

WE

FUEL

OPPORTUNITY

Impact Report  
2018/19



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## Steve Orr, Chief Executive's View

One of the first things on my to do list as new CEO was to build on the excellent foundation created by Norman Apsley and reimagine what Northern Ireland and the world needed Catalyst to be for the next twenty years. While we are changing a lot, one thing that is staying the same is our vision for Northern Ireland:

## A community of innovators so powerful its people can change the world

Catalyst exists to make it easier to innovate; whether you are one of the world's biggest technology corporations, a local start-up looking to scale, an academic researcher who wants to see your work truly benefit people or a budding entrepreneur with the seed of an idea and a glint in your eye. It is only together, as a community centred on trust, shared learning, shared contacts and great experiences that we, as individuals, can win and take on the world.

*Steve Orr, Chief Executive Officer, Catalyst*

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### HIGHLIGHTS

**We have an amazing team at Catalyst who serve a powerful innovation community. Together we achieved a lot in 2018/19, here are some highlights:**

- The launch of Catalyst Fintech Hub Belfast in partnership with Danske bank
- Over 900 startups and entrepreneurs engaged in our entrepreneurial support programmes
- Our signature Innovation Centre received a major makeover
- We have seriously upgraded the quality of food and coffee available on our Belfast campus, welcoming Yellow Door and have exciting further developments for on campus catering coming in 19/20.
- Refreshed brand: we now have one identity for everything.

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### LOOKING AHEAD, IN THE NEXT FIVE YEARS, WE WANT TO:

- Double our size in **Belfast\***
  - Triple our size in **NW Ireland** (Derry and Donegal) so that we can help, with our partners, to develop a powerful NW ecosystem integrated with Belfast\*
  - Help to establish global research hubs of major international corporations through strategic collaboration with our universities and partners, focused on a first cluster
  - Develop a unique offering to help companies in our community with their greatest challenge: the recruiting, retaining and upskilling of talent
  - Use proceeds generated from our expansion to:
    - Help **startups to scale**
    - Scale our Generation Innovation programme to make our most exciting careers accessible to all of our young people
- \* Assumes planning approval granted within reasonable timeframe



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## Dick Milliken, Chairperson

Established in May 1998, the Northern Ireland Science Park (NISP) rebranded Catalyst, has more than fulfilled its initial objectives, in no small measure due to the outstanding leadership and vision of Dr Norman Apsley OBE who retired in December 2018. Under the leadership of a new CEO, Mr. Steve Orr, we embark upon an ambitious plan to expand our physical infrastructure, continue the growth of a strong innovation community, leading to the establishment of two world class clusters which will facilitate exciting benefits to the NI economy.

The current economic and political environment increases the difficulty of the challenge we face in seeking to achieve these ambitious plans. Uncertainty caused by Brexit negotiations and the lack of a devolved Executive can lead to frustration and delays but there is considerable momentum already in our growth plans which, together with our determination to succeed, will result in Catalyst continuing to make a positive impact upon the NI economy.

Dick Milliken, *Chairman*, Catalyst



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THAN

A

WORKSPACE

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## Catalyst Overview

Catalyst is an independent, not for profit organisation working together for the greater good, enabling a connected community of like-minded innovators in an entrepreneurial ecosystem that is the key driver of the knowledge economy in Northern Ireland.

We provide the home, support and networks to nurture innovators and entrepreneurs to aim higher and succeed faster.

We invest the surplus generated from our property operations to provide the underwriting necessary for our community-led innovation ecosystem that supports over 900 startups, entrepreneurs and innovators each year to create and scale innovation companies in Northern Ireland.

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## Life & Brand

We launched a brand refresh project to focus on how our brand was viewed by different stakeholders. After many months and variations, we now have one master brand, Catalyst, thus removing Connect, Catalyst Inc and Capital Match.

As part of this change we created a new visual identity for Catalyst, a clear, impactful logo, website, brand story, internal and external messaging to make it clear what Catalyst represents.

This new brand was launched in April 2019 and can now be seen in our workspaces, on our website and throughout our marketing material. The feedback has been exceptional and we are delighted with the results.

As part of the brand refresh, we also developed Catalyst Life, which is a way of bringing our member companies together in an informal setting in our workspaces. We launched the programme of activities in April 2019 with taster events including Yoga, Table Tennis and Quizzes.



# PARTNERS

Our connected community consists of experienced entrepreneurs, business professionals and top research talent. We are dedicated to the creation and growth of innovative companies in Northern Ireland. Through financial and intellectual generosity, our partners help us to push the limits of possibility. Partnering with Catalyst offers a host of benefits for visionary organisations.

