

## Head of Talent & Organisational Development

*Reach your career goals with Eirgen Pharma, your future could be here*

Would you like to be part of a company that has the courage, innovation, and capability to improve and enhance patient lives across the globe?

Eirgen was founded in 2005 and since then we have continually grown and now employ over 180 employees at our site in Waterford. Our strengths lie in our capability to rapidly introduce new products and add additional volume to existing products - ensuring supply for new product launches and expanding market opportunities.

What makes us different is that while we continue to grow our business we have still maintained that small company feel to our culture which enables us to ensure that our employees are always front and centre in everything we do. By creating a progressive and dynamic working environment, where hard work and enjoyment aren't mutually exclusive, we have created a high performing, people-centric culture which allows us to work in an environment where the focus is always on ensuring that the patient comes first.

### **About the Job**

Reporting to the Chief Executive Officer (CEO), the Head of Talent and Organisational Development (OD) role will sit on the senior leadership team and will participate and contribute at a strategic level within the business. You will have full responsibility for the Human Resources and L&D function, and will play a key role in leading the HR and talent strategy, championing the people agenda and developing a high-performance culture within Eirgen.

You will be responsible for providing leadership to the organisation on all aspects of HR, organisation development and design, employee engagement, performance management, reward and talent management. You will provide expert HR advice and translate business needs into HR requirements to improve business performance and overall OD.

You will:

- Provide advice and support to the CEO and SLT on all people related matters (employee relations, performance challenges, organisational design, change management etc.).
- Develop and deliver the HR strategy to enable Eirgen's growth strategy.
- Lead the business and guide the SLT on the change journey and ensure all transformation initiatives are developed and implemented in line with Eirgen's values.
- Be responsible for driving a positive work culture across the business.
- Lead the engagement and internal communications strategy for Eirgen, ensuring we are always improving the Eirgen experience for our people
- Lead the HR function and the development of the HR and L&D teams.
- Oversee the recruitment and selection of all key roles, ensuring the 'best fit' talent is hired and high potential talent is sourced.
- Develop Eirgen's employer brand, ensuring a compelling employer proposition both internally and externally that attracts and retains the best talent.
- Be responsible for workforce planning and supporting the business in driving further efficiencies through labour management and resource planning.
- Lead the talent agenda and the identification of training needs and develop & implement appropriate learning interventions to enhance the capability of the teams.

- Champion the organisational development strategy, ensuring a leading career framework is developed and implemented and leadership and people development programmes are implemented.
- Ensure effective Human Resources policies are in place and employee and managers are consulted with.
- Provide advice and coaching support to managers to resolve employee relations and performance management issues. Lead a positive and effective Employee Relations culture to a satisfactory conclusion.
- Be part of the decision making in Eirgen, providing sound judgement and a broader commercial input
- Facilitate and drive ongoing organisational development and design.
- Ensure the SLT are appraised of future people trends and are 'looking ahead' to the workforce of the future.
- Provide effective reporting and insight to the business to enable decisions.
- Understand the key strategic challenges of the company and lead the delivery of the appropriate HR solutions and internal communication strategies to ensure high performance is achieved.

### **Health and Safety**

- Ensure requirements of Eirgen Safety Statement are implemented
- Continuously promote a positive safety culture by leading by example
- Participate as part of site management team into effective running of the business

### **About you**

Qualified to a minimum of degree level with a qualification in Executive Coaching advantageous, you have at least 5 years' Senior HR Leadership experience in a high paced, competitive environment, leading a HR and talent team. Pharma industry, an operational background or wider business experience is desirable.

With HRIS experience, along with knowledge and experience of delivering cultural change and navigating CEO's and SLT's through change and business transformation, you are an effective leader and have managed and motivated teams in the past.

You also have a proven track record as an influencer at senior management level and you are skilled in conflict resolution and facilitation. A strong decision maker with excellent problem-solving skills, you will draw from many other attributes including the ability to form positive relationships and enjoy collaborating and gaining knowledge. Focused on Continuous Improvement you like to identify and initiate process and system changes to their conclusion ensuring delivery of results for the business.

### **Working at Eirgen – What to expect**

At Eirgen, we have developed a diverse, people-centric, high performance culture where people are enabled to achieve their potential.

If you are working at Eirgen, then we think you've got something special. Our employees are high-performing and work as part of a cohesive team, they are dedicated people who are driven to succeed and are rewarded with competitive salaries and an attractive range of benefits including opportunities for career progression and continuing education.

***Apply for the above role by sending your CV to [opportunities@eirgen.com](mailto:opportunities@eirgen.com) including the job title in the subject.***