

**JULIE LLOYD**

**Chair of ECC**

Julie is currently HR Director 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.

**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 20 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.

Nicholas is a Non-Executive Director of a Scottish health board and Deputy Chair of a university students association. In his spare time he gets worn out by his two young children, fails to find the time to play guitar, and is Vice-Chair of his local Community Council.

**NICK HILLMAN**

**Director of HEPI**

Nick Hillman has been the Director of HEPI since January 2014. He worked for the Rt Hon David Willetts MP, 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 recent writings include an article on the fifty-year history of student loans for Contemporary British History, a pamphlet on being a special adviser for the Institute of Government and a paper comparing access to selective secondary schools and selective universities for Higher Education Review.

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 systems and a guide to the removal of student numbers controls.

**DUNCAN BROWN**

**Head of HR Consultancy, Institute for Employment Studies**

**DEAN ROYLES**

**Executive Director of HR and OD at Leeds Teaching Hospitals NHS Trust**