

# ROY HARPER

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## PERSONAL DETAILS:

**Telephone:** 07721 499494 (Mobile)

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## VOCATIONAL / PROFESSIONAL QUALIFICATIONS:

Inst. of Personnel Management (now 'CIPD') 'Final' Exams – (1996 – Nottm. Trent University)

Certificate in Equal Opportunities Management (1995 South Yorks. Open College)

Postgraduate Diploma in Training Management (1993 – Nottingham Trent University)

City and Guilds Further Education Teachers Certificate (1986 – North Lincolnshire College)

EMFEC Adult Tutors Award (1986 – North Lincolnshire College)

City and Guilds Youth Trainers Award (1986 – North Lincolnshire College)

## MEMBERSHIP OF PROFESSIONAL BODIES:

**Chartered Institute of Personnel and Development (CIPD) (Currently applying for Fellowship)**

## HIGHER EDUCATION:

### Dates:

From 1981 to 1984

### University:

Sheffield Hallam University

### Qualifications:

BA (Honours) Social Science – Class: 2:1

Specialism : Socio-legal studies

## WORK HISTORY:

### November 2008 to date

Position: **SkillsReach**

Dimensions and Context of Role

- **Providing a range of HR advisory, workforce development, project management support services to businesses and the public sector**
- **Operating across the East Midlands, Humberside and Yorkshire**
- **Strong network of associates**

Recent projects include:

- **Developing an employer-led Skills Plan for Lincolnshire**
- **Business Training Needs Analyses for higher level skills**
- **Resizing of a major not for profit business**
- **Job and Labour Market Analysis / Evaluation**
- **Project management of the local Employment and Skills Board**
- **Specialist recruitment / selection – e.g. Senior Management, Graduate recruitment**
- **TUPE transfers – both to and from the public sector**
- **Specific HR case-work such as Compromise Agreements, complex discipline and grievance**
- **Integrating Apprenticeships into a resourcing strategy**

### April 2001 to September 30 2008

Position: **Operations Director, Success Matrix** Employer: **Mercian Matrix,**

Dimensions and Context of Role:

- **Set up from scratch a new successful HR / Skills subsidiary (Success Matrix),**
- **Responsible for HR/ Workforce Development Consultancy with a diverse portfolio including Graduate Recruitment, HR Consultancy, Workforce Development, Regeneration and other Business Services**
- **Highly experienced HR / Management Consultant, specialising in transition management, TUPE, workforce development**
- **Established a strong regional reputation for design and delivery of innovative Skills initiatives / research projects**

- **Diverse client base including Private / Public sector, Voluntary sector**
- **Management of up to twenty staff, through a management team**
- **Fast growth, two offices (Lincoln / Leicester) and 18 staff**
- **Personal delivery of a number of complex organisational transitions**
- **Development / delivery of a range of creative, profitable resourcing strategies for clients**

**1992 to March 2001**

Position: **Human Resource Manager** Employer: **The Lincolnshire TEC Group**

Dimensions and Context of Role:

- **Company limited by guarantee with a mission to regenerate the Lincolnshire economy**
- **Reporting directly to Group Chief Executive – active member of Senior Management Team**
- **Full responsibility for all aspects of HR strategy and operational management**
- **Provision of a comprehensive HR / Resourcing service to local businesses / partners**
- **Managed the process towards first ‘Investors in People’ accreditation**
- **Development of the full range of HR management policies / systems from ‘scratch’**
- **Management of a highly complex people transition process to eight successor companies that took over TEC activities in April 2001**

**From 1990 to 1992**

Position: **Recruitment Branch Manager** Employer: **Hays Accountancy Personnel**

Dimensions:

- **Branch Manager of one of largest, ‘blue chip’ recruitment consultancies**
- **Part of Hays Business Services Group –specialising in Accountancy Recruitment**
- **Successful establishment of a new Lincoln – based operation**

**From 1985 to 1990**

Position: **Agency Manager** Employer: **The LINK Organisation**

Dimensions

- **Largest UK private sector contractor to Government in respect of Youth and Adult Training**
- **Profit responsibility for 5 Training Centres with 25 staff and over 500 Trainees per annum**
- **Specialised in Service Sector training – Retailing, with major national accounts such as Boots, Burton Group,; Business Administration and Hairdressing**
- **Successful establishment, from scratch, of two new Training Centres**
- **Developed Lincolnshire contract to 200+ place programme**
- **First LINK Office to run special needs funded training and in-house Hairdressing Training Centre**
- **Design and personal delivery of a customer care training programme for a major agricultural machinery dealership across all UK branches**

Personal Interests:

**I am a long-standing Trustee of a local charity, Lincolnshire Action Trust, which provides education, training and employment opportunities for ex offenders and prisoners. As a formerly active sportsman, I now content myself with local league table tennis and following the mixed fortunes of Lincoln City Football Club. I generally (!) enjoy sharing the responsibility for three energetic children and two highly active rescue dogs.**