



Welcome to Jobpod, a list of senior executive appointments within the Media, Entertainment and Convergence industry in the United Kingdom, compiled by Russell Reynolds Associates. This is the Q3 edition. We welcome any feedback you may have.

The media market has continued to struggle in recent months. Advertising supported media are having a torrid time across the board, although subscription and online businesses have proven more resilient. Despite this, recruitment activity has remained reasonably buoyant in the last quarter, albeit at a lower volumes than last year, with a steady stream of senior appointments.

Companies have focused on upgrading functional talent (notably CIO, CTO, CFO and sales) with the aim of driving operational improvement. There has understandably been far less attention paid to the growth agenda, and consequently relatively few CEO, strategy and corporate development hires.

On balance the mood amongst participants has been subdued, with both clients and candidates being more conservative and cautious than previously. Very recently however volumes have ticked up, but it remains to be seen whether this is the start of a trend.

TV & Film

Denise O'Donoghue, one of the UK's leading television production executives, has been named President, International Television Productions at NBC Universal International. She assumes the role on 14 September 2009 and will report to Peter Smith, President, NBC Universal International.

Virgin Media has hired Disney executive **Cindy Rose**. She will join Virgin Media on 1 November as the Executive Director of Television, succeeding content head Malcolm Wall, who left in March.

Discovery Networks has appointed **David Rey** to the position of COO. He will report to Arthur Bastings, the Executive Vice President and Managing Director at Discovery Networks EMEA. Rey joins from BSkyB, where he worked as a Business Development Director. He will be responsible for managing and developing Discovery's EMEA business portfolio.

Discovery Networks has appointed **Kathy Toher** as Director, International Advertising Sales across EMEA, including the UK. She joins from Passionato, a specialist classical music download Web site.

BBC Worldwide, the commercial arm of the BBC, has appointed **Jacob de Boer** as its Commercial Director for global brands. De Boer joins BBC Worldwide from Endemol, where he was the Head of Business Development at its Dutch production offices.

BBC Worldwide has appointed **Caroline Torrance** as Director of Investment to head its content acquisition team. Reporting to Wayne Garvie, Director of Content and Production, Torrance assumes the role in September. She was previously Director of Scripted Programming and Distribution at Endemol.

Tom Keefer joins BBC Worldwide as Senior Vice President, Global Licensing. In his new role, he now manages the UK and international licensing teams headed by Richard Hollis, Head of UK Licensing, and Anna Hewitt, Head of International Licensing, who is currently on maternity leave. Keefer has more than 30 years of global licensing experience, most recently working on FIFA and the 2010 World Cup, and, prior to that, Mattel.



BBC Worldwide has appointed **William Miller** to the new position of Director of Talent and Brand Ventures. He has more than 27 years of experience across TV production, publishing, digital media and retail. Most recently, Miller ran Miller Sacher, a retail brand and talent consultancy.

Arqiva, a network infrastructure provider to the broadcast and mobile communications industry in the UK, has announced the appointment of **Pierre-Jean Sebert** as CEO of its new video-on-demand business, Project Kangaroo, which was recently acquired from UKVOD LLP. From 2001-2005, Sebert was Managing Director UK for Eurosport. Most recently, he has served as an advisor to media and entertainment companies including Virgin Media, ONO, UKTV, Rainbow Media, UEFA and Broadcast Australia.

Caroline Beaton, the former Managing Director of Carlton's format division, Action Time, has been made Senior Vice President of Programme Sales at MTV Networks International. Based in London, Beaton takes on the newly created role to help broaden the company's formats catalogue and to provide strategic leadership to the sales departments outside of the US.

Vic Wakeling, Managing Director of Sport and News at Sky, will retire in June 2010. Wakeling, who leaves after two decades with the company and 15 years as the Head of Sky Sports, will be succeeded by **Barney Francis** as the Managing Director of Sky Sports. **Sophie Turner-Laing** will assume responsibility for Sky News as the Managing Director, Entertainment and News.

