



Glanua



#JOB-2476025



Dublin,



No of positions : 1



Paid Position



39 hours per week



Negotiable



20/10/2026



17/11/2026

How to apply

Application Method :

Please apply to the vacancy by the following means:

Email : recruitment@glanua.com



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



Head of HR Operations

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 Purpose

The Head of HR Operations will lead the delivery and continuous improvement of HR Operations, systems and services for Glanua Globally across Ireland, the UK, Portugal and the USA reporting directly to the Chief People Officer (CPO). The role is based in Ireland, with regular travel to sites and offices across multiple jurisdictions and carries responsibility for every aspect of the employee lifecycle as Glanua continues its ambitious growth journey.

The main purpose of the role is to act as a strategic partner to the CPO and Senior Leadership Team, building a modern, scalable HR function that supports Glanua's growth from a 800+ person organisation into the business it aims to become. This includes shaping talent acquisition, reward, employee relations, learning and development, and organisational design in a way that strengthens culture and performance across a fast-growing, multi-site business.

Working closely with functional and divisional leaders, the Head of HR Operations will be responsible for embedding consistent, best-practice HR policies and processes across the Group, while remaining agile enough to respond to the specific needs of each business unit and jurisdiction.

People leadership is at the heart of this role. The successful candidate will lead a high-performing HR team, and will play a central role in ensuring Glanua continues to be recognised as an employer of choice within the water, wastewater and bio-resources sector.

Essential Criteria

- Degree in Human Resources, Business, or a related discipline; CIPD qualification (or equivalent) is required.
- 10+ years' progressive HR experience, including at least 5 years in a senior HR leadership

role, ideally within engineering, construction, utilities or another fast-growing operational business.

- Proven experience building and leading HR functions across multiple sites and/or jurisdictions, ideally including both Ireland and the UK.
- Strong working knowledge of Irish and UK employment law, and experience managing complex employee relations matters.
- Senior HR leadership experience in a complex, project-based or engineering-led environment (construction, infrastructure, energy, manufacturing or similar).
- Proven experience leading HR Business Partners or senior HR teams.
- Strong track record partnering and influencing senior and executive leaders.
- Deep understanding of workforce planning, organisation design, performance, talent and succession.
- Commercial mindset with a clear link between people decisions and delivery outcomes
- Demonstrated experience partnering with a Senior Leadership Team on strategic workforce planning, organisational design and culture change.
- Track record of leading talent acquisition strategies to support rapid organisational growth.
- **Sector:** administrative and support service activities

Career Level

- Managerial

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 10
- **Minimum Qualification:** Level 10 (incl Doctoral Degree & Higher Doctorate) **OR** Degree in Human Resources, Business, or a related discipline; CIPD qualification (or equivalent) is required.

(Desirable)

- **Ability Skills:** Administration, Communications
- **Competency Skills:** Leadership, Management