

Claire Clifford MCIPD

HR career with over 20 years of experience and knowledge gained across a variety of sectors, underpinned by being a Chartered member of the CIPD and an accredited Executive Coach. A true passion for people I love nothing more than rolling up my sleeves, getting involved and working with businesses who genuinely see people as an asset - 'the centre of their success'. Personal attributes and values include a desire to create a great place to work for everyone, the ability to display gravitas across all levels and adding value with a hands on, solution focused approach.

Expertise & Skills

<ul style="list-style-type: none">• HR strategy to support short and long-term business plans• Talent Management• Executive Coaching accreditation• Wellbeing and inclusion• Influencing & negotiation• International team management• Senior stakeholder management• Creating HR functions for growing businesses	<ul style="list-style-type: none">• UK & APAC employment law & cultural implications• Employee engagement, change management & integration strategies• Internal communication• Creating innovative solutions to engage people at work, address company & employee improvement strategy• Adaptable leader
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Employment Experience

Sept 2020 – to date

Director of People, Culture & Skills – Association of Consulting Engineers

Built Environment Trade Association - Providing support to members on aspects of business, built environment and government policy.

Successes include:

- Internal strategic change program
- Creation of hot topic membership information, webinars, and events
- Thought leadership on the skills gap and EDI sector challenges
- Drive collaboration within specialist thought leadership, HR, SME & H&S
- Doubled the growth and activity within the emerging professional strategy
- Creation of a People First Charter
- Budget and finance management
- Design and scope of a career's hub to address talent shortage

MAY 2018 – to date

Director - CC in HR - Boutique Professional People Consultancy

Providing in house & virtual HR support for specific engagements. Executive coaching and mentoring.

Successes include:

- Organisational change, transformation & growth projects
- Bespoke design & delivery of people development solutions, both 121 & classroom.
- Director development
- Policy and framework design
- Leadership change and coaching



July 2017 to July 2018

Director of Talent & Engagement - SABIO LTD

Global Telecoms Systems Integrator

Successes include:

- Effective member of the Global Senior Leadership team
- Design and delivery of the Group People agenda and employee engagement programs
- Working in partnership with the CEO & CFO to manage the integration of M&A People activities
- Increase multi-site synergies and cost efficiency across the UK & Mainland Europe
- Cultural integration programme
- Effective management of c£1.5m training budget per annum.
- Stakeholder partnering with Board & CEO to devise and implement Group employee engagement and wellbeing directives.

Jan 2013 – July 2017

Head of Human Resources & People Development - Sabio Ltd

Telecoms Systems Integrator

Successes include:

- Design and implement annual HR strategy to support the board business directives for significant growth.
- Lead and facilitated change management & culture development initiatives.
- Grew the headcount from 97 to 290 to achieve growth plans using cost-effective recruitment methods.
- Designed the strategy to develop and foster a high-performance culture.
- Coached and mentored the SMT & Directors with the aim to add value to their bottom line and increase personal awareness
- Trusted advisor for all complex and C-suite people matters.
- Advised and chaired the health and safety committee to ensure legal compliance and workplace wellbeing.
- Audited, negotiated and managed compensation & benefit to ensure fit for purpose.

July 2010 – January 2013

Consultant - Insight HR

Successes include:

HR Consultancy, providing a full range of HR and management consultancy services to clients across a variety of sectors.

- Proactively lead culture change within the consultancy team, creating a knowledge sharing environment with a strong networking approach.
- Successfully increased business opportunities through best practice recommendation and rapport building
- Strategic & operational involvement in the full employee lifecycle
- Effective handling of multiple projects and caseload management.

Jan 2009 - June 2010

HR Business Partner - Genesis Housing Group, London

A diverse housing group owning or managing c40,000 homes.

Successes include:

- Significantly raising the profile of HR, in terms of adding value, introducing the HRBP model.
- Designed and implemented annual appraisal system, creating clarity on process and benefits
- Leading the introduction of 'What does good look like' workshops and management coaching
- Introduced 'back to basics' enabling managers to take more ownership



Education

Chartered Institute of Personnel and Development - MCIPD

Human Resource Management / BUCKS New Uni SEPT 2008 [graduated]

Certificate in Business Awareness and Advanced Study / Birkbeck Uni

Chartered Institute of Personnel and Development – CBAPPS JULY 2008 [graduated]

Certificate in Personnel Practice / West London College

Chartered Institute of Personnel and Development – CPP SEPT 2007 [graduated]

GCSE's 8 including English and Mathematics/ Amersham School

Continued Professional Development

- Spanish, German, Singapore & Malaysian employment law
- AoEC – diploma In Executive Coaching
- SHL Level A & B certified
- ISO Audit trained
- Mental Health First Aider

