

Helen Redfern appointed as chief people officer following her trailblazing approach to HR in the construction industry

4 years ago



Kier, a leading provider of construction and infrastructure services, has appointed Helen Redfern to a newly-formed position, chief people officer.

In this new role, Helen will continue to oversee all HR responsibilities as well as spearheading Kier's approach to health, safety and wellbeing and driving forwards its ESG strategies.

With its natural links to protecting and supporting people, Helen will progress Kier's *Building for a Sustainable World* framework, which has bold ambitions in areas including carbon, diversity & inclusion and social value. Helen will also pioneer a number of new initiatives as part of her new remit which will support the Group's purpose, to sustainably deliver infrastructure which is vital to the UK.

Helen joined Kier in 2012 and was promoted to Group HR director in 2019. During this time, she has redefined the HR function, launching a career development programme for all 11,000 employees, introduced industry-leading family-friendly policies, created the Kier Inclusion Network, and rolled out *Expect Respect*, a campaign which reinforces Kier's commitment to diversity and inclusion.

In addition, Helen has championed routes to entry within the construction industry, with nearly 650 apprentices currently working across the Group as well as expanding *Making Ground*, a programme which supports ex-offenders find meaningful and sustainable employment.

In 2020, Helen was named as one of 100 senior leaders in INvolve's global HERoes 2021 Executive Role Model Lists, the only person from the construction industry to be featured in any of the Role Model lists.

Andrew Davies, chief executive at Kier, said: “I am delighted Helen is expanding her role as our new chief people officer. She will continue to oversee our progressive people agenda as well as drive forward our health, safety and wellbeing and sustainability strategy, all of which are critically important to ensuring we deliver on our purpose.”

Helen adds: “Over the last ten years, I’ve had the privilege of working with some fantastic teams who have pioneered change within Kier and across the construction industry. I am proud of what we have achieved, breaking down barriers and providing people opportunities to develop, further their learning, progress, and importantly thrive.

“In this new role, I’m looking forward to continuing to drive forward positive change to truly make a difference to our people, wider society and the planet.”

At the start of this year, Helen was part of a social media campaign called ‘I’m proud’. Colleagues from across Kier have posted why they are proud of what they do, the difference they make to clients and communities as well as reflections on what it’s like to work for Kier. From managing directors to site managers and apprentices, hundreds of employees have posted on LinkedIn which has resulted in a diverse new talent pool looking to join the industry.