

JULIE LLOYD

Chair of ECC

Julie is currently Director of People and Organisational Development at Liverpool John Moores University where she has been since 1987 when it was a polytechnic. Prior to that Julie worked in a variety of roles in Liverpool City Council all in Human Resources. Julie is a fellow of CIPD and a native of Liverpool.

GRAHAM CURLING

Deputy Chair of ECC

Graham is the Head of Human Resources at Leeds Arts University. Graham joined Leeds Arts University in March 2010, having worked previously in HR roles of East North East Homes Leeds, Leeds East Homes and Leeds City Council since 1995. Prior to this he worked in retail. He is a Chartered Member of the CIPD.

NICHOLAS JOHNSTON

ECC Chief Executive

As Chief Executive, Nicholas ensures that ECC focuses on members' needs and balances long-term development goals whilst delivering on short-term priorities.

Nicholas brings 25 years' experience of developing and delivering practical and successful strategies and business plans in the public, private and voluntary sectors. Before joining ECC he spent a number of years as Head of Strategy and Performance at RNIB, a £120m UK membership charity with 3,000 staff across 40 sites.

Nicholas has direct experience of many aspects of HR, having been a trained job evaluation assessor, chairing grievance hearings and disciplinary hearings and leading the change management and integration of planning and performance across two large merged charities. He is also a Non-Executive Director of a Scottish health board and Deputy Chair of a university Students Association.

NICK HILLMAN

Higher Education Policy Institute

Nick Hillman has been the Director of HEPI since January 2014. He worked for the Rt Hon David Willetts MP, now Lord Willetts, the Minister for Universities and Science, from 2007 until the end of 2013, as Chief of Staff and then Special Adviser in the Department for Business, Innovation and Skills. Previously, he was a History teacher and worked at the Association of British Insurers. At the 2010 general election, he was the runner-up in Cambridge.

He has written for a range of think tanks and journals. His more recent writings include articles on the Coalition's higher education reforms for the Oxford Review of Education

(2016), on access to schools and selective universities for Higher Education Review (2014) and on the fifty-year history of student loans for Contemporary British History (2013). He also wrote the authoritative account of being a special adviser for the Institute of Government (2014).

His recent pamphlets for HEPI include an assessment of the impact of students in the general election of 2015, a comparison of the UK and German higher education system, a piece on the educational underachievement of young men and a study on students' attitudes to free speech.

PETER REILLY

Institute for Employment Studies

Peter Reilly is a graduate of the universities of Cambridge and Kent in politics and government. He joined the Institute for Employment Studies in 1995 as a Senior Research Fellow and eight years later became Director HR Research and Consultancy. In May 2014 he resigned to become self employed whilst continuing his attachment to IES as a Principal Associate. Peter still leads consultancy and research work on the HR function at IES and contributes to projects on workforce planning, reward and performance management. Clients come from all sectors and his involvement ranges from facilitation, through expert advice to policy design and evaluation.

He has written various articles and books especially on the HR function. For example, he has co-authored three books on HR with Tony Williams of the Royal Bank of Scotland – 'How to get best value from HR: the shared services option', 'Strategic HR: building the capability to deliver' and 'Global HR: challenges facing the function'. For the Chartered Institute of Personnel and Development he has co-led projects that have produced three reports – 'Managing and Developing HR Careers: Emerging Trends and Issues,' 'The changing HR function: the key questions' and 'The Changing HR Function: Transforming HR?'

He is also a frequent speaker at conferences, seminars and workshops on his areas of expertise. He has spoken at many public sector conferences in central and local government, education and health. He is a contributor to various HR networks including SAP and Success Factors; and he also presents to in-company events.

Prior to joining IES Peter had a 16 year career with Shell holding various posts in the UK and abroad. His last position was as Regional Personnel Adviser (Middle East, Indian Sub Continent, and Francophone Africa) for Shell International Petroleum Company where he was responsible for providing HR advice to operating companies on issues such as management remuneration, HR strategies in acquisitions and disposals, regional staff exchange schemes, benchmarking and assessing HR performance.

In 1994 he undertook three projects. He was appointed adviser to the Shell Companies of Turkey on industrial relations, specifically charged with developing a strategy for pay negotiations. Secondly, he investigated the international graduate recruitment market to see what opportunities there were for cross national recruitment. Thirdly, he was responsible for an investigation of the changing nature of the employer/ employee relationship and its

impact on Shell in the UK, set in the context of likely internal business developments and external social and economic changes.

Previous experience with Shell covered both line HR responsibilities and work in specialist fields. The former included posts as Personnel and Administration Manager for a gas plant in the north of Scotland and Personnel Manager for Shell UK's Information and Computing division where he was the project manager on a merger with its Dutch counterpart. As a specialist, he worked in such areas as compensation and benefits, recruitment and career development, and industrial relations. For example, he was an HR adviser for Shell Internationale Petroleum Maatschappij in the Hague, responsible for matching job needs in Netherlands and internationally with supply from the international pool.

Prior to joining Shell he was a Senior Research Officer with the British Institute of Management, where he wrote reports on profit sharing, employee participation practices and trends in British industry, and a Research Officer at Surrey University.

JOHN MCGURK

CIPD, Scotland and Northern Ireland

Dr John McGurk is CIPD Head of Scotland and Northern Ireland: After a career starting as a train driver through academic research in strategic HRM and labour market research, John joined CIPD's Research and Policy department in 2007. After 6 years developing research and insight on everything from coaching to analytics, and policy on skills he was appointed to head up CIPD first regional team in Scotland and NI. John works with the wider UK regional team to deliver CIPD's research and insight into Scotland and the UK regions. He has been at the forefront of developing CIPD's approach to the labour market *Scotland's Skilled Future*. In the process he has collaborated with business, government, the education sector, trade unions and other professional bodies.

He blogs by and by, tweets from time to time, and reads ravenously. He relaxes by walking and watching football, listening to music and watching a lot of quality TV.