



Gilligan Black Recruitment Ltd



#JOB-2473165



Co. Dublin,



No of positions : 1



Paid Position



40 hours per week



60000.00-70000.00 Euro Annually



02/10/2026



30/10/2026

How to apply

Application Method :

Please apply to the vacancy by the following means:

Email : karen.mcgregor@gilliganblack.ie



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



Senior HR Advisor – Employee Relations

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

Senior HR Advisor – Employee Relations

Dublin 9

€60,000–€70,000

An established and growing services organisation is looking to appoint an experienced Senior HR Advisor – Employee Relations to join its HR team. This is a varied and influential role supporting approximately 3,000 employees nationwide, with the opportunity to work closely with senior management and play a key role in managing complex employee relations matters.

Reporting to the Head of HR, the successful candidate will provide expert advice and guidance across all areas of employee relations, employment law and HR policy. This role would suit an experienced HR professional who is confident managing their own caseload, advising managers and working within a unionised environment.

You will manage a varied caseload of employee relations matters, providing practical and commercially focused advice to managers and ensuring cases are progressed and concluded in a timely manner. You will advise on performance and absence management, disciplinary and grievance processes, employment legislation and company policies, including preparing relevant correspondence and documentation. The role will also involve working closely with trade unions, supporting redundancy, temporary layoff and reduction-in-hours processes, and providing advice throughout TUPE processes. You will also assist with Third Party Hearings alongside the organisation's legal team and contribute to the ongoing development and implementation of HR policies, procedures and best practice across the business.

It is expected that you have a degree in Human Resource Management or a related discipline; CIPD qualification is desirable with strong practical knowledge of Irish employment law and employee relations and proven experience managing a broad range of ER and IR cases independently with

previous experience within the services industry is essential and experience working within a unionised environment.

Apply now for immediate consideration

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

Career Level

- Experienced [Non-Managerial]