

**Senior HR Executive**

**Competition Information Booklet**

Please read carefully

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| **Position:** Senior HR Executive  **Grade:** Higher Executive Officer  **Directorate:** Finance and Corporate Services  **Reporting to:**  Head of Human Resources  **Location:** Haymarket House, Smithfield, Dublin 7 with a blended working  model.  **Starting salary:** €57,122  Closing date for receipt of completed applications:  **12pm (noon) on Friday, 1st November 2024**  **Contact: ntacareers@rsmireland.ie** |

The National Transport Authority is committed to a policy of equal opportunity.

**Overview of the National Transport Authority**

The National Transport Authority (NTA) is a statutory body established by the Minister for Transport on 1 December 2009.

At national level, the Authority has responsibility for securing the provision of public passenger land transport services, including subsidised bus and rail and light rail services. The Authority also licenses public bus passenger services delivered by private operators and has responsibility for the regulation of the small public service vehicle (SPSV) industry (taxis, hackneys and limousines). Other areas of responsibility include the State’s rural transport programme, integrated information systems for public transport customers, management of the Integrated Ticketing Scheme for Ireland (the Leap Card system), and regulation of vehicle clamping.

Within the Greater Dublin Area (GDA) the Authority carries additional responsibilities including:

* Strategic planning of transport;
* Development of an integrated, accessible public transport network;
* Promoting cycling and walking;
* Provision of public transport infrastructure generally including light rail, metro and heavy rail; and
* Effective management of traffic and transport demand.

The GDA includes the local authority areas of Dublin City, Fingal, Dún Laoghaire-Rathdown, South Dublin, Kildare, Meath and Wicklow.

The Authority’s Capital Investment Programme includes an exciting and challenging range of projects and programmes for development and delivery over the coming years. These include mega-projects such as MetroLink, BusConnects Dublin and the DART+ Programme, together with numerous other major projects/programmes in the heavy rail area, light rail area, bus infrastructure and public transport fleet, in addition to a large portfolio of projects in the active travel area. Along with other initiatives in the areas of micro-mobility, transport technology and climate adaption, there are stimulating and rewarding opportunities to make a real contribution to enhancing Ireland’s overall transport system.

Further information on the Authority is available on its website [www.nationaltransport.ie](http://www.nationaltransport.ie)

The National Transport Authority wishes to recruit a suitably experienced and qualified individual to the role of Senior HR Executive. Successful candidates may be placed on a panel from which future vacancies may be filled.

**Role and Responsibilities**

The National Transport Authority wishes to recruit a suitably qualified and experienced HR professional to join a busy and dynamic HR team to support a fast paced growing organisation. The successful candidate will have demonstrable broad experience across all areas of HR with suitable recent experience working in a busy HR team. The successful individual must have excellent communication and influencing skills, the ability to prioritise and manage a busy workload with conflicting deadlines and must possess very strong attention to detail.

Below is a sample list of what is required of a Senior HR Executive:

**Performance Management and Development**

* Support managers and employees through the probation process for all new employees of the Authority, ensuring full compliance with the procedures;
* Drive the Performance Management and Development process (PMAD) for all employees of the Authority ensuring 100% compliance;
* Deliver annual training on PMAD to both to employees and managers and provide ongoing support to achieve full compliance; and
* Extract the learning and development requirements from the PMAD process to ensure there is a development plan for every employee.

**Employee Relations**

* Assist the Head of HR with ER issues as required; and
* Support and guide managers and staff through problem solving procedures and policies.

**Recruitment and Onboarding**

* Support the recruitment process through all stages from drafting role specs and providing administrative support to chairing recruitment selection panels;
* Support the onboarding process for all incoming personnel ensuring full compliance with our procedures;
* Conduct the induction process for all incoming personnel;
* Gather feedback on recruitment and develop reporting to support continuous improvement and best practice; and
* Prepare recruitment reports for the Head of HR and Executive Team.

