

Human Resources — Team Structure

June 2026

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Overview of Human Resources

Kelly Eccles

Head of HR

HR Systems & Employment Services

Head of HR Systems and Employment Services (Kenny Bruce)

HR Advice, Policy & Recruitment

Head of Advice, Policy & Recruitment (Tim Arnot)

HR Organisational Development

Head of Organisational Development (Janine Chalmers)

HR Systems & Employment Services

Kenny Bruce

Head of HR Systems and Employment Services

Employment Services

Inmaculada Alhambra — Employment Services Team Leader (Maternity Leave)

Katie Black — Employment Services Team Leader

Katie Mackenzie — Employment Services Assistant

Elouisa Huitson — Employment Services Assistant

Sam Smith — Human Resources Services Assistant

HR Systems Administration

Caroline O'Hara — HR Systems Adviser

Daiana Fiol — HR Systems Administrator

HR Advice, Policy & Recruitment

Tim Arnot

Head of Advice, Policy & Recruitment

Advice and Partnerships

Debs Marwick — Senior HR Partner

Lucy Redmayne — HR Adviser

Fiona MacAskill — Senior HR Partner

Grant Rae — HR Adviser

Natalie Reid — Senior HR Partner

Elle Paterson — HR Adviser

Robyn Bell — HR Adviser (Maternity Leave)

Heather Clark — Senior HR Partner

Louise Alford — Senior HR Partner

Marija Sumetova — HR Adviser (Graduate Trainee)

Susan White — Senior HR Partner

Temitope Osofero — Senior HR Partner

Ryan Coyle — Redeployment Adviser

Resourcing and Recruitment

Lisa Sutherland-George — HR Partner

Jill Fordyce — Recruitment Services Team Leader

Hayley Work — Recruitment Assistant

Yestin Angelis — Recruitment Assistant

HR Organisational Development

Janine Chalmers

Head of Organisational Development

Staff Development

Clare Trembleau — Staff Development Partner

Camryn Mair — HR Administration Coordinator

Cheri McLean — Staff Development Adviser (Graduate Trainee)

Caron Foster — Staff Development Partner

Organisational Development

Diane Norris — HR Lead (ACS)

Sam Waldram — Senior HR Partner

Carola MacCallum — Gaelic Language Development Officer

Equality, Diversity and Inclusion

Maria Grazia Cascio — Senior Equality, Diversity & Inclusion Partner

Gia Le — Intern