

IOR President-Elect statement

Paul Singh FlinstR

Personal statement

My 48-year journey in the RACHP industry began in 1977 as a trainee engineer at Carter Refrigeration Display (CRD), where I developed CRD's first in-house training scheme. Studying at Solihull College of Technology further ignited my passion for RACHP education. A proud moment was returning to teach at the college aged just 25.

Since then, I have helped launch the careers of thousands of technicians in our industry, dedicating myself to providing high quality training and assessments. I founded the award-winning ChillAir Training Academy, delivering RACHP training across the UK and internationally, and designing unique programmes for overseas students. My consultancy work supports a wide and diverse client base.

I actively contribute through voluntary roles, including:

- Presenting UK/Indian training models to government and academic leaders in India and Nigeria
- Serving as an OfQUAL subject matter expert for RACHP
- Founding RACHP-TAG in 2020 to support trainers and assessors
- Chairing the Birmingham Society of Refrigeration and Air Conditioning (BSRA)

An IOR Member since 1997 and Fellow since 2007, I have always promoted the Institute and its work. I joined the Board of Trustees in 2022 and currently serve on the Education Committee, co-founded the Ethics and Conduct Committee, deliver Masterclasses, and support IOR events. I also serve as a Director of ACRIB.

However, I believe our leadership and governance need urgent review. With decades of industry insight and a proven commitment to the IOR, I am standing to ensure our Institute becomes more inclusive, transparent, and responsive to members' needs.

Evaluation of how you satisfy the role specification

With a 48-year career in the RACHP industry, I have built a wide and respected network across the UK and internationally. I maintain a high professional profile, underpinned by high standards and a strong work ethic. I have an unwavering passion for the industry. My professionalism, integrity, and commitment has earned me the respect of peers from all levels, ranging from apprentices, engineers, managers, directors, training bodies, awarding organisations, and trade associations.

I am highly active on social media with over 13,000 followers, where I promote the value and visibility of the RACHP industry and the Institute of Refrigeration (IOR) globally.

I currently serve on the IOR Board of Trustees and the Education Committee, and I was proud to co-found the Ethics and Conduct Committee. I regularly attend IOR events and have delivered Masterclasses to support member development.

I have consistently been nominating students for the RAC and IOR National Student of the Year Awards since their inception nearly 30 years ago and this year, three of my students are shortlisted as finalists. I am also a Director of ACRIB, representing the IOR and working towards implementation of the industry best standards.

As the owner of ChillAir Training Academy and a refrigeration training consultant, I stay up to date with the latest RACHP technologies. I maintain my CPD through reading, attending webinars, exhibitions, and conducting on-site visits. As a judge for the Cooling Industry Awards, I'm actively engaged with the latest innovations and developments shaping the future of our sector.

I have helped launch thousands of careers in RACHP, many of whom now lead companies and continue to seek training or mentoring from me. My work spans the breadth of the industry from supermarket refrigeration to process cooling, ammonia systems, CO₂ installations, and hydrocarbon refrigerants.

My international consultancy experience gives me a broad and current understanding of industry needs, challenges, and emerging technologies across multiple contexts.

I actively promote the IOR wherever I go – whether with students, at training centres, professionals, or in broader community settings. I've proudly represented the IOR at government meetings and press events in India and Nigeria, always highlighting the importance of the Institute's mission and its global relevance.

Closer to home, I continue to raise awareness through my role as a school governor and even in community venues like our local Sikh Gurdwara.

As Chair of the Birmingham Society of Refrigeration and Air Conditioning (BSRA), I regularly lead meetings and events. I have also chaired several IOR sub-committees, particularly within the Education Committee.

In my consultancy work, I chair meetings with company directors, engineers, and technical teams – ensuring all voices are heard and contributing to positive, respectful dialogue and effective outcomes.

With decades of experience as a trainer and lecturer, I am a confident and an effective public speaker. I have delivered speeches and presentations to diverse audiences, always tailoring my message while using strong verbal and non-verbal communication skills developed over many years.

My professional duties require high levels of leadership, interpersonal and mentoring skills. I lead by example – with calmness, clarity, and respect. I support others to grow their confidence and skills, and I encourage teamwork and shared goals. My leadership style is inclusive, collaborative, and always focused on positive outcomes.

As a trainer and assessor, I operate within strict frameworks of fairness and confidentiality. These principles are also central to my work as an IOR Trustee, particularly as we've navigated recent challenges within the organisation. I've consistently promoted integrity and accountability in all IOR communications and decisions. I ensure that all decisions whether business-related or voluntary are based on fair and balanced evidence, open consultation, and delivered within agreed timelines. I always strive for a clear, democratic outcome and practical implementation that builds trust and momentum.

As a business owner, I have the flexibility and passion to prioritise IOR commitments and I can dedicate the necessary time to attend meetings and events in the UK and overseas. I am committed to supporting the entire IOR membership at every level as President-Elect and, in time, as President. I therefore ask for your support to my role not for commercial gain but to give back to the industry that has shaped my life.