



Philomena Gray
HR Director, Live Nations

Philomena has worked in the HR arena for approx 18 years, with the last six of those spent as HR Director at Live Nation (formerly Clear Channel Entertainment). Live Nation is the largest producer of live concerts worldwide with a global platform that annually stages 26,000 events connecting 60 million fans and artists.

In her current role, Philomena has overall responsibility for all the company's people issues and part of this is to oversee the payroll function. She was instrumental in the decision to outsource the in-house payroll function to a fully managed bureau provider and believes that this provider operates as an extension of the in-house HR function, supporting the business in delivering its overall strategic objectives.

Prior to her current role, Philomena spent the rest of her HR career in a number of both operational and specialist fields within HBOS (formerly Halifax plc).

The dynamics and diversities of the two roles are where Philomena has proven her ability to adapt, and change management is now second nature with her current business steadily growing through major acquisitions.