



EMPLOYMENT REHABILITATION AND CONSULTANCY SERVICES

Peter Macfarlane

BA (Hons) Modern History

MA Defence Studies

Joint Services Command and Staff College – advanced course graduate

Peter Macfarlane served in the British Army for 25 years as a Cavalry Officer in the Royal Dragoon Guards and its predecessor regiment, the 5th Royal Inniskilling Dragoon Guards. He served in the United Kingdom and overseas and saw active service in the first Gulf War, Northern Ireland, the Former Yugoslavia and Iraq.

Much of his career was spent in personnel management, including three tours at the Army Personnel Centre. These roles included: managing the appointment process for staff college graduates, managing junior officer staff promotion and staff appointments; and managing brigadiers' careers. In regimental appointments at troop, squadron and second in command level he was responsible for the career management of soldiers. This involved producing appraisal reports, providing career advice and participating in promotion boards. He therefore has extensive knowledge and experience of all aspects of Army career management, including role descriptions, appraisal reports, career structures, the appointment and promotion board process, advising soldiers and officers and engaging with employers.

His final role in the Army was in workforce planning, managing the requirements of the Royal Armoured Corps during a period of restructuring following the 2010 Strategic Defence and Security Review, which resulted in redundancies from 2011-2014. After leaving the Army he worked in an interim consultancy role researching for plc level and public sector bids. Since 2015 he has been a member of the management team of Winchester Cathedral, with a range of responsibilities including board secretary, project and event management and external engagement. He joined HJS Personnel Services in 2021.



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