



**RESILIENCE
& FLOOD RISK**

WORKING AT RAB

Nicola Hemming

Principal Resilience Consultant

Joined the RAB Team:

2nd June 2009 as an Assistant Consultant.

Academic background:

Undergraduate Degree in Geography
from the University of Birmingham (2:1)

MSc in Emergency Planning and Management
from Coventry University (Distinction)

My current role as Principal Resilience Consultant:

I lead and manage the Emergency Management team within Resilience, which involves making sure we have the right resources working on the right projects at the right times, as well as supporting our staff to train and develop their skills and capabilities. I manage frameworks, build and nurture our customer networks, look for marketing opportunities and make sure I have the most up to date knowledge of our sector.

On top of this I deliver project work for a wide variety of customers, usually in business change, project management, training or exercising, and I cover for team members across all our projects should they become unavailable.

Previous roles and career progression at RAB:

I started my career with a couple of years in IT recruitment. I realised this wasn't for me, heard about RAB and thought it sounded like the perfect company to suit the skills and interests I'd developed during my Geography degree. In fact I was so keen to work for RAB that I called Russell up and offered to work for him for free to get my foot in the door!

The approach worked and I began working as an Assistant Consultant in June 2009 (fortunately Russell did pay me!). Since then I have worked my way up from Assistant to Consultant, Senior Advisor and now Principal Consultant within the Resilience team.

Why I enjoy working @ RAB:

There is a great team spirit and working environment at RAB. Everyone is incredibly supportive and I feel very proud to work here.

I also love the variety of projects we get involved in across the Resilience Team. This has included:

- Improving preparedness in the health sector in Trinidad and Tobago
- Redeveloping flood response procedures in New Zealand
- Implementing the UK's most ambitious public sector Net Zero programme



My recent promotion brings an increased business focus, which includes spending more of my time working on the sector rather than in it!

Best project or experience to date:

Passing my master's degree with distinction was a real highlight. RAB have always supported my professional development and allowed me to complete my masters in conjunction with work duties.

I also love the feeling after a major exercise has gone well and everyone is happy with their response, when people I manage pass their probation and begin to shine, and working on projects with outcomes that will make a real and clear difference to our environment.

Future career ambitions:

I have recently been promoted to Principal Consultant, and so all of my focus is on delivering the new responsibilities for the Resilience Team and RAB. Hopefully I will continue to develop in this sector and my career will continue in conjunction with RAB.

"I find RAB to be a very supportive employer which invests in its employees. I greatly value the flexibility work provides in allowing me to attend personal appointments where these cannot be moved to outside of normal work hours. I have an excellent working relationship with my line manager which is one of the many reasons why I enjoy working at RAB."

Quote from RAB Internal Staff Survey 2022

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