

Board of Directors



Richard Pym
Chairman

Richard was appointed as Castle Trust Bank's Chairman in March 2020. Richard is a chartered accountant who has been chief executive and chairman of a number of financial services businesses in Britain, Ireland and Sweden, most recently chairing AIB Group plc from 2014 to 2020. He was awarded a CBE in 2015.



Martin Bischoff
Chief Executive Officer

Martin joined Castle Trust Bank as Chief Executive Officer in April 2018. With a background in the retail banking sector, he brings a wealth of experience. Previous roles include Managing Director Retail Distribution at Santander, as well as director roles within the Royal Bank of Scotland Group both in the UK and USA. Over the years, he has led transformational change programmes across all channels. Martin is a Fellow of the Chartered Institute of Bankers in Scotland.



Paul Lloyd-Jones
Chief Financial Officer and Executive Director

Paul joined Castle Trust Bank in May 2018 and was appointed to the Board in May 2019. He held roles within Barclays Bank over the previous ten years, most recently as Managing Director, Business Planning and Analytics for Barclays Group Financial Control, and before that as Finance Director, Barclays Investment Bank – Markets. Prior to this, Paul was a senior finance manager at Santander, having trained at Deloitte.



Eric Anstee
Independent Non-Executive Director and Senior Independent Director

Eric is a chartered accountant, having held senior positions at Ernst & Young, Old Mutual plc and other financial services institutions over more than four decades. In 2003 he was appointed as the first CEO of the Institute of Chartered Accountants in England & Wales. Eric was most recently Executive Chairman of CPP Group plc and, prior to that, Chief Executive of the City of London Group plc. He is now Chairman of Insight Investment Management and his previous non-executive roles have included chairing the Audit Committees of OneSavings Bank plc, Sun Life Financial of Canada Limited and PayPoint plc.



Marian Martin
Independent Non-Executive Director

Marian was Chief Risk Officer and executive director of the key trading entities at Virgin Money from 2007 to the end of 2018 during a period of considerable business change. She is a non-executive director and Board Risk Committee chair for Starling Bank, and previously has been a non-executive director and Chair of the Board Risk Committee of PCF Bank, a non-executive director and Chair of the Audit and Risk Committee of Topaz Finance and a member of the Audit Committee of Monitor (NHS). Marian is a chartered accountant and a Fellow of the Chartered Institute of Bankers in Scotland.



Andrew Doman

Independent Non-Executive Director

Andrew is a non-executive director of Tungsten Corporation plc, Lending Works Capital and Absolutely No Nonsense Admin, having previously been a non-executive director at Target Group, OneSavings Bank and CEO at Premium Credit. He was chairman of Russell Investments from 2011 to 2012, having been President and CEO from 2009. During that time, he was responsible for leading the recovery of the business following the global financial crisis. Andrew spent 22 years at McKinsey & Co, where his clients included a number of leading UK and European financial services companies. He has degrees in Medicine & Surgery, and Economics and also holds an MBA.



Melba Montague

Independent Non-Executive Director

Melba is currently Senior Vice President, Banking and Capital Markets at Genpact, responsible for strategy, execution and business results. Previously, she held senior executive roles at IBM, EY, Logica, CGI and Sopra Steria, delivering complex transformational and digital solutions across the Financial Services ecosystem. She was a founding board member of FinTech Scotland, working with fintechs, large companies, investors, public organisations and universities with the strategic aim of making Scotland one of the top five fintech hubs in the world. Melba was awarded IT Leader of the Year in 2017, having been nominated for delivering innovative digital banking solutions and for being a natural disruptor; passionate about changing minds, thoughts and beliefs and challenging the status quo. She is also a Fellow of the ICAEW.



Tim Hanford

Non-Executive Director

Tim is Managing Director of J.C. Flowers & Co. Europe and a member of the firm's Management Committee. Prior to joining the firm in 2009, he worked with J.C. Flowers & Co. as Co-Head of FPK Capital and, prior to that, as Head of Private Equity at Dresdner Bank and a member of the Institutional Restructuring Unit's Executive Committee. His other experience includes serving as a board director of Schroders, based in Hong Kong and Tokyo, where he was Head of Structured Finance. Tim is a director of Inigo Limited and Interactive Investor Limited. He received a BSc. (Hons) in Chemical Engineering from the University of Birmingham and an MS in Management from Stanford University Graduate School of Business where he was a Sloan Fellow.



Tughan Alioglu

Non-Executive Director

Tughan is a Senior Associate at J.C. Flowers & Co. Prior to joining the firm in 2016, he worked as an investment banker in the Financial Institutions Group at J.P. Morgan Chase for three years in London where he focused on the banking and insurance sectors. He received a B.A. magna cum laude in Mathematics and Economics (Honors) from Northwestern University, and is a recipient of the Robert Eisner Award for Excellence in Undergraduate Economic Research.