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CHERRIES
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PROGRAMME

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 The Cherries Awards UK



OUR HOST FOR THE EVENING

Having presented the very funny and eventful MacAulay and Co. on BBC Radio Scotland for almost 18 years and with a string of tv appearances, Fred's on air witticisms and on screen reputation are the product of years of experience on the live circuit, including a stint as the first ever-Scottish compere at the Comedy Store in London.

Arriving late to the world of stand-up comedy in the early 90's, he has gone on to be a regular at the Edinburgh Fringe and at comedy festivals worldwide. Appearances on many Radio 4 comedy panel shows including I'm Sorry I Haven't a Clue, Just A Minute, The Unbelievable Truth and The News Quiz guarantee an audience for Fred's Live stand-up tours.

He has successfully featured in and presented many programmes for BBC Scotland: he hosted the talk show McCoist and MacAulay and presented Life According to Fred, Hoots, Simply Fred and Scots on the Box, as well as the 2014 On The Road magazine programme with Martell Maxwell.

On national BBC Television he has been a panelist on shows including Mock the Week, QI and Have I Got News For You. In addition, in the US he was a guest on The Late Late Show with Craig Ferguson and his performance at The Montreal Comedy Festival has been shown coast to coast in North America as well.

He lasted 7 out of 11 nights when he sang on Comic Relief Does Fame Academy. Further charity challenges saw him kayak the Caledonian Canal for Sport Relief in temperatures as low as -18 Celsius and in 2011 he scaled Mt Kilimanjaro. His West Highland Way-Hey walk was broadcast on Hogmanay 2012 on STV.

Before his comedy career took off, he studied at the University of Dundee and graduated with an MA in Accountancy and Jurisprudence. He received an honorary doctorate (LLD) from the same University in 2006 in appreciation of his time there as Rector.



FRED MACAULAY

Employee
engagement is the key to
creating a happy workforce.
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a range of tailored
Benefits.

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meeting to see how Mattioli Woods can help you.



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FINALISTS

RISING STAR AWARD

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APRIL LINDIE



April Lindie holds an MSc in Human Resource Management from Robert Gordon University. April joined Oceaneering International Services Limited in 2018. She takes on complex challenges and pursues every development opportunity that comes her way which has resulted in various promotions from HR Assistant to HR Lead Coordinator in a relatively short period of time. At present, April oversees the Employee Solutions Centre team and supports the HR Function to embed new processes on a regional level. April has taken on more of an international role by collaborating with HR colleagues across Europe, Middle East and Africa as well as Oceaneering's mobile workforce (OMW).

Joann Almeida is Assistant HR Advisor at Dundee University Students' Association (DUSA), a registered charity. Within her role, Joann covers all aspects of the HR function from recruitment to leavers. Joann enjoys providing HR advice and support to facilitate DUSA's organisational needs. Joann graduated from Osmania University in India with a Master's Degree in Business Administration. She has also gained CIPD Level 5 qualifications and holds Associate membership with CIPD. Joann is highly motivated and driven to progress within HR, where her enthusiasm, skills, experience and knowledge can be used to achieve successes.



JOANN ALMEIDA



JORDAN NOBLE



Starting her career in HR in August 2018 Jordan was the sole HR professional for upwards of 250 employees. She quickly progressed into the role of HR Advisor and was promoted again in July 2019 to HR Manager. During this time Jordan studied a full-time distance learning course to achieve her Masters in HR Management which she completed in September 2019. Jordan is passionate about reshaping the HR space through digital transformation. One of her biggest achievements has been implementing a new employee management system which has changed how the company controls labour, processes payroll and manages employee information and training.

FINALISTS

RISING STAR AWARD

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JULIE EDMONSTONE



Julie Edmonstone is the HR Analyst for CNOOC International, a global energy company and subsidiary of CNOOC Limited with a vision of delivering safe, sustainable energy for all. Julie's role is to provide HR Analyst support to the HRBP group, with a focus on Production Operations.

Having started her career in a law firm in 2011, Julie has spent the last 7 years working for CNOOC International. She started out as Recruitment Assistant before securing the role as HR Analyst. Julie has just completed her SVQ in Business and Administration.

Lauren Wade is People HUB Team Lead at Worley and has been with the company since November 2017. Lauren joined the company at a transitional time, WorleyParsons had just purchased part of the Amec Foster Wheeler business and her role initially, was to form & integrate a brand new HR Administration team to the Aberdeen business. Since successfully completing this, Lauren's role has developed allowing her to challenge herself by leading on a number of other value adding activities for the business. Lauren's contributions were awarded by receiving the Outstanding Achievement award in Worley's 2020 People Team awards.



LAUREN WADE



FINALISTS

FANTASTIC HR ADVISOR

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CATRIONA MILNE
wood.

