

CURRICULUM VITAE

- 1. Family name:** TEE
- 2. First names:** David Peter Handbury
- 3. Date of birth:** 3rd January 1964, UK
- 4. Nationality:** British (with permanent residency in India)
- 5. Civil status:** Married
- 6. Education:**

| Institution (Date from - Date to) | Degree(s) or Diploma(s) obtained: |
|---|-----------------------------------|
| University of Birmingham, United Kingdom (Oct 1983 - Jul 1986) | BSc (Hons) Software Engineering |

- 7. Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

| Language | Reading | Speaking | Writing |
|----------|---------|----------|---------|
| English | 1 | 1 | 1 |
| French | 5 | 5 | 5 |
| | | | |

- 8. Membership of professional bodies:** n/a

- 9. Other skills:** (e.g. Computer literacy, etc.)

- Highly proficient in all Microsoft Office applications, search and communications systems
- Highly proficient in website development tools including PHP, HTML, CSS, JavaScript, MySQL etc

- 10. Present position:** Head of Networking, EBN
Principal Consultant, Tenforward
Director, Incubation Worldwide Ltd

- 11. Years within the firm:** EBN – 4 years
Tenforward - 14 Years
Incubation Worldwide – 4 years

- 12. Key qualifications:**

- International Expert / Team Leader in Private Sector Development, business incubation, innovation and entrepreneurship with a focus on support for start-up, micro and SMEs
- Head of Networking, European Business & Innovation Centre Network (EBN)
- Team Leader on €4m EuropeAid development project in Jordan linking private sector to research and innovation (supporting R&D by increasing access for Jordanian researches to European research programmes, specifically FP7; innovation; start-up businesses; and technology commercialisation)

- Established a network of Business Incubators in Jordan – Jordan Innovation Centres – under EJADA Project (EuropeAid)
- Developed proposals for an Innovation Policy for Jordan that focussed on key areas of business environment reform and development
- Many years' experience within international EU-funded projects: team leader, senior expert, project identification; short- and long-term projects
- Co-founder of Incubation Worldwide Ltd – a content creation and dissemination business focusing on business incubation and entrepreneurship
- Expert in business incubation and innovation: one of the 25 *Business and Innovation Centre (EC-BIC) Experts* within the European BIC Network (EBN)
- Managing Director of London Business and Innovation Centre – EC-BIC
- Ability to design, develop and manage complex projects in multicultural environments and lead people of different language and cultural backgrounds
- Experience within Jordan, Palestine, Egypt, Ukraine, India, North America and Europe
- Significant start-up and SME experience: founder of two technology businesses: Konetic Ltd, & Oak Solutions
- An effective communicator at CXO / Minister level
- Authored & co-authored several key reports on the impact of technology on business

13. Specific experience in developing countries:

| Country | Date from - Date to |
|-----------|--|
| Egypt | May 2015 |
| Palestine | June 2011, March and June 2012 |
| Ukraine | July-August, September 2011 |
| Jordan | Feb 2009 – Mar 2011, June 2011, Nov 2011, Apr-May 2013 |
| Egypt | July 2008 |
| India | May 2006 – Feb 2009 |
| Jordan | May 2004 – Apr 2006 |

14. Professional experience

| Date from – to | Location | Company | Position | Description |
|---------------------------------|----------------|---|--------------------------|---|
| September 2013 – date | Belgium | EBN Philippe Vanrie pva@ebn.eu | Head of Networking | <ul style="list-style-type: none"> - Manage all aspects of membership development, support and service provision for this international innovation network of incubators, accelerators, clusters, etc - Design, develop and deliver new online platform for entrepreneurship support, globally - Manage the development of new branding, positioning and messages for EBN |
| July 2002 – date | Worldwide | Tenforward Sangeetha Shinde sangeetha@tenforward.biz | Principal Consultant | <ul style="list-style-type: none"> - Founded as a vehicle to deliver consultancy projects in economic development (innovation and incubation) and ICT - Delivered multiple long- and short-term projects as defined below - Appointed as one of the 25 <i>Business and Innovation Centre</i> (EC-BIC) Experts by the European BIC Network (EBN); EBN is the only network licensed by DG-Enterprise to manage the EC-BIC quality mark. |
| March 2012 – date | UK | Incubation Worldwide Ltd | Director | <ul style="list-style-type: none"> - Co-founded to create and disseminate regular, respected, credible content, largely developed by practitioners and international experts, that addresses the needs and concerns of the business incubation industry world-wide - Distributed this content through multiple channels including <i>The Business Incubator</i> magazine (now sold to EBN) - Promoted incubation beyond its traditional boundaries creating opportunities for interaction with corporate, financial and other sectors |
| September 2012 – September 2013 | Belgium | EBN Philippe Vanrie pva@ebn.eu | Senior Consultant | <ul style="list-style-type: none"> - Managed the development of a €1m FP7 proposal for “social innovation incubation network” – TRANSITION Project <ul style="list-style-type: none"> - Liaised with the Consortium to ensure content delivered on time - Developed the proposal documentation and budget - Managed negotiation process with the European Commission - Provided support to the EBN Quality system, the only European Commission certified qualification for business innovation, incubation and SME support <ul style="list-style-type: none"> - developed tools for analysing and presenting information on the status of incubation across the EBN network - supported the benchmarking of non-EBN incubators against EBN members, proposed by the European Court of Auditors under an audit of structural funds |
| April – May 2013 | Jordan | JSP srl srtjio@gmail.com | Senior Expert | <ul style="list-style-type: none"> - Supported the new TA Team on the SRTD II project with the inception phase, sharing knowledge of first SRTD project to enable a rapid start |
| February-May 2012 | United Kingdom | Companion Software Ltd Adam Wright kprime99@hotmail.com | Business Strategy Expert | <ul style="list-style-type: none"> - Supported the senior management team in modelling this IT spin-out from an established consultancy business - Developed business model, business plan (including financial models), pitch documents for investors etc - Supported the team during business development activities with key prospects |

