

HEATHER WATT MSc Chartered FCIPD

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PROFILE:

An influential consultant and inspirational coach, I collaborate with organisations and individuals to make their change, communications and talent aspirations a reality. Noted for delivery, as well as innovation and creativity, I measure my success in terms of performance improvements and lasting partnerships.

KEY STRENGTHS:

- **Outstanding Communications.** Adept at writing/designing for broad and complex audiences.
- **Expert Consulting and Coaching Skills.** Swiftly understands the brief and develops solutions.
- **Relationship Management.** Inspires others to deliver results and make a difference.
- **Stakeholder Management and Strategic Sourcing.** Brings key players together.
- **Change Management.** Brings clarity to changing and ambiguous environments.
- **Commercially Astute.** Aligns solutions to business strategy and individual needs.
- **Strong Leadership.** Builds credible teams, creates the vision and thrives in an operational context.
- **Technical Expertise.** Inspires learning, offers alternatives and encourages collaboration.

KEY ACHIEVEMENTS:

- **Resourcing consultancy** to Birmingham City Council (22 mths to Dec 23) during HR transformation
- **Delivered numerous resourcing transformations and recruitment campaigns** – senior leaders, volume (0000s), specialist, global and high value
- **Defined multiple talent and resourcing strategies** and toolkit materials
- **Staged 3 Gatwick Jobs Fairs** – 50 different Gatwick employers, 1750+ jobs, 1500+ visitors
- **Established a brand-new talent model** which reduced complexity and improved performance
- **Created JDs, KPIs and assessments** (from scratch via OD workshops) for c75 discreet roles and facilitated hiring plans for global, multi-site, regulated FS start-up (target 2000 employees)
- **Supported a group of ex-Thomas Cook employees** through redundancy and job search

PROFESSIONAL EXPERIENCE:

HW HR CONSULTING

Director

2004 to date

Coaching and Consultancy Portfolio (individuals and organisations)

Jan 19 –

- Resourcing consultancy during local government HR transformation – high profile campaigns / centre of excellence build / senior leader recruitment review + toolkits and learning
- How to be the best candidate you know how to be – every single time (25,000 words written)
- Creating influential content for articles, websites, blogs and business collateral
- Individual coaching assignments – executive development, transition and skills updates
- Candidate screening interviews and assessment pack design (adverts, JDs, questions, etc.)
- Development conversations / personal development planning with 50 newly promoted managers
- Designed and delivered learning workshops / materials (Gatwick interview skills development)

Gatwick Airport Limited

Mar 17 – Jan 19

Interim Resourcing Manager initially engaged to reinforce Airport resilience (Summer 2017)

- Influenced multiple Gatwick leadership teams to collaborate and engage in recruitment planning across the Airport (c200 different employers, 20,000+ jobs) to improve Airport efficiency
- Created / influenced talent strategies aligned to the Gatwick 5-year business plan
- Led campaigns to swell talent pools, reduce time to hire and create recruitment synergies
- Created the business case (c£100K) and won support for an annual Gatwick Jobs Fair

New England Seafood *Aug 16 – Feb 17*
Interim Talent and Resourcing Manager during a significant period of growth and change

- Designed and established a new talent model to reduce complexity and improve performance
- Led and delivered key recruitment campaigns – Group Board, Directors and Senior Managers

Legal and General *Oct 15 – Jan 16*
Interim Resourcing Programme Manager during the feasibility stage of business change programme

Thomson Reuters (Refinitiv/LSEG) *Dec 13 – Jun 15*
Head of Resourcing and Talent Management to a global KYC Managed Service start-up (multi-site)

Barbon Insurance Group *Aug 13 – Dec 13*
Interim Head of Resourcing to a specialist private equity backed, FCA regulated insurance broker

Buckinghamshire County Council *Jun 11 – Apr 12 & Jul 12 – Jan 13*
Interim Resourcing Project Manager & SME – Project managed 3 HR project workstreams

IHG (InterContinental Hotels Group) *Feb 10 – Aug 10*
Interim Talent & Resourcing Director EMEA during HR transformation

Other interim and consultancy assignments *2003 – 2010*

- **BP**, Several interim Resourcing & HRBP assignments
- **Laing O'Rourke**, Interim Head of Resourcing and Talent
- **East Sussex County Council**, Resourcing Consultancy
- **Department of Health**, Interim HR Manager
- **East Sussex County Council**, Interim HR Change Manager
- **Mortgages for Business**, HR consultancy

KPMG *Jan 01 – Jul 03*

- UK Head of Resourcing, Assurance business

LONDON UNDERGROUND LIMITED *Apr 95 – Dec 00*

- Resourcing Manager, Central Services
- Policy & Resourcing Manager, Engineering

Progressive early career – HR generalist and specialist roles

QUALIFICATIONS AND ACCREDITATIONS:

- **APMG-International – PRINCE 2 Foundation Examination**
 - Registration Number P2R/900393, Certificate Number 02615048-01-ANYV
- **MSc in Training & Human Resource Management** University of Leicester
- **Graduate of the CIPD** Croydon College
- **British Psychological Society – Certificate of Competence in Occupational Testing**
 - Level A & Level B
- **Saville & Holdsworth – Level 3 Test User**
Occupational Testing • Occupational Personality Questionnaire • Motivation Questionnaire • Assessment and Development Centres (Design and Implementation) • Applying Integrated Assessment • Job Analysis