Peter Becker

# HR Business Partner & Vice President

### Extensive Experience in Leading Progressive HR Agendas | FCIPD & MBA

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# Executive Summary

I am a commercially focused, pragmatic and influential HR Executive with a reputation for transformative leadership and management of progressive HR agendas. I draw upon my 20 year career to lead robust performance enhancing initiatives that have resulted in multimillion-pound savings and significantly enhanced business performance. I provide considerable expertise in business partnering and strategic relationship management.

# Key Areas of Expertise

HR Strategy / HR Policy Employee Relations / Business Transformation

Change Management / Coaching / Certified Trainer / C-suite level Relationship Management

Succession Planning / Change Management / Strategic People Management

Business Planning / Talent Acquisition & Training

# Professional Experience

## Director of People and Talent Acquisition

### Downton Aerospace | January 2020-Present

In the capacity as Director for People and Talent Acquisition, I was principally appointed to lead aggressive growth plans for an outsourced engineering, customer service and manufacturing operational units. I led a significant period of change and business transformation, new policies, engagement and established the new internal HR system thereby streamlining payroll, reporting and expenses. I managed a HR function of 40 direct reports and an overall headcount of 2000+.

### Key Achievements

* Innovator of the Mental Health and Wellbeing Strategy and structured the company-wide. recruitment programme in response to COVID-19 which increased 200FTE, with working from home onboarding and training.
* Significantly impacted on recruitment and introduction of temporary and freelance specialists to meet seasonal fluctuations. <https://www.cvtemplatemaster.com>
* Spearheaded the annual pay review process affecting 10,000 employees to timescale and with minimal disruption.
* Led a complex grievance process with no external repercussions and implemented a new performance system roll out across the business.

## Executive Vice President / HR Business Partner

### Smith Business Services | July 2008 - December 2019

As a Business Partner, I play a key role in providing decisive leadership in relation to developing people plans that support the overall business plan. I partner directly with the wider senior executive team to deliver the HR plans. I delivered the HR strategy which supported the overall business agenda for business growth. I established the HR infrastructure, led talent management, acquisition and succession.

### Key Achievements

* Directed the company restructure which further maximised talent, succession planning and identified ten potential leaders who subsequently were repositioned for future business expansion plans. <https://www.cvtemplatemaster.com>
* Managed the organisational redundancy programme affecting 200, and involved in the closure of 2 business sites and returned a £500K cost saving.
* Drove a highly complex and multifaceted investment programme and successfully TUPE transferred 50+ employees. <https://www.cvtemplatemaster.com>
* Served as the expert in all aspects of people management and relations; created a new organisational and streamlined structure.
* Focused expertise on the development of the Graduate Development Programme; growing the number of graduates from 15 to 300.

## HR Manager & Graduate Trainee

### Smith Business Services | September 2003-July 2008

Upon the completion of my degree, I secured a 2-year graduate trainee role covering all aspects of human resource management, recruitment, training, learning and development and employee relations. I performed a generalist HR function across the organisation, including absence management and succession planning.

 After my 2-year training, I was seconded to HR Manager and I was then offered a permanent role within six months. My responsibility was for a HR team of ten, including five HR Administrator and five HR Advisors.

### Key Achievements

* Rapidly advanced understanding of complex employee relations and provided expert advice to Team Leaders and the wider business.
* Extensive and direct communication with a wide range of internal and external stakeholders including trade unions and the legal team.
* Designed and delivered over 50 training courses further advancing the importance of effective recruitment and compliance. <https://www.cvtemplatemaster.com>
* Spearheaded HR policies and procedures and strategic human resources initiatives in accordance with new changes in legislation and the strategic objectives of the organization.

# Board Positions

* Member of the Local Chain of Commerce (2020-Present)
* Member of the Business Links Network (2017-Present)

# Education

### MBA

#### University of London (2018-2020)

### MSc (Distinction) Human Resource Management – CIPD Accredited

#### University of Kent (2003-2005)

### First Class (Hons) BSc Business Management with Human Resource Management

#### University of Surrey (2000-2003)

# Affiliations

FCIPD – Fellow Chartered Institute of Personnel Development – 2017-Present

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