| Date from – to | Location | Company | Position | Description |
|--------------------------------------|-----------|---|-------------------------------------|---|
| November 2011 | Jordan | European Union Delegation to Jordan Germana Topolovic Germana.TOPOLOVEC@ee.as.europa.eu | Senior Expert | <ul style="list-style-type: none"> - Direct contract with the EU Delegation to develop the Financing Agreement (Technical and Administrative Provisions (TAPs), Logframe and Budget) for phase two of the Jordan Services Modernisation Programme (JSMP II) - Worked with the EUD and JEDCO to build on the Action Fiche to further develop the objectives, results and activities within the TAPs - Developed high level budget and Logframe |
| July-August 2011 September 2011 | Ukraine | Louis Berger Blaise Gonda bgonda@louisberger.com | Senior Expert – Business Incubation | <ul style="list-style-type: none"> - EBN Expert for the “<i>Development of financial schemes and infrastructure to support innovation in Ukraine</i>” Project - Ensured the maximum support by EBN in the development of the SAUID Regional Centers of Kyiv, Kharkiv and Lutsk towards the compliance with the EC-BIC innovation centre criteria and to support their full EBN membership - Helped Regional Centers define the most appropriate Roadmap for establishing a BIC, based on the specific local environment, stakeholder requirements and industry needs - Directed other EBN experts’ intervention in the Project for optimum utilization in the limited time available |
| June 2011 March 2012 June 2012 | Palestine | European Investment Bank <i>via EBN</i> Giordano Dichter gdi@ebn.be | Senior Expert: Business Modelling | <ul style="list-style-type: none"> - Part of a consortium that delivered training to the Palestine ICT Incubator (PICTI) to ensure EIB funded projects get the best support from staff - Conducted 2-day training course and 2-hour workshop in Business Models - Provided 2-week consulting mission to PICTI clients on their business models and helped move their businesses forward - Contributed to PICTI re-launch conference |
| May - June 2011 | Jordan | European Union Delegation to Jordan Germana Topolovic Germana.TOPOLOVEC@ee.as.europa.eu | Senior Expert | <ul style="list-style-type: none"> - Direct contract with the EU Delegation to develop the Action Fiche and Technical and Administrative Provisions (TAPs) for a follow-on project to SRTD (see below) - Worked with the EUD and beneficiaries to develop objectives, results, activities - Developed high level budget and initial Logframe - Supported Head of Section present Action Fiche to DevCo in Brussels - Go ahead received for development of the Financing Agreement |
| February 2009 - March 2011 | Jordan | SRTD Project <i>via Transtec</i> Germana Topolovic Germana.TOPOLOVEC@ee.as.europa.eu | Technical Assistance Team Leader | <ul style="list-style-type: none"> - Successfully turned around the €4m “<i>Support to Research and Technological Development & Innovation Initiatives and Strategies in Jordan (SRTD)</i>” project after suspension, 1-year into the implementation - Advised the PMU Director and EU Task Manager on strategic direction - Responsible for short-term expertise (500 days) and incidentals budget (€385k) - Managed the disbursement of €600,000 in research and start-up grants - The Project delivered: <ul style="list-style-type: none"> - the creation of two new business incubators - establishment of Technology Commercialisation activities including 11 tech transfer offices and support of Intellectual Property Commercialisation Office - establishment of 50 focal points for liaison between EU and Jordanian R&D with 750 hours FP7 training for liaison officers - Ensured project was delivered to EU satisfaction, implementing 3 yrs work in 25 mths - Reported to Steering Committee on project progress - Developed the Annual Programme Estimates for budgeting and project management, quarterly PMU Reports and bi-annual TA Reports |

