

Kare: Senior HR Business Partner (Grade VI) **(<https://www.activelink.ie/node/108605>)**



Senior HR Business Partner (Grade VI)

Full-Time – 35 hours per week, Permanent Contract

Location: Central Services Offices, Newbridge

Are you ready to lead and innovate in HR?

At KARE, we are committed to fostering a workplace where our mission, vision, and values are at the forefront of everything we do. We are looking for a passionate Senior Human Resources Business Partner to join our team and drive people-centric strategies that make a real impact.

As a Senior Human Resources Business Partner, working with the HR manager, you will play a pivotal role in developing and implementing HR initiatives that support our organisational goals. You will be responsible for enhancing our HR systems, fostering a positive work culture, and driving excellence in HRM—all while leading and mentoring a dedicated HR team.

About You:

To apply you must have the following:

- A third level qualification in human resources
- A minimum of five years' experience working in human resources
- Previous team management experience
- A full driver's licence and access to your own vehicle
- A comprehensive knowledge of Irish employment law
- Experience in leading change initiatives
- Proven ability to build and maintain effective collaborative working relationships with internal and external stakeholders
- Excellent presentation and communication skills
- Computer literate with competency in MS Office
- Excellent report writing skills

It is desirable that you have:

- Experience of the not-for-profit sector
- CIPD membership

The Key Responsibilities of the Role are:

- Transform HR Systems & Processes: Design and implement innovative HR systems aligned with our mission and values.
- Foster a Thriving Culture: Promote continuous improvement, staff development, and retention strategies.
- Enhance Communication: Facilitate effective two-way communication, ensuring a positive and collaborative work

environment.

- Drive Performance Management: Oversee recruitment, support line managers with performance and disciplinary processes, and address HR issues promptly.
- Champion Employee Relations: Conduct employee investigations, deliver HR training programs, and collaborate on staff induction and training.
- Optimize HR Information Systems: Manage and develop HR systems to improve information recording and reporting.
- Stay up to date with Legislation: Keep updated on employment laws and best practices.
- Lead and Develop the HR Team: Inspire, mentor, and develop a team of HR professionals to achieve departmental goals.

Additional Responsibilities

- Employee Engagement: Implement initiatives to boost engagement and satisfaction.
- Succession Planning: Develop succession plans to ensure a robust talent pipeline.
- Compensation & Benefits: Provide guidance on compensation strategies and benefits administration.
- Workforce Planning: Assist in aligning talent needs with business goals.
- Health & Well-being: Promote employee well-being programs.
- Diversity & Inclusion: Support initiatives to foster a diverse and inclusive workplace.
- Change Management: Lead and support HR change initiatives

Join Us

If you are ready to take on a dynamic role that offers both challenge and reward, we invite you to apply. Become a key player in shaping our organization's future and fostering a supportive, innovative workplace.

Informal enquires to **Austin O'Sullivan – HR Manager (087 407 4206 (tel:0874074206))**. Salary is paid in accordance with the Dept of Health Consolidated Salary Scale Grade VI. The successful candidate will be required to provide satisfactory Garda vetting and references.

How to Apply

Please submit a copy of your current CV and cover letter, outlining your suitability for the role via [irishJobs.ie](https://www.irishjobs.ie) (<https://www.irishjobs.ie/job/senior-hr-business-partner/kare-job102688025>)

Closing date for applications is 27th June 2024.

What We Offer

- Working Week - 35 hour working week Monday to Friday (flexible start and finish times available)
- Competitive Salary: €54,548 - €66,642 DOE (HSE Scale Grade VI). Subject to annual increments and public sector pay awards.
- Defined Contribution Pension: Employer contributes 7% of salary
- 32 Days Annual Leave
- Paid Sick Leave: 3 months full and 3 months half pay subject to service
- Optional Critical Illness Cover: Paid sick leave extended to 6 months full and 6 months half pay
- Life Insurance Cover: 3 times salary
- Professional Development: Opportunities for ongoing learning and development.
- Hybrid and Flexible Working Options
- Family Friendly Leave
- Employee Assistance Programme
- Supportive Environment: A positive workplace culture that values your contributions.

About Kare

Kare is an innovative and progressive voluntary organisation, committed to providing an individualised service based on best practice to over 400 children and adults with intellectual disabilities and their families. Since 1967 Kare has developed and grown to provide a full range of high-quality services in Mid/South Kildare, East Offaly, and West Wicklow. Kare is an Equal Opportunities Employer committed to staff training and development.

Our Values: Respect, Rights, Collaboration, Quality, Person Centred

**Region**

Newbridge, Co Kildare

Date Entered/Updated

30th May, 2024

Expiry Date

27th Jun, 2024

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