

EMILY CLEIFE

HR ORCHESTRATION EXECUTIVE

People and finance are two of the most important resources in running a successful business. Here, Emily Cleife, HR Orchestration Executive at Arqiva, talks about transferring her finance skills into a challenging and fulfilling Human Resources (HR) role in Arqiva's People and Culture team.

I was approached by the recruitment team to join Arqiva in 2013 and having worked as a Project Administrator for three years in my previous company, I felt ready for my next challenge. Initially I joined part time, as my son was 8 years old, and I wanted to continue to dedicate the majority of my time to him, therefore Arqiva offering a part time role had a real appeal to me. My first role within Arqiva was in the billing team within Finance, and I slowly increased my hours as my job share partner reduced hers.



During this role I took on a couple of project secondments as I felt this would really develop my skills and understanding of the business. I also began to study an AAT (Association of Accounting Technicians) course, sponsored by Arqiva. The company is very good at providing opportunities for growth and as a result of my efforts I was pleased to be promoted to Senior Billing Specialist.

My finance experience grew, and I became an IS Finance Analyst in 2018, responsible for providing all project data to key stakeholders internally and externally to ensure the monthly results were provided in an accurate, straightforward, and presentable format.

To build on my experience, I also joined the Arqiva Employee Board (AEB), as I really enjoy helping people. It's been great to be a part of this and I've found it extremely rewarding to help my colleagues and provide support during some challenging times such as the recent COVID-19 pandemic which changed patterns of working here. This work also gave me an important introduction to the world of employee engagement and my experience on the AEB has helped me secure my current role in the HR team.

In my current role as HR Orchestration Executive, I'm the conduit across those working in the People and Culture team. By working across all our projects, I can see the 'big picture' and ensure projects and programmes are time lined correctly in line with other business activities. I can also use my knowledge of the projects to discuss the milestone planner and roadmap with the wider business.

Having worked in finance and now in a people focused team, I've used my experience to bring an objective approach to how things operate. I always seek innovative, continuous improvement. I've brought a different point of view; a wider lens of the business, into my role, because I've come from a finance function. I've learnt as I go and had to be tenacious.

When I look back at my career so far with Arqiva, I can honestly say that my colleagues have been pivotal in terms of support and help. I've always tried to learn from their best practice and experience, and they're really spurred me on and provided encouragement. Arqiva is great as a company for colleagues who believe in you, see your potential and encourage you to break out of your comfort zone. Where perhaps I didn't have the confidence to go for my next role, they gave me the impetus to go for it with a positive attitude.