| Date from – to | Location | Company | Position | Description |
|-------------------------------|---------------------|---|---|---|
| May 2006 - February 2009 | India | AlertMe.com Ltd Pilgrim Beart pilgrim@alertme.com | VP Software Development / Executive Director of Indian subsidiary | <ul style="list-style-type: none"> - Responsible for the web-based software for this UK start-up company - Creating a state-of-the-art Ajax driven application to provide customers with the best possible and simplest user interface - Managing a team of Indian software developers from premises in Chennai - Supporting the UK parent company with strategic advice - Established the subsidiary: legal, HR and daily operations |
| July 2008 - July 2008 | Egypt Arab Republic | Research, Development and Innovation Programme (RDI) <i>via JCP</i> Gian Luca Bombarda glbombarda@icpsrl.eu | Project Assessor | <p>Made assessment of grant proposals for EU-Egypt Innovation Fund Grant Schemes 1 and 2:</p> <ul style="list-style-type: none"> - Assessed 20 Concept Notes under Scheme 1 - Assessed 11 Full Proposals under Scheme 2 |
| April 2008 - April 2008 | Jordan | SRTD Project <i>via EBN</i> Philippe Vanrie pva@ebn.be | Senior Expert | <ul style="list-style-type: none"> - Attended Inception meeting for this programme and provided input to the Inception Report based on previous experience in country - Developed an Internship training programme for staff for incubators, universities, PMU and other institutions in Innovation Management, Technology Transfer and Information Delivery |
| May 2005 - May 2006 | Jordan | EJADA Project <i>via EBN</i> Philippe Vanrie pva@ebn.be | Long-Term International Expert | <ul style="list-style-type: none"> - Developed proposals for an Innovation Policy for Jordan - Further developed the network of business incubators - Supported incubator managers with incubatees - Integrated start-ups and incubator activities within the Jordan Upgrading and Modernisation Programme (JUMP) |
| May 2004 - May 2005 | Jordan | EJADA Project <i>via EBN</i> Philippe Vanrie pva@ebn.be | Long-Term International Expert | <ul style="list-style-type: none"> - Initial 12 month contract with “Euro-Jordanian action for development of enterprise” (EJADA) Project - Worked independently with Jordanian nationals to establish two of the first incubators in the Kingdom - Responsible for all aspects of delivery; business plan, operational procedures, marketing, knowledge transfer to local managers and incubatee selection - Liaised with other enterprise development projects, training, and policy groups |
| February 2003 - December 2003 | United Kingdom | London Business Innovation Centre Ltd Dr Terry Butland t.butland@mdx.ac.uk | Managing Director | <ul style="list-style-type: none"> - Responsible for P&L for £2.5M t/o public/private partnership high-tech incubator – full EBN member - Appointed to asses future & deliver turnaround on public funded business model - Negotiated with key creditors, potential financiers, agencies & govt. on solutions - Implemented new model and monitored progress – received well by the stakeholders - Due to external factors, put company into administration with support of stakeholders |

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|--------------------------------|----------------------|--|---|--|
| July 2002 – February 2003 | United Kingdom | mTank No contact info | Acting CTO | <ul style="list-style-type: none"> - Responsible for delivering technical solutions & improve business models & tools - Co-founded company through Konetic Ltd and appointed as non-executive director - Ensured services/model architecture complied to reusability of technology modules |
| November 1999 - July 2002 | United Kingdom | Konetic Ltd Jeremy Holland hollandj@konetic.com | Chief Operating Officer, CFO & Co-Founder | <ul style="list-style-type: none"> - Responsible for day-to-day management of business, marketing, P&L, finance & HR - Created the strategic marketing plans, profitability initiatives & handled accounting - Drove strategy forward including restructuring from 'dotcom' to software company - Managed marketing of the key messages, corporate website, materials & events |
| February 1999 - November 1999 | United Kingdom | Momentum Ltd No contact info | Director – Telecom, Media & Retail Practice | <ul style="list-style-type: none"> - Responsible for development of business strategy & technology within these sectors - Appointed to manage the entire process from conception to completion and delivery - Liaised with clients, project managers & 3rd party suppliers to ensure on-budget delivery - Managed a team of senior consultants creating & delivering individual & team projects - Delivered e-business strategy & payment system architecture for major UK company - Managed e-business strategy development for pharmaceutical information company |
| April 1996 - January 1999 | United Kingdom | SRI Consulting Nick Evans nevans@sbi-i.com | Senior Consultant – Media Futures Practice | <ul style="list-style-type: none"> - Appointed to deliver multi-client research programmes inc. Advanced Digital Media - Analysed opportunities for IP Telephony products for large German electronics co. - Researched & presented analysis of global HDTV market for large UK R&D agency - Handled research for technology feasibility, demand and competition for digital media - Responsible for analysis & delivery of multi-client telecoms project - Authored report & delivered presentation on Post Deregulation: New Industry Scenarios |
| December 1994 - April 1996 | United Kingdom | Education Online No contact info | General Manager | <ul style="list-style-type: none"> - Developed a business plan for the creation of an online education service using Online Media's Cambridge Interactive Television Trial; later turned into a Web site and CD-ROM - designed the structure of the service from a user and technology perspective, targeting information at schools and homes, children and adults - sold the concept to key content providers such as the Open University, Anglia Multimedia and Yorkshire International Thomson Multimedia leading to content supply agreements - resourced and managed the development team |
| September 1993 - December 1994 | Canada, South Africa | Acorn Computers Ltd No contact info | International Business Development Manager | <ul style="list-style-type: none"> - Spent six months in Toronto, Canada assessing the market potential for Acorn computers in this market, leading to their decision not to go ahead with further investment - designed and managed a marketing strategy including Acorn's participation at the annual educational computing conference and exhibition in Toronto, as part of the assessment - made contact with many key customers within the Ontario school boards convincing them to consider the use of Acorn computers - on return from Canada investigated potential opportunities in South Africa immediately following the election of the Government of National Unity |

