



VACANCY

Human Resources Manager

Irish Cement Limited is seeking to recruit a HR Manager to join its team based in our Head Office in Drogheda, Co. Louth and reporting to the HR Director.

Irish Cement Limited is a fully owned subsidiary of CRH plc and has manufactured cement in Ireland for over 85 years. It operates two cement plants, one situated in Platin, Drogheda, Co. Louth and a second in Co. Limerick. Production uses the most advanced, energy-efficient technology to create a range of high-quality cements to the highest Irish and International standards.

Purpose:

The key responsibilities of the position are to provide HR and IR support to the management teams, with a focus on attraction and development of talent and management of the HRIS.

Responsibilities include:

- Provide support to HR & Management teams in both plants with employee and industrial relations issues – including the resolution of Grievances & Disputes
- HRIS: manage and administer the HR, Payroll and T&A systems, Successfactors performance management system
- Responsible for relevant HR reporting and CRH compliance & ethics reporting.
- Manage the annual review process and support payroll
- Attract and Recruit talent in line with strategic priorities
- Empower and develop key talent, including identification of potential career paths
- Management of development programmes:
 - Graduate Programme, Mentoring Programme, Employee Development Programme, Frontline Leadership Programme, International Technical Programme – Cement, the Academy Online
- Co-ordination internal movements & secondments
- Succession Planning
- Promote Employee Engagement and Inclusion & Wellbeing initiatives
- Coordinate internal communication including via employee app
- Promote Community Engagement initiatives

Candidates should ideally possess:

- A minimum of 6/7 years relevant experience in industry.

- A degree or similar qualification in Human Resources/Industrial Relations
- Operational IR and HR experience from a unionised working environment
- Excellent communication and relationship building skills as evidenced by previous work experience.
- A pro-active, self-starter with proven employee engagement skills and business acumen
- A proven track record of driving change and adding value to the overall performance of a previous employer(s).
- Experience with HR & Payroll systems, along with MS Office, Excel & Outlook

This vacancy provides an exciting opportunity for the successful candidate to join the CRH group. CRH is a leading provider of building materials solutions that build, connect and improve our world. Employing 78,500 people at 3,390 operating locations in 28 countries, CRH has market leadership positions in both North America and Europe. As the essential partner for road and critical utility infrastructure, commercial building projects and outdoor living solutions, CRH's unique offering of materials, products and value-added services helps to deliver a more resilient and sustainable built environment. The company is ranked among sector leaders by Environmental, Social and Governance (ESG) rating agencies.

A Fortune 500 company, CRH's shares are listed on the NYSE and LSE. See www.crh.com for more information.

Candidates wishing to be considered for this position can submit a current curriculum vitae before **Friday 13th September 2024** to careers@irishcement.ie using the subject heading "HR Manager".

