(1)	Name	Richard Bicker-Caarten
(2)	Company	Plessey
(3)	Position	Chief Sales, Solutions and Marketing Officer
(4)	How long have you been with the company? Tell us about your background	I am a Chartered Accountant by profession, but I have more or less overcome this handicap, and for the past several years I was the Chief Executive of Marconi's business interests in sub-Saharan Africa. I joined Plessey at the beginning of the year with the objective of starting a new business focused on the deployment of broadband wireless access solutions. Change occurs rapidly in this space, and in October Pieter Nel, Plessey's CEO, re-organised Plessey with the objective of placing greater focus on the sales and solutions functions, which opened the door to my current role within Plessey.
(5)	What are your key skills that you bring to the job?	To a large degree, Plessey and Marconi share a common customer base, and I believe that the experience and relationships that I gained in leading and growing the key accounts at Marconi, will be beneficial to the challenges that Plessey currently addresses.
(6)	What has impressed you about Plessey?	What has impressed me about Plessey is that it is a company with a strong set of values, and those values are "lived out" in the way Plessey conducts its business every day. This is rare, particularly in difficult economic times when the temptations to find "shortcuts" may be immense.
(7)	How do you see your	There are a number of "game changing" events that are shaping the African telco landscape.

	industry changing in the next 5 years?	These include the landing of new undersea optic fibre cables along our coastline, which will serve to disrupt historical pricing controls over access to international bandwidth and drive down costs to end users in a dramatic fashion greatly stimulating demand for new broadband services in the process. An interesting trend that is rapidly emerging on the continent, is the move towards infrastructure sharing amongst operators. This is driven by the difficult economic environment, and the need for operators to reduce capital and operating expenditures in order to address potential customers where ARPU's are low. This presents a number of new opportunities for infrastructure build companies to move into managed services. We are also seeing the long awaited liberalisation of the ICT industry in SA, as evidenced by the regulator issuing ECNS licences to ISP's and VANS. I expect that this will lead to the award of frequency spectrum in due course to some of the emerging broadband wireless operators. These events should stimulate demand for the deployment of new infrastructure, and I expect that Plessey will be well positioned to capitalise.
(8)	How have you found working with Convergence Partners?	Convergence Partners have a dynamic vision for expanding their position in the telecommunications sector. This vision translates into a sense of purpose and urgency within the team at CP, and has inspired us at Plessey to expand our own view of the areas in which we can participate in the industry going forward.
(9)	What are your personal interests/hobbies?	I enjoy spending time with my family, balanced by the need for inner peace that can only be achieved on a golf course.
(10)	Blackberry vs. iPhone? Other?	Blackberry dominates at Plessey - so the herding instinct prevailed for me too.

(11) Mac vs. PC?

In keeping with most businesses, Plessey has standardised on the PC. However, back in my E&Y days we were all introduced to the Mac - E&Y had the Apple audit, and once the Mac gets into your blood its difficult to be satisfied with anything less....