**JIM VERITY**

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-------------------------------------------**PROFESSIONAL PROFILE**-----------------------------------------

* Versatile Human Resources executive with hands on experience in a diverse range of industries and with proven experience at Hope Construction Materials of building an effective HR function, processes and a people strategy from scratch in a green field environment.
* 10 years + experience as a Director and member of Executive teams at Lafarge Aggregates, a UK subsidiary of a multi-national, and Hope Construction Materials, an independent, privately owned business.
* Proven ability to develop and deliver ambitious people strategies, e.g. the Redefining Our Industry Strategy at Hope Construction Materials which saw 77% growth in EBITDA and 35% growth in EBITDA margin over 3 years.
* Significant experience of Mergers and Acquisition work including being HR Lead for the integration planning of the merger between Lafarge and Tarmac in the UK.
* Ability to build capability and performance through industry leading development programmes, e.g. the first post graduate qualification for Quarry Managers in the aggregates industry and the innovative Hope Leadership Academy.
* Strong leader with the ability to build and mentor high performing teams, demonstrated at both Hope Construction Materials and Lafarge Aggregates.

**--------------------------------------PROFESSIONAL EXPERIENCE----------------------------------------**

**Director,** Verity HR Services Ltd, December 2017 – Date

I act as a Part Time HR Director to ambitious SMEs supporting their growth ambitions through the development and delivery of transformational and ambitious HR Strategies. I work with small number of clients across different sectors, typically working with clients long term for a day a week.

**Human Resources Director,** Hope Construction Materials, Jan 2013 – Aug 2016

Manufacturer of Cement, Concrete and Aggregates employing 1,000 colleagues across 150 sites in the UK with annual turnover of £300m. I reported to the CEO and led a team of 10. Hope was formed on 7 January 2013 from divested assets of Lafarge and Tarmac. On formation we had 750 colleagues that came from the 2 Companies but no strategy, policies or processes and very few customers. We had cultures from the 2 companies and very few established teams. Our unique formation enabled us to build both culture and performance from scratch, it was a genuine “green field” opportunity!

**Key Achievements**

**Leadership: building a high performance organisation**

As an active member of the Executive Committee and by designing and implementing an ambitious People Strategy, Hope achieved significant growth in both EBITDA and EBITDA margin over its 3 years of operation

**Strategy and Vision: delivering an ambitious strategy**

Through the development and implementation of a transformational and ambitious People Strategy (“Redefining Our Industry”) Hope created a highly engaged, empowered and performing organisation, demonstrated by strong financial performance, falling LTO to below 10% in a market where it was rising and year on year improvements in colleague survey scores.

Achieved One Star accreditation from the Best Companies organisation in our 3rd year of operation – one of the targets set as part of the People Strategy and achieved a year ahead of target!

**Remuneration and Benefits: alignment with key business priorities and strategy**

Built from scratch an R&B framework aligned to business strategy and designed to attract and retain top talent. This included the design of simple, but effective, bonus and incentive schemes, implementation of a new pension scheme and the introduction of a range of flexible benefits available to all colleagues and based on colleague feedback from annual surveys.

**Integration: building a new Company**

Implemented essential HR processes and tools within 6 months of formation, including a new pension scheme, our own payroll and HRIS, tendering for key 3rd party providers and a comprehensive team building programme across the business using DiSC.

**Health and Safety: industry leading performance**

Inspired, challenged and promoted a strong Health & Safety culture resulting in continuous Industry leading performance, an LTIFR for colleagues and contractors reaching 0.84 and an award winning approach to Health and Wellbeing within our sector.

**Culture development: building culture through leadership capability**

Conceived and led the development and implementation of an innovative and highly successful Leadership programme delivered “by our leaders for our leaders.” This resulted in enhanced leadership capability across 200 managers and supervisors and the development of a strong Hope culture and identity.

