



**Brittany Brathwaite** is the Head of Human Resources with Montrose Limited, with responsibility for all divisions of the group of over one thousand team members, including Ocean Hotels Barbados Limited. Having joined the group in in 2019, she has driven the strategic and operational elements of the Human Resources product and worked alongside Senior Management colleagues to strengthen all pillars of human resources across the group, digitize systems and process and continue to develop knowledgeable and skilled team members. She is also practicing Management and

Regional Labour Policy consultant, rendering services to firms across the Eastern Caribbean and a former Labour Management Advisor with the Barbados Employers' Confederation. She holds a Masters in Human Resources from the University of Liverpool, a Bachelor of Science in Labour and Employment Relations from the University of the West Indies Cave Hill Campus, has achieved a level 4 Caribbean Vocational Qualification in Assessment & Internal Verification and is a certified trainer through the and Technical and Vocational Education and Training (TVET) Council of Barbados, additionally she is a Certified Knowledge Manager with the KM Institute of Washington DC. She is also a recent graduate of the International Training Centre of the International Labour Organization (ITCILO) Labour Law E- Academy and MNE Declaration Academy.

Having been elected as the youngest President in the history of the Human Resources Management Association of Barbados in 2019, she drove the growth of the organization both Nationally and Regionally during and post the impact of the COVID19 pandemic, she was elected for two consecutive terms and gracefully demitted office in March 2022 having increased membership by over 20% since her initial election. Brittany has contributed to multiple National and Regional Labour policies, notably, participating in the re-write of the National Human Resources Strategy of Barbados as nominated by the Minister of Labour, Social Partnership Relations and the Third Sector. She is also currently involved as Regional Labour lead with the United National Funded "Spotlight Initiative" which has resulted in the development of a regional joint policy on combatting Gender Based Violence in the workplace and is being utilized by Employer Organizations across the region to strengthen employers' capacity to proactively treat to the same. Following the launch of the policy in Barbados, she drove the adoption of the policy across twenty five (25) large employers in Barbados and twelve (12) regionally. Notably, implementation continues across the region through her policy and training interventions.

She has been an active member of the People Development Committee of the Caribbean Hotel and Tourism Association (CHTA), recently working with the

Chairman of the committee to develop and relaunch the regional mentorship initiative for budding tourism professionals and serves as a Tourism Representative within the Caribbean Society of Human Resources Practitioners (CSHRP).

Brittany also functioned as National Project Officer with the Caribbean Employers' Confederation, charged with overseeing the execution of the International Labour Organization (ILO) / European Union (EU) EDF 10TH Chapter Project; participating territories included but not limited to Haiti, St Vincent and the Grenadines, Grenada and Antigua and Barbuda. Brittany is well versed in facilitation across territories and has further been continuously utilized by the Cave Hill School of Business, Barbados Institute of Management and Productivity and several other tertiary level institutions to facilitate short- and long-term courses on Industrial Relations, Monitoring and Evaluation and Project Management, Strategic Human Resources and Labour Law.

Having also successfully collaborated on three cycles of the Inter-American development Bank (IADB) Funded project, namely, The Competency Based Training Fund which resulted in the training and certification of over five-hundred persons across, three large organizations in Barbados. Training areas included Executive Management, Project Management and several Caribbean Vocational Qualifications. Brittany was engaged to develop curricula which would ultimately become National Vocational Qualifications, for the aforementioned project and other project, having been trained in curriculum development and technical writing by the TVET Council. Further to her extensive involvement in this National Initiative, Brittany was invited to facilitate the Keynote address at the National Graduation of the CBTV EU Funded project. She has leveraged these skills to develop the Ocean Hotel's Learning Academy which has mapped employee's skills to specific tier levels and educational and skills levels, leading to a robust talent management program and ultimately creating a bedrock for skill gap closure and consistent career development for team members.

Brittany has also completed courses in Global Labour Law, Industrial Relations, Management of Business Member Organizations, Multi-National Enterprises and Development, Diversity and International Labour Standards with the International Training Centre of the International Labour Organization (ITCILO) in Turin, Italy. Further, she was one of the two representatives chosen from the Caribbean to attend The International Organization of Employers' Global Employers' Young Professionals Academy, 2017 in Madrid, Spain

Brittany is former member of the Wages Council of Barbados, appointed by the Minister of Labour and Social Security and a former member of the National Human Resources Development Council of Barbados.