

GARETH NEWBERY

Organisational Change | People & Culture | Talent & Leadership Development | EMEA
MBA | Prosci® Certified Change Practitioner | AI & Agentic Systems (IE University)
+44 7871 583632 | garethnewbery@gmail.com | linkedin.com/in/garethnewbery
United Kingdom and Spain • Remote across EMEA

PROFESSIONAL PROFILE

Organisational change and People & Culture practitioner with significant experience across EMEA — designing and running culture change, leadership development and talent programmes in complex, multi-country organisations, and advising the senior leaders who have to carry them. Ten years inside global law firms, at Baker McKenzie and Fragomen, where change has to be negotiated rather than mandated and adoption is won office by office.

An uncommon combination of deep talent acquisition operating experience and senior People & Culture leadership — a regional talent function on one side, EMEA-wide culture and leadership programmes on the other. Comfortable with the parts of change that do not go to plan: the office that says it tried this before, the leader who needs convincing in private before backing it in public.

CORE EXPERTISE

- **Culture change, talent management and leadership development** — designing and delivering the interventions, programmes and coaching that change how people work, with the outcome measured rather than assumed.
- **Change management and adoption** — readiness, stakeholder groups and the sequencing that moves people from being told about something to actually using it, market by market.
- **Programme delivery and governance** — multi-strand projects and programmes across offices and functions, with budget, milestones and regional reporting held in one place.
- **Senior stakeholder management and advisory** — trusted partner to Managing Partners, Office Leaders and HR leadership across culturally diverse markets, including the conversations nobody wants to have.
- **Talent acquisition leadership** — building and scaling in-house functions, direct sourcing and headhunting, employer branding, assessment design, ATS governance and service levels hiring managers actually feel.
- **AI adoption** — hands-on with the tools organisations are now rolling out; builds and runs live automations, designs agent workflows, and uses them daily for content, research and reporting.

PROFESSIONAL EXPERIENCE

AI Adoption in Talent & People Operations | Career Break – Professional Development

April 2026 – Present

Outskill AI Generalist programme (in progress), IE University AI & Agentic Systems, and Prosci® change management certification.

- Built a CRM and reporting platform on Lovable and Supabase (EU data region), running from initial data capture through a hosted diagnostic questionnaire to a generated report. Operational, with security hardening still to do.
- Built and runs live automations on n8n, Airtable, Apollo and Claude: weekly prospect discovery with enrichment and validation in Python, a weekly AI and HR news briefing, and email triage and routing.
- Designed two surveys on how organisations are adopting AI, with a Cloudflare-to-n8n-to-Airtable pipeline behind them, an EU AI Act transparency notice, and a dashboard reading responses as they arrive.
- Built two websites and an interactive CV, wrote reusable AI skills that encode my own writing and compliance standards, and runs builds through a three-agent protocol (product manager, CTO and UX).

Senior Manager, People & Culture | Baker McKenzie, EMEA

April 2021 – March 2026

Global law firm — 77 offices, 13,000+ employees. Regional remit: 30+ EMEA offices, 5,000+ employees. Business partner and change lead to senior leaders across the region, running EMEA-wide culture, talent and leadership projects and programmes — scoping, stakeholder alignment, planning, delivery and reporting. Partnered with HR Business Partners, People Operations and the London Rewards team.

- Stepped up as Acting Regional Director (2023–24, ~10 months) — led the team with full accountability for regional programme governance, senior stakeholder alignment, annual planning and budget.
- Designed and led a four-year EMEA Mentoring Circles programme — 150–170 mentees and 25–30 mentors per cohort across gender, ethnicity, disability and LGBTQ+ strands, 80%+ satisfaction consistently.
- Designed and delivered inclusive hiring and leadership programmes for 350+ partners, managers and staff — 100% completion, Management Committee-approved, 80%+ reporting greater confidence in assessment decisions.
- Delivered cultural diagnostics, leadership interventions and crisis support across multiple offices, each resulting in measurable improvements in successive annual culture reviews.
- Rolled out Inclusion Plans across every EMEA office — the first time the region achieved full participation, embedding local ownership in every market, carried locally by a regional network of office-level champions.
- Supported 20+ partner promotion and career progression decisions across EMEA — contributing to calibration discussions, providing behavioural insight and coaching candidates at the most senior levels.
- Helped set up and ran EMEA employee listening sessions with senior leaders, alongside localised engagement surveys, focus groups and sentiment check-ins, feeding what surfaced into employee experience and local people programmes.
- Built a diversity data dashboard linked to SAP SuccessFactors for the London office — real-time tracking of gender, ethnicity and disability metrics, used by senior stakeholders for annual planning and programme investment.

