



Role: HR People Partner
Area: Gas Networks Ireland
Sub-Area: Human Resources
Location: Dublin

Duration: Specific Purpose **Salary:** Competitive

Ref: 112N19

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.

Background:

The Human Resources team within Gas Networks Ireland provides day to day support, advice and assistance to the Gas Networks business across a myriad of areas including talent and performance management, employee relations, people partnering support and employee engagement.

The Role:

Reporting to the Senior HR People Partner, the HR People Partner is the first point of contact to offer advice, support and guidance on all HR related issues to all levels of management and employee population.

Duties and Responsibilities:

- Responsible for the provision of HR support to the assigned business across a wide range of functions, including talent management, organisational design, succession planning, performance management, occupational health, manpower planning, recruitment, on & off boarding and employee relations
- Acting within a team of HR People Partners as a HR support to the business
- Developing deep knowledge of the business area which is being supported
- Drawing on experience, research and best practice to provide solutions for the Business Unit specifics
- Driving the ER/IR Strategy through the business
- Formulating and providing business colleagues with Monthly reports and metrics
- Assist in the delivery of reward initiatives to the business
- Proactively undertaking review of HR documentation, policies and processes
- Developing and promoting new and existing HR policies
- Providing HR support in relation to the on-boarding and exiting of employees
- Supporting recruitment, learning and development and all aspects of headcount planning
- Working with the Occupational Health Department and other areas in relation to occupational health matters
- Advising Management on organisation and departmental structures, role design and change management
- Supporting various organisational change initiatives
- Inputting to the development and implementation of best practice HR initiatives and processes
- Other duties as required from time to time.

Knowledge, Skills and Experience:

- Relevant 3rd level qualification in Business/Commerce related discipline, ideally HR
- 3 to 5 years general business experience is essential in a HR/Related role
- Member of the CIPD is desirable
- Experience of dealing with ER/IR issues
- Proven ability to create and develop good working relationships to facilitate the accomplishment of work goals, coupled with the ability to gain commitment from others
- Experience with identifying improvement opportunities, generating ideas and implementing solutions
- Have excellent analytical skills and be able to identify and analyse problems and potential improvements, and propose and implement solutions
- Knowledge of compensation and benefits is preferred
- Proactively identifying new areas of learning and using newly gained knowledge and skill on the job
- Ability to set own high standards of performance and delivering desired results
- You will have a clear communication style and will be able to influence others effectively
- You will be a natural collaborator seeking out opportunities to share knowledge and improve results
- Excellent consultative, strategic thinking, problem solving and interpersonal skills are essential for this role.

The closing date for receipt of applications for this vacancy is the 13th September 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