

GRAHAM CURLING

Chair of ECC

Graham is the Head of Human Resources at Leeds Arts University. Graham joined Leeds Arts University in March 2010, having worked previously in HR roles of East North East Homes Leeds, Leeds East Homes and Leeds City Council since 1995. Prior to this he worked in retail. He is a Chartered Member of the CIPD.

JOANNE MARSHALL

Deputy Chair of ECC

Joanne Marshall was appointed as Director of People and Campus Services at the University of Bradford in December 2013. She oversees the University's Human Resources, Organisational Development, Health, Safety and Wellbeing and Campus Services. She is passionate about people and providing high quality and innovative professional leadership, to help drive delivery of the University's mission, objectives and business plan.

During her time at the University of Bradford, Joanne has successfully implemented large scale transformation, bringing over 9 million in efficiency savings and a new people strategy, supporting the universities Vision and Strategy for the future.

Joanne and her team were finalists in 2015, 2017 and 2019 for the HR Chartered Institute of Personnel and Development (CIPD) awards for Team of the Year. In 2015 Joanne and her team won the University Human Resources (UHR) Team of the Year awards for Transformation.

Previously the Director of Organisational Culture Development at NHS England she developed and lead on a number of OD programmes aimed at creating and supporting a new culture in order to sustain the achievement of the national priorities and objectives of NHS England.

In 2009, Joanne was awarded NHS HR Director of the year Award for role model/contribution to the profession and in 2015 she was awarded European HRD of the year (not for profit) by her peers in HRO Today Magazine and in 2019 she was shortlisted for HRD of the year.

Joanne is also currently the Vice President for Universities Human Resources (UHR) and a Trustee of Healthcare People Management Association (HPMA), and Vice-Chair of the ECC AQA Committee.

NICHOLAS JOHNSTON

ECC Chief Executive

As Chief Executive, Nicholas ensures that ECC focuses on members' needs and balances long-term development goals whilst delivering on short-term priorities.

Nicholas brings 25 years' experience of developing and delivering practical and successful strategies and business plans in the public, private and voluntary sectors. Before joining ECC he spent a number of years as Head of Strategy and Performance at RNIB, a £120m UK membership charity with 3,000 staff across 40 sites.

Nicholas has direct experience of many aspects of HR, having been a trained job evaluation assessor, chairing grievance hearings and disciplinary hearings and leading the change management and integration of planning and performance across two large merged charities. He is also a Non-Executive Director of a Scottish health board and Deputy Chair of a university Students Association.

NICK HILLMAN

Director, HEPI

Nick Hillman has been the Director of HEPI since 2014. He worked for the Rt Hon David Willetts MP (now Lord Willetts), the Minister for Universities and Science, from 2007 until the end of 2013, as Chief of Staff and then Special Adviser in the Department for Business, Innovation and Skills. Previously, he was a History teacher and worked at the Association of British Insurers. At the 2010 general election, he was the runner-up in Cambridge. He has written for a range of think tanks and journals. His recent writings include articles on the Coalition's higher education reforms for the [Oxford Review of Education](#) (2016), on access to schools and selective universities for [Higher Education Review](#) (2014) and on the fifty-year history of student loans for [Contemporary British History](#) (2013). He also wrote the authoritative account of being a special adviser for the [Institute of Government](#) (2014). His recent research for HEPI includes papers on the Universities Superannuation Scheme, student funding in Wales and differential tuition fees.

HELEN FAIRFOUL

Chief Executive, UCEA

Helen has been UCEA Chief Executive since October 2012. She plays a lead role in representing the UK higher education sector in all employment matters, and in the collective negotiations with the sector trade unions in relation to pay and related matters. Helen also leads for UCEA at a European level where she sits on the HE Working Group of the European Social Dialogue in Education. Helen first joined UCEA in the role of Deputy Chief Executive in 2007. Previous roles have been as HR Director and Clerk to Council at the University of Roehampton and as a Director of Personnel within local government. She is a Chartered Fellow of the CIPD, an Honorary Fellow of the Institute for Employment Studies and her qualifications include an MBA and a first degree in History.

IAN RUMMELS

Chief Executive, PES

Ian is founder and Head of Thinking and Possibilities (CEO) at PES, an award-winning business specialising in **employee benefits, wellbeing** and **HR** services.

Ian is passionate about creating a fabulous employee experience for clients and for his own staff. The company mantra is: 'happy people, happy business.'

He spent 14 years at Ernst & Young (EY) as a senior consultant before leaving in 2001 to found PES. Now with around 200 clients and over 40 employees, PES offers a range of services to engage people, one of which is an online employee benefits solution called **happypeople**.

happypeople combines a flexible user interface with a great range of benefits, expert broking, complete back office support and compelling employee communications. The platform is built around proprietary technology which evolves with customer needs. PES also specialises in enlightened HR processes and workplace wellbeing. In-house experts provide a truly holistic approach to building a great organisational culture.

Ian is committed to giving clients an excellent standard of care. PES strives to be 'refreshingly helpful' in every service it offers – from **happypeople**, to how the team answers clients' concerns, right through to pricing and billing.

Ian practises what he preaches by offering his staff a flexible benefit fund, a whole raft of wellbeing measures and refreshingly different HR. Employee surveys regularly demonstrate how much people enjoy working for PES.

DR MUSA ALI

Registrar, Universiti Sans Malaysia

Dr. Musa Ali is currently the Registrar, Universiti Sains Malaysia (USM). He is also the founder and Director of the Centre for Innovation and Productivity in Public Administration (PIPPA), Universiti Sains Malaysia (USM). Through PIPPA, he has developed an international network stretching from Europe & the UK, the Middle East, Australia, Japan and USA. This network enables him to work with management experts and practitioners around the world especially in his area of expertise, organisational and individual performance management. He possesses a Master of Public Administration (MPA) from USM and a doctoral degree in human resource management from Murdoch University, Australia. He has also successfully launched a book in 2015 – *Transformasi Organisasi : Konsep dan Teknik Pelaksanaan* (Organisational Transformation: Concept and Implementation Techniques) and the book have been translated into three languages - English (2016), Arabic (2019) and Japanese (2020). Currently, he is a Visiting Fellow at Faculty of Business & Public Management, University of Palermo (Italy), Advisory Panel for Institute of Local Government (Northern University of Malaysia), Adjunct Professor (DRB-Hicom University) and Chairman, Human Resource Committee for Malaysian Public Universities. He has successfully developed four web-based HR applications namely myCPD™, mytalent™ , myworkprofiling™ and myHR™.