

Margaret Dale

Qualifications: MSc (Huddersfield), DMS, Chartered Member of the Chartered Institute of Personnel and Development (CMCIPD), Member of the Academy of Experts (MAE), Fellow of the Royal Society of Arts (FRSA) and a Qualified Disputes Resolver.

research projects in addition to the dissertation required for the Masters Degree I trained and worked as a Reference Librarian, involved in a number of

including Informal Learning at Work for the DfEE with ECOTEC Ltd, The Position of Women in a University and Characteristics of a Learning Organisation.

Executive and am responsible for strategic planning, business development and I am employed by the Educational Competencies Consortium as its Chief

strategic relationships. I was the first Chair of the Consortium and provided training and consultancy services to members on matters relating to job evaluation, pay and grading including the use of pay and labour market data, and other HR functions.

I am a Director on the board of Mediation Yorkshire and a Non-Executive Director of Spectrum Community Health, a social enterprise organisation providing substance abuse, sexual health and primary care services to two prisons and a secure mental health unit. I was Non-Executive Director for the South Huddersfield Primary Care Trust from 2002 until 2006, including Acting Chair. I have acted as a Lay Conciliator and Mediator and have been an Associate Mental Health Act Manager for the South West Yorkshire Mental Health Trust. Previously I was a non-executive Director of Community Health (NHS) Trust, Sheffield.

From 1989 to 1997 I was Training and Development Manager for Sheffield Hallam University with responsibilities for policy development and

implementation in staff and management development and training, recruitment and selection and equal opportunities. My previous experience has been in local government and the Health Service, mainly in change management and organisational development. I have worked with all groups of staff ranging from manual to senior managers and advised individuals on career development and career change.

I have published a number of books on human resource development topics including *The Essential Guide to Recruitment*, *The Manager's Guide to Recruitment and Selection* and *How to be a Better Interviewer* and have contributed to *The Recruitment Handbook* and other updating publications. *The People Dimension: managing your people* was published in 1999 and *The Learning Dimension* in 2002. I have lectured on a part-time basis on Human Resource and Diversity and led action learning groups.

My experience has included numerous Vocational Rehabilitation assessments over a wide range of occupational categories and liaison with retraining centres.

Margaret's specialisms:

Margaret's expertise lies predominately in the public sector, particularly higher education and the health service, and especially in the identification and assessment of the competencies required for effective performance in a wide range of occupations and their use to support recruitment and selection and the management of change.