

BOB DAVIS

Bob has lived in Mattishall since he moved to Norfolk to work for Norwich Union (now Aviva) in 2001. He is married, with two teenage daughters, who attend Northgate High School in Dereham.

He spent most of his career in Human Resources, with 18 years in senior management roles, including six years as the UK HR Director for the animal feed manufacturer BOCM Pauls (now ForFarmers) based near Ipswich.

Prior to his early retirement in 2016, he also worked for the British Medical Association advising and representing doctors in Norfolk, Suffolk and Cambridgeshire.

His main areas of expertise are:

- resolving complex and sensitive employment issues arising through company disciplinary and grievance procedures, and Employment Tribunal claims
- developing and implementing employment contracts and HR policies
- negotiating and consulting with trade unions and employee forums
- handling significant business changes (e.g. company reorganisations, site closures, business acquisitions and divestments)