



## **Jennifer McNeill**

Jennifer is the Regional Director of South East Employers (SEE), and is responsible to the SEE councillor representatives for managing and directing the largest Regional Employers Organisation in the UK, with nine counties and 74 local authorities.

High quality advice and practical support provided by SEE is available to councillors, chief executives, senior managers, democratic services, scrutiny and human resources professionals. This includes employment matters; professional and skills development; facilitating effective and sustainable partnerships and networks relating to improvement, governance and scrutiny.

Jennifer is experienced in working with councillors, chief executives and senior managers to facilitate a range of management activities including executive recruitment and appraisals, organisational re-design and restructuring, chief officer job evaluation, providing independent professional employment advice and support to panels at disciplinary, grievance and appeals hearings. She has also provided services and support as an equality and diversity peer assessor for local authorities.

Experienced in workplace investigations, Jennifer has conducted a range of complex and sensitive investigations including challenges and allegations made against senior managers in such areas as adult and children's services, housing, financial services in various local authorities, education establishments and fire and rescue services. Jennifer is also an independent investigator for the Local Government Association (LGA) specialising in Chief Executive or Statutory Officer investigations outside the region.

An experienced Acas-trained mediator, Jennifer provides practical and impartial expertise to help resolve complex conflict situations between teams or individuals at work through mediation. She has also developed and delivers the Institute of Leadership and Management (ILM) 3 day course in Mediation and Conflict Resolution leading to an ILM qualification and certificate.

Jennifer leads the business focus of SEE in project managing national initiatives on behalf of the region to generate and deliver significant cost savings, streamline processes and raise the profile of the public sector.

In addition to other public sector organisations, Jennifer has worked in the fire and rescue service where she was active regionally and nationally in the industry's modernisation programme. She has also worked in local authorities in the central HR function providing advice and support across all areas of the business. Her work in the private sector was in Northern Ireland competing for, and delivering, contracts to a range of large private, public, housing and health sector clients.

Jennifer is a Chartered Fellow of the Chartered Institute of Personnel and Development (FCIPD); has a Masters Degree in Human Resource Management; a B.A (Hons) Degree in Business Administration; and a B.Ed (Hons) Degree specialising in French and Psychology. Jennifer is trained in Myers Briggs to use the MBTI instrument, FIRO-B and Skills Development Inventory (SDI) for team and leadership development.

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**Regional Director: Jennifer McNeill**

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