



Dylan Wickenden

Chief People Officer



Dylan is EMCOR UK's Chief People Officer and is part of the Executive Leadership Team (ELT) and Board. He is responsible for the creation and execution of the People Strategy across HR, Learning & Development, Resourcing, ED&I & Wellbeing, Reward and People Analytics. Working alongside Executive Directors and various other stakeholders across the business Dylan supports the development of key people related initiatives linked to the HR strategy across 5 key themes of Competency & Effectiveness, Engagement, Wellbeing, ED&I and Community.

Dylan has 27 years' experience within Human Resources, 17 of which have been spent within the Facilities Management industry and 16 at EMCOR UK. Educated to Degree level with a BA Hons Degree in World History and a Post Graduate Degree in Personnel Studies, CIPD Level 7, Dylan has also attended many leadership development programmes including "Key Account Management" at Cranfield University, Leading with Character at West Point Military Academy New York, Professional Directors certificate from the IN professional Development programme as well as a number of professional standards to provide Psychological testing at recruitment and development stages.

Whilst at EMCOR UK Dylan has won a number of external awards (alongside his HR Team) across Wellbeing and HR Technology as listed below;

Winner of the IWFM award for Employee Wellbeing in 2020
Winner of the Personnel Today Awards for HR Technology in 2020
Shortlisted to final stage of the Personnel Today Awards for 2020 in three further categories - HR Director of the Year, HR Team of the Year & HR Change Management.

Dylan's experience in HR is extensive and includes areas such as, leading design and delivery of major change programmes, board development and business restructuring, employee relations, resourcing, organisational capability, performance management initiatives and extensive TUPE activity. His strengths lie in organisational development, supporting senior business leaders and Executive Directors with change management processes, and people centric strategic HR.

Outside of work Dylan tries to keep fit with regular gym sessions, paddleboarding and has a season ticket with Westham United which he and his son regularly attend. Married with two children, family life is very important to him. Dylan also owns an extensive collection of 12 inch Vinyls and DJ decks and is regularly asked to "turn it down" by his children of a Saturday morning!

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