GINA JARDINE

Major Career Roles

Chief Human Resources Officer, CRH plc
Chief Human Resources Officer, Kinross Gold Corporation
Vice President Human Resources, Rio Tinto

Other Career Highlights

Chair, Women in Mining UK
Non-Executive Director, Forterra plc
Vice President HR, Linfox

Gina Jardine has over 30 years of global experience across automotive, telecoms, logistics, mining and construction materials. She has held Chief People Officer roles in FTSE 50 and TSX 50 organisations, with responsibility not only for people and culture but also safety, sustainability and community portfolios.

She began her career in Australia in the automotive, telecoms and logistics sectors before joining Rio Tinto, where she held a series of senior HR roles and relocated to the UK. She subsequently moved to Canada as Chief HR Officer at Kinross Gold Corporation, broadening her experience across North American markets and large-scale, capital-intensive operations. Her executive career culminated at CRH plc in the UK, where she served as Chief HR Officer for a business with more than 70,000 employees and annual revenues of over £25 billion, supporting global growth, integration and cultural evolution.

Gina retired from her executive career in 2023 and now holds a portfolio of leadership roles. She is Chair of Women in Mining UK, championing greater gender equity and inclusion across the sector, having built her career in predominantly male-dominated industries. She also serves as Independent Designated Non-Executive Director on the board of FTSE-listed Forterra plc and as Independent Non-Executive Director of Resolute Mining Ltd.

Gina brings deep cross-sector expertise in:

- People, culture & organisation – leading global HR, safety, sustainability and community agendas across complex, multi-business, capital-intensive organisations.
- Board-level succession & leadership development – working with boards and CEOs on succession planning, executive team effectiveness and leadership bench strength.
- Mining, industrials & heavy industry – operating in regulated, male-dominated environments with significant operational, safety and stakeholder complexity.
- Inclusion, equity & diversity – championing practical, systemic approaches to equity and inclusion, with a particular focus on advancing women in technical and heavy industries.

Gina has worked closely with boards on CEO succession, executive team development and wider leadership pipelines, and is a trusted adviser to senior leaders navigating complex, multi-stakeholder environments. She offers a safe, non-judgemental space where leaders can be honest about their ambitions and the challenges that may be limiting their progress. Her work focuses on deepening self-awareness, sharpening personal impact and building on strengths, while also surfacing blind spots and unhelpful patterns.