



Sodexo Ireland



#JOB-2423088



Ireland,



No of positions : 1



Paid Position



39 hours per week



60000.00-75000.00 Euro Annually



02/12/2025



30/12/2025

How to apply

Application Method :

Please apply to the vacancy by the following means:

URL :

<https://www.sodexojobs.co.uk/jobs/job/HRBP/151319>



Open your camera
app & point here
to view this ad
online



Regional HR Business Partner

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

Regional HR Business Partner – Republic of Ireland

Location: Flexible, Republic of Ireland

Contract: Full Time, Permanent

Salary: €60,000 to € 75,000

About the Role

We're looking for a passionate and commercially minded Regional HR Business Partner to join our HR team. This is a key leadership role, partnering closely with business leaders and regional directors to deliver strategic HR initiatives that drive people performance, engagement, and growth across the organisation.

You'll play a pivotal role in shaping the people strategy, supporting business development, and ensuring that our HR community delivers meaningful impact. Acting as a trusted advisor, you'll coach and support leadership teams, strengthen employee and industrial relations, and deliver innovative HR solutions that align with both our business goals and client expectations.

What You'll Do

Partner with business and regional leadership to design and execute people strategies that enhance performance and growth.

Lead proactive and effective Employee and Industrial Relations (ER/IR) initiatives, maintaining strong relationships with employees, representatives, and trade unions.

Develop and deliver the People Plan, ensuring alignment with strategic objectives.

Drive talent management, succession planning, and workforce development to build a strong leadership pipeline.

Lead organisational change, supporting business transformation and cultural evolution.

Support HR bid management and contribute to client retention and business growth.

Ensure compliance, governance, and best practice across all HR processes.

What You'll Bring

Degree or equivalent qualification in HR or related field.

Significant generalist HR experience, ideally in a complex, matrixed organisation.

Proven expertise in Employee and Industrial Relations, including union engagement and dispute resolution.

Strong business and commercial acumen, with the ability to influence senior stakeholders.

Experience in talent management, change management, and organisational design.

Excellent communication, coaching, and facilitation skills.

A proactive, collaborative, and solutions-focused approach.

Why Sodexo?:

Working with Sodexo is more than a job; it's a chance to be part of something greater.

Belong in a company and team that values you for you.

Act with purpose and have an impact through your everyday actions.

Thrive in your own way.

We also offer a range of perks, rewards and benefits for our colleagues and their families:

Unlimited access to an online platform offering wellbeing support

An extensive Employee Assistance Programme to help with everyday issues or life's larger problems, including legal and financial advice, support with work or personal issues impacting your wellbeing

Access to a 24hr virtual GP Service

Sodexo Discounts Scheme, offering great deals 24/7 across popular high street retailers (also open to friends and family)

Save for your future by becoming a member of the Pension Plan

- **Sector:** other service activities

Career Level

- Experienced [Non-Managerial]

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 1

- **Minimum Qualification:** Level 7 (incl Diploma & Ordinary Bachelor Degree) **OR** Degree or equivalent qualification in HR or related field

(Desirable)
- **Ability Skills:** Communications, Interpersonal Skills
- **Competency Skills:** Management, Priority Planning, Problem Solving