

Deborah Stump

Partner and Director of HR

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Profile

Deborah is Oxera's joint COO, responsible for the firm's infrastructure, operations and business planning. She also heads up our organisational effectiveness, risk, management information and firm-wide change programmes. She leads the firm's Business Support services, with specialist responsibility for people and culture, property strategy, facilities and operational support.

Deborah has a wealth of experience in the professional services sector. Before joining Oxera in 2012, she held senior HR and operational leadership roles at law firm DAC Beachcroft and multi-disciplinary firm Grant Thornton.

She has led a number of cultural and business transformation programmes, and has worked on several mergers and acquisitions, including on aspects such as operational due diligence, TUPE and post-merger integration and performance. As our HR Director, Deborah championed a focus on talent development, introducing internal development centres. More recently, she led the firm's response to COVID-19 and changes to our agile working and property strategies. Deborah's areas of expertise include leadership development, organisation design, team effectiveness and leading change.