## Benefactor



## Platinum



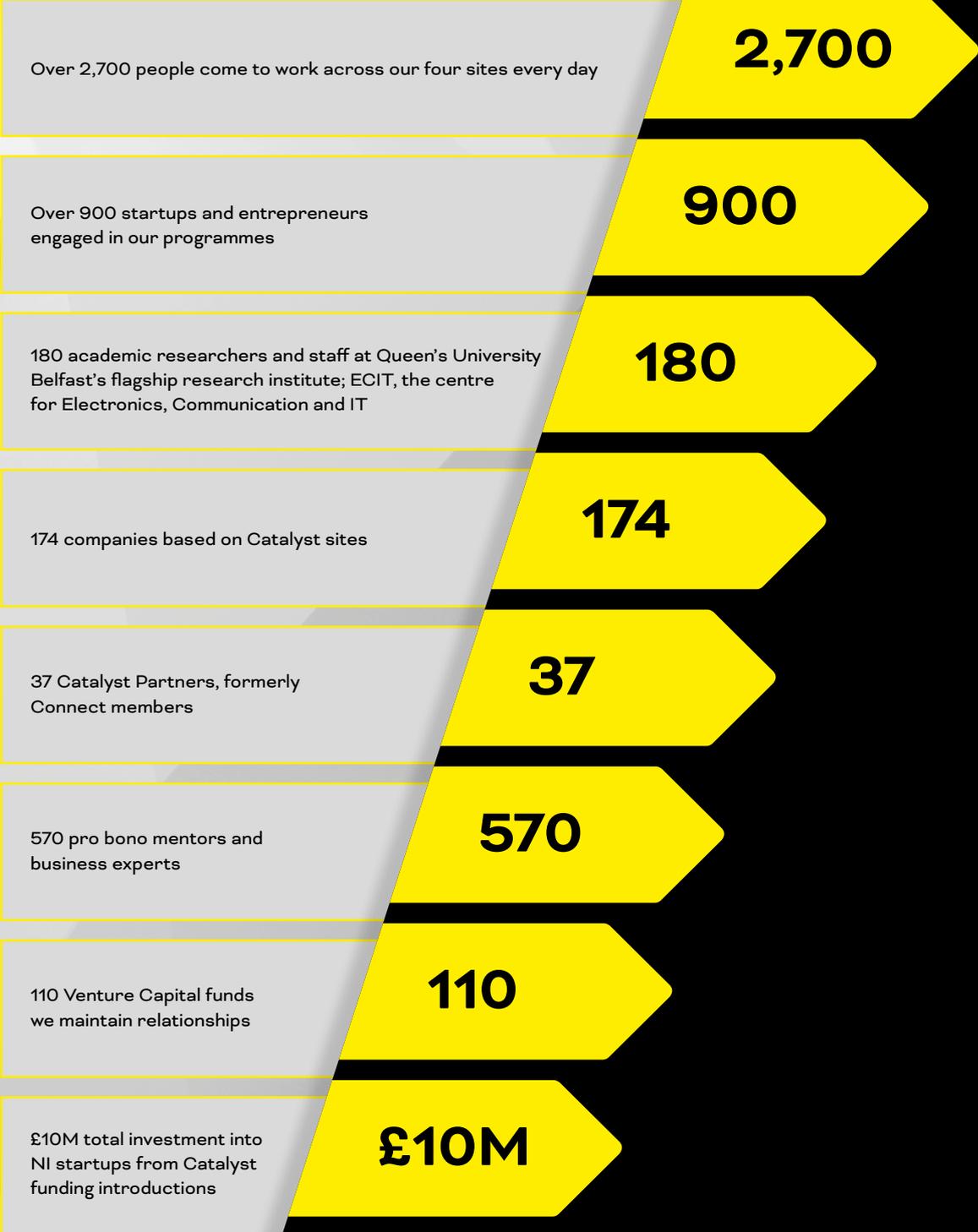
## Gold



## Silver



# CATALYST BY THE NUMBERS



# OUR PROGRAMMES

All our programmes are designed to stimulate, incubate and scale innovation in Northern Ireland, whether you are at the ideas stage, or ready to scale your company to take on the world.

## Early Stage

Generation Innovation

Invent

Innovation Founder

4IRC

Frameworks

Co-Founders

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## Growth & Scaling

Way to Scale

Springboard

CEOs Connect

Funding



## Generation Innovation

A pilot for the Generation Innovation Work Experience programme took place in 2018. Over 3-days in June 2018, 61 lower-sixth students from 32 schools across Northern Ireland participated in the programme which energised their imaginations and aspirations by increasing their awareness of future careers in innovation. The students came together under one roof for a unique work experience programme designed in collaboration with Deloitte and delivered with 10 of NI's most innovative companies.

### STUDENT - PHILIP RAINEY

Generation Innovation was truly an immersive experience. I felt like I actually achieved something out of my work experience; which was further highlighted once I had a conversation with my friends discussing how their work experience felt more like a mere mundane tick on the checklist rather than doing it to have a feel for what they want to do. I feel the programme has let me see that I sometimes limit myself in terms of seeing only the things I can't do rather than the things I can do, for instance I did speak in front of 200 people which surprised me, a person who had verbal dyspraxia.



