



### **Nicola McAllister HR Manager**

Nicola is an experienced HR Consultant who has worked as an HR Manager leading a large teams as well as in standalone roles in developing companies in a career spanning twenty years. With a strong knowledge of employment legislation and significant experience of handling employee relations issues she has the skills to understand the needs of very different employers.

From digital companies working in academia to public sector organisations, from marketing agencies to our own case management team, Nicola recognises that understanding the aims of the business and translating this into a workable HR plan is vital for a successful team and satisfied staff. She has developed comprehensive induction programmes, devised training curriculums and introduced performance management to teams with no previous structure.

Nicola was the HR project manager for a large public sector organisation, working on one-off projects as part of her role, which included creating and developing a recruitment website and building up a new call centre, designing the jobs and recruiting the high number of necessary staff. She has managed complicated employee relations issues including grievances, disciplinaries and union matters and managed large organisational restructures including redundancies.

Nicola provides advice and guidance to our multiple clients and offers her support with employment and staff issues. She recognises the different needs of individual employers who hire support workers and can steer your recruitment from start to finish and help train up your senior staff to ensure they are confident and focussed. Nicola works with Tracy Humphrey, and alongside our Case Managers, to ensure clients have the best support, up to date policies and regular guidance whenever they need it.