Catriona Milne is HR Advisor at Wood and has worked there for almost 8 years. Catriona has a strong passion for engaging and delivering in conjunction with the workforce and enjoys developing her HR knowledge further via case law updates and leaning from new experiences that arise daily. Catriona is a keen problem solver, always looking for solutions that both benefits the business and client.

Catriona is working on expanding her knowledge on the operations side of the organisation in order to progress to a Business Partner role.

Fiona MacDonald started with Worley 3 years ago as HR Coordinator before moving on to a People Advisor position within the HR Operations Team. Prior to this Fiona worked at a small oil and gas consultancy firm before making a move to Prosafe Offshore where she was able to gain more hands on HR experience. Fiona received her degree in Business Economics from University of Glasgow then moved to Aberdeen to do her Masters in Human Resource Management at Robert Gordon University. Fiona is currently on maternity leave following the birth of her daughter Erin in June 2020.



FIONA MACDONALD



NICOLA TOCHER



Nicola Tocher is Group HR Manager for First Tech Group. The group consists of five companies totaling around 150 employees in locations including Aberdeen, Dundee, Lancaster and Trinidad. Nicola is solely responsible for providing a comprehensive HR service across the group.

Holding over 10 years' experience within the Oil & Gas Industry in Training / Competence / HR positions; Nicola received a Level 3 Award in HR Essentials in 2015, before progressing on to Level 5 Diploma in HR Management in 2017 and achieving Associate Membership status with CIPD in 2019 and is eager to progress and achieve Chartered Membership over the next couple of years. Nicola was recently promoted to Group HR Manager in 2020.

FINALISTS

EXCELLENT HR MANAGER

sponsored by



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'Kola is Human Resources leader, EMEA at Oceaneering, a provider of engineered services/ products, primarily to the offshore oil & gas industry.

At Oceaneering, 'Kola has held several positions including a previous role as Global Talent Acquisition leader; where she had the privilege of driving the Company's Talent attraction/ retention strategy; latterly transitioning into the generalist arena where she partners with senior executives in shaping, optimising and realising their people strategies.

'Kola has worked extensively in HR locally, internationally, across many sectors. She holds an MSc in HR Management from RGU, Aberdeen with Chartered Fellowship of CIPD. A trusted partner to her clients and workforce alike, she is a mentor and advocate for the advancement of women in the world of work.



'KOLA AKINTAYO



TRACEY RILEY



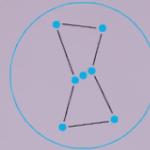
Tracey Riley is an HR professional with 25 years of experience both Internationally and UK based. Starting her HR career in Kazakhstan, former soviet republic and setting up an HR department consisting of a team of 6. After 7 years when the role was nationalised she was then selected to go to Sydney to work at the Olympic Games. Her career then took her to Baku in Azerbaijan where she managed the HR function for a drilling company. She was then head hunted by a recruitment company and was offered a role in Houston Texas where she resided for 2 years and established a recruitment office for a UK based recruitment company. She loves to travel and has a wealth of international experience. On returning to the UK she was then involved in the Aberdeen oil and gas industry and spent time helping companies with redundancy, harmonisation and right sizing projects. Tracey joined Carnoustie Golf Links as HR Manager 2 years ago to establish an HR department and imbed a culture commensurate of a world leading organisation that invest heavily in the development of its staff.

FINALISTS

TREMENDOUS LEARNING AND DEVELOPMENT

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OrionGroup



CNOOC International, the international division of CNOOC Limited, is a global energy company with operations in Asia, Africa, the Americas and Europe. Our successful growth as an upstream oil and gas producer has been achieved by consistently finding and developing world-class assets.

Our business is focused on safely exploring and producing from conventional offshore, unconventional and oil sands assets. As part of the CNOOC Group of companies, which span the entire energy supply chain, our size and capability create a competitive advantage that ensures we deliver long-term value. Our growth strategy is to safely and sustainably develop our high-quality portfolio to deliver energy for all

The CNOOC Learning & Development team is responsible for Learning and Development including mandatory technical Training and OPITO approved Competence delivery for 900 on and offshore employees and contractors. These individuals are geographically split between 2 offices in Aberdeen and London and 3 Offshore Oil and Gas Installations in the North Sea.

The team is headed up by Andy Shepperson Team Lead Technical Training who is supported by Mark Lamont Training Analyst and Sarah McKinnon, Sharon Galashan and Rachel Harrold who are Training Coordinators. The delivery of our Supervisory Skills Program is supported by Susanna Lund, HR Manager and Matt Kneale HRBP Operations.

Dundee City Council provides local government services for the city, which has a population of 148,750. The Council employs over 6,700 staff.

