

## **Moira Penman**

Moira has over 30 years' service within the Royal Military Police during which she rose through the ranks, achieving a Late Entry Commission and promotion to Major within the Special Investigations Branch.

She has seen service around the world in UK, Germany, the Balkans, Middle East and Far East during all of which she was engaged in the full spectrum of policing activities including investigations, forensics, intelligence and covert operations.

Moira is a highly qualified and experienced investigator and interviewer who is very familiar with legal process and well-practiced at preparing, and presenting evidence for military, civilian and HM Coroners' Courts and employment tribunals. She has led numerous major inquiries, and as the Senior Investigating Officer, dealt with, and reviewed, serious crimes including murder, fraud, and a range of other offences and incidents resulting in serious injury or death.

Her final tour of duty saw her heading up the largest, most complex investigation ever carried out by the Service Police, which included the strategic management of over 130 Investigators, specialists and intelligence analysts all dedicated to one case. During her career she has gained a wealth of experience dealing with welfare, administration and career management of personnel at all levels from Section Commander to Company Commander. This included appraisal writing, formal career interviews and identifying professional and personal development opportunities.

Moira joined HJS Personnel Services in 2016 and undertakes work as an employment expert in cases involving Armed Forces personnel.



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