ELAINE HIGGINS

Job: People Director

Company: Robiquity Limited

As People Director at Robiquity, I am responsible for our employee experience whilst growing our headcount and enabling a high performing, outcome driven culture. I work closely with the Senior Leadership team to devise and map effective career plans for our teams.

Thoughtful	Approachable	Articulate

The skills I use most in my job... Talent acquisition

- Diplomacy
- Empathy
- Planning
- Policy formulation

The most interesting thing I've worked on in my career so far...I have been blessed to work in many amazing places including Manchester's Royal Exchange Theatre. However, I thrive on fast-paced, high growth tech environments where clever people do clever things.

What inspired me into digital and tech...I fell into it by accident - my first role was a Graduate role at what was NCC Services and later became NCC Group.

My educational background is...I have a 2:1 BA in Human Resource Management from the University of Stirling and I am a Chartered Fellow of the Chartered Institute of Personnel Development (CIPD). I am a qualified Mental Health First Aider and have an IOSH qualification in Directing Safely.

What advice I'd give to girls thinking about a career in digital and tech... Do not be intimated. Do not consider yourself a 'girl'. You're a valuable team member, contributor and leader.