

Adare Human Resource Management

- Leading Experts in Employment Law, Industrial Relations and best practice Human Resource Management in Ireland

Title: Organisational Development Consultant

Who we are:

Established in 2003, we are one of Ireland's best-known and respected providers of Employment Law, Industrial Relations (IR) and best practice Human Resource Management.

With offices in Dublin, Shannon and Cork, Adare Human Resource Management is an Irish Company with a unique knowledge of the needs of Irish business - with experienced & knowledgeable experts dedicated to excellence. We have an extensive client base working across the private, public and not-for-profit sectors.

When it comes to HR and people management, our experience has shown us that as no one solution is right for every Organisation, we need to work closely with each and every client to design a tailored solution for them. We are a forward thinking and progressive consultancy and assist and advise Organisations on how to manage their individual people management challenges and offer a range of solutions varying from assistance in ensuring compliance with employment legislation through to implementation of best practice HR solutions to enable organisational change.

Our Consultants are all experienced HR and Employment Law professionals who bring a range of cross sectoral experience to the clients that we work with.

The Opportunity

Aligned to our growth strategy and further to our successful appointments of a number of experienced consultants to our team already in 2021, we are now looking to further expand our team. We are looking to recruit an experienced and ambitious HR Practitioner with Strategic HR / Organisational Development expertise to join our consulting practice.

Working as a Consultant within our experienced team, the role of **Organisational Development Consultant** will support a number of strategic HR projects and initiatives focusing on HR priorities and challenges with clients across a variety of sectors.

Why Adare Human Resource Management?

- We are a leading, progressive and expanding professional services Company with excellent career development opportunities.
- As an integral part of the business, the role of the Organisational Development Consultant works alongside a talented team of Consultants.
- This hands-on position offers a career opportunity for a dynamic and passionate professional looking to thrive in a busy and challenging work environment.

Location: Blackrock, Co Dublin & offsite at client bases as required (blended and flexible working).

Job Status: Permanent, Full Time

Reporting to: HR and Employment Law Manager and dotted line reporting to the Consulting Practice Manager

Reward: Leading Market Salary; Performance Bonus; Health Insurance; Educational Supports; Career Development Opportunities; Flexible Working Hours; 27+ annual and company leave days

Job Responsibilities:

HR & People Strategy

- Support the development and implementation of HR & People Strategies through engagement with relevant stakeholders and alignment to organisational/ business strategy.
- Contribute to Strategic HR Management, aligning to the HR agenda and business strategy.
- Talent management to assess and support workforce planning.
- Support the development and implementation of talent management processes to attract and retain a skilled workforce and provide continuous engagement and development of key employees.
- Develop the people engagement agenda to further embed the people strategy and address any employee relations/industrial relations challenges.
- Identify and build on the employee value proposition through strategic organisational and human resource processes (total reward, recruitment and onboarding, performance management).
- Delivery of intelligent workforce metrics to inform decision making processes leading to better understanding of the organisation needs and capabilities.
- Proactively manage and influence key relationships that impact the client experience.

Organisational Development & Change

- Proactively support change management projects, delivery and execution across a range of sectors.
- Support the preparation and implementation of principles and structures to align to change processes.
- Working with key stakeholders', devise and implement initiatives to align to the needs and priorities of the client ensuring the legislative and regulatory requirements and organisational objectives are met.
- Develop and support the implementation of employee and organisational improvements.
- Support the workforce planning process through identification, strategizing and overcoming emerging workforce challenges.
- Develop and support the implementation of learning and development frameworks.
- Develop, implement and support succession plans in the course of overall workforce plans to ensure the correct skills and experience and talent management is in place to support the future plans of organisational strategy.
- Influencing and engaging senior managers, building strong relationships.
- Implementation of process improvement, continuous excellence practices, and methodologies.

HR / Employment Law Advice and Support & Client Management

- Proactively supporting clients through the provision of strategic HR support from a value-add approach.
- In conjunction with or supporting Senior HR, IR and Employment Law Consultants on a variety of human resources consulting work for key clients in line with a pre-agreed proposal, budget and timeframes.
- Supporting and/or delivering key HR training programmes.
- Providing advice / guidance on a broad range of HR issues.

Internal

- Work closely with the Consulting Practice Manager, HR and Employment Law Manager and Business Development team to identify new HR & Employment law needs of existing and new clients.
- Support individual Consulting team members in relation to client / project related HR & employment law queries and challenges, in an outcome focused manner.
- Propose innovative ways to improve the HR and Employment Law offering for the purposes of the client experience.
- Attend and participate in HR & Employment law events for the company and with identified key Strategic Partners to the business, to build and deliver upon our annual plans.

The successful candidate will need the following qualifications, experience and skills to meet the demands of the role:

Qualifications

- CIPD qualification
- A primary degree, preferably in Human Resources
- OD qualification or equivalent professional knowledge gained through experience working as an OD specialist and/ or HR Advisor / Business Partner.

Experience

- Experience in Organisational Development and Change Management projects.
- Knowledge and experience of Strategic HR initiatives (development and implementation)
- At least 7 years relevant HR Experience within a busy HR environment or HR consulting practice.
- Exposure to a broad range of HR issues.

Skills

- **Excellence**
Committed to understanding, delivering, exceeding and taking accountability for our work and our client needs, by demonstrating true ownership, personal accountability and consistently delivering an excellent experience.
- **Relationships**
Committed to building and enhancing trust within all our relationships, colleagues and clients.
- **Drive**
Committed to driving with ambition and accountability, our professional development and our business growth, embracing challenges and change, with Adare pride and fostering a culture of continuous improvement.

Full clean driving license, access to a car and ability to travel.

This position offers a unique career opportunity for a dynamic and passionate professional looking to thrive in a busy and challenging work environment.

The role requires ongoing learning and development in terms of keeping abreast of HR and People Management trends, which is encouraged and supported by the Company.

Please email cover letter and C.V. to Sarah Fagan, Consulting Practice Manager, sfagan@adarehrm.ie

Adare Human Resource Management is an Equal Opportunities Employer

Closing Date for Applications is 5pm May 12th, 2021.