HR Senior Leadership Team



James Saville
Director of HR

Jen Wylie
Director of HR Partnering

Phil Spencer
Director of HR Services

Denise Nesbitt
HR Director Organisation Development

HR Organisation Development



Denise Nesbitt
HR Director Organisation Development

Kirsty Robertson
Head of HR Talent, Development and Reward

Caroline Wallace
Head of HR Employee Relations, Employment Policy and Equality, Diversity & Inclusion

Cara Hunter
Senior HR Partner

Tim Goodman, Charlotte Anderson, Irene Cotungo, Samantha Inch
HR Partner

Natalie Naysmith
Senior HR Partner

Laura Allison, Audrey Chalmers,
HR Partner

Ruth Miller
Assistant HR Partner

Elora Oosterhoff
Assistant HR Partner

Louise Kidd
Senior HR Partner Reward

Kirsten Partridge
HR Partner Reward

Jonna Englund
HR Partner - OD

Sebastian Bromelow
Senior HR Partner EDI

Federico Marchiolli, Sara Medel Jimenez
HR Partner EDI

Katie Pearson
Senior HR Partner ER & Policy

Iona Emslie, Nikki Malloch
HR Partner ER & Policy

Monika Wojcik
Assistant HR Partner

Andrea Balderson
Senior HR Partner Immigration

Lorna Currie, Graeme Laing
Assistant HR Partner Immigration

HR Partnering Teams



Jennifer Wylie
HR Director Partnering

Lee-Anne Goodbrand/ Fiona Ross
Head of HR (CSG)

Ross Mein
Senior HR Partner

Ingrid Sharp
Senior HR Partner

Lynne Moyes
Senior HR Partner

Lissa Duncan
L&D Specialist

Fiona Ross
(Interim) Head of HR (ISG & USG)

Kim Cameron
Senior HR Partner

Danielle Ross
USG Senior HR Partner

Yvonne Love
Head of HR (CMVM)

Marian O'Donnell, Pauline McLeod, Jeanette King
Senior HR Partner

Angela Hacket
Assistant HR Advisor (Clinical)

Mike Cowan
Head of HR (CSE)

Sara Murphy, Jennifer Syme, Lorraine Kelso, Emma McCabe
Senior HR Partner

Fiona Ross
Head of HR (CAHSS)

Aileen Louden, Thom Hoelterhoff, Izabela Buller de Almeida, Abi Jowett
Senior HR Partner

Morag Easton
Head of HR Partnering (Change)

HR Services Team

HR Shared Services
HR Process Improvement



Phil Spencer
Director of HR Services

Frances Grebenc
Head of HR Shared Services

Sarah Kane
HR Process Improvement Partner

Mandy Polling
HR Learning and Development Partner

Ria Murdoch
HR Process Improvement Partner

Thomas Hawker
HR Helpline TL

Jamie Duncan
HR Systems TL

Michael Chadband
Assistant HR Partner
HR Systems

Lauren Aitken,
Amie Phillips,
Effie Pappa,
Micaela Pick,
Barbara Zamora de Barrio,
Sara Zucca,
Marlena Rogala
Senior HR Helpline Assistants

Gillian Gordon,
Kieran Ward,
Iain King,
Kalina Charvala
Senior HR Systems Assistants

Paula Banks
Senior HR Partner
HR Operations

Tom Everett
HR Helpline and HR Systems Partner

Seona Flanagan
HR Operations TL
Lifecycle

Katarina Morrison
HR Operations TL
Lifecycle

Yavor Tomov
HR Operations TL
Recruitment & Onboarding

Geraldine Melaugh
HR Operations TL
Recruitment & Onboarding

Hannah Hamilton
Assistant HR Partner
HR Operations

Stacey McAleer,
Alba Somoza Arango,
Irene Garcia-Moya Gomez,
Victor Villaverde,
Patricia Feriau,
Heather Rutherford
Dianne Clement
Senior HR Assistants

Lesley Reid,
Ellis Cowan,
Arslan Shaheen,
Lokman Fong
Senior HR Assistants
Nivedhitha Peram,
Adam Harper
HR Assistants

Monica Alsina,
Graeme Fenwick,
Shannon Murphy,
Faisal Chaudhary,
Lauren Eadie,
Kasia Wytrazek,
Raquel Munoz,
Senior HR Assistants

Sylvia Tomova,
Ismael Casas Alguacil,
Pracheta Chowdhury,
Mariyam Anwar,
Ieva Guntoriute,
Ida Conlin,
Thomas Walker
Senior HR Assistants

HR Services Team

HR Governance, Compliance & Risk
HR Case and Advisory



Phil Spencer
Director of HR Services

George Shannon
Senior HR Partner
Governance, Compliance & Risk

Susan McNeill
Head of HR
Case & Advisory

Egle MacIver
HR Business Support Partner

Conor Byworth
Business Intelligence & Reporting Analyst

Eloise Allcock
Executive Assistant to the Director of HR

Julij Fischer, James Hardacre, Gill Roberts
Assistant HR Partner

Chryssie Tsolakidou, Monia Gorzach
Data Coordinator

Nicola Berry
Senior HR Partner - Advisory

Stacey Boyle
Senior HR Partner – Case

Alison Rollo Rose, Aridane Galvan, Lucy Hardie-Robertson, David Luca
Senior HR Business Support Administrator

Christine Mackie, Jacquie Robertson, Lynne Bisset, Joyce Clark, Gillian Brown, Lisa Gunn
HR Note Taker

Michelle Norrie, Ails Kennie, Saralee Peter, Michael Cameron, Lynsey Youngson, Elaine Watson, Clara Barranco, Yvonne McCue, Poppy Kemp, Lindsey Lyons
HR Partner - Advisory

Sarah Holwill, Susan Turnbull, Jude Thomson, Michael Rogerson, Jane Anderson, Elizabeth Kennedy, Dan Rich, Daniel Gaines Ashleigh Mazouji-Anderson
Case Manager