

Peter Harrington - Biography

Peter Harrington is a Senior HR Consultant with over 17 years professional multi-disciplined experience across many industries and sectors providing services at all levels from junior roles to board-level. His customer-centric approach and prior background in operational management enables him to provide grounded, pragmatic service, advice and guidance and he always strives to achieve the highest levels of satisfaction with his clients.

Recruitment Process

Peter has managed recruitment end-to-end recruitment campaigns for both individual campaigns and volume in-house (over 300 campaigns per annum/60 campaigns per month). He is skilled in setting up campaigns, response handling, sifting applicants on biographical experience or competency frameworks, interviewing (including competency interviewing and assessment) and using other assessment tools to deliver quality candidates in a timely way at the right price. Peter will also deal with offer management, referencing and on-boarding candidates to the first day and beyond.

Peter has completed OJEU procurement processes, drafting and assessing PQQ and ITT responses, supplier presentations, contract negotiations and setting SLAs and KPIs for recruitment outsourcing.

Consultancy

Peter provides short and longer-term HR consultancy to large and small businesses on a variety of topics, whether project based or on a retained basis. Recent work includes policy review and template writing, OD and process change projects, outsourcing and shared services set-up, closure and redundancy programmes and drafting a HR strategy for consideration by the Board. He has also audited HR functions to determine compliance and delivered improvement reports for implementation.

Peter also provides a HR helpline to SME businesses who cannot afford or do not want an internal HR department but need occasional advice on HR matters.

Career Coaching

Over the years Peter has worked with a number of individuals at various stages in their careers and client feedback is that he helps people discover and work on what they need to know or do, rather than what they think their needs are or want to hear. This approach of building a relationship and rapport enables him to focus on the essentials of career management and guiding clients to make the very best of their experience and career ambitions. He uses a variety of tools, such as psychometrics to assist clients to understand and assess barriers to achievement and how to move towards better performance or the next career stage.

Outplacement

Peter has managed or been part of major closure and change programmes and provided outplacement services to hundreds of affected individuals. His honest approach helps people move quickly through the change process, understanding how they feel and setting out practical steps to find other roles quickly and successfully. He provides training on change, facilitating CV, Job

application and interview coaching and assisting with templates either in a group setting or on a one-to-one basis depending on the level of the individuals or budget available and liaises with local companies and agencies. He receives many personal thanks at the end of the engagement with a 100% redeployment or next-step personal action plan methodology.