| Date from – to | Location | Company | Position | Description |
|--------------------------------|-----------------|---|---|--|
| April 1989 - September 1993 | United Kingdom | Oak Solutions Ltd Phil Driscoll phil@dialsolutions.co.uk | Co-Founder & Head of Marketing | <ul style="list-style-type: none"> - With two colleagues, founded a software company to develop educational multimedia products for 32-bit Acorn computers; developed best-selling multimedia authoring tool for schools; Genesis - managed all financial aspects of the business with full P&L responsibility including business planning, accounts, tax and VAT - initiated discussions with Oak Computers which lead to the eventual merger to form Oak Solutions - designed literature, advertising campaigns and exhibitions to maximise our sales potential - travelled extensively within the UK presenting products to LEAs, schools and colleges |
| August 1986 - April 1989 | UK, Netherlands | Acorn Computers Ltd No contact info | Project Manager; International Sales | <ul style="list-style-type: none"> - Managed several software projects - Responsible for dealer sales network in Netherlands |

15. Other relevant information (e.g., Publications)

- Mentor for “EUREKA InnoVest Programme (E!InnoVest)” (April 2016)
- Moderator at “European Innovation Summit” session on “Innovation Ecosystems” (Brussels, December 2015)
- Expert Jury Member: “OECD Western Balkans Enterprise Development and Innovation Facility - Triple Helix Competition” (November 2015)
- Moderator of “Key Technology Frontiers” session at EBN Congress: *New Frontiers for Innovative Entrepreneurs* (Brussels, October 2015)
- Trainer on Business Models and Lean Startup: EuromedInvest “Young Entrepreneur Master Class” (Cairo, Egypt, May 2015)
- Evaluation of as *EU Business and Innovation Centre* for EBN in Madrid, Spain (April 2015)
- Panel speaker: “International Innovation Forum” at *Transfiere Forum* (Malaga, Spain, February 2015)
- Moderator of two sessions at EBN Congress: “New and Better Crowdfunding and Angel Investing” and “Rock and Unlock the Entrepreneur Ecosystem” (Spain, June 2014)
- Moderator of a session on “Incubation and Business Angels” at EBAN Congress, (Dublin, May 2014)
- Speaker at UK “Higher Education Entrepreneurship Group” annual conference (UK, June 2013)
- Moderator on *Social Innovation* panel at “EBN Congress 2013” (Northern Ireland, May 2013)
- Panel speaker: “MENA ICT Forum – Panel: The Value of IP” (Jordan, March 2013)
- Publisher of and contributor to *The Business Incubator* magazine (June, October 2012)
- Keynote speaker: “Innovation in the Public Sector” Conference (Jordan, October 2011)
- Panel speaker: “INSEAD Innovation Breakfast” (Abu Dhabi, January 2011)
- Panel speaker: “Arab Science and Technology Foundation: Investor’s Forum” (Dubai, 2010)
- Presented at EBN Congress “Innovation Methods to Link R&D and Entrepreneurship” (Napoli, 2006)
- Presented at key European conference on commercial exploitation of academic research – BIGEAR (Vienna, 2003)

- Authored multiple research reports including : *“A Practical Guide to Wealth Creation – Proposals for a Jordanian Innovation Policy”*, *Advanced Digital Media, TechMonitoring, Telecom Management Programme: New Industry Scenarios*