



SHARERIDGE LIMITED



#JOB-2474076



Cillín Hill, Dublin Road, Leggettsrath, Kilkenny,
Co. Kilkenny,



No of positions : 1



Paid Position



40 hours per week



37000.00-42000.00 Euro Annually



09/10/2026



06/11/2026

How to apply

Application Method :

Please apply to the vacancy by the following means:

Email : recruitment@shareridge.ie



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



Talent Acquisition Specialist

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

Role: Talent Acquisition Specialist

Location: Kilkenny

Hours of work: 08:00 – 17:00

Pay: €37,000 onwards per year

Shareridge is a leading civil engineering company delivering critical infrastructure across Ireland.

Due to exceptional company growth across Ireland Shareridge requires a Talent Acquisition Specialist to join the team.

Roles & Responsibilities:

As Talent Acquisition Specialist you will be responsible for leading the end-to-end professional recruitment strategy for specialised engineering, ICT, and high-tech technical positions within Shareridge. This role involves acting as a strategic consultant to hiring managers, performing labour market research, designing advanced evaluation metrics, and ensuring compliant onboarding frameworks.

You will source candidates to work on the 21/050 Uisce Éireann (Irish Water) and Shareridge Framework that is providing water and wastewater network services and works throughout Ireland.

The scope of works include:

Core Programmes: Water Network Management, Wastewater Network Management, New Connections, and Growth/Development.

End-to-End Delivery: Designs, site investigations, surveys, statutory approvals, construction works, and project management.

As Talent Acquisition Specialist you will be responsible for:

Strategic Sourcing & Market Research. Conduct detailed research into national and international technical pay differentials, industry talent scarcity, and recruitment trends to optimize pipeline efficiency.

Policy Development & Compliance. Develop, recommend, and refine talent acquisition and industrial relations policies across technical divisions; draft compliant staff workflows and documentation.

Hiring Manager Advisory. Advise senior management on workforce planning, technical skill assessments, matrix-based interviewing, and competitive employment package structures.

End-to-End Recruitment Management. Manage full-lifecycle recruitment for technical, executive, and niche engineering roles, evaluating candidates against specialised structural frameworks.

Employment Legislation Compliance. Maintain strict alignment with Irish employment law, equality legislation, and European economic migration directives regarding candidate placement.

Onboarding & Induction Strategy. Design comprehensive integration programs to maximize new-hire efficiency, technical alignment, and long-term retention.

Required Qualifications & Experience:

Education: Minimum of a Bachelor's degree (NFQ Level 7 or 8) in Human Resource Management, Business Administration, or a relevant discipline.

Experience: 2–4 years of verifiable experience executing full-cycle recruitment specifically within technical industries (e.g., Software, ICT, Construction or Engineering).

Technical Skills: Deep familiarity with technical job architectures, applicant tracking systems (ATS), and quantitative screening methodologies.

If you are an experienced recruiter looking to make an impact in a growing organisation, apply below.

- **Sector:** construction

Career Level

- Experienced [Non-Managerial]

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 2
- **Minimum Qualification:** Level 7 (incl Diploma & Ordinary Bachelor Degree)

(Desirable)

- **Ability Skills:** Computer Literacy, Interpersonal Skills
- **Competency Skills:** Decision Making, Management, Networking, Working on own Initiative