Convergent Media

Bob Wigley, the former chairman of Merrill Lynch's Europe, Middle East and Africa division, will join Yell, the publisher of the Yellow Pages, as Chairman of UK. Yell has also announced the appointment of **Rorie Devine** as UK Chief Technology Officer.

Ticketmaster, the world's largest ticket agency, has named head **Roger Ames** as CEO, International. Based in London, the former EMI North America head and Warner Music Group CEO will oversee Ticketmaster's operations in 19 markets outside of the US.

Apple has appointed **Simon Thompson**, CMO of Lastminute.com, as Online Store Director for Europe, Middle East and Africa.

Lastminute.com has appointed **Mark Newton**, formerly of American Express, as European Marketing Director.

Meredith Hanrahan has been appointed as Cheapflights' first CMO as the online flight search and deal comparison site prepares to expand into more territories. Hanrahan joins the independent company from Salary.com, where she also served as CMO.

AOL has appointed **Stephane Panier** as Head of Bebo's Global Operations. He succeeds former CEO Joanna Shields, who drove Bebo's sale to AOL in March last year. Shields became Head of AOL's People Networks division last May before returning to London to pursue start-up ventures.

Mobile entertainment company Buongiorno has appointed **Juergen Reutter** as Managing Director for the UK and International markets. Reutter has worked in the mobile industry for almost a decade and joined Buongiorno in January 2008 as Regional Managing Director for Germany, Austria, Switzerland and Eastern Europe. He most recently served as B2C Director for the UK and International markets.

John Welch has been named CMO of Gibraltar-based PartyGaming, succeeding Jon Salmon. He was previously European Managing Director of Centrebet. Matt Robinson, the Former 888.com Vice President of Brand Marketing, also joins PartyGaming in a new role as head of UK Marketing Operations. PartyGaming owns PartyPoker, PartyCasino and PartyBingo.

Former O2 Marketing Director **Russ Shaw** is to join Skype as its General Manager for EMEA. Shaw's most recent role was Global Innovation Director for O2's parent company, Telefonica.

Online auction giant eBay has appointed **Harjit Badesha** as Head of International Advertising Sales. Badesha joins eBay from MSN, where he was Multinational Sales Manager for more than three years. Before MSN, Badesha worked as National Sales Manager at Clear Channel Outdoor for six years (1999 to 2005).

MySpace has appointed **Christopher Moser**, General Manager of its Spain and Portugal offices, as the new UK Managing Director. MySpace has also hired **Barry Flanigan**, former Marketing Director at Telegraph Media Group, as Director of Marketing and Audience Development, UK and Ireland.

Neil Sentance is leaving Nokia to join mobile money experts Monitise as Vice President, Business Development.

Condé Nast has appointed **James Bilefield** as President of Digital. Bilefield previously held executive roles at Yahoo!, Skype and OpenX.

LinkedIn has announced that Yahoo! executive **Jeff Weiner** has been named CEO, six months after joining the company as interim president. Reid Hoffman, who took on the role six months ago, will remain Executive Chairman.

Lonely Planet has appointed **Kelly Brough** as its Global Online Director. She will be responsible for leading Lonely Planet's online business and joins from Allegran Online Dating, where she was CEO.

Yahoo! has hired OMD International Managing Director **Matt James** as Sales Director, UK and Ireland reporting directly to Mark Rabe, Managing Director and Vice President of Sales UK and Ireland.

Zach Leonard, Director of Digital Strategy and Development at News International, has been appointed Managing Director of Milkround, NI's graduate recruitment business.

Video-on-demand website Blinkbox has appointed former BSkyB executive **Scott Deutrom** as its first Director of Advertising and Sponsorship.

Travel search engine Kayak.com has appointed **Robert Birge** as CMO. He joins from IMG Worldwide, where he also served as CMO.

The former FT.com editor **James Montgomery** is leaving the Financial Times after 12 years to become Director of Digital Content for the BBC World News channel.

