

Presenting the panel

Recruiter has invited 21 luminaries from the top echelons of UK industry to select the winners of its Awards for Excellence 2007

Mark 27 March 2007 in your diary now: that's the night that the *Recruiter* Awards for Excellence 2007, supported by Thomas International, will be presented to a bevy of outstanding representatives of the UK recruitment industry.

The call for entries for the 2007 awards will be launched in October. However, we reveal in this issue our panel of 21 judges for the upcoming awards, who represent significant depth in expertise across the recruitment industry, human resources, resourcing, corporate finance, government policy, HR academia and research, and market intelligence.

"Our panel of judges is superbly equipped to recognise significant achievement within a recruitment business," says *Recruiter* editor DeeDee Doke. "We are fortunate indeed to have judges of this calibre with us this year, as we continue to intensify the scrutiny we give the entries."

Martin Reed, chairman and chief executive of Thomas International, says the quality of the 2007 judging panel is an indication of the increasing professionalism of the awards each year. "Every time you think you've got the gold, it just gets better. This is fantastic news," he says.

Now meet the judges of the 2007 *Recruiter* Awards:



Lynda Brown is HR director with The Number. She spent much of her early career with Tesco Stores, then took her first board-level position at Hard Rock Café. She has also run an international HR team for the Arcadian Hotel chain and held the position of HR director at toy company Hasbro. In addition to holding senior-level HR positions, she has also run her own management consultancy business.



Christopher Clark is a director with BDO Stoy Hayward's corporate finance team. In the last nine years he has advised numerous recruitment companies on maximising value through acquisitions, fund raisings, flotations and disposals. Recent clients have included the shareholders of Nigel Lynn Associates on their disposal to Premier Group and the shareholders of Swift Technical Group on the sale to a management team backed by Gresham Private Equity.



Nicki Crossland is HR director and on the UK board at costume jewellery and accessory retailer Claire's Stores, where she is responsible for supporting 450 stores in the UK and Ireland, 20 in the Netherlands and eight in Belgium. Her career began as a data analyst with the Royal Air Force. During a tenure as HR director at Gadgetshop, her remit grew to include HR responsibility for 488 Birthdays stores, following an acquisition.



Sue Dodd is the joint owner and director of independent consultant Agile Intelligence. After graduating in economics at the University of Nottingham, she worked as an investment analyst specialising in the food and drinks sector for companies including Kitcat & Aitken, Credit Suisse Buckmaster & Moore, and Merrill Lynch. Agile Intelligence provides business, market and competitive intelligence and analysis for a number of businesses, including recruitment companies.



David Fairhurst is vice president of people (Northern Europe) for McDonald's Restaurants where he is responsible for HR and customer services. In July, he was voted HR Director of the Year by readers of *HR Magazine*. He was previously group resourcing director and then corporate HR director at Tesco Stores. As European director of recruitment and leadership planning for SmithKline Beecham, he took the company to 'European Employer of Choice' in its sector.



Sara Hay-Jahans is the head of industry recruitment and training for the British Horseracing Board. In this role, she and her team work closely with the racing industry to development and implement strategies for recruitment and retention. Recent work has involved development of a recruitment marketing brand for the racing industry.



Paul Jacobs is managing director of UK secretarial and office support consultancy Office Angels. He joined the company as branch manager for Oxford Street in 1990. Before joining Office Angels, he had spent 14 years in the recruitment industry and had held managerial and director-level positions for a number of recruitment companies.



David Jones is managing director of Robert Half International. In that role, he is responsible for all the operations across London and the southern UK. His 12 years in recruitment includes 10 at RHI where he has also worked as a recruitment consultant, regional manager and managing director for all Australian and New Zealand operations.



Malcolm Higgs is the director of Henley Management College's School of Leadership, Change and HR, as well as being a director of research. A chartered occupational psychologist, he previously worked at Towers Perrin where he was the principal partner in the company's HR management practice. This is his second year as a judge for the *Recruiter* Awards.



Isabelle Hung is head of national resourcing for Yell UK. She is responsible for all UK resourcing activities, both in sales and business functions. Before joining Yell, she was UK recruitment manager at Monster Worldwide. She has also worked in resourcing at managed on-site solutions consultancy Elgin Scott, in executive search and as an independent consultant. This year is her second as a judge for the *Recruiter* Awards.



Penny Lonsdale is a senior manager in KPMG's people services practice. She has worked in the accountancy and tax profession for 20 years, working with clients to help them manage the risks and costs of employing people effectively. In addition to client-facing responsibilities, she has been involved in recruiting qualified staff into her team at KPMG and is also involved in second interviewing for KPMG's graduate recruitment programme.



Kean Marden is a senior director at Merrill Lynch. He has been an investment analyst for 12 years, first at UBS before joining Merrill Lynch in 2004. He covers the support services sector for pan-European staffing, including such companies as Adecco, Hays, Michael Page, Randstad and USG People.



Kim Nguyen has just joined Google UK as HR business partner. Previously the UK HR manager for Monster Worldwide, she started her career in recruitment consultancy. This marks her second year as a judge for the *Recruiter* Awards.



Romney Rawes is founder and chairman of Recruitment Industry Benchmarking and the 2003 winner of *Recruiter's* Gary Clark Award for lifetime achievement. Previous roles include UK managing director of Reed Executive Selection, MD of Reed Employment, founder-director of Select Appointments and development director and deputy chairman of Abacus Recruitment. This marks his second year as a judge for the *Recruiter* Awards.



Linda Schooley is director of HR and administration at London law firm Mishcon de Reya. Before joining the firm in 1997, she worked in both general management and HR roles for organisations in the financial services, information, architecture, communications and publishing industries. Her work included running numerous senior recruitment assignments for clients.



Nicola J Smith is HR advisor at MBDA Missile Systems, a subsidiary of the European Aerospace Defence and Space company, where she specialises in organisation design and resourcing. A Six Sigma Green Belt professional, she has previously worked at KPMG, Marconi Data Systems and Nortel Networks.



Susan Stevens is the head of HR at Toshiba Information Systems UK. She has more than 14 years' experience in strategic HR, and this marks her second year as a judge for the *Recruiter* Awards.



John Thorpe is head of the Employment Agency Standards Inspectorate at the Department of Trade and Industry. He is also responsible for policy regarding employment agencies and related issues. He took up his current post in August 2005.



Shaun Tyson is a professor of HR management and director of the Human Resource Research Centre at Cranfield University. Experienced in HR management in both the private and public sectors, he has written 19 books on HR management and has published extensively on HR strategy and policies.



Denise Walker is a management consultant with Absolutely Business, a consultancy designed exclusively for the recruitment industry, in which she has more than 20 years' experience. Her role is to help recruitment businesses of all sizes to maximise sales, profitability and overall business performance. Previously, she spent two-and-a-half years as executive director of Recruitment Industry Taskforce for Enterprise, a stand-alone subsidiary business of the REC.



Brian Wilkinson is chair of the 2007 judging panel. A member of the Vedior Board of Management since May 2003, he has been zone manager responsible for operations in the UK, Ireland, Asia Pacific regions and, more recently, Portugal and the Nordic Region. He has 26 years of staffing services industry experience and is a former president of the REC.

For information about entering or booking a table for the 2007 Awards, please contact events co-ordinator Nic Fehrenbach at 020 7970 4943 or by email at nic.fehrenbach@centaur.co.uk