



Company Details Confidential



#JOB-2466144



BENEAVIN HOUSE, , Beneavin Road,
Glasnevin, Dublin 11, D11 F576



No of positions : 1



Paid Position



39 hours per week



34009.00 Euro Annually



27/08/2026



24/09/2026

How to apply

Application Method :

Not available



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Workforce Planner

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

Beneavin House Nursing Home, Beneavin Road, Glasnevin, Dublin 11, D11 F576, part of emeis Ireland have a vacancy for a Workforce Planner to join their team on a full time basis of 39 hours per week for a salary of €34,009 per year.

Job Responsibilities

- 1.Design and lead short and workforce planning frameworks aligned with nursing homes strategies, budget cycles, occupancy forecasts, and care-quality objectives.
- 2.Identify workforce risks and opportunities related to staffing capacity (agency staff vs permanent staff), clinical capability, productivity, retention, succession planning, and continuity of care for residents
- 3.Lead organisation and workforce design initiatives, including role clarity, spans and layers analysis, and optimisation of care delivery models.
- 4.Advise leadership team on strategic staffing frameworks, workforce structure, skill-mix optimisation, and scalability considerations to support organisational growth, service development, and changes in resident acuity or demand.
- 5.Establish and maintain workforce metrics and governance standards, including turnover, agency usage, absenteeism, overtime, training compliance, and staff-to-resident ratios.
- 6.Provide evidence-based strategic guidance on workforce deployment frameworks and resourcing models, including permanent, flexible, and contingent workforce approaches, excluding any involvement in day-to-day scheduling, rostering, or operational staffing decisions.
7. Ensure workforce planning activities comply with HIQA regulations, clinical staffing regulations, safeguarding standards, and internal governance frameworks.
8. Act as a trusted advisor to Nursing Leadership, HR, payroll, and Operations teams.
- 9.Any other duties as required by your line manager.

Requirements

1. Significant experience in workforce planning, organisational design, HR analytics, or people strategy, ideally within nursing homes, healthcare, or

regulated care environments.

2. Strong capability in data analysis, workforce forecasting, and scenario modelling, including staffing ratios, acuity-based planning, and occupancy trends.

3. Proven experience advising senior or executive stakeholders on workforce and staffing decisions in a care or healthcare setting.

4. Experience supporting large-scale transformation or change programmes, such as service redesign, regulatory transitions, or workforce stabilisation initiatives.

5. Strong knowledge of workforce governance, healthcare compliance, labour law, and regulatory requirements relevant to long-term care.

- **Sector:** human health and social work activities

Career Level

- Experienced [Non-Managerial]