

Richard M DaCosta

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PROFESSIONAL ACTIVITIES since 2005

An experienced executive coach and HR consultant working with UK and overseas clients assisting them to successfully lead change and develop effective skills and behaviours, in particular across cultural boundaries.

A visiting lecturer at Newcastle University Business School for the Masters degree in International Human Resource Management and the Executive MBA programme.
Guest lecturer at the École Nationale Supérieure d'Arts et Métiers of Paris and l'EDHEC Business School in Lille in International Human Resource Management and Leadership of Change

A former non-executive Director of People In Aid, a voluntary sector umbrella organisation established by a number of UK and overseas aid organisations to improve Human Resource management in the sector.

Owner and manager of a small business with turnover £500k.

BUSINESS EXPERIENCE 1989-2004 GdFSuez s.a.

May 2000 to July 2004. International Human Resources Director
Suez Environment Local Services
Turnover 13b euros - Employees 97,000

April 1996 to May 2000. Group Human Resources Director
Northumbrian Water Group plc. Subsidiary of Suez in the UK
Turnover £560m - Employees 5,100

Jan 1994 to April 1996. **Lyonnaise des Eaux, Paris.** Chargé de Mission

June 1989 to Dec 1993. **North East Water plc.** Human Resources Director

June 1988 to June 1989. **NRG plc.** Senior Consultant

Jan 1986 to June 1988. **Imperial Tobacco Ltd.** Personnel Manager

June 1976 to Dec. 1985. **North Eastern Co-op Society Ltd.** Employee Relations Manager.

EDUCATION

1980 Fellow of the Chartered Institute of Personnel and Development

1976 Honours Degree Business Studies, Nottingham, UK

LANGUAGES

English – mother tongue

French – fluent