

## Career Resume: Tracy Bennett-Tighe BA (Hons) MCIPD

Tracy is a qualified and seasoned HR professional with 20 years experience in HR, 6 of which were as Head of HR for Cambridgeshire Fire and Rescue Service (CFRS). During her career Tracy has led teams of up to 14 professional support staff as well as uniformed officers who have delivered HR, Health & Safety and Occupational Health services across the organisation. Key projects during her career included;



- Reviewing and developing the Performance Management arrangements across CFRS to meet business need;
- Setting up from scratch a comprehensive OH service which encompassed Occupational Health, Welfare and Health & Safety;
- Successfully managing redundancy programmes as part of a wholesale review of the organisation's structure;
- Providing the professional HR lead for the Fire Service on people issues including policy development, recruitment and resourcing.

For the past 8 years Tracy has been an HR Consultant with People & Performance Ltd where some of her key projects have included;

- Managing the successful recruitment of a Chief Executive in the voluntary sector;
- Reviewing and revising policies and procedures for a variety of organisations, both private and public, to ensure full compliance with current employment law and HR best practice;
- Providing advice to the voluntary sector and SMEs on people issues including support in investigating grievances and disciplinary cases, managing redundancies and restructures, maternity leave arrangements and managing contractual changes;
- Implementing a skills review of the HR department in a large public sector organisation, including outlining recommendations to address skills gaps.

Tracy is a well-qualified generalist with extensive experience in:

Employment law, dealing with disciplinary issues including investigating, presenting and advising at hearings, recruitment, equality and diversity issues, HR policy development, running seminars and workshops for senior managers, health & safety including risk assessments, performance management, counselling and mentoring support to employees and supporting organisational change.

In order to complement her practical experience, Tracy has also undertaken the CIPD's Advanced Certificate in Employment Law and the National Examination Board in Occupational Safety & Health (NEBOSH) Certificate. She particularly enjoys using her employment law knowledge and experience, together with her ability to analyse key steps, to support organisations in finding practical solutions to the challenges they face. Tracy has strong interpersonal skills and excellent written communication and IT skills.

Tracy is a Member of the CIPD. She is also a Governor at Park Lane Primary School, Whittlesey, where she Chairs the Learning and Performance Committee as well as the Head Teacher's Performance Management Committee. She has been instrumental in identifying the personnel issues associated with the schools application to become an Academy in the New Year. She leads on IIP and regularly sits on teacher appointment panels.