# Invent

SPONSORED BY **Bank of Ireland** 

The Invent competition is our biggest event of the year and is brimming with ideas to discover the product with the greatest commercial potential. For nine months the competition challenges and develops innovators, entrepreneurs, scientists and start-ups to develop their proof of concept idea in a bid to win a share of the £33,000 final prize fund. The finalists pitch to hundreds of investors, entrepreneurs, executives, students and researchers at the gala awards and it is always a night to remember.

## Overall Winner

**Gray's Clip** based in Bangor stormed to victory with revolutionary process of clipping electrical cables. The product works with a battery powered stapler to secure cables to wooden joists and structures. With this product no more hammering is needed, the user simply loads the strip of 20 clips into a stapler and presses the button. It's quick, easy and safe. Gray's Clip headed up by husband and wife team Julie and David Gray won both the Engineering category and overall winner category.

INVENT 2018 IN NUMBERS

**131 685**

applications attendees

## Category Winners



### Agri Science

SPONSORED BY **FUJITSU**

**Crafted Equestrian:** An Injury prevention solution for horses

**Team:** Jenny Gregg



### Electronics

SPONSORED BY **SEAGATE**

**Machine Eye:** Intelligent safety device

**Team:** Brendan Digney, Alan Ferguson, Jonathan Atkinson, Ben Kelly, Tiernan Conlon



### Life & Health Science

SPONSORED BY **ALMAC**

**SonoTarg:** Ultrasound targeted cancer drug delivery

**Team:** John Callan



### Engineering

SPONSORED BY

**Dow**

**Gray's Clip:** Fully insulated power cable clip

**Team:** Julie Gray



### Creative Media

SPONSORED BY **AEPONA**  
an Accorite company

**Go-Fyt:** Revolutionary way to find and book health & wellbeing providers

**Team:** Jason Harvey and Andrew McCracken



### Enterprise Software

SPONSORED BY **Allstate**  
Northern Ireland

**Importwise:** Goods importation processing system

**Team:** Barry Rollins

## Innovation Founder

Mr John Rainey MBE was named as Innovation Founder for 2018. John Rainey, founder of the award winning, internationally recognised Denroy Group, is the ninth Innovation Founder to be acknowledged.

With an annual turnover of £20 million and an employee count of 220, the Bangor based Denroy Group, with Rainey at the helm, has been moulding plastics for international markets since 1972. Selling into 60 countries, this family business consists of Denroy Plastics and sister company Denman International. It focuses on innovation through the hairbrush brand Denman, with a diverse portfolio of products including medical devices and aircraft wing components.

John was a well-deserved winner and was a huge hit with the finalists when he shared his business insights at the Innovation Founder lunch in the Fitzwilliam Hotel, Belfast.



Mr John Rainey MBE, Steve Orr, CEO Catalyst with Invent 2018 finalists



## 4IRC

The 4th Industrial Revolution Challenge debate kicked off the year with a discussion around the future of education in Northern Ireland and if it is fit for purpose.

## 30 Connect Shapers

Individuals from academia and industry who have demonstrated brilliance in their field and a restless curiosity. Connect Shapers define the key questions from the 4th Industrial Revolution and design the platform from which anyone can learn while meeting other people who share that curiosity.

## 9 4IRC events

Successful year of 4IRC with nine events delivered on topics such as smart toys, energy, digital identity and smart cities.

## 300 new people

Introduced to Catalyst for the first time through engagement with 4IRC events and to our campuses such as Catalyst Belfast Fintech Hub.

# Frameworks

The Frameworks programme provide business education workshops for startup entrepreneurs. They are held over breakfast or lunchtime and are an excellent opportunity to network and to expand personal understanding of a topic.

**523** number of attendees

**95.3%** workshop rating

## Calendar of Events 2018/19

### TAXATION FOR STARTUPS

Supported by PwC

- Craig Harrison (PwC); Michael Heinicke (PwC); Ian Savage (SureCert); David McCullough (Xsell-Team)

### IT'S TIME TO THINK ABOUT GDPR

Supported by Forde Campbell

- Rory Campbell (Forde Campbell); Simon Whittaker, Katy Dixon

### ACCESSING VC FUNDING

Supported by Barclays

- Tom Easterby (Barclays); Alan Watts (Catalyst) Alan Foreman (B-Secur)

### BRINGING ON A CO-FOUNDER

Supported by Arthur Cox

- William Curry (Arthur Cox); Simon Cole (Automated Intelligence), Mark O'Donnell (Elastic Energy)

### THE INVESTMENT PROCESS

Supported by KPMG

- Chris Donnelly (KPMG); Daniel Crawford (Axial 3D), Paul Clancy (Catalyst); Colin Reid (Total Mobile)

