

## Role Specification

<b>Title of Position:</b>	Strategic HR Partner - Engagement
<b>Grade:</b>	7
<b>Unit:</b>	People
<b>Reporting to:</b>	People Manager - Engagement
<b>Office:</b>	SOLAS
<b>Location:</b>	Block 1, Castleforbes House, Castleforbes Road, Dublin 1
<b>Reference:</b>	303

### **The Role**

Reporting directly to the People Manager-Engagement, the Strategic HR Partner for Engagement will act as an enabler of change, will assist in establishing sustainable organisational effectiveness by ensuring that SOLAS has a highly performing, engaged and enthusiastic workforce, committed to progressing a culture of trust, respect, innovation and delivery.

### **Key Responsibilities:**

#### ***Leadership***

- Develop strategies with leaders for improved collaboration and communication within teams to influence necessary change
- Support and coach leaders to identify their communication needs within their teams to develop high team performance
- Consult and facilitate solution focus practice with leaders
- Act as coach for process improvement initiatives using varying tools and methodologies

#### ***Learning and Development***

- Establish a learning and development system that will address organisational learning and training needs for:
  - Senior Leadership
  - Management
  - Unit
  - Individual
- Assist employees in the development of appropriate work habits, behaviours, and attitudes in line with the mission, vision and values of the organisation.

#### ***Employee Engagement, Enthusiasm and Wellbeing***

- Continually monitor strategic and cultural trends within the organisation and develop a measurement system to benchmark for improvement.
- Develop and deliver on initiatives that engage and encourage enthusiastic participation of employees across the organisation.
- Assist in embedding and temperature checking organisational values
- Oversee the development of a robust wellbeing process
- Oversee the implementation and continuous improvement of the Onboarding Process
- Continuously improve and develop the Corporate Social Responsibility commitment of the organisation
- Attend internal and external stakeholder meetings to provide subject matter expertise
- Model appropriate behaviour to staff in line with the mission, vision, and values of SOLAS

## **Education**

### ***Minimum***

- Third level or equivalent relevant qualification

### ***Preferred***

- Post-graduate qualification in a related field
- Strong knowledge in quality standards methodology

## **Experience**

### ***Minimum***

- At least 3 years' experience and knowledge in evolving and/or complex organisations

### ***Preferred***

- 3-5 years' experience and knowledge of the organisational development function within an evolving and/or complex organisation

### ***Plus***

- Excellent leadership, negotiation and influencing skills with the ability to motivate, challenge and engage individuals and teams
- Proven ability in relating effectively with a diverse range of people internal and external to the organisation, including government departments, Board members and staff representatives
- Proven capacity in multi-tasking, meeting deadlines, creativity in planning and problem solving
- Excellent written and spoken communication skills, as well as a working familiarity with information technology