



LILLIE TRENT

Chartered Fellow CIPD
People Director – Middle East

HR leader for Middle East (ME) region with 10+ years' experience. Directs and oversees HR operations across Middle East region for Currie & Brown.

EXPERIENCE

Currie & Brown (Construction Consultancy), People Director – Middle East
June 2020 to present

People Director – Middle East (June 2020 to present)

- Creates and implements regional HR strategy aligned with global business strategy.
- Advises and consults regional senior management team on complex HR matters strategically.
- Designs and implements company policies in line with company strategy and local labour law.
- Continuous process and system development within business.
- Oversees and manages HR operations across ME region (including Saudi Arabia, UAE, Oman and Sri Lanka).
- Advises on workforce planning and business structure, factoring in localization / nationalization initiatives.
- Creates annual training and development plan and roll-out.
- Payroll and implementation of payroll process.
- Designs / implements effective onboarding procedures.
- Employer branding and recruitment campaigning.
- Culture driver aligning with global vision.
- Member of regional senior management team, delivering quarterly HR presentation.
- Delivers internal regional training and inclusion in global webinars.

Senior People Advisor (April 2019 to June 2020)

People Advisor (June 2017 to April 2019)

Taylor Sterling – Construction & Engineering Recruitment Specialist, Dubai – UAE, Operations Manager
November 2016 to June 2017

Queen Elizabeth's Foundation for Disabled People, Surrey – United Kingdom, HR Officer
November 2015 to November 2016

Surrey Satellite Technology Ltd, Guildford – United Kingdom, HR Assistant
September 2015 to November 2015 (temporary contract)

Cobham Health Centre (NHS), Cobham – United Kingdom, Receptionist / Medical Administrator
August 2010 to July 2015

EXPERTISE

- Leads and facilitates the development of a highly effective HR function across the Middle East, ensuring the organisation has the talent, structure and culture needed to deliver on project goals and serve its stakeholders.

KEY SKILLS

- Saudisation and Emiratisation
- Business entity set-up in KSA including RHQ programme
- ERP / CRM system knowledge, and migration
- HR project management
- Equality, Diversity and Inclusion (part of global working group)
- Complex visa and immigration knowledge (Saudi Arabia, UAE and other Middle East countries)
- Extensive GCC HR and legal knowledge and network
- Social value and corporate social responsibility (and how to showcase organisation's input)
- Commercial awareness as well as effective emotional intelligence
- Complex grievance and employee relations guidance
- Salary and benefits benchmarking

QUALIFICATIONS

- Master of Arts in Sociology (Hons), grade 2:1 (2010 to 2015)
- Level 5 Diploma HR Management CIPD

PROFESSIONAL MEMBERSHIPS

- Chartered Fellow CIPD