

PRACTITIONER PROFILE

Martin Davidson

BEng (Hons) MBA MIET MAPM

FORTY TWO FOLD

Structure that supports.
Empathy that empowers.
Expertise that enables.



Professional Profile

A versatile and highly effective business, programme and operations director with over 30 years' experience across Defence, Government and Commercial sectors, underpinned by 12 years as a Royal Navy Tactical Weapons Engineer Officer. Brings deep leadership, commercial and delivery expertise, with a proven ability to set strategic direction, solve complex problems and make sound decisions in time-critical environments. An influential communicator who builds trust, aligns diverse stakeholders and drives high-value organisational change in regulated, high-stakes settings.

Core Skills

Enables strategic, operational and organisational transformation by applying broad leadership experience, strong commercial acumen and a disciplined approach to resolving complex challenges in demanding, highly regulated environments.

- **Business Leadership, Strategy & Commercial Governance:** Brings P&L ownership, strategic planning, business growth and commercial negotiation experience from multi-million-pound portfolios across Defence, Government, commercial and regulated sectors, shaping strategic direction and driving accountable execution across complex organisations.
- **Programme, Portfolio & Change Delivery:** Experienced in leading complex, multi-site programmes and portfolios, including turnaround delivery, operating model design and large-scale transformation in the most critical and complex infrastructure environments, bringing disciplined delivery, risk management and structured problem-solving.
- **Stakeholder Influence, Communication & Organisational Alignment:** Brings the ability to engage and influence senior stakeholders across government, industry and regulated environments, building high-performing, collaborative cultures, resolving conflict with diplomacy and aligning diverse teams behind shared strategic outcomes.

Career Highlights

Director – Paradym Business Consulting

January 2024 – Present

Founder and director of a specialist consultancy supporting organisations with complex strategic, operational and transformation challenges across Defence and Critical National Infrastructure.

Key aspects included:

- Advisory support to the Clyde 2070 Transformation Mega Project and strategic investment decisions in Defence Nuclear
- Transformation consultancy for National Nuclear Laboratories, including Value Stream Mapping and Operating Model development
- UK market entry support for a US cyber security company focused on critical national programmes including stakeholder mapping and early pipeline development.

Executive Consultant & Account Director – Harmonic

October 2021 – December 2023

Led delivery performance and transformation consulting across Harmonic's largest account, supporting BAE Submarines on major engineering and systems programmes.

Key aspects included:

- Grew the BAE Submarines account from £5m to £13m over two years
- Delivered a major transformation of BAE Integrated Combat Systems' approach to Model-Based Systems Engineering (MBSE)

- Implemented improved risk management and Lean-driven process improvements across Dreadnought Combat Systems reducing cycle times and strengthening engineering assurance.

Senior Operations & Portfolio Director – Lockheed Martin / Leidos

April 2009 – July 2021

Held a series of senior leadership roles responsible for major operational, portfolio and business-integration functions across Defence, National Security and Critical National Infrastructure, leading teams of 200–1,000 FTE and delivering multi-million-pound programmes.

Key aspects included:

- Directed full business lifecycle performance across a £50m+ annual portfolio, delivering major programmes for MOD, Home Office, MoJ and wider HMG, inc. Census 2021 and Home Office Biometrics ensuring predictable delivery across multi-supplier, high-assurance environments
- Led major organisational transformations, including integration of an acquired business, divestiture of non-performant units, and operational turnaround of Strategic Systems supporting the UK's Continuous At-Sea Deterrent improving operational resilience and restoring performance in critical mission areas.
- Recovered critical MOD intelligence programmes, strengthened commercial performance, and secured multiple strategic bid wins across Defence and Government while strengthening commercial outcomes and long-term client confidence.