**Building Engagement: creating a great place to work**

Implemented a range of initiatives designed to build engagement, including:

* + a successful volunteering scheme (Hope4Others) which has seen over 250 days of volunteering time in 2 years
	+ Following survey feedback, built a range of flexible benefits (making use of salary sacrifice wherever possible)
	+ a range of Health and Wellbeing initiatives driven by a colleague led forum e.g. Resilience Training, encouraging calls to be kept within business hours to preserve work life balance and giving significant time at Management Conferences to Health and Wellbeing activities.

**Employee Relations: building a positive environment**

Developed an effective partnership with Trade Unions at the Hope Cement works resulting in strong engagement, trust and performance at this key site.

**Diversity and Inclusion: a long term approach**

Launched a sustainable approach to Diversity and Inclusion including a creative approach to Maternity and Paternity benefits including giving new parents an allowance to buy a gift of their choice and Hope branded baby grows and teddy bears!

**Human Resources Director**, Lafarge Aggregates Ltd, 1 January 2007 to January 2013

Manufacturer of Concrete, Asphalt and Aggregates with 2000 employees across 200 sites in the UK and part of the French owned Lafarge Group. I reported to the Managing Director, was a member of the Board and Executive team and led a team of up to 10.

**Leading change: Business reorganisations**

Planned and implemented significant change driven by the impact of the last recession. This resulted in significant business reorganisations that resulted in a 30% headcount reduction.

Implemented the reorganisation of Lafarge Aggregates into 3 separate Business Units in line with Group requirements. I led the change and through the Organisation Design agreed with the Exec team ensured the identity and values of LAL were retained

**Talent Management / Organisational Design**

Led a very thorough annual Organisational and HR Review process in the UK which included the identification of future talent, succession planning and a review of the organisation and resources to ensure it met future strategic needs. This resulted in good retention levels of our future talent and strong talent pipelines for key jobs (e.g. Quarry Managers)

**Mergers and Acquisitions: pre integration planning of a significant merger**

Co-led the HR pre integration team leading up to the merger of Lafarge and Tarmac in the UK. This involved leading a pre integration team comprised of people from both businesses, developing HR Strategy and policies for the JV and the organisational integration plan which resulted in the successful creation of the new merged business.

**Human Resources Manager**, Lafarge Aggregates Ltd, July 2003 to December 2006.

**Building Capability through innovative initiatives**

Reduced costs, enhanced competence and improved safety within the Quarry operations by agreeing a strategy with the MD to make a step change improvement in the manufacturing efficiency. The HR Strategy focussed on improving capability of Quarry Management and included:

* Creating with Leeds University the first ever post graduate qualification in Quarry Management
* Implementing the first industry recognised CPD scheme.

**CSR: Building effective partnerships**

Developed a highly successful partnership with the Princes Trust in support of our CSR programme and to help build our presence in local communities.

**Human Resources Manager**, Tarmac Central Ltd, July 2001 to July 2003

Reporting to the Managing Director, I was responsible for all HR and L&D activities in the largest of the Tarmac Regional Businesses, employing 2,500 people. I managed a team of 11 and was a member of the Executive Committee.

**National Human Resources Manager,** Wickes, September 1998 to July 2001

A senior manager within the Store Operations team. I managed a team of 4, providing professional, customer focused support to store operations. Through my team, I developed and implemented a wide range of HR initiatives in support of strategy.

**Divisional HR Manager,** Wickes, February 1994 to September 1998.

**Senior Human Resources Officer**, Tarmac, July 1990 to February 1994

**Graduate Trainee / Human Resources Officer**, Rolls Royce, September 1986 to July 1990

**----------------------------------------EDUCATION-------------------------------------------------------**

* Diploma in Human Resource Management - Doncaster College
* BSc (Hons) Applied Human Psychology – Aston University

**------------------PROFESSIONAL AFFILIATIONS AND BOARD MEMBERSHIPS--------------**

* Member of CIPD
* Board Director of MPQC – a not for profit industry training organisation
* Member of the Engineering Employers Federation’s Employment Policy Committee