Chan Dabare

Chair and Non Executive Director

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Board profile

Chair, non-executive director and technology business leader with three decades of experience building organisations, leading international expansion and overseeing commercial performance. Brings full profit and loss (P&L) leadership experience across businesses ranging from start-ups to organisations with more than 20,000 people, alongside experience of mergers, acquisitions, initial public offerings (IPOs) and establishing operations across the EU, including Bulgaria, and other international markets.

Chair of the UK Leadership Council, a network of 250 leading CxOs who offer their expertise as non-executive directors. Combines this senior leadership network with experience across the public sector, banking and financial services, insurance, manufacturing and UK government AI initiatives. Offers organisations access to senior UK executives, business partnerships and practical support for growth.

Board and leadership appointments

Chair | UK Leadership Council

- Established and chairs a UK network of 250 senior CxOs offering non-executive expertise to organisations. The network provides access to potential board advisers, mentors and speakers.

Non Executive Director | Portfolio of large and medium sized organisations

- Serves as a non-executive director to a number of organisations, bringing commercial leadership, international business experience and a practical understanding of technology and organisational growth.
- Delivered mentoring programmes for senior directors in large organisations, supporting their career progression towards CxO roles.

Contribution to boards and organisations

Offers the following contributions, working with boards, executive teams and committees:

- Connect organisations with suitable UK Leadership Council executives for NED appointments, leadership mentoring and introductions to potential business partners.
- Advise on UK market entry, sales channels and partnerships, drawing on experience of establishing and scaling international business units.
- Help organisations assess AI and automation opportunities, prioritise investment and strengthen delivery capability through practical workshops and executive discussions.
- Contribute to relevant board and advisory committees, bring experienced speakers to events and introduce prospective members or business partners through UK and international networks.
- Apply P&L leadership and board reporting experience to constructive scrutiny of strategy, financial performance and stakeholder value, with attention to transparency and conflicts of interest.

Executive career and selected achievements

Chief Executive Officer | DCV Technologies | 2010 to present

Led DCV's development from a staff augmentation company into an international IT consultancy business. Built its strategy, commercial model and operating capability to serve external clients.

- Grew the business from a start-up into a multimillion-pound organisation and established a footprint in 15 countries across Europe and Latin America.
- Built the Polish operation from zero to 300 consultants in 18 months and achieved financial targets for eight consecutive years.
- Created sector and partner sales models, secured preferred supplier status and developed a follow-the-sun service model to support international clients.
- Initiated a strategy to recruit more than 1,000 people for the London Stock Exchange's shared services transformation programme.
- Developed robotic automation and AI solutions to differentiate DCV's capabilities from those of its competitors.
- Established the UK Leadership Council to provide non-executive services.
- Completed two successful acquisitions in the UK and South Africa.
- Achieved Tier 1 supplier status on three major central government and public sector supplier frameworks.

Managing Director | Amsphere | 2007 to 2010

Led growth and business improvement in software modernisation, quality assurance and consultancy services.

- Established operations in Germany and Switzerland and scaled profit centres to more than 1,000 consultants.
- Stabilised the business and achieved an EBITDA margin above 36% in FY2009 and Q1 FY2010; the business ranked 37th in the Sunday Times Microsoft Tech Track 100.
- Strengthened financial controls, board reporting and forecasting; developed partner channels with systems integrators and software vendors and established legal and contractual frameworks in the UK and India.
- Appointed Lord Vallance, Chairman of BT, as Executive Chair and Adviser.

Chief Executive Officer | Tesnet Group | 2001 to 2007

- Restructured the organisation around P&L accountability and improved cash flow. Introduced testing, training and nearshore services between the UK and Europe, and between the USA and Latin America.
- Established business units in Germany and Finland, each achieving 150% of annual targets for three consecutive years; experience included a successful IPO in 2002.
- Completed two successful acquisitions.

Group Director | Nexus and Tescom | 1996 to 2001

- Merged the organisations to capture synergies and establish new business lines. Developed long-term client relationships with Network Rail, Ford, LSEG, Capital One, Barclays, the Ministry of Defence, the Environment Agency and GEC.
- Increased UK turnover in transport and e-commerce services from £38 million to £52 million.
- Completed three acquisitions.

Education and professional development

Executive Leadership | University of Oxford

MBA in European Business Administration | Cranfield University

MSc / MPhil in Neural Networks and Knowledge Engineering | Middlesex University

BSc in Business Computing Systems, First Class Honours | City University London

Diploma in Marketing | Chartered Institute of Marketing

Languages: English (native), German (basic)