



Company Details Confidential



#JOB-2391192



D22 North City Business Park, Finglas, Co.

Dublin, D11 PE02



No of positions : 1



Paid Position



39 hours per week



34000.00 Euro Annually



12/05/2025



09/06/2025

How to apply

Application Method :

Not available



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online



HR Generalist

Application Details

In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid employment permit. Please review the [Eligibility and requirements for an employment permit](#) if you are unsure of your eligibility to apply for this vacancy.

Job Description

Established in 1998, Alltec Fibre Limited has been a leading provider of comprehensive Project Management, Installation, and Testing solutions tailored to the needs of large-scale Telecommunication and Optical Fibre Networks. Over the years, we have proudly collaborated with many of the largest hyper-scale internet companies, solidifying our reputation in the industry.

Since 2010, Alltec has played a pivotal role in the Data Centre roll-out across Europe, showcasing our expertise and commitment to innovation. Our dedication to excellence has allowed us to develop and maintain strong, lasting relationships with our customers, ensuring that we meet their evolving needs with precision and reliability. At Alltec, we are passionate about driving progress and look forward to continuing our journey of growth and collaboration.

We are looking for a HR Generalist to join our team. This role is onsite and based in our Dublin office. You will be responsible for the strategic workforce planning initiatives to support multi-country operations across Ireland, the EU, and the Middle East.

Job Description:

- Design and implement strategic workforce planning initiatives to support multi-country operations across Ireland, the EU, and the Middle East, aligning talent strategy with business growth.
- Drive organisational change management during cross-border expansion, mergers, or restructuring projects, ensuring minimal disruption and maximum engagement.
- Oversee employee relations and industrial relations compliance in jurisdictions with differing labour laws, including Ireland, the UK, Germany, and the UAE.
- Develop and manage end-to-end talent management programs, including succession planning, high-potential employee identification, and leadership development initiatives.
- Advise senior leadership on employment law implications, risk mitigation, and policy adherence across Alltec's international locations.
- Design compensation and benefits strategies that are locally compliant, competitive, and tailored to

technical roles like fibre engineers, project managers, and test technicians.

Key Requirements:

- Bachelor's degree in Human Resources, Business Administration, Industrial Relations, or related field.
- Demonstrated ability to manage HR functions in multi-site or international environments, particularly across Ireland, the EU, and the Middle East.
- Proven success in handling complex employee relations issues, investigations, and disciplinary procedures while maintaining cross-cultural sensitivity.
- Strong understanding of Irish employment legislation, GDPR compliance, and working time regulations; familiarity with EU directives and UAE labour laws is advantageous.
- **Sector:** information and communication

Career Level

- Executive

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 1
- **Minimum Qualification:** Level 9 (incl Post Graduate & Diploma & Master Degree)

(Desirable)

- **Ability Skills:** Communications, Interpersonal Skills
- **Competency Skills:** Problem Solving, Teamwork, Time Management
- **Specialising In:** attention to detail; communication; decision making; multitasking; organizational skills