Aug 2000
“Colour Control “	Leather, The International Journal	Feb 1999