

## Alumni in the Spotlight

**Name: Charlie Goodwin**

**Job Title: HR Officer**

**Company: Kingsland Drinks**

**Year that I left Copley: 2004**

### What was your dream job when you were 10?

My dream job was to work with animals as a vet. Although I didn't fulfil this dream, it's because I am very squeamish and can't stand blood!

### What do you do when you left Copley?

When I was 16, I went to Tameside college and completed a BTEC in travel and tourism at Tameside College. I didn't have clear direction and then got a job in Debt management. When I was 18, I had achieved a qualification in Business admin and took on an Administrator role for a blue-chip energy company.

When I was 23, I was successful in gaining a role in HR. I studied a level 3 foundation certificate in HR at Stockport College and then went on to become an associate in my level 5 CIPD obtaining a degree at Salford University.

I have recently completed a Level 3 ILM Diploma and achieved a distinction. During this course, I did have to re-sit my maths and English due to the standards, I then achieved what would be the equivalent of a A/B.

### What do you do day-to-day in your job?

In my role I deal with all of the day to day HR which includes

- Learning and Development
- Employee relation cases i.e. disciplinaries, redundancies, TUPE, restructure, absence, grievance & conflict management.
- Project work
- Employee Engagement
- H&S
- Well-being
- HR KPI's and monitoring
- Planning annual budgets and forecasts
- Develop & implement Company strategies / business strategies
- Recruitment
- Payroll / remuneration

### What skills and attributes do you need to do your job well?

The three core skills you would need to get into the HR field and use regularly would be;

- Resilience
- Empathy
- Communication

### What is your favourite part of your job?

My favourite part of my job is that I get to help staff, I help to ensure they have the correct tools in their roles to be able to complete their jobs effectively and to their best of their abilities. I am also an ambassador for mental health and well-being and support staff when they're struggling, this gives you an immense amount of job satisfaction when you help them and signpost them.

**What is your favourite memory of Copley?**

My favourite memory of Copley was the teachers, although I didn't realise it at the time, they helped to shape my future. Teachers play an integral part in your journey, make sure you take on their advice and guidance!

**What one piece of advice would you give to current Copley Academy students?**

The best career advice I could give to students is don't put too much pressure on yourself if you don't know what you want to do when you leave school, write down 5 things you like about yourself and what your values are as a person. This will enable you to look at what company you would like to work for, and could then lead to what your passion is.