



Cathy Oliver

Cathy is an experienced investigator, with deep HR/ER and legal experience. She also helps manage our Resolution team.

Cathy draws on a diverse career and skillset. She started as an Employment Lawyer at Jones Day, then Macfarlanes. She then moved into HR in the Finance sector: a generalist role at Gartmore Investment Management was followed by five years as Head of HR at Arrowgrass Capital Partners across London and New York. She switched into consultancy and spent time in Employee Relations at Macmillan Cancer Support. Cathy is also an Executive Coach.

Cathy is used to senior level HR matters in the UK and internationally. She combines insight, judgement and humanity to build trust and address the issues.

Experience

Investigations – Cathy combines her experience as a contentious employment lawyer and frontline, strategic HR professional to make sure her findings are robust, fair and justified. She has experience of addressing a wide range of grievance and disciplinary concerns, both informally and in formal processes. Examples include:

- concerns about management sexism;
- gross misconduct; and
- claims of unfair decision-making (eg in promotion and redundancy settings).

Employee Relations – managing complex and high risk matters, including many disciplinary and grievance hearings and performance management conversations. Advisor and coach to senior leaders on addressing behaviour issues. Supporting individuals with personal concerns and issues at work, including flexible working and family leave.

Employment law – employment lawyer for clients across a wide range of sectors on all aspects of people management and tribunal claims.

Strategic HR – as Head of HR, partnered with senior leadership on all people matters. Led wellbeing, learning and development programmes, talent acquisition and drafted and implemented people policies.

Change – led a collective redundancy process, conducting collective and individual consultation meetings. Has delivered various group and individual training interventions, focusing on engagement and risk.

Diversity & Inclusion – led group and individual training on equality, diversity and inclusion across a variety of work settings. Provided HR support for children and carer centred charities.

Qualifications

LLB Law with European Study (Spanish), Exeter and Deusto

LPC, Nottingham Law School

CIPD Level 7 Advanced Diploma, HR Development

MBTI Level 1

Postgraduate Certificate in Business & Personal Coaching, accredited by the University of Chester

Mental Health First Aider