

## Local Boy Done Good Terry Hillier

### Managing Director, RACS Group

**T**erry Hillier grew up in Warminster from humble beginnings. His father joined the Wiltshire Police Force and was a well known 'Bobby' about town; his mother, a trained bookkeeper, worked for a local bookmaker before joining a thriving import business, Junction 18, where she still works today.



Terry attended New Close Primary School and then Kingdown, the local comprehensive, where he excelled at Maths and Physics. Terry left school with an 'O' Level in Maths (taken 6 months early),

8 GCSE's and 'A' Levels in Maths, Further Maths, Physics & Chemistry, which earned him a place on a Maths & Computing degree at Cardiff University.

Hardworking even at this early age, Terry spent his holidays working for local businesses, Junction 18, and later, Lyons Seafoods, which gave him a taste for financial independence and security. This innate ability to understand numbers and logic have stood him in great stead for his career with a variety of financially-based organisations prior to forming RACS Group.

RACS Group's growth is a genuine 'rags to riches' story, which should give inspiration to all entrepreneurs who dream of creating a successful business. Led by his infectious energy, Terry has a clear and defined vision for the business, which is to be "the UK's most compliant, client-focused payroll solutions provider".

In little more than seven years the company has evolved from a back-bedroom start-up barely 'washing its financial face', to a corporate entity

turning over in excess of £75million. Perhaps even more startling is the fact that the business still has vast potential for continued expansion and the current eye-watering figures represent a proverbial 'drop in the ocean' as to what lies ahead.

RACS Group has established itself as a serious player in a growing marketplace, enhanced by a newly devised corporate identity, based on playful characters to represent the respective sectors in which the company operates.

Investing in a concerted advertising campaign propelled the characters into the consciousness of the industry and established RACS Group as a true contender. Winning the Fastest Growing Company in the South West Award for both 2013 and 2014 by Insider magazine provided a fillip for all those connected to the business and validated Hillier's faith in the compliance-based message.

Staff levels increased accordingly and soon his premises were creaking at the seams. An opportunity arose to refurbish a much-loved dilapidated snooker hall, in the centre of Warminster which Terry frequented in his youth. Characteristically, he seized the moment, spending almost £1 million to create RACS Group's current state-of-the-art headquarters in Three Horseshoes Walk, providing a cutting-edge working environment for RACS employees.

Now RACS Group's predicted turnover up to April 2015 is estimated to exceed £120 million and more and more leading recruitment agencies are becoming clients. The age of austerity placed a new emphasis on compliance as HMRC went on the warpath to reclaim any unpaid taxes (perceived or otherwise) from an industry still adjusting to a new legislative order. Almost without noticing, RACS Group had become the safest and most reliable provider in the UK.

RACS Group continues to flourish and diversify in equal measure. Terry's belief in marketing inspired the formation of an in-house creative agency and his love of building inevitably resulted in a new property development division. Seven years later and this wonderful commercial story is still unravelling as there is still a lot more to come from Terry Hillier and RACS Group.

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