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27 August 2010

Dear Mr Barley,

Group HR Director Ref: PAC 56 The Scotsman August 22nd 2010

Your advert for the above position interests me greatly as I am confident that I have the skills, background and personal attributes to fill this role successfully. Following the merger of ACDL and CMG I was appointed to the Continental European Board as the HR Director responsible for 12,000 staff, reporting to the CEO Continental Europe; a role similar in scale to the advertised position.

I have been with ACDL for over five years, during which time I have moved from UK HR Director, as part of a four-man UK Board with revenue remit of £500m+, to increasingly international, strategic and troubleshooting roles as Regional HR Director and board level Business Partner.

During my time with ACDL I have developed business relevant HR strategies, programmes and processes for:

- International M&A
- Change management
- Very high business growth phases
- Outsourcing (including TUPE transfers)
- International incentive schemes
- Worldwide redundancy programmes.

I have built and managed HR teams of 50 staff comprising the full range of HR specialists (including C&B and T&D) and remotely managed international HR directors. My HR roles have demanded both strategic and hands-on approaches at once.

In previous companies I have held a number of business-focused UK, European and international HR Director Roles based at home and abroad for major UK and American blue-chip companies. I have enjoyed working across a variety of sectors and have encountered a variety of business situations (turnarounds, high-growth, steady-state, reductions and closures). Change management has been major factor in all roles. I enjoy sales and marketing environments.

My early career was in line management with Anglo-American (De Beers Diamonds).

My CV is enclosed and I look forward to your response.

With Kind Regards,

Richard Redsome
enc. CV