

# **NATALIE STYLES MSc MCIPD**

## **Brief curriculum vitae**

### **Professional memberships & qualifications**

Master of Science (MSc) in Personnel & Development

Member of the Chartered Institute of Personnel & Development

### **Business Experience**

I have worked in HR since 1998 and founded my HR Consultancy business, Mint HR Solutions in January 2017. I work as an expert employment witness, a non-legal member of the South London Employment Tribunal and as an HR professional for a number of clients in a wide range of industries and sectors.

My experience of over 20 years has been in both the private and third sector and my last substantive role was as the Director of HR and Corporate Management for a national veterans' mental health charity (Combat Stress).

During my time with Combat Stress I was heavily involved in setting up a new and award winning intensive treatment programme, commissioned by NHS England. Other projects included setting up a Community Outreach service and various workforce reviews, including aligning compensation packages with that of the NHS.

I have received specialist in house training as an expert employment witness through Trevor Gilbert & Associates' in-house programme.

My background in HR means that I have always been familiar with the labour market in the UK, sourcing information on different sectors, jobs and locations to ensure that compensation and benefit packages as well as remuneration remains competitive.

Part of my work concerns the preparation of reports on loss of earnings for Trevor Gilbert & Associates to whom I am contracted as a member of their team of experts.

## **EMPLOYMENT HISTORY**

### **HR CONSULTANT AND FOUNDER**

**Mint HR Solutions Ltd**

**Jan 2017 to Present**

HR & Training Consultancy set up to work with businesses to find HR solutions that work for them. Providing ad hoc and retainer HR Support to businesses and charities nationwide. Typical clients include Tech start up and scale up companies as well as charities and small local businesses. Recent projects include:

Recent HR projects include;

Change management and large scale recruitment and restructuring of a scale up events company

Design and implementation of performance management systems & skills frameworks

Redundancy consultation and outplacement provision for the closure of a site

TUPE transfers both for sale and acquisition of companies

Complex disciplinary and grievance investigations

Recruitment

Design and implementation of a bespoke job evaluation system

Review and implementation of robust HR policies and processes

### **DIRECTOR OF HR & CORPORATE MANAGEMENT**

**Apr 2011 to Oct 2016**

#### **Combat Stress**

Robust management of employment tribunal claims resulting in successful outcomes.

Leading the development and implementation of a bespoke appraisal system and competency Framework

Part of a small team responsible implementing a new and award winning clinical service.

Developed and delivered an employment law training module for line managers

Initiated a review of HR processes across the Organisation to ensure compliance and consistency

Successful consultation to close a defined benefit pension scheme

Played a lead role in multiple workforce reviews and restructures including redundancy consultation

Successful TUPE transfers of staff to outsourced provider and to bring services in-house

**DEPUTY DIRECTOR OF HR****Jul 2009 to Apr 2011****Combat Stress**

Member of the Executive Management Team, reporting into the Director of Finance & Administration.

Resolution of complex staff cases.

Development and implementation of a new remuneration system for all employees

Design and execution of a new management team structure to ensure fit for purpose to meet future plans for the Organisation

Development and implementation of a new bespoke job evaluation system

Extensive recruitment including senior appointments such as Chief Executive, Director of Operations and Fundraising & Communications Director and HR team

Contracted out services including transferring existing staff under TUPE

Selection and implementation of a new HRIS

**HR MANAGER****Jul 2006 to Jul 2009****Combat Stress**

Stand-alone role responsible for the delivery of HR to all areas of the Organisation.

**HR BUSINESS PARTNER****Feb 2001 to Jul 2006****First Assist Group Ltd**

Provided a generalist HR service to approximately 400 employees in a multi-site operation

**PERSONNEL SECRETARY****GHI Ltd****Oct 2000 to Feb 2001****HR ADMINISTRATOR****JMC Airlines Ltd****Jul 1998 to Oct 2000****EDUCATION & TRAINING**

May 2012                    CIPD Organisational Development for HR Leaders

2008 to 2010              University of Brighton MSc in Personnel & Development

2006                        MALPAS Flexible learning - Post Graduate Diploma in Personnel  
Management

2001 to 2002              East Surrey College, Certificate in Personnel Practice