### THE ENTREPRENEUR'S GUIDE TO R&D TAX CREDITS

Supported by Amplifi Solutions

- Chris Maylin (Amplifi Solutions); Ronan Corr, (Servasport/Beezer), Derval Rooney (Automated Intelligence), Tim Proctor (Scaffold Desing)

### PROTECTING IP - HOW DO I PROTECT THE IP FOR MY STARTUP?

Supported by Mills Selig

- Kathryn Walls (Mills Selig); Noel McKenna (Titan IC); David Ribeiro (ProAxis); Olivia Farnon (Blinky Company)

### DOING BUSINESS IN THE US

Supported by KPMG

- Andrew Reid (KPMG); Leona McAllister (Plotbox); Ivy McFarlane (AquaQ Analytics); Des Speed

### STARTUP FUNDAMENTALS

Supported by Queen's University Belfast

- Steve Orr (Catalyst); Damian Cranny (Big Motive); Dr Katrina Campbell (QUB)

### BOOTLEG BOOTCAMP:

#### INTRODUCTION TO DESIGN THINKING

Supported by Danske

- Damian Cranny (Big Motive); Peter Worth

### ATTRACTING AND RETAINING STAFF AS YOU SCALE UP

Supported by iMultiply

- Jamie Watts, Billy McCarthy (iMultiply Resourcing); Stephen McClelland; Shauna Collins (Catalyst); Dale Cree (3EN)

### THE VIEW OF A TOP TIER VC

Supported by Draper Esprit

- Stuart Chapman (Draper Esprit), Des Speed (Brainwave Bank), Michael Black; Deirdre Francis (Intelesens); Nicola McClafferty (Draper Esprit)

### PREPARING FOR AN EXIT: HOW, WHEN AND WHY?

Supported by Carson McDowell & KPMG

- Emma O'Donnell (Carson McDowell); Gavin Early (KPMG) Oliver Lennon; Denis Murphy (Anaeko); Chris Gregg (Lightyear)

### FUNDING FOR STARTUPS

Supported by A&L Goodbody

- Mark Stockdale (A&L Goodbody); Jayne Brady (Kernel); Audrey Osborne (Techstart); Neil MacDonald (Storm Harvester); Ian Brown (Ignite)

### HOW TO ACCESS INNOVATE UK FUNDING

Supported by Innovate UK

- Lorraine Acheson (Innovate UK); Stephen McComb (KTN) Evelyn Camon (CDEnviro); Paul Moorhead (Kraydel)

### DATA ROOMS AND DUE DILIGENCE - HOW TO GET INVESTOR/BUYER READY

Supported by Davidson McDonnell

- Vicky Dummigan (Davidson McDonnell); Raymond Duddy (Davidson McDonnell); Robbie Milliken (GMG); Claudine Owens (CoFund NI), Ciaran Lynch (Gig Grafter)

### LICENSING FOR STARTUPS

Supported by TLT

- Jo Pritchard (TLT); Kiera Dale (TLT); Rob Grundy (Anglezarke Lifesciences); Jonny McClintock (Qualcomm)

### BUSINESS FINANCE FOR STARTUPS

Supported by Harbinson Mulholland

- Darren McDowell (Harbinson Mulholland); Chris Acheson (Cadshare); Fergus McIlduff (Automated Intelligence);Carolynn Rooney (Catalyst)

### THE 7 BIGGEST LEGAL MISTAKES MADE BY STARTUPS AND HOW TO AVOID THEM

Supported by Arthur Cox

- Lynsey Mallon (Arthur Cox); Stephen Houston (QuizFortune); Ian Savage (SureCert)

### HOW TO BUILD A BOARD

Cleaver Fulton Rankin

- Hilary Griffith (Cleaver Fulton Rankin); Denis Murphy (Anaeko); Michael Black

## Co-Founders

This unique programme helps teams to form, co-found a business and create a product that customers really want. It brings together what we call the restless 10% - those people working in corporate, academia or industry who are skilled and talented with ideas or experience e.g. commercial or technical talent to form early stage start-up teams. These teams work together over 12 weeks on a part-time basis to validate if there is product market fit for their idea whilst testing the strength of the team.

### 2019 HIGHLIGHTS

**171** people recruited over 4 cohorts.

**52** teams formed with approximately 31 teams still working together in some capacity. Out of the first 3 cohorts, 19 teams received proof of concept funding ranging in amounts of £10,000 to £25,000.

**8** teams have progressed to a full-time accelerator based in Belfast and at least 12 people have left their job to pursue their dream of building a company.

### TESTIMONIALS

I think it's kind of a must for anyone with entrepreneurial aspirations or a dormant desire to change the world. I'm really excited about our concept and I wouldn't have the confidence to push this forward if it hadn't been for co-founders!

