



EMPLOYEE ANNOUNCEMENT – APPOINTMENT OF DIRECTOR OF HUMAN RESOURCES

We as an administration continue to recognise the challenges in an ever-evolving economy and government, which brings about regulatory and statutory change to any employing Organisation within England and Wales. This has proven true in the recent development of Data Protection laws now known as General Data Protection Regulation (GDPR) and the ongoing governmental discussions on employment status, increasing transparency in the labour market, Agency workers and Enforcement of employment rights.

As a religious Organisation and a Charity, we are not exempt from this. We must be realistic in how we position ourselves as an Organisation to ensure we are fit for purpose to meet our statutory obligation.

Coupled with this, is our ongoing commitment to continue to review how best placed we are as an Organisation to deliver the NEC Strategy through its infrastructure and equally as important through you. So that each one of you not only understands the NEC Strategy but how your role, gifts, expertise, talents and experience contributes to its successful delivery.

Having spent a considerable period reviewing the organisational structure and design within other Seventh Day Adventist Conferences, external charities and other religious employing Organisations, we recognise that there is evidently a gap in the Human Resources space within the NEC and how it is currently viewed and utilised.

One of the key gaps is the role of a Director of Human Resources, which is responsible for working with the Leaders of the Organisation to develop their people agenda to ensure that the right people structure and skills are in place to deliver the organisational strategy. This role is fundamental to leading, developing, and implementing human resources strategies and programs across the Organisation to maximise employee engagement and experience.

We recognise that in order to achieve our goals we must utilise the expertise of Human Resources and its skills, commerciality and experience that God has placed at our disposal for the advancing of His Kingdom.

I hope that you have seen the recent job advert seeking to identify such a Senior Human Resources Professional. Unfortunately, the NEC was unsuccessful in receiving applications and interests from individuals that had obtained the scope of Human Resources experience and pertinent qualifications required.

However, we are pleased to announce that under God's direction the NEC has identified and appointed a Director of Human Resources.



Adriana Murray (Adrie) - FCIPD, MSc, BA has responded to God's call to service. Having decided to take a one-year sabbatical to work specifically with the NEC, Adrie brings with her extensive Human Resources experience gained at a senior level within the HR arena. Her experience, commerciality, vision, determination, skill, God-given talent and faith have propelled her to be a vessel for the Lord to carry out the work that He has called her to do. We are pleased and excited to be able to have these skills within our already formidable workforce. Adrie joined the NEC on 11 February 2019.

In her role as Director of Human Resources, Adrie will report directly to me and be accountable for the overall HR delivery. Her role is one, which will be strategic and transformational.

Adrie's focus over the coming months will be to work with the Officers Committee and Executive Committee to establish a robust people agenda. The key areas of focus will be to look at the NEC's Organisational design, to strengthen employee Communication and Engagement, to develop a definitive Learning and Development agenda and culture, upskill and coach those individuals that lead and manage people and support managers in managing employee relations across their teams. In addition, Adrie will support the Organisation to transition to a modern innovative new way of working utilising in-house resources and technology. Adrie will also assist the Officers Committee and Executive in identifying ways in which the Human Resources department of the NEC can be developed. This may result in the recruitment of additional Human Resources team members as well as a permanent Director of Human Resources.

We recognise this is not only an exciting time but also a cultural paradigm shift for the NEC. Let us continue to allow God to lead us as we move forward in carrying out His mission.

We know that you will join with us in welcoming Adrie to the team as she now joins us in our mission to nurture each other and win another, so that we can extend God's kingdom as we have been commissioned to, until His return.

God Bless

Pastor Richard Jackson
Pastor and President

[Extending God's Kingdom – Nurturing Each Other and Winning Another](#)