Shop Direct Group, the online and mail-order retailer, has appointed **Matthew Hardcastle** as Head of its Woolworths brand. Hardcastle has spent the past five years at online auction site eBay and was most recently Managing Director of its shopping comparison network, Shopping.com UK.

Print

News International has appointed The Sun's editor **Rebekah Wade** as its new CEO. Wade, who will take on her new responsibilities at the beginning of September, will be in charge of the five newspapers of the publisher, owned by News Corporation.

News International has appointed **Alex Lewis**, Director of Marketing at BSkyB network, as Marketing Director for The Times and The Sunday Times. She will report to NI CMO Jeremy Schwartz. Lewis was at BSkyB for three years, where she was responsible for campaigns across Sky1, Sky Arts, Sky Movies and Sky Box Office. Prior to this, she was Marketing Director at 118 118, where she engineered the brand's launch campaign.

UTV Media has relaunched the recently acquired Sport magazine and has promoted its Radio Sales Director **Adam Bullock** to Managing Director of the magazine.

General Media

Paul Curtis, the former Sky Media and Viacom Brand Solutions sales boss, has been hired by NBC Universal Global Networks as its new UK Commercial Director.

Warner Music Group has named **Christian Tattersfield** as CEO, Warner Music UK and Chairman, Warner Bros Records UK. Tattersfield will assume responsibility for the full portfolio of Warner Music's labels in the UK, including Warner Bros Records, Atlantic Records and Rhino.

Warner Music UK has appointed **Jeremy Marsh** as Vice Chairman of Warner Bros UK. Marsh will oversee the operations of Warner Bros Records UK, including providing strategic direction across the marketing, press and promotions departments. Since 2004, he has been CEO of JML Partnership, a consultancy that provides management and marketing services to artists and consumer brands.

Universal McCann has appointed **Jim Hytner** as European CEO. Hytner, the Commercial Director of Top Up TV and former Marketing Director of ITV and Barclays, is expected to take up the post later this year.

Columbia has appointed **Philippe Ascoli** as senior A&R director, succeeding **Nick Huggett**, who is moving to Island Records as Director of A&R. Ascoli previously served as Virgin France Managing Director.

Orion Media, the company created by former Chrysalis Radio chief Phil Riley to buy Global Radio's West and East Midlands radio stations, has appointed Bauer Media Commercial Development Director **Adrian Serle** as its first Commercial Director.

Salford MediaCity has appointed **Sinead Greenaway** as Managing Director. The former Virgin Media TV operations and IT director will report to Bryan Gray, chairman of the scheme's developer Peel Media. Greenaway had worked for VMTV since 2006 and played a pivotal role in its tapeless transformation.

Clear Channel Communications has appointed **John Partilla** to the new role of Executive Vice President and President of Global Media Sales. He was previously the head of Time Warner's Global Media Group. Partilla was succeeded at Time Warner by Mark D'Arcy, who is now President and Chief Creative Officer of the Time Warner Global Media Group.

EMI Music UK and Ireland has appointed **Andria Vidler** as President. Most recently, she was CMO at Bauer Media in the UK. Vidler previously served as Managing Director of Capital Radio and Magic 105.4. She will lead all of EMI Music's operations in the UK and Ireland and report to David Kassler, EMI Music's President, Europe.

EMI Music has appointed **Shabs Jobanputra** as President of Virgin Records UK. He will report to Nick Gatfield, EMI's President of New Music for North America and the UK/Ireland.

About Russell Reynolds Associates

Leadership. In today's global business environment, success is driven by the talent, vision and leadership capabilities of senior executives.

Russell Reynolds Associates is a leading global executive search and assessment firm with more than 300 consultants based in 39 offices worldwide. Our consultants work closely with public and private organizations to identify, assess and recruit senior executives and board members to drive long-term growth and success. We value teamwork, serving our clients with a collaborative approach that spans our international network of sector and functional experts.

Our in-depth knowledge of major industries and our clients' specific business challenges, combined with our understanding of who and what makes an effective leader ensure that our clients secure the best leadership teams for the ongoing success of their businesses. For more information, please visit us at www.russellreynolds.com.