

MARTIN STUCKI

Non-Executive Director | Advisor | Mentor | Honorary Professor

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PROFILE SUMMARY

Independent advisor committed to supporting purpose-driven organisations, mentoring leaders and bridging academic insight with practical impact. Experienced senior executive with a solid track record in strategic leadership, governance, and organisational development. Employee ownership pioneer in Switzerland. Civil engineer with 20+ years' international experience across transport and urban development in 25+ countries.

NON-EXECUTIVE CAREER (since 2024)

Non-Executive Chair | 2025/9 to present

Environmental Reclamation Services Ltd – Environmental services

Board Director | 2025/8 to present

Transport Planning and Engineering Ltd – Transport consultancy, Cycling Scotland's technical arm

Non-Executive Director | 2024/4 to present

Munro Wilson Ltd – Renewable energy installations

Non-Executive Director | 2024/1 to present

Transitec Consulting Engineers Ltd – Mobility planning and economics, transport engineering

Management Consultant | 2024/4 to present

Sole trader – Strategy & governance consulting

Advisor & Mentor | 2024/1 to present

Be the Business charity – SME support

Advisor | 2025/1 to present

ASTOP Ltd – Real estate operator

Advisor & Mentor | 2024/1 to 2024/6

Dudleys Consulting Engineers Ltd – Civil eng.

Independent Trustee | 2024/6 to 2025/9

EOT controlling CSY Architects Ltd – Architecture and construction

Advisory Board Member | 2024/1 to 2025/3

ValueBased.Work Ltd – Startup / HR management software

EXECUTIVE CAREER (2002-2023) *Transitec Consulting Engineers Ltd*

Executive Director, Group CEO | 2011/1 to 2023/12 (13 years)

Led 130 staff across 12 offices in 8 countries with operations in 30+ countries. Delivered sustained growth (averaging +10% p.a. over tenure) and spearheaded major organisational changes, including one of Switzerland's first broad-based employee ownership transitions.

Executive Director, Head of International Operations | 2010/6 to 2017/01

Spearheaded global expansion. Oversaw founding of new branches in South Africa, Tunisia, and Ghana, alongside running Transitec subsidiaries in Morocco and Portugal.

Morocco Branch Founder/Manager | 2006/11 to 2010/5

Initiated and led commercial development. Established new subsidiary and grew team up to 8 permanent staff. Led national, regional and metropolitan transport projects.

Consultant, Project Manager | 2002/5 to 2006/10

Led and/or contributed to transport projects in Switzerland, France and Belgium.

Further details available upon request: qualifications, roles and impacts, references.

ACADEMIC ENGAGEMENT

Honorary Professor | 2025/8 to present

Edinburgh Business School, Heriot-Watt University

Committed to knowledge exchange and to inspire, collaborate, belong, celebrate.

Associate Teaching Fellow | 2012/9 to 2018/6

EPFL Lausanne, Swiss Federal Institute of Technology

Co-organised a postgraduate course on urban planning in Africa.

Teaching Assistant | 2004/9 to 2006/6

EPFL Lausanne, Swiss Federal Institute of Technology

Supported the delivery of a postgraduate course on transport planning.

Supervised MSc theses projects.

EDUCATION & CREDENTIALS

Executive MBA, University of Edinburgh (2023)

Graduated with Distinction, Leadership Scholarship recipient

MSc Civil Engineering, ETH Zurich (2002)

Postgraduate certifications:

- **AI and Generative AI for Leaders**, University of Edinburgh (2025)
- **Non-Executive Director Programme**, University of Edinburgh (2022)
- **Foundations for Leadership**, IMD Business School (2017)
- **Land Use Planning & Management**, Conférence Universitaire de Suisse Occidentale (2003)

SELECTED PUBLICATIONS & RECOGNITION

- ***Employee-owned Entrepreneurship: Lessons from and for Scottish SMEs*** (2024) – "Highly commended" by the Nigel Mason Award, Kellogg College, University of Oxford
- Guest, Episode 31, The Employee Ownership Podcast (2024) – Scottish Enterprise
- ***Policies for Sustainable Accessibility and Mobility in Urban Areas of Africa*** (2015) – World Bank
- ***Medina Accessibility: A Guide for Policy Makers*** (2012) – World Bank, European Investment Bank, Agence Française de Développement

AFFILIATIONS & LANGUAGES

Professional Affiliations:

- Member of the **Institute of Directors**
- Member of the **Non-Executive Directors' Association**
- Member of the **Association of Business Mentors**

Languages:

English (fluent), French (fluent), German (good), Spanish (conversational)

CORE VALUES & SKILLS

Values: Purpose, Integrity, Leadership, Accountability, Reliability

Corporate skills: Governance; Strategic planning; Risk management; Change management; Entrepreneurial leadership; Financial oversight; Stakeholder engagement; Communication

Civil engineering skills: Transport Economics, Policy & Governance; Integrated Transport Planning; Road Infrastructure & Public Space Design; Traffic & Parking Management; Urban Planning; Policy Development; Environmental & Social Impact Assessment

Further details available upon request: qualifications, roles and impacts, references.