



Company Details Confidential



#JOB-2470952



Unit K, N Ring Business Pk, Swords Road,
Santry, Dublin 9, D09 A2H1



No of positions : 1



Paid Position



40 hours per week



40000.00-45000.00 Euro Annually



18/09/2026



16/10/2026

How to apply

Application Method :

Not available



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People & Culture 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

To act as a strategic People & Culture Business Partner to the business, providing expert advice, guidance, and operational support to ensure that people strategies are fully aligned with business objectives across Camfil Ireland.

The role focuses on driving organisational performance, employee engagement, and a positive workplace culture, while ensuring compliance with employment legislation and Camfil Group policies. This includes supporting manufacturing, warehouse, and service operations through effective people management practices.

Role Priorities· Partner with senior leaders to align people strategy with business goals· Support organisational design, workforce planning, and change initiatives· Act as a trusted advisor on people-related matters including performance, engagement, and organisational effectiveness · Contribute to overall business planning and decision-making

Facilitate grievances, disciplinary processes and investigations

Provide advice in line with Irish employment legislation

Mitigate organisational risk through proactive people management practices

Support managers with early intervention and case resolution

Support performance management processes and coaching capability within leadership teams

Support succession planning, talent development and capability building across functions

Report on people metrics (e.g. absence, retention, engagement)

Champion a high-performance, inclusive culture aligned to Camfil values

Ensure recruitment practices are fair, transparent and aligned with business needs

Ensure compliance with Irish employment legislation, GDPR and data protection standards and Camfil policies and procedures

Oversee HR processes including payroll coordination and employee records management

Contribute to group/regional HR initiatives, continuous improvement of HR processes and digital HR

or system enhancements (if applicable)

Act as point of contact for IT requirements for the business
Know-how (Education, Work Experience and Business knowledge)

Bachelor's degree in human resources and ideally CIPD Qualified

2+ years HR experience in a similar environment
Skills (Problem-solving requirements, people skills requirements)

Strong knowledge of Irish employment law and HR best practice

Experience of the HR environment at a strategic and operational level, supporting a growing business

High levels of emotional intelligence, negotiation skills as well as an ability to engage with a variety of stakeholders

Influencing skills and strong people management skills to motivate and inspire others to achieve excellence

Forward thinking, personal impact and credibility

Possess excellent communication and analytical skills with a strong knowledge of employment legislation

Must have the ability to multi-task and make sound decisions in a fast-paced environment

- **Sector:** manufacturing

Career Level

- Professional