

Kiernan Hall

Bristol, United Kingdom

Kiernanhall.co.uk

<https://github.com/Kdevop>

A proactive professional with excellent communication skills, results focused and a strong desire to self-learn. I have recently completed a Full Stack Developer coding course with IT Career Switch and I am looking to progress my career in software development.

Key Competencies:

- HTML, CSS and frameworks and libraries such as Bootstrap and jQuery
 - Node.js, Restful API, Express.js and PHP
 - Object orientated programming e.g. JavaScript and Python
 - PostgreSQL
 - React & Redux
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Career Summary

IT Career Switch Software Development September 2023 to August 2025

Coding – Web | Software Developer Traineeship course.

This course Consisted of 4 modules.

- Introduction to Development - This module introduced me to the basics for front-end programming and design using HTML, CSS and JavaScript, as well as popular back-end languages such as Python.
- Full-Stack Development + Interim Exam - This involved completing some small projects including a fitness app using HTML, CSS, React, Redux, PostgreSQL node.js and express.js. I scored 74% on the end of module exam.
- Two Practical Projects - The first of these projects utilises the Leaflet mapping library to create a map application that the user can use to navigate around the world and view information regarding any country that they wish. The second project is an app that is an example of a HR System intended as a standalone, single page application designed to be mobile first and works equally well on desktops allowing the user to manipulate the database using a simple interface.
- Portfolio Website – I created a simple website to showcase my skills as a Full-Stack Developer available here kiernanhall.co.uk.

HR Manager April 2021 to August 2023

Lead a dedicated HR Services Mergers and Acquisitions support function providing support to the Mergers & Acquisitions team and the wider business on complex commercial transactions, business integration and any other commercial activity involving people transfers outside of the BT Group and between Group entities.

- Lead a dedicated service in HR Services to manage and deliver M&A projects involving the costing of service delivery, terms and conditions analysis, liaising with Payroll and Reward regarding employee benefits and preparing the HR Services System for onboarding and offboarding of employees.
- Manage stakeholders such as the M&A Professionals, HR Project Managers and HR Directors on the size and scope of any M&A projects, the process and support available from HR Services and where necessary tailor the support from HR Services to ensure successful delivery of projects.

- Liaise across HR Services, Reward and Payroll regarding any bespoke terms and conditions as a result of M&A activity and any guidance or process implications of any particular project.
- Support the bidding teams on contract bids regarding HR Compliance or HR Policy questions that arise during any bidding process, liaising with HR Directors, Reward Professions or Legal as required.
- Liaise with HR Services Director regarding upcoming projects, the size of those projects and work with the wider teams to ensure correct level of support is available.

January 2020 to March 2021

HR Services M&A Support Professional

Supported the Mergers and Acquisitions Specialist, consulting on employee terms and conditions, providing guidance on benefits comparison and guidance on best practice.

- Point of contact for both M&A specialist and the business to help support on Tupe queries.
- Documented the process on consulting on employee terms with the M&A specialist in the event on a Tupe exit.
- Collaborate with the HR Services to help ensure a smooth Tupe transition for employee Tupe into BT.
- Designed and documented a new process for bringing Tupe employees into BT on BT Terms and Conditions.
- Provide data and analysis to support the M&A Specialists as they consult on Tupe Exits.

July 2018 to December 2019

Reward Specialist, BT PLC, Bristol

Liaising with multiple HR departments to manage ad hoc and cyclical projects and responding to complex HR queries. Often point of contact in the HR Local Community to lead Continuous Improvement, Process Documentation and change.

April 2017 – June 2018

HR Advisor, BT PLC, Bristol

Leading a number of various projects in a customer focused manor to deliver agreed objectives in HR Services Including international project requiring travel to Budapest and selected HR Services Lead for Annual Pay Reviews.

Education & Professional Qualifications

2013-2014	BTEC Diploma Level 4 in Training and Development Brain Friendly Learning Workshop Kaizen Training
2005-2008	BA (Hons) International History with International Politics University of the West of England, Bristol
1998-2005	Three A-levels & eight GCSEs

Additional Interests and Activities

Outside of work I enjoy climbing, walking and outdoor pursuits. On the weekend I often try to catch some live music and also play DND and enjoy computer games.