

20+ years experience in multinational engineering nuclear industry

- Client-side management of risk

16+ years international recruitment as Group Commercial & Legal Director

- NES Fircroft turnover US\$2.5billion
- Responsible for 35+ lawyers & paralegal staff in 10 regional offices

Managed the legal and risk activities of 10 M&A transactions

- US, Canada, Norway, Australia, Japan and the global merger of NES Global Talent and Fircroft Engineering

Now, 3+ years as Freelance Business Advisor & Director of SRC

Chair of APSCo UK Representative Committee 2020-22 & 2011-12

- UK Representative Committee 2018-22 & 2010-14
- Global Representative Committee 2020-22

Now, Trusted Advisor with APSCo AdvisorLink



Stephen Rookes
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<p>Benefits of using SRC</p> <ul style="list-style-type: none"> ✓ Trusted expert Business Advisor ✓ Practical industry experience ✓ Objective & unbiased advice ✓ Valuable insights to drive growth ✓ Project management skills to successfully deliver your goals ✓ Pragmatic solutions to your risk & compliance issues ✓ Reducing your risk exposure by mitigating potential problems ✓ Using compliance so you can gain a competitive advantage ✓ With SRC as your partner, we can achieve more together 	<p>SRC's CONSULTANCY SERVICES have included:</p> <ul style="list-style-type: none"> • Conducted reviews of 300+ UK, US & international recruitment contracts • Drafted client & contractor contract templates • Identified commercially pragmatic liability & risk mitigation solutions • Supported the procurement of insurance in UK, USA, ME & APAC • Conducted training covering legal matters, liabilities, compliance • Conducted 'doing business in the USA' training • Audited legal, compliance, tax & insurance functions to enhance fitness for purpose & implementation of enhanced processes & technology • Conducted SWOT analysis of contracts & compliance team • Produced Corporate Governance & Schedule of Management Authority • Advised on contractor engagement status including IR35 / Off Payroll Working rules & independent contractors in the US, Germany & France • APSCo Industry Stakeholder representative to lobby HMRC re. IR35/OPW & Outsourcing • Responded to "Houston, we have a (serious) problem"
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SRC's Value Proposition is "to add demonstrable shareholder value, through a proven international track record of managing risk and compliance for over 40 years, to help clients gain insights into best practice and identify improvements that ensure business is conducted on a sound commercial basis".

Client Testimonials: "Stephen is an exceptional mix of commercial acumen, common sense, extra-mile effort and professionalism ... He's one of those people who set themselves high standards and help others to achieve the same." || "If you're looking for support and guidance around Risk, Compliance and anything that looks like it might become a thorn in your side I'd happily recommend Stephen." || "It was great that our Legal Team was able to receive contract negotiation training. The valuable insights he provided about negotiating contracts with international clients was very helpful for the Team."

Can I help you as a Business Advisor ? Please email me stephen@srconsultancy.co.uk.

Visit SRC's [Website](#)

Let's Connect on LinkedIn
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I'm a keen ultra-marathon trail runner as I enjoy the freedom to explore our beautiful country. Running challenges me to achieve what sometimes feels impossible but is realised through hard work, dedication and determination. In September 2024 I ran an UTMB 75 miles race in the Slovenian Alps and then in May 2025, I ran the 112 mile Hardmoors race along the Cleveland Way National Trail in 33 hours 45 mins.