

Ema Mendes Martins – Chief People & Culture Officer

Ema brings over 15 years of extensive experience in Human Resources, spanning both the private and education sectors. She began her HR career at John Lewis, progressing from Recruitment Coordinator to various HR roles across retail stores and the company's head office. Her time at John Lewis honed her skills in talent acquisition, employee relations, and HR operations.

After 13 years at John Lewis, Ema transitioned to the education sector as the Personal Assistant/HR manager to the Headteacher of an “Outstanding” London secondary school. There, she led the HR function, providing strategic and operational support to the Senior Leadership Team. She played a key role in managing complex HR matters, streamlining processes, and driving continuous improvements to enhance organisational efficiency.

In 2017, Ema completed her Level 5 CIPD qualification in HR Management while balancing full-time work and family life, reinforcing her expertise and commitment to professional development.

Now serving as the Chief People and Culture Officer at LDE UTC, Ema is dedicated to creating a positive, inclusive workplace culture, fostering staff development, and aligning HR strategies with the organisation's broader mission and values.