

Rhyan Stephens

Partner in Sydney

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Rhyan has more than 25 years of experience managing large scale supply chains and industrial businesses in Australia and internationally. His breadth of experience allows him to work across the Deals, Strategy and Performance service lines.

He specialises in turnarounds and operational optimisation with an extensive background in strategic transformation, supply chain network development, operational execution, manufacturing and asset efficiency, risk management, technology adoption, procurement effectiveness, earnings improvement, governance & compliance, market entry, deals advisory, and post-deal benefits realisation.

Rhyan has worked across various industries including Fast Moving Consumer Goods, Food & Beverage, Retail, Not-for-Profit, Medical Devices, Fintech, Distribution and Fulfilment, Manufacturing, and eCommerce in both Executive and Director capacities. His expertise includes providing strategic advice on deals, operational due diligence, product commercialisation, C-Suite secondments, strategic sourcing and inventory management, global shipping and fulfilment supported by his extensive C-suite experience which includes past senior global appointments as Managing Director, CEO, COO, General Manager, and various operational and process functions.

His wide-ranging experience incorporates being responsible for manufacturing operations, large scale supply chain and global transportation projects, offshoring, greenfield site development, asset and plant consolidations, strategy development, board proposals, sales & operations planning (S&OP), procurement and supplier management, probity and governance enhancement, contract manufacturing, systems and technology optimisation, working capital improvement, and transformative acquisition and divestment mandates.

He has proven hands-on capability in board governance and shareholder relations having occupied several Executive Director, Non-Executive Director, Chairperson and Advisory Board positions across various sectors and geographies. He also has a history of providing highly beneficial pro-bono advisory work for social impact firms and has been involved in numerous start-ups and founding boards within the technology sector.

Engagement Experience —

- Buy side operational diligence and future separation roadmap representing the successful bidder (Allegro), for Australia's largest transportation company divestment (Toll Global Express).

Qualifications & Memberships —

- Professional Practice Program, Chartered Accountants AU/NZ
- Prior Member, AICD
- Company Directors Course, AICD
- Master of Management, MGSM
- Bachelor of Manufacturing Management, UTS
- Certificate of Management Practice, AIM
- Certificate in Production & Inventory Management, APICS



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- Buy side operational and risk due diligence for an agricultural processing company.
- Sell side lead advisory and deal execution on the sale of a major freight forwarder to a middle eastern buyer.
- Sell side advisory, vendor readiness and subsequent deal process support on the sale of GroMarket Logistics to ACFS Port Logistics.
- Sell side advisory, vendor readiness and subsequent deal process support on the sale of Hoepners Supply Chain Solutions to McPhees Distribution Services.
- CEO secondment for the scale up and strategy execution of a global packaging business.
- COO secondment for the operational turnaround, plant rationalisation, and emergence out of administration for a leading Australian dairy producer.
- Engaged by a large beverage company to restructure their domestic delivery network and improve asset utilisation across the fleet.
- Operational lead for an enterprise review of a quarry and civil engineering business.
- Lead advisor on the operational turnaround and procurement probity resolution of a frozen food production facility in Victoria.
- Led the international review for an Australian based food manufacturer seeking to offshore operations to a new greenfield location in Asia.
- Numerous business improvement mandates involving process redesign, cost outs, technology adoption, asset selection, systems implementation, and operational improvement.
- Numerous data analytical projects requiring the design and development of sophisticated cost to serve (CTS), and total cost of ownership (TCO) models in fulfilment, freight and maintenance environments.
- Participated in numerous independent business reviews and “pre-lend due diligence” activities of mid-sized private industrial organisations across Australia.

Select, Relevant, Management Experience

- As Oceania CEO, led the market entrance of Aramex into Oceania, rapidly growing their presence in the region.
- As CEO, led the strategic justification, and key role in deal completion for the purchase of Fastway Couriers by Aramex Australia.
- As CEO, led the strategic justification, and key role in deal completion for the purchase of Mail Call Couriers by Aramex Australia - subsequently divested to Australia Post.
- As Oceania Managing Director and Asian Executive Committee member, led the business turnaround and scale-up of Damco Australia (A.P. Moller Maersk Group).
- As Oceania Managing Director, led the strategic justification and various due diligence workstreams for the purchase of Pacific Network Cargo by Damco Australia.
- As Supply Chain Manager, led the supply chain transformation, and procurement amalgamation, of a major Australian retailer.

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- As Global Commercialisation and Supply Chain Manager, led the global product commercialisation and supply chain strategy to launch new medical devices for a leading Australian based research organisation.
- Various factory management and engineering efficiency roles in Unilever.
- Various operational due diligence and post deal integration roles in UPS related to the acquisitions of Fritz, Menlo Forwarding and other supply chain bolt ons.
- As COO of a For Profit/For Purpose initiative, led the online channel and physical supply chain implementation of a multi-government funded program to deliver UN Development Goals for community-based producers across the South Pacific.