**Policies and Procedures**

* Responsible for developing, promoting, updating and reviewing all HR policies and procedures in line with best practice and ensuring compliance with legislation and Circulars;
* Provide guidance and support in line with prevailing legislation, Circulars and policy to line managers within the Authority;
* Deliver regular training on policies and procedures on a regular schedule to employees and management;
* Monitor the effectiveness of current policies, guidelines and procedures, recommending improvements where appropriate including compliance with new legislation and Circulars; and
* Ensure the full suite of HR policies and procedures is kept up to date and reviewed annually or as required.

**Operations**

* Ensure all personnel files are maintained and up to date in the HRIS Strandum;
* Manage the purchase orders for HR related vendors to ensure timely payments and avoid late payment penalties;
* Conduct exit interviews with outgoing employees on their experiences within the Authority with a view to continuous improvement; and
* Any other duties as delegated by the Head of Human Resources.

**Workforce Planning**

* Assist the Head of HR with headcount planning to ensure the Authority has the right people in place to deliver on the NTA programme of work; and
* Support the business units with the development and implementation of succession planning.

**Learning and Development**

* Deliver internal training courses as required;
* Deliver training on policies and procedures;
* Source and schedule appropriate training as required; and
* Analyse training evaluation feedback forms.

**Compensation and Benefits**

* Support on payroll inputs for the Authority including increment management, deductions and benefit administration, attending payroll/HR meetings; and
* Support the team with the annual pension benefit statements.

**Data Analytics and Reporting**

* Draft reports for the Head of HR and the Executive team;
* Contribute to the continuous improvement of HR support services across the organisation by using data analytics to identify improvement opportunities in areas such as EDI, L&D and recruitment and retention; and
* Produce weekly, monthly and ad hoc management information reports for the Head of HR and Senior Management, including but not limited to EDI, Wellbeing, headcount, recruitment, salary and absence reporting.

**Equality, Diversity and Inclusion (EDI)**

* Support in the delivery of the EDI Strategy for the NTA;
* Support on the implementation of new policies under EDI; and
* Prepare and deliver presentations and workshops to staff, stakeholders and partners.

**Note:** The functions and responsibilities initially assigned to the position is based on the current organisational requirements and may be changed from time to time. The person appointed requires the flexibility to fulfil other roles and responsibilities at a similar level within the Authority.

**Essential Criteria**

**Please note: In order to satisfy the shortlisting panel that you meet these criteria you must explicitly reference how you meet same in your application. Failure to demonstrate these may prevent your application progressing to future shortlisting stages.**

Each candidate must meet the following requirements at the time of the competition closing:

1. Hold a minimum of an NFQ Level 7 in Human Resources, Business, Law or equivalent;
2. Have at least five years recent satisfactory experience working in a busy HR department to include at least one years’ recent satisfactory employee relations experience and at least one years’ satisfactory experience in the management of a Performance Management & Development System;
3. Demonstrable experience in recruitment and interviewing;
4. Ability to prioritise and manage a busy workload with conflicting deadlines;
5. Excellent communication skills both written and oral with good report writing skills;
6. Advanced Microsoft skills – Word, Powerpoint, Excel and Teams, with an aptitude for new systems;
7. Strong attention to detail; and
8. CIPD qualified.

**Desirable Criteria**

**Please note: Should further shortlisting be required after essential criteria above, a selection of the following may be assessed.**

The ideal candidate will also:

1. Experience with Strandum and Clockwise HR systems;
2. Demonstrable experience of coaching and mentoring;
3. Demonstrable experience in Learning and Development;
4. Demonstrable Equality, Diversity & Inclusion experience; and
5. Experience of public sector HR policies, procedures and circulars.

**Remuneration**

**Salary Grade: Higher Executive Officer**

**Salary Scale: €57,122, €58,791, €60,459, €62,124, €63,796, €65,460, €67,129, €69,537 (LSI 1) 7 €71,939 (LSI 2)**

**Personal Pension Contribution (PPC) rate.** This salary is payable to an individual who is required to make a personal pension contribution (PPC) to their main pension (in general those persons whose initial appointment to the Public Service is on or after 6th April 1995).

**€54,404, €55,974, €57,541, €59,122, €60,704, €62,299, €63,881, €66,160 (LSI 1), €68,446 (LSI 2)**

**Non Personal Pension Contribution (non-PPC) rate.** This salary is payable to an individual who is not required to make a personal pension contribution (PPC) to their main pension scheme.