As part of our transformation programme, Our Digital Strategy is embedding a digital culture within our workforce to deliver efficient, customer-focused services.

To achieve this, employees must be comfortable with technology and have the appropriate skills. Our Digital Skills team supports the delivery of this vision with a network of 100 Digital Champions across the workforce, and a range of creative learning programmes and resources. In 2020, the team and champions supported the organisational rollout of Office 365.



Peterson is a world-leading, innovative and highly trusted international energy logistics and supply chain solutions company, driven by a passion to lead the way in transforming how industry plans, manages and executes the movement of critical resources globally.

Peterson work closely with customers to identify and create opportunities to share resources and secure operational efficiencies resulting in significant cost savings.

The company is part of a wider group operating in over 70 countries with 5,000 people globally.

Having recently celebrated our 100 year anniversary, the learning and development team will continue to play a vital role in the next 100 years. Led by Steven Burns (Group Head of HR) and Neil McKinnon (Training, Competence and Development Lead) and supported by the HR Team.

FINALISTS

EXCEPTIONAL WELLBEING IN THE WORKPLACE

sponsored by



Headquartered in Aberdeen, Absoft is a leading SAP® specialist with project delivery and implementations in over 40 countries worldwide. Established in 1991, Absoft provides enterprise resource planning implementation, process optimisation, merger & acquisition transition and SAP support services across multiple industries.

Today, the company comprises a workforce which spans 50 years in age (from 17 – 67), and offers a wide range of expertise and functional knowledge.

Since its inception, Absoft senior management has placed staff wellbeing at the top of the agenda, recognising that a happy, healthy workforce – whatever stage of their career they are at - has the ability to help create a market-leading service provider.

Bilfinger Salamis UK supports customers in the oil and gas, and renewable industries in Northwest Europe.

We have extensive experience in the energy sector, and our services cover all lifecycle phases from planning and design through to development and construction as well as commissioning, maintenance, modification and decommissioning.

We deliver multi-disciplined maintenance, modifications and operations services, including alternative access, inspection, fabric maintenance and specialist cleaning.

This commitment is delivered by an experienced and highly competent workforce of over 1800 offshore workers and onshore staff, operating from our bases in Aberdeen, Great Yarmouth, Esbjerg and Groningen.



BILFINGER



Sodexo has been delivering catering and hotel services to oil and gas clients in the North Sea for over 50 years. We are committed to creating an environment where each of our 1,120 employees is able to fulfil their potential and maximise their contribution. Making mental health and wellbeing a priority is part of our commitment to zero harm, and living proof of our core values.

Over the last year, our HR team in Aberdeen has embodied this ambition; engaging employees, leading by example and putting wellbeing at the heart of our business – both on and offshore.

TAQA is an international energy and water company operating in 11 countries across four continents. TAQA's operations in Europe are based in the United Kingdom and the Netherlands and focus on the full cycle of oil and gas operations, from exploration and production through to decommissioning, as well as gas storage and energy innovations.

TAQA recognises the value of exceptional health and wellbeing in the workplace. We are proud to not only raise awareness of mental health, but also to invest in tangible measures so that informed support is immediately available to anyone who needs it.



FINALISTS

TERRIFIC TEAM OF THE YEAR

sponsored by

CIPD

*Championing better
work and working lives*



The People Team are a small team based in Dundee and established in late 2019 following an organisational review and the introduction of a new operating model, which emphasised people need to be at the heart of the business.

Caledonia Housing Association is a social housing provider committed to providing "homes and services that make life better".

The role of the People Team is to align the development of our people, organisation and culture to the achievement of this purpose, so we continue to help and support the customers that depend on us.

Global Energy Group ("GEG") are an all-round energy construction and services company headquartered in Inverness, with world class facilities, including the Port of Nigg, and regional hubs across Aberdeen and beyond. As an award-winning service group, our proposition is to deliver enhanced value, reduce risks and provide innovative solutions to the evolving energy markets. Our portfolio of business units benefit from dynamic, entrepreneurial leadership underpinned by our values and desire to be at forefront of creating a sustainable future for Scotland.

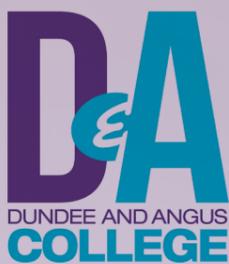


The HR & Marketing Teams at MHA Henderson Loggie, pulled together as a team, with all their energy, ideas and determination over the last year to create fantastic internal and external campaigns which had a direct positive impact on employee wellbeing and engagement, client retention and their employer brand. In addition, before the impact of COVID-19 hit they had created an innovative and transparent AGM which resulted in significant benefits and policy changes for the firm.

