

[BDO Top 100 Locally Controlled NI Businesses: Celebrating Success- Almac Group](#)

Continuing with our Top 100 Locally Controlled Companies series, BDO wanted to highlight and congratulate Almac Group who took the fourth spot on the Top 100 list this year.

Almac Group is an exceptional company providing specialised drug development services, with unparalleled innovative expertise and experience. Founded in 2002 by the late Sir Allen McClay after the merger of his original Galen business (founded in 1968) with Warner Chilcott, Almac works across numerous areas such as Diagnostics and Biomarker Development, Pharmaceutical and Analytical Services, Clinical Services and Technologies in addition to commercial drug product manufacture. Ultimately, however, this company sees itself as being in the “business of helping people.”

As with all businesses, Almac faces challenges from global market forces and competitors. Yet, through organic growth, acquisitions and developing different areas of the business it has gone from strength to strength each year.

Almac’s global HQ is in Craigavon’s Seagoe Industrial Estate where the majority of the Group’s 5,000 employees (considered to be the Almac ‘family’) are based. However, this locally controlled business now operates 17 facilities across the Europe, America and Asia.



With over 3,000 of its employees working in the UK, Almac is always working to attract the best people from around the world to Northern Ireland. The company is able to recruit the best people by ensuring its employees are well looked after, including pastoral care, training & development which build on the Group’s core values and unique culture as a company - a business of helping people.



Kevin Stephens



Kevin Reid

BDO went to meet Kevin Stephens (Group Finance Director) and Kevin Reid (Group Global VP of Marketing) to talk to them about their success as the company celebrates its 50th year and asked what advice they would give to other aspiring local businesses. During the meeting they shared with us some of the fundamentals they view as key to contributing to their continued success.

- 1- **Always focusing on your customer and potential customers -**
Working to understand and exceed their expectations. Almac achieves this by carrying out detailed benchmarking exercises, listening to customers and their encouraging an environment which empowers employees to react to the feedback;
- 2- **Looking ahead -**
The business should always look ahead to anticipate potential opportunities and threats. Being able to look beyond the day to day tasks, and being as prepared as possible for different eventualities; and
- 3- **Being prepared to make the tough decisions-**
Don't procrastinate, have policies and procedures in place that will allow you to act quickly.

At BDO we believe that locally controlled NI businesses can help each other, share in each other's success and learn from the challenges other businesses have faced. We aim to talk to the businesses in the BDO Top 100 Locally Controlled NI Business list and share the information with you in our '*Celebrating Success*' series in coming months.

The BDO Family Owned Business team, led by BDO Partner Maybeth Shaw and Director Angela Keery, specialises in assisting Family Owned and Locally Controlled Businesses, and in doing so we have developed an in-depth knowledge and the required skills needed to navigate through the complexities that many of those businesses face.

For more information on how we can help, or on how to attend the various business and networking events we host throughout the year, please contact us on 02890 439009 or visit our website www.bdoni.com.

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