

Qualifications and memberships

Qualifications: Ph.D. (Brunel), Fellow of the Chartered Institute of Personnel & Development (FCIPD), Certificate of Education, Diploma in Marketing.

I am a Human Resources Consultant in the South West specialising in employment and have worked with large employers assisting them with recruitment, selection, discipline and grievance matters. This post has involved me in advising on board level appointments as well as disciplinary hearings and cases scheduled for tribunal involving senior staff up to board level.

I have worked as a Regional Judge for the National Training Awards (NTA) an organisation that identifies how employers, training providers, partnerships and individuals have applied learning and development to create success in the workplace. The NTA promoted the development of skills as a key lever for the UK and global economy as well as promote learning and development to meet the needs of businesses, employers and individuals.

I held the post of Human Resources Director for Team Clean Limited for over six years, an organization employing over 900 staff in the South West of England. This organisation had consistently been selected as one of the top 100 organisations in the South West of England by PriceWaterhouseCoopers, the results of which appeared in the press annually. My post involved managing the Human Resources Department and Board level work on strategic issues involving Manpower and Succession Planning, Recruitment, Pay and Benefits, Pensions, Training, Appraisals, Discipline and Grievance handling.

In 1991 I was appointed Honorary Senior Lecturer at Brunel University and have been responsible for the delivery of national training and professional qualifications programmes for the employment industry and acted as Chief Examiner of the Certificate in Recruitment Practice. Part of the training I designed and presented involved running management training programmes for senior nursing staff (grade F to I) at Watford General Hospital. I have worked with organisations such as the NHS, The Financial Services Authority, Rank Xerox, Pilkington Glass, British American Tobacco, Nestle, Lombard Tricity Finance, The Royal Air Force, The British Army, The Hellenic Management Association in Athens, Thessalonika and Patras, various universities as well as medium to small organisations.

Previous experience includes the resettlement of personnel for major organisations which involved counselling, development of job search and interviewing skills, and career advice. I have run a number of development programmes in recruitment for managers in large companies from a variety of industries, and have also been involved in training both Training and Personnel managers from all over the world in Recruitment and Selection.

Ian's specialism

Ian is a dedicated personnel professional and as such able to deal with any occupational level, but in particular he has worked closely in the area of HR, instituting best practice in recruitment, retention and outplacement of senior management.