



**BIDVEST NOONAN (ROI) LIMITED**



#JOB-2467955



Swords, Co. Dublin,



No of positions : 1



Paid Position



40 hours per week



45000.00 Euro Annually



07/09/2026



05/10/2026

## How to apply

### Application Method :

Not available



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online



## Employee Relations Advisor (ROI)

### 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

#### Key Responsibilities

Provide specialist Employee Relations advice and guidance to managers across the Republic of Ireland, ensuring compliance with Irish employment legislation and company policies.

Manage Employee Relations cases, including disciplinary, grievance, performance, capability and attendance matters, ensuring fair procedures and appropriate case management.

Support and conduct workplace investigations, including matters involving bullying, harassment and discrimination.

Advise managers on complex Employee Relations matters, identifying employment law risks and recommending appropriate solutions.

Support mediation, conflict resolution and other workplace dispute resolution processes.

Provide guidance and support in relation to Workplace Relations Commission matters where required.

Coach and support managers in the effective application of Employee Relations policies and procedures.

Maintain accurate Employee Relations case records and contribute to the development and implementation of HR/ER policies and initiatives.

#### Key Requirements

Relevant qualification in Human Resources, Employment Law, Employee Relations or a related discipline.

Strong knowledge and practical understanding of Irish employment legislation and Employee Relations practices.

Experience managing Employee Relations cases, including disciplinary, grievance, performance and workplace investigations.

Strong communication, interpersonal, analytical and conflict-resolution skills.

Ability to provide clear and practical Employee Relations advice to managers and key stakeholders.

Ability to manage sensitive and complex matters with professionalism, confidentiality and sound

judgement.

#### Why Join Us

Join a people-focused organisation where your work has real impact.

Be part of a diverse team of over 27,000 professionals across the UK and Ireland.

Develop your career within an organisation that values growth, belonging and professional development.

Contribute to our purpose of creating safer and healthier communities today, for tomorrow.

#### Education requirements\*:-

Relevant qualification in Human Resources, Employment Law, Employee Relations or a related discipline.

CIPD Level 5 qualification or equivalent is desirable.

Qualification or professional training in Mediation or Dispute Resolution is desirable.

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

#### Career Level

- Not Required

#### Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 2
- **Minimum Qualification:** Level 6 (incl Higher Advanced Certificate & National Craft Certificate)

(Desirable)

- **Ability Skills:** Analytical, Communications, Computer Literacy, Interpersonal Skills
- **Competency Skills:** Decision Making, Negotiation, Problem Solving, Working on own Initiative