# CATALYST



## Springboard

The highly successful Springboard programme supports innovation driven entrepreneurs to achieve global success through an intensive, in-business process. The programme leverages the collective knowledge of a unique network of experienced entrepreneurs and business leaders in an open, nurturing environment to challenge, support and expedite robust business models, including sales and marketing strategies. Springboard is open to early stage companies with the ambition and potential to grow revenue to over £10Million or to build enterprise value over £100Million.



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## Springboard Graduates 2019




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Rich spatial geographic data, presented in a way that can be used directly by business users




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Changing the way job seekers can find and secure jobs and how employers can attract and secure candidates




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Personal, immersive learning, software and media platforms that turn mobile devices and headsets into personal assistants




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Software that matches the traveller with activities around different cities, with exclusive upgrades and hidden gems




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Connecting loved ones with family and carers while living at home




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A unique solution to prevent distracted driving




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A new methodology that disrupts and automates people management




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A portable sensor that saves agricultural workers lives by detecting and alerting of Hydrogen Sulphide, slurry gases.




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Organic, sustainable hair products and novel, cable-free hair combo tool




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Mobile, accessible toilets with adult changing facilities with hoists




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RotaPal is a unique cloud based, on-call, rota communication and management system designed by doctors, for doctors




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The easy way for clubs and organisations to manage their sports facilities




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Europe's leading NetSuite solutions provider, 3EN solve business efficiency problems through cloud technology



## Way to Scale

Catalyst launched the first of its kind “Way to Scale” in early 2019. Aimed at highly ambitious CEOs from innovation driven enterprise, tech, science & engineering companies.

The programme leveraged the Massachusetts Institute of Technology (MIT) and Catalyst’s vast experience in entrepreneurship and international network to support Northern Ireland CEOs to build on the skills needed to successfully scale the business and increase entrepreneurial opportunities. The programme increased CEO confidence to be ambitious, finely tuned leadership and management skills, battle hardened go-to-market strategy and helped develop a defensible, scalable, de-risked business model. Nine CEOs were supported by Invest NI and Belfast City Council, through two Boston week-long residentials and a Belfast based workshop series, availing of the opportunity to deliver extraordinary growth by learning from the most experienced entrepreneurs, globally!



Belfast City Council

## CEOs Connect

CEOs Connect is an exclusive peer to peer network supporting CEOs of high growth potential innovation companies in Northern Ireland as they scale and grow. It is an opportunity to develop relationships in confidence, share everyday challenges and more importantly realise that solutions can only be a conversation away.

The network meets 6 to 8 times per year including a Retreat to focus on key business areas. This year’s Retreat was held in Malahide with 18 CEOs attending with guest speakers Joe Cunningham, co-founder of Ammeon, Aepona, Accuris, Aldiscon and Apion; Ray Nolan, co-founder of XSellco & Hostelworld; and Garry Moroney, co-founder of Clavis Insight as well as special guest Brian Handrigan, CEO Advocado and representing the Pipeline Organisation in the US Midwest.

### TESTIMONIALS

The CEOs retreat was a fantastic event- being a first time CEO it’s always good to see what successes are coming out of Ireland (i.e selling companies for \$100+ m and being part of two unicorns). It’s a good reminder than it is possible’.



## Funding

Catalyst provides intelligent and highly focused sources of fund-matching for battle-hardened, high growth-potential innovation companies, for graduates from Catalyst's Springboard and Way to Scale programmes and for suitable companies referred to us by trusted sources who go through a suitability test. Catalyst has facilitated numerous connections to NI companies in 2018/19 which has resulted in those companies raising in excess of £10m.

The NI Deal Tracker report covers equity investment into Knowledge Economy businesses across Northern Ireland. Now in its 2nd year, it has quickly established itself as the trusted and definitive source of data for NI KE investment. The figures show a minor dip from £32m in 2017 to £29m this year. This seems to be following a trend that has happened in Ireland and the UK in 2018. Importantly, the investment from outside the region is also at a similar level to that of 2017.



## Knowledge Economy Report

The Knowledge Report set out the huge difference the knowledge economy could make to the overall Northern Ireland economy by 2030. For a fifth consecutive year, Northern Ireland is the 2nd fastest growing of the UK regions in terms of activity, but growth is slowing. The report highlights skills, increasing innovation within business and creating an environment in which we can support start-ups to get to market and accelerate growth as the main factors that must be addressed.



# The Knowledge Economy matters to everyone in Northern Ireland

4<sup>th</sup>

The 4<sup>th</sup>-fastest growing knowledge economy in the UK (GVA)



Knowledge economy activity continues to grow at the second fastest regional rate



Characterised by high wages, high skills and high productivity

2030

Progress towards aspirational targets is slipping



Wage and productivity premiums are lower than other UK regions



Business expenditure on R&D as a % of GVA is now above the UK average



Aerospace, software development and IT remain the largest sub-sectors



PhD Investment and HEI grants remain at relatively low levels

## Performance

### The Four Pillars

Northern Ireland's knowledge economy is founded on four pillars: **Core Indicators, Investment Activity, Research and Development Activity and Innovation & Patent Activity.** These supply the key metrics and indicators that constitute the basis of this report. Here is a summary of the main findings for each this year.

