

60 SECONDS WITH AN ENTREPRENEUR...

IAN SKENE

Role: Managing Director

Company Name: Recycl8 Limited

Sector: Low Carbon Energy

Founded: 2019

Base: Oldmeldrum

Purpose: Recycling waste products into low carbon concrete



Tell us a bit about your business? We recycle waste products from incinerators to form a low carbon concrete additive.

How did you come up with your business idea? I am also a director of a proposed incinerator company in Inverurie and was looking for a process which allows recycling of waste and reduces the carbon footprint of concrete.

What's been your biggest challenge to date? Setting up a business during a pandemic, proved to be a challenge! However, despite this our newly established team still managed to win a few awards and secure major investment, mainly carried out remotely.

How has SE (or any other support organisation in the Scottish ecosystem) helped you on your journey?

We were introduced to the incredible Scottish ecosystem after meeting on the Grey Matters programme. We joined SE's HGV portfolio, were lucky to be given funding and most importantly were assigned Dennis McPhail as an Advisor. Dennis comes with a wealth of experience and has been key in helping us progress and grow our business idea. We also secured Scottish EDGE Wildcard funding and Interface funding for our collaboration with RGU. A pivotal financial award also came from Innovative UK which allowed us to carry out vital testing to get our product to market.

What's your favourite thing about being an entrepreneur? Along with my team, being able to create a company with great values, have fun along the way and be able to leave a legacy to be proud of.

How did you come up with your business name? We utilise recycle materials from the waste industry, hence Recycl8.

What's the best piece of advice you ever received? Never stop listening and learning from other peoples' perceptions.

What has been your proudest achievement since starting your business? Forming and establishing the R8 Team, we all met in 2019 and are Alumni of the 2020 Grey Matters Programme. Who would have thought that we could achieve so much progress in such a short time and during such a difficult last year?

How do you care for each other's wellbeing at work? We have created a diverse team of people who all bring a different perspective to the table. Our organisational structure is deliberately a flat one, we understand the importance of good communication whilst supporting each other to get the best outcome. Of course, all this is done ensuring that we have a lot of laughs along the way!

How do you start your day? With a coffee, go for a walk, catch up with the P&J, and then log in at 6.30 making sure I take breaks during the day.

What do you do for fun after a busy week? Go to the football, where I was recently General Manager, taking Formartine United into the Highland League. I am a Member of the National Trust for Scotland and am making my way round their properties at the moment. I also really enjoy cycling and walking.

What's your best tip for achieving a good life/work balance? My job doesn't really feel like work as I thoroughly enjoy what I do but I always ensure I take plenty breaks and catch up with my family and friends as often as I can.

What would you say is the secret to success? Finding a good team of people with diverse skills and allowing them to work autonomously, establishing values early on and communicating well with the team.

How would you like to be remembered? As someone who made a contribution to the fight against global warming.

Where can we find out more about your business? www.R8iba.com