

ESS welcomes Kris Nicholson to leadership team

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ESS, part of [Compass Group UK & Ireland](#), has welcomed Kris Nicholson to its leadership team. He joins the company as a Business Director following an impressive 34-year career in the Royal Navy where he served as a Logistics Officer.

Kris will take responsibility for the delivery of industry-leading support services within ESS' Defence PFI contracts, using his extensive experience of the Defence sector and people-focused roles to enhance the lived experience of those living and working on his sites. He joins an established leadership team within ESS, committed to working collaboratively with clients and innovating to deliver great services for customers.

In his final role in the Royal Navy, Kris was Deputy Director People (Delivery), leading a team of over 500 people that managed day-to-day HR for the Royal Navy, Royal Marines and Royal Fleet Auxiliary, ensuring the right people with the right skills at the right time to sustain Defence outputs. He is a Chartered Fellow of the Chartered Institute of Personnel and Development.

Prior to his people role, Kris' career focused on logistics operations, both at sea and on land, where he was responsible for the delivery of a broad range of support solutions for UK Armed Forces. He worked globally, completed a variety of roles in operational tours and served on seven different Royal Navy ships.

Outside of work, Kris enjoys food and travel, is passionate about triathlon, including representing Great Britain in age-group events, and has a soft spot for rescue cats!

Kris commented: "I'm thrilled to have joined ESS. I recognise the importance of food and FM services in delivering a great lived experience for our service personnel and I'm attracted by the close alignment of

Compass' values to my own, including the people-centric approach and sustainability agenda. I'm looking forward to playing my part in delivering consistent operational excellence and business growth."

Bob Gray, Managing Director – ESS Defence, Marine & Aerospace, added: "We're delighted that Kris has chosen to join us following an impressive career in the Royal Navy. As well as being an exceptional leader, Kris brings with him some fabulous insight into our client and customer base, and I'm excited about using his knowledge, skills and experience to drive our business forward. Having joined Compass as a veteran myself, I can attest to the opportunities available to those who have served, and I wish Kris every success in his new role with us."

Compass Group UK & Ireland is a signatory of the Armed Forces Covenant and holds Gold Armed Forces Recognition Scheme status, demonstrating its commitment to supporting veterans, reservists, cadets and military families in its business.