FINALISTS

EXEMPLARY EMPLOYER OF CHOICE

sponsored by



With 1000 values driven staff serving c.15k students every year, D&A College proudly supports the Dundee and Angus region to upskill, reskill, train and learn. Our dedicated staff go above and beyond to help our students change their lives for the better, even when battling a crippling cyber attack as well as the global pandemic in 2020. Building a values based culture that drives all we do has meant our staff are resilient and flexible when crisis hits, and we can still deliver for our students – those who need it most in our post-COVID world.

Entier was set up in September 2008 with a vision to create a catering company with an unwavering focus on quality. We are now proud to be Scotland's largest independent company providing global catering, hospitality, and facilities management services as well as bespoke events and hospitality services throughout Scotland.



We were one of the first companies in Scotland to be recognised at the highest levels for both Investors in People and Investors in Young People – recognition which we maintain today. We have the highest employee retention figures in our sector anywhere in the world with a track record of people development and promotions second to none.



Chartered accountants, MHA Henderson Loggie's key focus is to help their teams achieve their potential. They do this by creating a healthy, enjoyable and fun place to work.

An important part of their purpose is also to help clients achieve their potential and by doing so, to create wealth for the local economy now and leave a sustainable legacy for the future in the communities where they are located.

As a leading global energy consultancy, Xodus helps clients overcome challenges, add value to opportunities and maximise returns on investments, responsibly. Our values of trust, responsibility and excellence underpin our vision.

In offering expert advice and solving complex problems, our multi-skilled specialists work across the energy spectrum to address industry problems. By combining technology with our knowledge, we create better business outcomes whether it is advisory, project development or in operational support.

Headquartered in Aberdeen with a global operations centre in London, Xodus has offices in Edinburgh, Glasgow, Orkney, Egypt, Perth, Australia and Boston and Houston in the US.



FINALISTS

THE TOP CHERRY

sponsored by



The award is presented to an individual who has been nominated by peers within the industry and selected by our panel of judges after much deliberation.

The winner of this award will be announced at the award ceremony.



THANK YOU TO OUR EVENT SPONSORS



At Mattioli Woods we have an overriding passion to deliver the best possible outcomes for those that trust us with their employee benefits solutions.

As we celebrate our 30th anniversary we look back at the achievements we have made helping businesses help their employees. Starting

with offering Group Personal Pensions we now provide bespoke employee benefits for businesses across the country. Not only do we aim to keep employees happy but also the employer, with easy-to-use packages and support.

activpayroll is a leading global professional service organisation, providing integrated global and domestic payroll solutions, expatriate taxation services, global HR services and online HR people management tools to over 1,000 companies in more than 140 countries. With offices in Venice, Florida; Perth, Australia; Singapore; Edinburgh; Paris; Orléans; Frankfurt; Cape Town; Dubai; Isle of Man and global headquarters in Aberdeen, Scotland, activpayroll has one of the most experienced payroll and tax teams in the world.



activpayroll
more than payroll

CIPD

*Championing better
work and working lives*

With more than 11,000 CIPD members across Scotland, we sit at the heart of a growing community of practitioners, members, partners, policymakers and thought leaders in the world of work. Through collaborating together we'll take big steps towards championing better work and working lives.

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CNOOC

THANK YOU TO OUR EVENT SPONSORS



Lindsay & Lang are a people and culture consultancy who provide solutions that promote positive corporate wellbeing to enhance performance. We have the unique combination

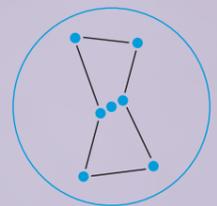
of Human Resources and Internal Communications expertise, personal experiences, professional credentials, and a desire for change, to provide employee engagement solutions that we know work.

We understand that every organisation has its own unique challenges, so we offer bespoke products and services that support a successful delivery within your organisation.

We strongly believe that Wellbeing in the Workplace is more than just mental health.

Orion Group is an international leader in the provision of personnel to a number of industry sectors. Orion provides specialist recruitment services across a range of sectors including energy, life sciences, new energies, construction and infrastructure, mining, nuclear, power and utilities, marine, rail, IT, finance and Executive search.

OrionGroup



Aberdeen Business School has recently been named Times Higher Education's UK Business School of the Year in the same year that Robert

Gordon University was awarded the title of Scottish University of the Year by the Times and Sunday Times. These accolades recognise the School's commitment to innovation in teaching and learning and to producing industry ready graduates who are prepared to make an immediate and impactful contribution within their chosen profession.

The University of Aberdeen Business School is home to a thriving community of diverse students, staff members and industry experts. Together, this community provides students with a chance to be part of something special; a micro-business world full of opportunities. Regardless of whether you are an SME or a large multinational, our industry experts can work with you to meet challenges and transform your business.



**UNIVERSITY OF
ABERDEEN**

BUSINESS SCHOOL