1 Core Indicators	2 Investment Activity	3 R & D Activity	4 Innovation and Patent Activity
<p><b>Average Rank: 11<sup>th</sup></b> Out of 12 UK Regions</p>	<p><b>Average Rank: 9<sup>th</sup></b> Out of 12 UK Regions</p>	<p><b>Average Rank: 9<sup>th</sup></b> Out of 12 UK Regions</p>	<p><b>Average Rank: 11<sup>th</sup></b> Out of 12 UK Regions</p>
<p>The latest available data suggests that Northern Ireland maintained an average annual growth of 6.5% in business starts – second only to London (6.8%). In addition to business starts, churn rates were encouraging.</p> <p>For the period 2009–16, growth in employment has been the 1<sup>st</sup> fastest in the UK. Average knowledge economy earnings fell slightly, and remain the lowest in the UK.</p>	<p>Performance was stable. Maintaining this – and Northern Ireland's overall ranking in this metric – remains a challenge. In 2017 Northern Ireland accounted for 6.7% of private equity and venture capital activity.</p> <p>Investment activity was very strong overall, which is encouraging. In 2017 there were 75 VC and private equity investments (against 63 the previous year). However, it should be noted that the actual values of the individual investments are very small.</p>	<p>Overall, performance has been stable and has improved in university related indicators. Business expenditure on R&amp;D is above UK and EU averages – supported by an increase in both indigenous businesses and SMEs.</p> <p>The number of PhDs awarded and absolute value of HEI grants and contracts won both improved, but there remains substantial scope for improvement. The number of Northern Ireland graduates with science and technology degrees rose – but the overall percentage remains the lowest in the UK.</p>	<p>Performance has been solid, if unremarkable, with a single indicator improving its ranking.</p> <p>The number of patent applications granted was 25, helping to move Northern Ireland's overall ranking to 11<sup>th</sup> – second last among the UK regions.</p>



## NW CAM

The North West Centre for Advanced Manufacturing (NW CAM) is a trans-regional centre for the research and development of innovative solutions. The project is funded by the EU's INTERREG VA Programmes for €8.7m which is managed by the SEUPB. Catalyst is the lead partner in the delivery of the project.

NW CAM links the academic capabilities of Northern Ireland, Republic of Ireland and West coast of Scotland to develop and deliver, in partnership with industry partners, 15 world leading research projects within the Life and Health Science sector.

### Who is involved?

The projects are led by investigators who are world leaders in their respective fields and delivered by 13 post-doctoral researchers and 13 PhD students that are creating innovative solutions for the challenges faced by the industrial partners.

4

research institutions participating in cross border, interregional research projects

9

businesses are accessing dedicated project staff to help investigate and solve a specific research and development challenge that will help them become more competitive within their sector

15

industry-led research projects are underway to develop new products and processes (TRLs 2 – 6) within the Life & Health Sciences Sector as a result of the application of Advanced Manufacturing technologies

