



Practical HR that protects your organisation and supports your people

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Employment law is changing, budgets are tight, and many growing organisations need senior HR expertise without the cost of a full-time Head of People. That's where I come in.

I've spent over a decade leading HR in charities, SMEs and fast-growing international businesses, as Group Head of People, Director of People across four regions, and Head of People and Recruitment Operations. Now, through Moo HR, I bring that senior experience to organisations that need it, when they need it, at a scale that makes sense.

How I can help

Outsourced and fractional HR leadership. I act as a trusted adviser to CEOs, senior leadership teams and boards of trustees on people strategy, organisational design and workforce planning, without the overhead of a permanent hire.

Staying compliant as the law changes. UK employment law reforms are rolling out through 2026 and 2027. I carry out HR audits, update handbooks, contracts and policies, and give you a clear, prioritised action plan so you're ready rather than reacting.

Employee relations you can rely on. From disciplinaries and grievances to absence, capability and tribunal-level cases, I resolve difficult situations fairly, calmly and with risk to your organisation kept to a minimum.

Restructures, mergers and TUPE. I've integrated seven acquired companies into two entities, moved 70+ employees from a unionised to a non-unionised environment, and built an M&A HR toolkit from due diligence experience. If you're restructuring, merging or making redundancies, I'll make sure it's legally sound and clearly communicated.

Recruitment that finds the right people. Values-based hiring processes, hiring manager toolkits, employer branding and the metrics that matter, from time-to-fill to quality-of-hire.

HR systems, payroll and data. I've implemented and migrated systems including BambooHR, HiBob, PayFit, iTrent and Pento, and built HR dashboards that give leaders real insight into their people.

Reward, benefits and performance. Pay benchmarking, benefits harmonisation that saves money, and performance frameworks that encourage honest, regular conversations.

Experience that travels

I've supported teams across the UK, North America, Canada, Scandinavia, the UAE and APAC, including multi-country payroll and Employer of Record arrangements. My sector experience includes charities, pharmaceuticals, ad-tech, energy, SaaS, fintech and leisure, from 600+ staff across 160 sites to small teams finding their feet.

A bit about me

Before HR, I competed with Team GB Carriage Driving, worked under a Team GB Dressage rider and ran my own livery yard business. That taught me resilience, patience and how to stay steady under pressure, all of which come in handy in HR. I'm a Welsh speaker, a CIPD-qualified practitioner currently studying for Level 7, and a mum to a daughter who has, thankfully, avoided the horse bug.