



Cpl Solutions Ltd



#JOB-2408791



Nova atria North, Blackthorn Road, Dublin 18,  
D18 F5X2



No of positions : 1



Paid Position



40 hours per week



38000.00 Euro Annually



25/08/2025



22/09/2025

## How to apply

### Application Method :

Not available



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## Workplace Health and Wellbeing Specialist

### 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

The Workplace Health & Wellbeing Specialist supports the design, delivery, and evaluation of proactive wellbeing programmes across a high-volume trust and safety operation. This role plays a vital part in driving a culture of psychological safety and resilience. The role is non-clinical but people-facing and focused on prevention, health promotion, and early support pathways in the workplace.

This role works closely with management to drive wellbeing results within the organization. The successful candidate will be accountable for promoting a culture of wellbeing within the organization, delivering presentations, logging and analyzing psychological wellbeing data, developing and implementing wellbeing initiatives and strategies to increase resilience, and work closely with stakeholders to ensure a safe and supportive environment for all employees.

#### Minimum Criteria:

- Completed or ongoing Bachelor's degree/qualification in Psychology, Human Resources, Public Health, or a related field.
- 1+ years of experience in a similar wellbeing, HR, or administrative role

#### Responsibilities

- Report on the design, delivery and evaluation of the employee well-being initiatives and strategy.
- Deliver presentations and awareness campaigns focused on mental health, resilience, and psychological safety.
- Apply strong data analysis and organizational skills to monitor psychological and health-related wellbeing trends, producing weekly reports and insights to inform client decision-making and wellbeing strategy.
- Identify potential risks or issues and proactively drive communication with stakeholders for mitigation and corrective action.
- Collaborate in health and wellbeing audits and risk assessments.
- Act as a point of contact for wellbeing-related queries, supporting early intervention, and signposting across the business where needed.
- Coordinate with internal and external stakeholders to ensure a consistent wellbeing experience

across teams.

- Promote inclusion, psychological health, and positive team culture through the development of ongoing programmes, initiatives, training and campaigns.

- Ensure documentation and reporting is kept up to date for internal and client review.

Essential Competencies:

- Excellent presentation and communication skills, able to engage diverse audiences.

- Understanding of the client community, service providers, workplace wellbeing principles and their application, and passion to create an exceptional experience and provide outstanding support.

- Strong organizational and data analysis skills, with the ability to use data to inform decision-making.

- High emotional intelligence, and a commitment to promoting a safe, inclusive, and wellbeing-focused workplace culture.

- Able to work independently and collaboratively; able to manage multiple projects simultaneously and execute decision with judgment and discretion.

- Team player able to work with various stakeholders, incl. the ability to share ideas and handle conflicting points of view.

- **Sector:** administrative and support service activities

### **Career Level**

- Experienced [Non-Managerial]