

Declan Vaughan

People Director

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As the People Director for Browne Jacobson, Declan, along with a team of HR, L&D and knowledge practitioners, ensures the delivery of the people proposition to the Firm, helping the business envisage its people strategy and supporting the build of the Firm's organisational capability and capacity.

Declan has operated successfully in a variety of organisational settings including fast growth start-ups, established and market leading businesses and organisations undergoing significant change including takeover and closure. This experience has been developed both here in the UK and the US across a range of organisations including KPMG, Charles Schwab and the University of Birmingham.

Appointed as a PLC board director at 31, Declan has extensive experience of developing long range HR strategies, building people management infrastructure and services and leading large and multi-disciplinary HR teams. Declan has also established experience of leading organisational change including union negotiations on large scale redundancies and restructures.