



## PROFESSIONAL VALUES

**Highly competent & motivated Solicitor with wide ranging experience of: financial services, information technology, accountancy and related services & utilities.  
Has a “can do” commercial approach**

### **CURRICULUM VITAE for TRACEY LYNNE BICHENO**

**Contact:** Mobile Tel: 07789 967660  
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**DoB:** 20/6/61  
**Marital / Family Status:** Married – with two boys

**Education:** Vyners Grammar School, Middlesex 1972 - 1979

**Qualifications:** 9 O levels  
3 A levels (English A, French B, History B)  
S level English

University of Exeter 1979 - 1982  
LL.B (Hons) 2:1

Lancaster Gate, College of Law 1982 - 1983  
Solicitors' Final Examination - all heads passed at first attempt

#### **Career History:**

##### **2006 – to current date - Professional Values Ltd**

###### **Director**

**Role:** To set up & manage Professional Values Ltd with a new business partner.

##### **2005 -2004 - ANGLIAN WATER SERVICES LTD (Anglian Water)**

###### **Deputy head of legal and company secretary**

**Role & Achievements:** The Commercial Solicitor managing a small commercial team. Secretary to board committee and participant in various project boards. Team member of the competitive tendering and outsourcing programme – from tender to bid evaluation, contract drafting and negotiations. Involvement with periodic review. Dealing with issues relating to governance of the business and regulatory matters. Drafting and negotiating a variety of commercial contracts and advising on a wide variety of matters.

##### **1999 – 2004**

Variety of consultancy work.

##### **Jan 1998 - July 1999 - Own Practice**

###### **Solicitor**

**Role:** Advising a variety of clients, in particular an information technology company with regard to the departure of its founders and the injection of venture capital (£10m), as well as on its day to day business and contracts. Redrafted standard form contracts and employment contracts. Devised and ran contractual appreciation and awareness training programmes.

##### **August 1994 - Feb 1997 - PRICE WATERHOUSE**

**General Counsel (6200 UK staff, including 500 partners)**

**Role:** A very diverse role with responsibility for all the firm's legal work (with the exception of litigation), including all structuring activity, new business ventures, employment problems, partnership issues and relevant intellectual property and information technology matters. Set up a legal department controlling a significant legal budget.

**Achievements include:**

- review of use of external lawyers, consolidating legal advice taken and expenditure, resulting in significant cost reductions and more streamlined advice.
- creation of interest in limited liability partnerships, culminating in Limited Liability Partnerships Act 2000
- global reorganisation of PW's businesses
- joint ventures, from strategy to implementation
- risk management programmes, including contractual risk management to reduce litigation risks
- creation of new employment manual and contracts of employment
- implementation of flexible employment benefits programme
- intellectual property audit and training programme
- data protection audit and training programme
- software licensing
- set up PW's legal firm, for external client work, Arnheim & Co.

**September 1993 - July 1994 – Own Practice**

**Solicitor**

**Role & Achievements:**

- project managed an MBO for £1.6m in relation to a UK software company
- set up an electronic database company, including all third party investment, legal and company secretarial work
- advice to law firms as to how to work together internally and win business
- developed and ran contractual training programmes
- carried out contractual negotiations, drafted contracts and redrafted standard contracts for software houses

**May 1991 - August 1993 - THE BIS GROUP LTD (2500 employees worldwide)**

**Director of Legal Services and Company Secretary**

**Role:** Acted as European attorney for NYNEX and work often included non English jurisdictions for the largest non - US subsidiary of NYNEX Corp. (the then New York telephone company), providing information technology, communication and related services worldwide

- had a management role, as a director of the main holding company, reviewing all significant business cases, including contracts, acquisitions and disposals, capital expenditure and new business ventures, as well as having line responsibility for property within the whole group.
- General Counsel to the Group and its four operating companies
- advised on all major transactions, including complex high value facilities management contracts (£1m), systems integration, bespoke software solutions contracts, as well as all major inward contracts.
- made significant contribution to bottom line profitability by reducing litigation to zero, enabling successful divestment of business by NYNEX

**Achievements include:**

- sale of group to competitor in July 1993 for £100m
- building a motivated team of 7 people
- cut legal expenditure by 50%
- developing and delivering manager training programmes
- management of all intellectual property worldwide
- review of all standard contracts
- handled all employment work, including all major hires and fires
- company secretary to the Group and all its subsidiaries

**August 1988 - April 1991 - SMITH NEW COURT PLC**

**Solicitor**

**Role & Achievements:**

- specific responsibility for the legal aspects of all computers worldwide, including all hardware, software, related facilities and services
- project managed the move to purpose built premises of 180,000 sq ft on time, on budget, with all telephony and computing working on day one, involving a team of 20, lasting 3 years and covering all negotiations as to terms of property disposals and acquisition, securing significant tax breaks
- other experience included employment, litigation, share option schemes, matters related to securities trading and general company commercial matters

**May 1987 - July 1988 - PARRISH PLC (approx. 300 employees)**

**Solicitor**

**Role & Achievements:**

- sole legal adviser to national network of private client agency stockbrokers
- registered the company under the then new Financial Services Act and dealt with all Stock Exchange/Securities Association matters
- carried out a wide range of activities including cancellation of share premium account, underwritten share issues and circulars to shareholders
- made acquisitions of various other broking businesses and reorganised the group's legal structure
- general legal work included employment, litigation and property matters
- carried out all company secretarial work including setting up the group's pension and life assurance schemes

**1983 - May 1987 - NORTON ROSE**

**Solicitor**

Qualified with this City firm in 1985 and then specialised in shipping and international finance.