



The CRC delivers a range of services to children and adults with disabilities both nationally and locally through our centers in Dublin, Limerick and Waterford and our Outreach Services. The mission of the CRC is that by working together we make a positive difference to the lives of people with disabilities, their families and carers. Our vision is that people with disabilities achieve their potential and live full lives as equal and valued citizens.

The Opportunity: **Head of People and Engagement**
Full-Time, Permanent 35-hour week Monday to Friday

Location: **CRC, Clontarf**

The purpose of this role is to lead the strategy, operational planning and managing, of the Human Resources operations, activities, programmes, and employees. This will be achieved through alignment of processes that will improve the employee experience through the HR lifecycle while maximising technology and systems enablement. As a key member of the senior leadership team the Head of People & Engagement will demonstrate a professional and engaging style to facilitate effective communications and relationships with colleagues across the organisation. The position requires a collaborative and supportive approach to the development of services and processes, embracing continuous quality improvement and the implementation of changes necessary to achieve organisational objectives and alignment.

With the launch of our strategy in 2022, changes are required in the HR function to support the delivery of the strategy and this new role is a critical component to support that change.

Applicants must meet the following criteria:

- Relevant professional qualifications to Degree and or Masters level
- 7-10 years HR experience operating at senior level
- Strong leadership and management experience
- Excellent communication and interpersonal skills
- Experience designing and implementing HR & Organisation Development Strategy
- Strong industrial relations and employee relations experience
- Demonstrable experience in the implementation and use of HR Technologies
- Evidenced change management experience
- Evidenced results driven
- Demonstratable quality and risk management experience

Desirable Requirements:

- Sectoral Experience

Informal enquiries to Alison McCallion, Chief Executive Officer Tel (01) 8542316.

Department of Health Salary Scale, Clerical Grade VIII applies, (€75,420 - € 90,965).

Applicants must submit a CV and cover letter to demonstrate how they meet the required skills, competencies, and knowledge for the post. Please forward a letter of application quoting reference number CRC76/23 with full CV to the CRC Human Resources Department by email to recruit@crc.ie or, through Irish Jobs or, Public Jobs.

Applications must be received on or before 5 pm, on 22nd September 2023. Interviews will take place on the 28th of September 2023.

Data Protection: Please refer to [crc job applicant privacy notice.pdf](#) to learn more about how we handle your personal data and the rights that you have during the recruitment cycle.

