

Knowes HA – Senior staff CV

Name	Pierre De Fence
Post held at Knowes HA	Director
Qualifications held	MBA, MCIQB, HNC
Date commenced at Knowes	1998
Description of present duties	Responsible for Corporate Governance, Compliance, Performance Management, Staff Management, Business Planning and General Management of the Organisation.

Employment history:-

Organisation	From:-	To:-	Post held and description of duties
Knowes	2007	Present	Director
Knowes	1998	2007	Technical Manager
Scottish Homes / Communities Scotland	1989	1998	Regional Technical Manager
Greater Glasgow Health Board	1980	1989	Estates Officer, Estates Manager