



**Irish Life**

Irish Life, one of Ireland's largest financial institutions with a presence across a range of financial services markets in Ireland and Europe is seeking to recruit on both a permanent and temporary basis an HR Business Partner at managerial level.

Irish Life, part of the Great-West Lifeco Group of companies is one of the worlds leading life assurance organisations.

The company which is currently going through a period of rapid change, manufactures and retails a wide range of financial products for the individual and corporate markets and is the leader in many of the sectors in which it operates.

## **HR Manager Business Partners**

Permanent

Based in Lower Abbey Street, Dublin 1.

### **The Job:**

The HR Manager - Business Partners will in accordance with HR Strategy deliver and manage a broad range of HR issues across the Group, in support of the objectives of the assigned business areas. In addition the role will have a significant focus on Employee Relations issues.

### **The Person**

The successful applicant will ideally hold a third level qualification in HR or a suitable alternative qualification. A proven background in ER together with a comprehensive knowledge of employment legislation is essential. The successful candidate will be required to represent the Company at third party institutions e.g. Rights Commissioner, Employment Appeals Tribunal and Equality Tribunal.

*The successful individual will have excellent communication skills, the ability to manage complex HR and ER issues and deliver successful outcomes in a collaborative manner. A knowledge of German would be an advantage although not essential as training will be provided.*

## **HR Manager Business Partners**

Contract 3-6 months

Based in Lower Abbey Street, Dublin 1.

### **The Job:**

This role is required for a period of 3 to 6 months to assist with the significant integration programme within the Irish Life Group. The HR Manager - Business Partners will in accordance with HR Strategy deliver and manage a broad range of HR issues across the Group, in support of the objectives of the assigned business areas. In addition the role will have a significant focus on Employee Relations issues.

### **The Person**

The successful applicant will ideally hold a third level qualification in HR or a suitable alternative qualification. A proven background in ER together with a comprehensive knowledge of employment legislation is essential. Experience in project management is essential.

*The successful individual will have excellent communication skills, the ability to manage complex HR and ER issues and deliver successful outcomes in a collaborative manner.*

### **Principal Accountabilities**

- Responsibility for Employee Relations issues to assigned business area within the Group
- Oversee the effective management and implementation of disciplinary, grievance and dignity at work cases as they arise
- Ensure all HR matters are dealt with consistently and in line with employment law and Company policy
- Provide a dedicated Business Partner service to assigned business area
- Leading on HR initiatives in the business
- Driving the performance management agenda in a consistent and effective manner
- Ensure that HR practices are aligned with and supportive of business performance.
- Leading and contributing to HR projects as they arise
- Provide coaching support to members of the management team in assigned business areas, advising on a wide-range of people-management issues

Previous experience working in financial services is not a requirement.

The following key competencies are critical for success in each of the roles:-

- Problem Solving & Decision Making
- Leadership
- Building & Maintaining Relationships including Communication & Influencing skills
- Risk & Control & Regulatory Environment
- Drive for Results

**Application Process:** If you are interested in these positions please apply via [www.jobs.ie](http://www.jobs.ie). Please search for hr/recruitment and complete the application form enclosing your CV. Closing date for this job is Friday 7 Nov 2014.

Irish Life Group Limited reserves the right to select a shortlist from the applications received. The selection process employed will be at the discretion of the Group.

Irish Life Group Limited supports Equal Opportunity and is supervised by the Central Bank of Ireland.