

Ben Young

HR Director

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Profile

A results-orientated, creative thinker with more than twenty-five years experience in international business; strong commercial acumen and able to provide HR services in a sensitive and appropriate way; experience in managing major business change; skilled in talent development, succession planning, communication and engagement; a trusted adviser at Board level; able to analyze, understand and advise on complex HR issues with cultural sensitivity; detailed understanding of legislative and best-practice requirements; comprehensive experience in managing teams and budgets and working with senior leadership and clients at all levels; adaptable, credible, diplomatic, dynamic and pragmatic.

Skills

Proven success in coaching and mentoring staff at all levels; international, multi-cultural HR experience; project management, presentation, negotiation and facilitation skills; copywriting; trained in conflict resolution; M&A and TUPE experience; a regular contributor and speaker at international conferences, workshops and networking events.

Experience

July 2013 – Present:

Consultant, Zinnia Consulting

Co-authoring virtual coach programme for busy managers – in development; thought leadership on OD and Strategy; workshop presentations; facilitation



October 2012 – November 2013:

Director, Human Resources EMEA & LatAm, Interbrand (maternity)

Supported the regional CEO and COO in shaping strategy and growth across Interbrand's 13 offices in Europe, India, Africa and Latin America, while overseeing the local HR functions servicing 300 staff. Responsible for senior recruitment and development,

Interbrand

coaching, talent management, succession planning as well as managing the online performance review process, annual pay review and incentive and bonus schemes.

Key achievements:

- Introduced and embedded a robust talent recognition programme
- Created SMART talent development plans for 30 key staff
- Created and developed succession plans for senior leadership in each regional office
- Successfully recruited staff at senior level across the region
- Introduced LinkedIn Recruiter to build a talent pipeline and reduce cost and time to hire
- Created salary benchmarks across the region
- Designed a bespoke development programme for senior leadership
- Introduced HR Dashboard to collate monthly HR metrics from across the region



November 2011 – September 2012:

Interim Director, Corporate Human Resources UK & Eire, Warner Bros.

Recruited to reshape an HR team of 7 and design a robust HR strategy to better support a staff of 500 in Warner Bros. in the UK; responsible for the provision of a full range of HR services and daily liaison with the senior leadership team and the UK Board as well as general staff on a full range of issues – including performance, disciplinaries, grievance and redundancy.

Key achievements:

- Delivered successful change programme, restructuring and reducing the large UK finance team with CFO, outsourcing functions to India and the US
- Worked closely with L&D team to provide training and support and manage the transformation from physical to digital (games, dvd, etc)
- Restructured and re-focussed UK HR team of seven
- Reduced recruitment spend by (£600k pa) using a team of four in-house recruiters
- Partnered with UK President to set annual company objectives
- Created new Employee Handbook and simplified and amended all policies, including the introduction of new guidance
- Chaired the Employee Liasion Group
- Created Career Development Training programme for all senior managers to better support their teams
- Lead senior managers in the annual pay review and merit awards
- Coordinated and set bonus awards for all UK staff in conjunction with the UK President and Burbank



January 2010 – October 2011:

HR Operations Director, IPC Media

Promoted to provide a commercially-focused and innovative approach to HR in response to the rapidly changing business landscape; responsible for the provision of a proactive and full range of HR services to all parts of IPC Media (2,000 staff), managing a team of 15 staff and deputizing for the MD (HR, Comms and Property) to enable the delivery of the company's human resources strategy and business objectives.

Key achievements:

- Oversaw the divestment of 20 titles (200 staff) to five different purchasers over a four-month period involving extensive TUPE consultations
- Supported and drove a Revenue Generation project involving 200 senior staff in a programme to create and deliver new revenue streams to boost non-print publishing income by 12 percent
- Introduced employee referral scheme
- Launched Twitter and Facebook accounts
- Slashed agency costs by increasing in-house recruiters from 1 to 3
- Renewed and amended policies, including the introduction of a social media policy
- Created an HR section of the Intranet and introduced an HR Blog
- Presented at the monthly induction training programme to new staff
- Simplified the performance and development process and boosted the number of performance reviews across the company
- Wrote and introduced online training for all staff in Standards of Business Conduct and in Diversity
- Delivered Anti-Bribery training to senior management and introduced annual conflict of interest questionnaire and guidance
- Restructured delivery of Total Reward Statements
- Delivered results from global opinion survey to each division and partnered with MDs to appraise and tackle the issues raised

October 2007 – Dec 2009: Chair of Staff Council, IPC Media

Leading a group of 21 staff acting as liaison between IPC Media's 2000 staff and management; working with HR to review and set policies; accompanying and advising employees on disciplinary and grievance procedures, redundancies and other consultations etc; input on pay reviews, restructures, divestments etc.

October 2005 – Dec 2009: Creative Director, IPC Media

Leading a team of 24 designers, project managers, writers and subs working on award-winning cross-platform content for more than 20 titles; responsible for the creative direction of more than 600 commercial projects a year for clients including Unilever, P&G, L’Oreal, Ford, Fiat, McDonalds, M&S and John Lewis; in charge of generating and driving strong creative concepts and editorial content and responsible for working with sales teams to create bespoke pitch ideas; driving revenue by tight management of production P&L (circa £3m); staff development; editorial, publishing, sales, client, printers and agencies liaison.

January 2003 – September 2005: Advertorial Creative Director, IPC Media

October 2001 – December 2002: Creative Consultant

January 2001 – September 2001: Head of Creative, Express Newspapers

July 1997 – January 2001: Production Manager (Business Development), Express Newspapers

December 1994 – June 1997: Acting Deputy Art Editor (Features), Daily Mirror

March 1994 – December 1994: Layout Artist, Daily Mirror

June 1993 – March 1994: Sub editor, Daily Mirror

May 1990 – May 1993: Letters Editor/Features sub editor, Daily Record

Jan 1991 – Dec 1992: National Executive Member, National Union of Journalists

May 1989 – April 1990: Reporter, Aberdeen Evening Express

December 1987 – May 1989: Reporter, The Shetland Times

Education

1985 – 1987: **Anglia Ruskin University** (formerly Cambridge College of Art and Technology):
BA Honors degree: English and European Thought and Literature.

Courses

Transforming Civil Conflict; Positive Influencing Skills; Negotiation Skills for Managers; Finance for non-Finance Staff; Introduction to HTML; IPC Media Digital Training Academy; Performance Driven HR; Time4Tomorrow, Ashridge;

Interests

Graphic design, photography, travel, employee engagement, books, antiques, film

References

On request