

MARGARET DALE

CURRICULUM VITAE

My qualifications and background are as follows:

Qualifications: MSc (Huddersfield), DMS, Member of the Chartered Institute of Personnel and Development (MCIPD), Member of the Academy of Experts (MAE), the Royal Society and I am a Qualified Disputes Resolver.

I trained and worked as a Reference Librarian and have been involved in a number of research projects as well as producing a dissertation as part of my Master's Degree. These have included *Informal Learning at Work* for the DfEE with ECOTEC Ltd, *The Position of Women in a University* and *Characteristics of a Learning Organisation*.

I was employed by the Educational Competencies Consortium as its Chief Executive, responsible for business strategy and operations from 1994 when I was the first Chair of the Consortium until December 2011. As well as responsibilities for the strategic development and operation of the consortium, I provided training and consultancy services to members on matters relating to job evaluation, pay and grading and other HR functions. I have lectured on a part-time basis on Human Resource and Diversity and the Chair of the University of Huddersfield's Students Union's Board of Trustees.

I act as mediator in commercial and other forms of dispute, am a member of the Association of Northern Mediators and a Director and Chair of Yorkshire Mediation Service. I am also a Director of the Fair Traders Co-operative in Holmfirth and am actively involved as a volunteer in community development work in the area.

From 1989 to 1997 I was Training and Development Manager for Sheffield Hallam University. My responsibilities included 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 was a Non-Executive Director Spectrum Community Health, a social enterprise organisation providing substance misuse and sexual health services in Wakefield and primary health care services to local secure units from 2010 until 2014 and the South Huddersfield Primary Care Trust from 2002 until 2006, including Acting Chair for twelve months. Previously I was a non-executive Director of Community Health (NHS) Trust, Sheffield. I have acted as a Lay Conciliator and Mediator and am an Independent Associate Hospital Manager responsible for the administration of the Mental Health Act Manager for the South West Yorkshire Mental Health Trust.

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.

A significant part of my work since 1997 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. Although I prepare reports on a variety of occupations my specialist sectors include the NHS and higher education. While TGA is specifically concerned with the delivery of expert evidence I am

involved with other issues relating to employment. TGA is part of the long-established TRG Group which has placed tens of thousands of people into work. I have undertaken expert training through Bond Solon and TGA's internal development programme.