13

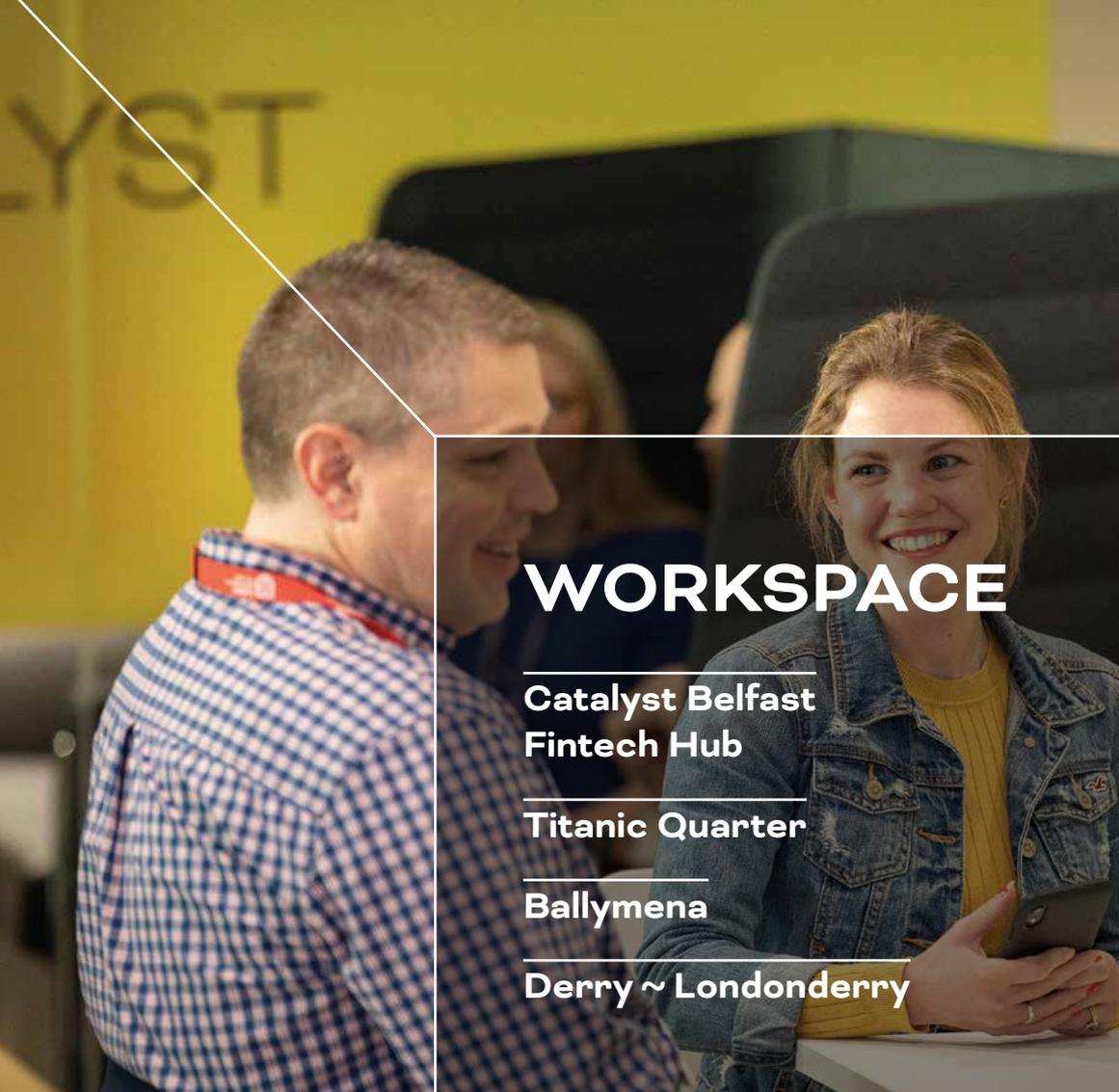
PhD students will be trained as skilled researchers who will be experienced in working alongside industry, they will develop entrepreneurship and commercialisation capabilities to support local economic activity

98.5

The project will deliver 98.5 years of PhD (or above) level research to the local economies

### NW CAM partners





# WORKSPACE

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**Catalyst Belfast  
Fintech Hub**

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**Titanic Quarter**

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**Ballymena**

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**Derry ~ Londonderry**

We manage our agile workspace across four campuses; our two Belfast Campus', our North-West Campus in Derry~Londonderry and our Mid-East Antrim Campus in Ballymena. All situated in central locations with access to car parking and security services.

## Catalyst Belfast Fintech Hub

- ▶ 10 companies
- ▶ 40 employees
- ▶ 50% occupancy



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## Titanic Quarter

- ▶ **131** companies
- ▶ **2345** employees
- ▶ **14%** increase in new queries
- ▶ **100%** occupancy



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## Ballymena

- ▶ **5** companies
- ▶ **94** employees
- ▶ **30%** increase in new queries
- ▶ **70%** occupancy



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## Derry~Londonderry

- ▶ **32** companies
- ▶ **243** employees
- ▶ **18%** increase in new queries
- ▶ **95%** occupancy





**THE  
DIRECTORY**

# Springboard

## ENTREPRENEURS IN RESIDENCE (ACTIVE THIS YEAR)

Alan Pollock	Kieran Gilmurray
Andrew Marsden	Marc Murphy
Andrew Walmsley	Miceal O'Kane
Bill McCluggage	Michael Crossey
Brendan Houston	Michael Keltai
Brian Reid	Neil Cree
Bruce Douglas	Neil MacDonald
Charlie Tuxworth	Niall Quinn
Clare Colhoun	Nick Reid
Clare Marie Passmore	Norbert Sagnard
Colin Coffey	Paul Campbell
Colin Reid	Paul Greeves
Colin Stanley	Paul McKeever
Damien Callaghan	Paul Murray
David Campbell	Paul Rothwell
Deirdre Sweeney	Peter Lorimer
Denis Murphy	Richard Edwards
Eoin Lambkin	Richard Furey
Gareth Dunlop	Richard McMullan
Gareth Neill	Robert Pierce
Geraldine Gordon	Ronnie Geddis
Guy Bucknall	Sean Curran
Ian Browne	Shelley Cleere
James Burns	Sinead Devlin
Jason McGonigle	Stephen Houston
Jeff Hearst	Stephen McVittie
JG Doherty	Stephen Seawright
Jim Irving	Suneil Sharma
Jonny O'Brien	Ted Laverty
Jude Lynch	Tony Wilcox
Julie Taylor	Tom Hughes
Karl Mulligan	Trevor Hampton