**Annual Leave:** 29 days per annum. This leave is on the basis of a five day week and is exclusive of the usual public holidays.

**Note:**

* entry will be at point 1 of the scale and will not be subject to negotiation;
* different pay and conditions may apply if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant;
* the rate of remuneration may be adjusted from time to time in line with Government pay policy.

**Contract:** Permanent Contract

**Probation:** There is a 6 month probationary period which may at the discretion of the CEO be extended to 10 months.

**Selection Process**

Prior to completing your application please read the Important Candidate Information Booklet on our careers page here: [www.nationaltransport.ie/about-us/careers](https://www.nationaltransport.ie/about-us/careers/)

**How to Apply**

Please submit your application in one single word document or PDF referencing the title of the role you wish to apply for in the subject of the email to **ntacareers@rsmireland.ie** with the following:

1. A comprehensive cover letteroutlining why you wish to be considered for the post and where you believe your skills and experience meet the requirements for the role of Senior HR Executive; and
2. A comprehensive CV (not to exceed 3 pages).

Please note that omission of any or part of the 2 requested documents, as set out above, will render the application incomplete. Incomplete applications will not be considered for the next stage of the selection process.

**Closing Date**

**The closing date and time for applications is strictly 12pm (noon) on Friday 1st November 2024. Applications received after the specified deadline cannot be accepted.**

If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please email **ntacareers@rsmireland.ie.**

**Senior HR Executive- Key Competencies**

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| **Team Leadership** | Works with the team to facilitate high performance, developing clear and realistic objectives and addressing and performance issues if they arise |
| Provides clear information and advice as to what is required of the |
| Strives to develop and implement new ways of working effectively to meet objectives |
| Leads the team by example, coaching and supporting individuals as required |
| team Places high importance on staff development, training and maximising skills & capacity of team |
|  | Is flexible and willing to adapt, positively contributing to the implementation of change |
| **Judgement, Analysis & Decision Making** | Gathers and analyses information from relevant sources, whether financial, numerical or otherwise weighing up a range of critical factors |
| Takes account of any broader issues, agendas, sensitivities and related implications when making decisions |
| Uses previous knowledge and experience in order to guide decisions |
| Uses judgement to make sound decisions with a well-reasoned rationale and stands by these |
| Puts forward solutions to address problems |
| **Management & Delivery of Results** | Takes responsibility and is accountable for the delivery of agreed objectives |
| Successfully manages a range of different projects and work activities at the same time |
| Structures and organises their own and others work effectively |
| Is logical and pragmatic in approach, delivering the best possible results with the resources available |
| Delegates work effectively, providing clear information and evidence as to what is required |
| Proactively identifies areas for improvement and develops practical suggestions for their implementation |
| Demonstrates enthusiasm for new developments/changing work practices and strives to implement these |
| Applies appropriate systems/ processes to enable quality checking of all activities and outputs |
| Practices and promotes a strong focus on delivering high quality customer service, for internal and external customers |
| **Interpersonal & Communication Skills** | Builds and maintains contact with colleagues and other stakeholders to assist in performing role |
| Acts as an effective link between staff and senior management |
| Encourages open and constructive discussions around work issues |
| Projects conviction, gaining buy-in by outlining relevant information and selling the benefits |
| Treats others with diplomacy, tact, courtesy and respect, even in challenging circumstances |
| Presents information clearly, concisely and confidently when speaking and in writing |
| Collaborates and supports colleagues to achieve organisational goals |
| **Specialist Knowledge, Expertise and Self Development** | Has a clear understanding of the roles, objectives and targets of self and team and how they fit into the work of the unit and Department/ Organisation and effectively communicates this to others |
| Has high levels of expertise and broad Public Sector knowledge relevant to his/her area of work |
| Focuses on self development, striving to improve performance |
| **Drive & Commitment to Public Service Values** | Strives to perform at a high level, investing significant energy to achieve agreed objectives |
| Demonstrates resilience in the face of challenging circumstances and high demands |
| Is personally trustworthy and can be relied upon |
| Ensures that customers are at the heart of all services provided |
| Upholds high standards of honesty, ethics and integrity |