Recruitment Manager | Baker McKenzie, London**March 2019 – March 2021**

London office — 950+ employees. Ran lateral and volume recruitment across legal, finance, risk, IT, HR, business development, marketing and communications, and administrative and secretarial services.

- Led direct headhunting for senior lateral hires across legal and business services, introducing Pirical as the market mapping tool behind that search work — later expanded into the firm's broader ID&E programme.
- Delivered approximately £1m in annual recruitment savings in a two-person recruitment team, through direct sourcing, talent mapping and significantly reduced agency reliance, overseeing the London recruitment spend day to day — agency fees, LinkedIn Recruiter and associated costs.
- Led the CVmail ATS rollout across EMEA offices — partnering with the vendor, training local recruiters office by office and replacing established local habits with consistent workflows across the regional network.
- Advised Partners and senior leaders on role design, hiring priorities and assessment strategy, and pushed back constructively where they wanted to run recruitment outside agreed process.
- Led an agency PSL rationalisation, reducing the preferred supplier base and partnering with in-house risk teams to reflect candidate data retention schedules, deletion rules and processor obligations in the agency terms of business.

Director & Talent Lead | Intrepid Teachers**April 2017 – April 2019**

Boutique TEFL recruitment and teacher placement business, run from the UK and Madrid.

- Acquired, rebranded and grew the business, managing all commercial operations, candidate pipelines and client relationships before a successful sale.
- Worked with client schools in China, Thailand and Vietnam, and designed and delivered an online TEFL training course to prepare candidates before placement.

Regional Talent Acquisition Manager, EMEA | Fragomen**January 2014 – March 2017**

Global immigration law firm — 55+ offices. Initially employed by Korn Ferry's Futurestep RPO and embedded on site in London, hired directly in November 2015. Built the EMEA talent acquisition function from scratch across nine offices in eight countries, designing the operating model, assessment framework, ATS governance and sourcing strategy, and leading the team across multiple countries.

- Delivered 280 hires in 12 months with 85%+ via direct sourcing, reducing agency spend and improving time-to-hire across the region.
- Personally led the search for Fragomen's first-ever General Counsel hire for the EMEA region — direct headhunting outside the standard recruitment process, for a senior specialist leadership hire.
- Directed rapid-scale hiring for the Sheffield office launch — 40+ hires in two weeks, coordinating sourcing, assessment and onboarding simultaneously.
- Ran LinkedIn careers page content with the social media team and owned university attraction for London graduate entry, keeping warm pipelines of prior applicants and sourced candidates live to be re-approached when roles opened.
- Deployed Workday Recruiting across the region — configuration, training and workflow governance to improve data integrity and reporting.

EARLIER CAREER

- Talent Acquisition Specialist (RPO), Korn Ferry / Futurestep at Fragomen — 2014–2015. Directly employed by Korn Ferry's RPO arm; delivery performance led to the direct-hire offer from Fragomen. Covered in the Fragomen entry above.
- Talent Acquisition Partner, Mitie — 2012–2013. Reduced agency spend by approximately £150k annually, covering frontline facilities management and security hiring at volume alongside office-based roles.
- Resourcing Partner - Operations, Sodexo — 2010–2012. 85 percent direct-hire rate, approximately £200k in annual agency savings, averaging 13 hires per month.
- Career break, Belize — 2009–2010. Full-time voluntary work at a small charity running a children's home for approximately 30 children.
- Managing Consultant, Search Consultancy — 2003–2009. Led a team whilst generating approximately £200k in annual fee income through headhunting and executive search.

EDUCATION & PROFESSIONAL DEVELOPMENT

- Prosci® Certified Change Practitioner — 2026
- AI & Agentic Systems Programme — IE University, Madrid, 2026, with applied courses in workflow automation and in building web applications with Lovable
- MBA — Manchester Metropolitan University, 2009 • BA (Hons) Geography (2:1) — University of Manchester

TOOLS & SYSTEMS

AI & automation: Claude • Microsoft Copilot • ChatGPT • Google Gemini • Gemini Notebook • Perplexity • Grok • Zapier • n8n • Lovable
HR systems & collaboration: SAP SuccessFactors • LinkedIn Recruiter • CVmail ATS • Microsoft 365 / Teams • Slack • Miro

LANGUAGES

English — native. Spanish — fluent.