

DAVID GREEN

HR REPORTING AND SYSTEMS MANAGER

I enjoyed several years working as an analyst in our Finance team after I joined Arqiva. When I expressed an interest in developing as a people manager, I was encouraged to consider opportunities across the business and was subsequently appointed HR Helpdesk Team Leader.

Moving from Finance to HR was something of a baptism of fire, but running the helpdesk gave me invaluable insights into the experience our people have day-to-day at Arqiva.

It meant I was well positioned when an opportunity arose to lead the implementation of the Oracle Human Capital Management cloud platform, a world-leading software application suite which supports every stage of the employee journey.

Arqiva was the very first organisation in the UK to implement the full suite of tools on the platform, which we did in record time in just a matter of months. It was such an undertaking that I even got the chance to get out on the road and speak on behalf of Arqiva at Oracle industry events, which was a fantastic chance to represent our brand. The project was a real highlight for me and I'm incredibly proud of what we did as a team.



Now, as HR Reporting and Systems Manager, the team I lead is responsible for the management and development of critical HR technology platforms at Arqiva, as well as HR management information reporting.

Being able to work with numbers and people is the best of both worlds.

I can use my technical expertise and experience to influence key decision-making which impacts everyone working at Arqiva, as well as having brilliant opportunities to support and develop other people.

My own development journey with Arqiva, and the strong level of support that I've had along the way, has massively influenced the way I now lead and manage others. I've learnt from every manager that I've worked with; everyone has had something to offer and has been truly supportive of my desire to learn and grow.

One of the most important lessons I've learnt is the importance of carving out time for your team, being visible and setting the right conditions for their personal development. They've got to feel that they've always got your support. It's not all been plain sailing and I've made mistakes. At times, I've thought about whether I'm really giving enough, but I've never been on my own. When I've asked for support, it's been given without question.

The career mobility that I've enjoyed at Arqiva has been constant and I'm continuing to strengthen my skills so that I can progress to more senior roles at the right time. It's a fun, supportive environment with a hugely fulfilling employee experience. Development opportunities are everywhere if you're happy to step outside your comfort zone, put your hand up and try new things. I truly believe that at Arqiva, you get what you give.