

adi Group announces the appointment of Paul Smith as new CEO

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Leading multidisciplinary engineering firm, [adi Group](#), has announced the appointment of Paul Smith as its new Chief Executive Officer, succeeding founder Alan Lusty.

The transition marks a pivotal moment in the Group's continued growth and ambition to expand its operations and services globally.

Smith, previously COO of adi Group, steps into the role following a period of remarkable expansion for the business, with a new five-year growth plan and continued strengthening of its leadership and sales teams.

Smith has over 25 years of experience in business management and delivering large-scale, high-tech projects across industries such as oil and gas, nuclear, chemicals, and biotechnology, managing contracts with contract values up to \$2.5 billion globally. A Chartered Chemical Engineer with an MBA and a BEng, he excels in executing complex programmes, driving change, and optimising acquired businesses.

A skilled communicator and team player with a genuine interest in people, he has a proven track record of delivering engineering excellence and customer satisfaction while maintaining the highest standards of safety and ethical performance.

Commenting on his appointment, he said: "I am excited to continue building on Alan's legacy and drive the company forward, focusing on high-value, technologically advanced manufacturing solutions within the rapidly evolving sectors we specialise in.

"For me, it's all about the future and the opportunities we have for growth. What excites me is the chance to deliver truly life-changing engineering solutions – from energy migration and the decarbonisation of the

industry to working with R&D companies developing cures for cancer, adi Group is uniquely positioned to make a life-changing impact.”

Lusty, who led the business for over three decades, will transition to the role of chairman, with a focus on long-term strategy and supporting the Group’s newer ventures.

He commented: “After 35 years of leading adi Group, this is a natural progression for the business. We’ve built a fantastic team, and I look forward to seeing Paul take the company forward, carrying on the values, vision and mission of our organisation, which has always been to engineer a better future.

“While I’ll be focusing on the long-term vision and providing strategic guidance, Paul will continue maintaining and progressing the core business. His excellent leadership will ensure we stay on track to achieve our ambitious growth targets and keep providing superior service to all our customers.”

Under Smith’s leadership, the Group will continue to serve its core customers while expanding into new and emerging markets. With a strong emphasis on high-complexity and high-value projects, the business is poised to make strides in industries such as energy migration, circular economy, life sciences, mission-critical infrastructure and hydrogen technology, while furthering its commitment to sustainability and innovation.

Smith added: “adi Group is one of the most sophisticated and capable organisations in our sector.

“Our culture of responsible business, ethical business practices, and our commitment to delivering superior service to our customers have been integral to our success. We are poised for exponential growth, and I’m eager to lead the company into the next phase of its journey.”