



Role: Talent Acquisition Manager
Area: Ervia Business Services
Sub-Area: HR Transaction Services
Location: Cork

Duration: Permanent **Salary:** Competitive **Ref:** 037S19

Ervia is a commercial semi-state company which provides strategic national gas and water infrastructure and services in Ireland. Through our regulated business, Gas Networks Ireland, we build and operate one of the most modern and safe gas networks in the world. In 2014, we took responsibility for the operation and maintenance of Ireland's water and wastewater assets through our other regulated business Irish Water. Ervia directly employs over 1,600 people who deliver services to 1.6 million customers daily. We are guardians of the national assets and experts in our field. Our infrastructure supports economic and social development, protects the environment and enhances the health and quality of life of the Irish people.

The Role:

Reporting to the HR Transaction Services Manager, the Talent Acquisition Manager will direct a team of Talent Acquisition Specialists to ensure business capability is maintained and delivery of business objectives are achieved through timely and suitable appointment of both permanent and temporary resources.

The Talent Acquisition Manager will be responsible for managing the internal and external recruitment for Ervia whilst driving a positive candidate experience throughout the recruitment lifecycle. They will develop key relationships with Senior Management, HR People Partners and the wider HR Community to understand talent acquisition needs.

They will oversee the provision of key recruitment KPIs and identify areas of development across the recruitment lifecycle.

Duties and Responsibilities:

- Responsible for operationalising business units resourcing plans to ensure business capability is maintained and delivery of business objectives are achieved through timely and suitable appointment of both permanent and temporary resources.
- Partner with Senior Management, People Partners and the wider HR community to understand and identify talent acquisition needs and opportunities to facilitate strong inter-business relationships.
- Manage a team of TA Specialists to drive efficient service delivery and quality outputs.
- Develop and utilise direct sourcing strategies and define innovative solutions to ensure consistent results and high quality candidates for both standard and difficult to fill roles.
- Drive the development of a recruitment statistics tracking and reporting system to facilitate the production of regular, accurate KPI's/ analytics and provision of meaningful interpretation to the Business.
- Analyse recruitment trends and costs across business units, identifying areas for improvement and development.
- Develop and execute best-in-class practices for end to end candidate experience inclusive of sourcing, screening, interviewing, selection and on-boarding.
- Contribute to the development and promotion of Ervia as an employer of choice via promotional campaigns, sourcing strategies, career days and liaison with academic institutions.
- Responsible for the management and recruitment of the Intern and Summer Student programme for Ervia.

- Input to the implementation of a recruitment framework / panel for Ervia.
- Drive a continuous improvement focus within the Talent Acquisition team to enhance the quality of talent and reduce the time required to fill open positions.
- Ensure all Talent Acquisition activity within the span of control of the TA team is consistent and compliant with relevant Recruitment Processes.
- Act as an SME for all Recruitment related initiatives.
- Manage outsourced recruiting and hiring agencies, resources and budget.
- Escalate risks and issues to the HR Transaction Services Manager as appropriate.
- Other duties as required.

Knowledge, Skills and Experience:

- Relevant third level qualification
- Minimum of 5 - 7 years general HR Operations experience
- A minimum of 4 years' experience at managing the recruitment life cycle across a number of departments with roles at varying levels.
- Membership of the CIPD is desirable.
- Proven ability to create and develop good working relationships, both internally and externally.
- Demonstrate excellent analytical skills through solution-driven problem solving.
- Significant experience in working through organisational change in an emerging organisation.
- Ability to demonstrate excellent influencing & negotiation skills.
- Advance skills in MS Word, Excel and PowerPoint to deliver reports and progress updates to management.
- Excellent verbal and written communication skills.

The closing date for receipt of applications for this vacancy is the 21st March 2019

Applications, including a current Curriculum Vitae should be emailed to: recruit@ervia.ie

Please include the Reference Number for this Role when making an application