## DOMAIN EXPERTS (ACTIVE THIS YEAR)

Aisling O'Hare, Carson McDowell  
 Alan McNally, Page Setup Design  
 Alastair Keith, A&L Goodbody  
 Albert Hamilton, CARD  
 Allen Martin, Kernel Capital  
 Andrew Campbell, Deloitte  
 Andrew Jennings, TLT  
 Andrew Reid, KPMG  
 Angela Reavey, Capaxo  
 Aran Shawcross, Danske Bank  
 Ashley McKeever, Deloitte  
 Ashok Songra, 3fivetwo Group  
 Aubrey Sayers  
 Austin Coll, Danske Bank  
 Barry Lynch, Gig Grafter  
 Benjamin McGuinness, Kernel Capital  
 Bob McClean, Civica  
 Brian McCaul, Qubis Ltd  
 Brian Cummings, Clarendon Fund Managers  
 Clarendon Fund Managers  
 Chris Trotter, Clarendon Fund Managers  
 Christopher Murray, Barclays  
 Claire McKeveney, Bank of Ireland  
 Clare Timony  
 Claudine Owens, Techstart  
 Damian Donnelly, ad\_man  
 Darren McDowell, Harbinson Mulholland  
 David Allister, Danske  
 David Hill, Hill Business Growth Consultants  
 David McHugh, Seagate  
 David McCurley, WhiteRock Capital  
 David McCleary, Philips  
 David White, Arthur Cox  
 Dawn McKnight, Carson McDowell  
 Des Brown  
 Emer Hinphey, Think People Consulting  
 Fergus Wallace, Performance Active International  
 Fred Smyth, Bank of Ireland  
 Gavin Kennedy, Bank of Ireland  
 Grainne McGarvey, Pulse PR  
 Hal Wilson, Techstart NI  
 Hilary Griffith, Cleaver Fulton Rankin  
 Ian Beatty, Danske Bank  
 Ivor Keelan  
 Jamie Andrews, Techstart NI  
 Jamie Mudge, Deloitte  
 Jamie Watts, iMultiply  
 Jeff Harris  
 Jeff Wylie, Kainos Evolve  
 Jess Dornan, Afterbook  
 Jill Little, Jill Little Consultancy  
 Jim Finnegan, Fieldmotion  
 Jim Curran, Clarendon Fund Managers  
 John Haran, HMC Global  
 John Murray, Techstart NI  
 Jonathan Hacking, A&L Goodbody  
 Jonathan Sloan, Barclays

Jonny McClintock, Qualcomm  
 Judith Scott, Bank of Ireland  
 Katey Dixon, Forde Campbell LLC  
 Kathryn Laverty, Cleaver Fulton Rankin  
 Kathryn Walls, Mills Selig  
 Kelly Moffatt  
 Ken Baird  
 Kieran O'Neill, Deloitte  
 Kris Thompson, Danske Bank  
 Laura Haldane, SciLeads  
 Laura Kelly  
 Leona McAllister, PlotBox  
 Louise Gault, Think People  
 Louise Smyth, MCS  
 Lynsey Mallon, Arthur Cox  
 Mark Cunningham, Bank of Ireland  
 Mary Traynor, Forde Campbell  
 Michael O'Neill  
 Michael Murray  
 Michelle Wilson, Danske Bank  
 Naomh McElhatton, Digital Advertising NI  
 Neil McCabe, WhiteRock Capital  
 Neil O'Hare, KPMG  
 Neil Simms, Clarendon Fund Managers  
 Niamh Griffin, Bank of Ireland  
 Nick McNally  
 Noel McKenna, Titan IC  
 Oran Walsh, Bombardier  
 Owen Byrne  
 Pamela Ross, Equiniti  
 Patrick Cullen  
 Paul Millar, WhiteRock Capital  
 Paul Brown, DisplayNote  
 Paul Brown, PB Consulting  
 Peter Bannon  
 Peter Lamont, Carson McDowell  
 Peter McRoberts, Danske Bank  
 Philip McAleese, See Sense  
 Rachael Clements, Cleaver Fulton Rankin  
 Rachel McAllister, Carson McDowell  
 Ray Curry, AES  
 Roisin Finnegan, Deloitte  
 Ryan Manlis, Techstart  
 Ryan Nugent, Fujitsu  
 Sam Bolton  
 Shirley Sutton, Liberty IT  
 Simon Cowan, Liberty IT  
 Simon Grattan  
 Stephen Gallagher, Aepona  
 Stephen Wray, Deloitte  
 Stuart Anderson, Carson McDowell  
 Susan McKane, Danske Bank  
 Suzanne Woodside, Made by Mint  
 Tara Simpson, Instil Software  
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# Generation Innovation

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Ballymena Academy  
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De La Salle  
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