

**I have considerable Strategic HR/ER experience gained across Healthcare, Pharmaceutical, Consumer Electronic & Personal Finance sectors. Formerly I worked as a Key Industrial Relations Director, Advisor/Negotiator with IBEC – providing support, leadership and representation across all sectors of economic activity. I work as a positive team leader and player with proven skills and expertise in the areas of Organisational Development, Change Facilitation and Conflict Management.**

## Career History

### **2011 – 2024 Head of Human Resources, Bon Secours Private Hospital, Cork**

Bon Secours Hospital Cork is the largest Independent Acute Private Hospital in the State, employing 1,600 Staff. The Head of HR leads the HR Function as a member of the Senior Management team, overseeing HR Business Partners & Specialists, Occupational Health Practitioners. The role combines Leadership, Business and Operational accountability.

- The role contributes strategic and forward-thinking solutions to the Hospital Management Team, adding value to Business development and growth.
- Provide consistent and specialist advice and support to Managers and Staff in all aspects of HR. I work as a trusted advisor to Senior Management on all People and HR related issues, developing and maintaining strong working relationships with Heads of Service and Front-Line Managers.
- I oversaw the implementation of relevant Organisational change and development programmes aligned with Business Plan and People Strategy.
- Embedded a performance-driven culture underpinned by appropriate performance management and development systems to contribute to enhanced Patient service delivery.
- As Head of HR, a critical accountability was the effective attraction and retention of exceptional talent as per approved Staff complement - this was achieved by deploying integrated and inclusive approaches to Search, Talent management, Career development, Succession planning, Recognition and Reward systems.
- Responsibility for Staff training- responding to professional development needs in line with service requirements to support delivery of cost-effective, high-quality care.
- Review and audit to continuously improve HR policies, practices, strategies and actions designed to better position the business strategically as an Employer of Choice - enhancing efficiency and effectiveness.
- A Signal strength is to foster positive Industrial/Employee Relations - prioritising engagement, proactive & direct management of operational IR/ER issues.
- I oversaw a system for benchmarking key aspects of performance at departmental and organisational levels, reporting on a suite of strategic KPIs.
- Management reporting to Group, CEO, Senior and Executive Management Teams.
- We returned exemplary performance at internal audit, accreditation and at Quality Improvement initiatives to include retention of premium International Healthcare JCI accreditation, and most recently 2024 I led the Group programme at IBEC KeepWell Mark Audit, achieving the highest rating.

**2007 - 2011 Country HR Manager, GE Healthcare (Ireland) Cork**

- Led the function as HR leader for circa 600 GE Healthcare employees covering Cork (FDA licensed manufacturing/logistics facility), Dublin and Belfast (Sales/Technical Support Offices).
- Guided and informed all GE HR activity and programmes throughout Ireland, leading a team of 4 HR professionals as a member of the Senior leadership team.
- Planned and executed major Organisational Development (OD), restructuring and rationalisation programmes in 2008/2009 – resulting in 3 million USD savings per annum.
- Led/devised & implemented plan to realise 20% staff reduction within a 12-month timeline (2008).
- Achieved all permanent staff reductions on a voluntary basis – programme delivered on time, within budget and with no consequential IR challenge.
- Planned and created a single business unit comprising some 200 personnel, with attendant restructuring of leadership accountability and personnel.

**2006 – 2007 Employee Relations Manager, GE Healthcare (Ireland) Cork**

- Provided advice and direct support for Senior & Frontline management.

**2003 - 2005 Senior HR Manager, Dell Inc. (Limerick)**

- Provided standalone operational and strategic HR leadership for EMEA Logistics and Engineering teams based at Limerick hub – reporting to VP's of Supply Chain and of Engineering.

**2001 - 2003 Associate Director HR, Elan Pharma, Athlone**

- Led significant restructuring and rationalisation programmes for manufacturing facility.

**1998 - 2001 Mid-West Regional Director, Irish Business and Employer's Confederation (IBEC)**

- Directed IBEC operations for Midwest Region. Key advisor to circa 250 organisations across all sectors, Private and Public.
- Delivered full suite of IBEC consultancy, legal, representational, business and sectoral support services.
- Managed a team of 5 IBEC staff and co-coordinated service delivery from Regional and Head offices.
- Chief strategic advisor/representative to all substantive employers in the Mid- West.
- Advised on strategy/ conflict resolution- provided representation at all third-party dispute resolution fora including Labour Court, Rights Commissioner hearings, EAT & Labour Relations Commission (now WRC).
- Directed and chaired Regional Executive committees, comprised of MD/CEO's from both Mid-West and Kerry regions- addressing & defining Regional business priorities.
- Role was that of Chief Business representative / Regional interface with IDA, NRA, Aer Rianta (Shannon), County councils, Enterprise Boards, Educational and Government agencies.

## **1990 - 1998 Senior Employee Relations Executive, Cork Region**

- Worked as key IBEC advisor/negotiator/representative on Industrial Relations matters in the Region
- Secretary of the Cork Cargo Handling Company (1994 – 1998) leading negotiations for the Phase III ‘Cork Harbour Rationalisation Plan’.

## **Education/Accreditation**

- Chartered Fellow (FCIPD) - Chartered Institute of Personnel and Development
- 1987 - M.Sc Economics (IR & Human Resources Management) London School of Economics (LSE)
- 1985 - BA (Hons) Psychology, National University of Ireland, Galway
- 2000 - Diploma in ‘Strategic Human Resource Management’ - UCD Michael Smurfit Graduate School of Business
- 2024 - Thomas International Accreditation/license to Administer PPA
- 2024 - Professional Diploma in Coaching /Mentoring – Kingstown College
- 2023 - Certificate in Workplace Mediation – Mediation Foundation Ireland

## **Personal Interests**

- West Kerry (Beaches, Mountains, Culture, Language & Football)
- Active Member of Bishopstown Cork Hillwalking Club
- Historical Fiction & Non-fiction
- Resistance Training
- Current Affairs
- Rugby & GAA