

ISS UK & Ireland announces appointment of Rebecca Jeffs as Chief People Officer

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ISS UK & Ireland (ISS) has confirmed the appointment of Rebecca Jeffs as Chief People Officer, effective from 3 February. The appointment follows a rigorous, impartial search process, which focused on finding a seasoned, capable candidate to underpin the delivery of ISS UK & Ireland’s ongoing, comprehensive transformation and to support the achievement of ISS’s [global Signature Moves](#).

Rebecca succeeds Sandy Lucas, Director, People & Culture. Sandy, who joined ISS in January 2022, has accepted an opportunity to partner with her husband on a business venture unrelated to the facilities management industry. Sandy Lucas will remain with the company until the end of February 2025, working alongside Rebecca to ensure an orderly transition of responsibilities.

Since she joined the company in July 2023, Rebecca has distinguished herself as a worthy candidate. In particular, she has been instrumental in advancing the P&C transformation programme as well as leading other strategic initiatives for ISS UK&I including the activation of our Interlock — which underpins the achievement of ISS’s shared objectives for 2025 and beyond.

Rebecca is passionate about fostering true inclusive cultures and celebrating the unique contributions of everyone. She is a certified team and individual coach, focused on cultivating potential for growth. Of her appointment, Rebecca said: “I am thrilled to take on this challenging role, working alongside such a talented and committed ISS team. It is not often one has the opportunity to assume responsibility for a programme of transformational initiatives with such breadth and vision. I look forward to leading the People & Culture function as we come together as a business to achieve our shared objectives.”

Scott Davies, CEO of ISS UK & Ireland, added: “It is testament to our continued efforts to enrich our People & Culture leadership team and strengthen our succession pipeline that we have been able to promote a



candidate of Rebecca's calibre and experience from within. I know that, in Rebecca, we have found the right candidate to drive our ongoing transformation and achieve our ambition to become an employer of choice, and the Company of Belonging in the UK and Ireland."