

# Deborah Stump

Partner and Director of HR

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Languages: English



## Profile

Deborah joined Oxera in 2012 and leads on all aspects of our people strategy, property and working environment and our consultancy support services. She chairs Oxera's Talent and Culture Steering Group and works closely with the other business support partners and leaders to ensure the quality and sustainability of our infrastructure and to make Oxera a great place to work.

She has a broad range of expertise and experience in leadership and human resources, primarily gained within professional services firms. Before joining Oxera, she held senior HR positions with the law firm DAC Beachcroft and the multi-disciplinary firm Grant Thornton.

Her areas of expertise include leadership development, reward strategy, organisation design and change management.

Deborah works with other partners to ensure that Oxera offers a first-class working environment. She aligns our talent strategy and our workplaces with the needs and culture of Oxera—promoting quality, learning and the value of care and collaboration in our relationships. In 2016, Deborah introduced Oxera's first internal development centres and in 2020 she led our internal response to the COVID-19 crisis.

Deborah is a Chartered Fellow of the Chartered Institute of Personnel and Development, having qualified in 2000, and a member of the British Psychological Society.