



**Deborah Carr**  
**Head of HR and Senior Associate, Administration**

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Debbie joined Lupton Fawcett LLP in August 2011.

Debbie has 21+ years HR experience working within the Public and Private sectors gained in legal, engineering, customer services, marine, retail, education and ICT. Experience has been gained from both within the UK and European Union but predominantly with SME organisations. She has worked closely with the Managing Director and senior management teams in all roles giving advice at both an operational and strategic level.

Since joining the firm, Debbie has forged good relationships with Directors and staff alike during which time she has enhanced the profile of the HR department. Debbie offers support, guidance and assistance in areas which include performance management of department/team personnel, where possible meeting the timescales for delivery.

From a business perspective, Debbie is cost conscious and continually looks to reduce costs in all areas where possible including recruitment, staff benefits, processes etc. but this is never at the risk of 'harming' the business. Indeed significant savings have been made on recruitment during and she has also introduced the Higher Legal Apprenticeship scheme through CILEX of which the Firm is one of the first 10 Law Firms in England to do so.

## **Personal Information**

Although liking some quieter things in life such as walking and gardening, Debbie has a passion for those exciting hobbies where 'many fear to tread', (this includes scuba diving in parts of the world where some may not even have discovered scuba) and in latter years skiing. If you get into conversation with her you may find that she has many a tale to tell about her motorbike and scuba diving adventures.