

# CIPHR appoints Andrew Carwardine as new CEO

Submitted by: CIPHR Ltd

Friday, 14 December 2018

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CEO Chris Berry will become deputy chair on 7 January 2019; Andrew Carwardine joins the UK HR software provider from Dynama Solutions

CIPHR ([www.ciphr.com](http://www.ciphr.com)), the leading provider of HCM software solutions to small and medium-sized enterprises in the UK, is pleased to announce that Andrew Carwardine will be joining its board as CEO in January 2019.

Chris Berry, CIPHR's founder and CEO, has decided to step back from his day-to-day responsibilities from 7 January next year. He will continue to be deeply involved at board level, becoming deputy chair, with specific responsibility for non-UK expansion. Chris has led CIPHR for over 20 years, taking the decision in 2011 to make the company the first purely SaaS provider of HCM services, and thus enabling its recent remarkable growth. He will be succeeded by Andrew Carwardine, until recently managing director of Dynama Solutions, part of the Allocate Software Group.

Between 2013 and 2018, Andrew grew Dynama Solutions from separate defence and maritime units in the Allocate Group, building a standalone business focused on delivering best of breed crewing and capability software to the government, maritime and engineering sectors worldwide. He has wide experience in developing and selling SaaS solutions internationally. Previously a senior officer in the British Army, he brings significant leadership and management experience as well as deep customer knowledge of HR and manpower software systems.

Alastair Hazell, CIPHR's chairman, said: "This is an important development for CIPHR, which has grown quickly since investment by LDC in mid-2016. We are fortunate to be able to attract someone of Andrew's experience to lead the company into the next stage of its development. At the same time, the HCM market is changing in new and exciting directions. Retaining Chris' deep knowledge of the sector at board level will therefore be important in enabling CIPHR to maintain its growth, both organically and through acquisition.

"I look forward to working with both Chris and Andrew during this next phase in the company's evolution."

Chris Berry, CIPHR's CEO, said: "I have known and respected Andrew professionally for some time, and am delighted therefore that he is joining us. The skills and experience he will bring to CIPHR are exemplary and will increase the potential for us to continue to grow. He will be part of a great team."

Andrew Carwardine, CEO (designate), said: "CIPHR is a successful and dynamic company whose products, people and ethos I have continued to admire. I welcome the chance to work with its management team in what is a fast-changing and competitive marketplace. The opportunities are enormous."

Alastair Weinel, investment director at LDC, said: "Since our investment in 2016, CIPHR has continued to go from strength-to-strength under Chris's leadership. Adding additional expertise to the board with

the appointment of Andrew will further the company's growth journey in a market that presents significant opportunities."

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#### Media requests

For a picture of Andrew, media information about CIPHR, or to request an interview, contact Cathryn Newbery: [cnewbery@ciphr.com](mailto:cnewbery@ciphr.com) or 07773 547122.

#### Note for editors

CIPHR is a leading UK-based provider of HR, learning and recruitment software, whose products integrate seamlessly via API with the products of more than 40 CIPHR Connect partner vendors.

CIPHR's cloud-based solutions help busy HR teams to streamline their processes, secure employees' sensitive personal data, and spend more time working strategically. More than 350 organisations, and over one million people, use CIPHR globally. CIPHR's clients include public, private and third-sector organisations of various sizes, including the Natural History Museum, ZPG, the Lawn Tennis Association, and PureGym. To find out more about CIPHR and its products, visit [www.ciphr.com](http://www.ciphr.com).