



Head of Talent (Full Time) Dublin, Ireland.

ABOUT NUTRITICS

Food information is inherently valuable and can unlock new revenue opportunities. In 2013 we started building the next generation of business to business food information software. We now provide our software to thousands of forward-thinking businesses in over 100 countries around the world in foodservice, food manufacturing, healthcare, education and elite sport. The software is used for a range of purposes including recipe and menu management, dietary analysis and meal planning.

As part of our continued growth strategy, we'd like to welcome a Head of Talent to the team. This is a senior role, reporting directly to the CEO & Managing Director.

YOUR MAIN RESPONSIBILITIES WILL INCLUDE:

- Working closely with the management team in the creation and implementation of Talent Acquisition, Development and Workforce Planning Strategies (including Employee onboarding, career development programs and performance management)
- Supporting with the design and implementation of operational processes to achieve business goals and improve our employee and customer experience
- Managing the end-to-end recruitment process for all open roles
- Designing and delivering improvements to both our Employer Brand and Employee Value Proposition
- Analysing current talent and determine talent needs in line with our company goals, employee career and personal development goals
- Supporting managers/employees with career pathing, personal development plans and role optimisation
- Implementation/management of HR policies and procedures
- Maintaining HR compliance across all employee locations
- Driving improvements in Nutritics' ability to attract key talent, in such areas as online presence, candidate experience and employee value proposition
- Designing and executing customised full cycle recruiting plans, from job specification to selection, including liaising with recruitment agencies where necessary
- Finding and engaging active and passive candidates through creative sourcing techniques and strategic talent mapping

THE IDEAL CANDIDATE WILL HAVE

- Experience in managing a team with a strong understanding of talent acquisition, management and development
- Ability to be strategic and tactical when making decisions
- Strong interpersonal and motivational skills including good communication, time management and prioritisation
- Brilliant at influencing employees at all levels to support your strategies

- Familiar with performance management and relevant software
- Experience delivering employee training programmes
- An understanding of employment law
- The ability to work using your own initiative whilst working alongside a team to achieve both personal and team objectives
- Fluent spoken and written English is essential and a second language is desirable
- Proficiency with Microsoft Office

MOST IMPORTANTLY

Being a people-focused Company, it's not just about your talent management skills. We are equally interested in you and your ability to be a team player. Nutritics' core values are real – they are driven by our CEO and are strongly held by everyone working here. These values of Career Fulfilment, Honesty and Integrity, No Ego, Customer First, Excellence, Drive and Personal Commitment allow us to retain and develop excellent staff. We want our team to look forward to coming to work every day and this drives our culture and outlook.

OUR BENEFITS

- 24 days annual leave (33 days including Public Holidays)
- Training & Development Programmes
- Sports and Social Club (with optional subsidised local gym membership)
- The craic ;)

WORKING WITH NUTRITICS GIVES YOU

- An excellent remuneration package
- Unparalleled opportunities to a rewarding & diverse career path
- An experienced technical peer group
- Access to on-going training & development

LOCATION & HOURS OF WORK

Nutritics head office is based in Swords, Dublin where you will be predominantly based. We are very open to remote working and can facilitate this as required. In addition, this role may require international travel from time to time. The office is an 8 minute drive from Dublin airport, and is well connected to Dublin City centre by public transport. The candidate will be expected to work at least a 37.5 hour week. We operate a flexi time policy and on occasion early morning and late evening work will be required to service international markets.

INTERESTED?

Please send your CV and a short covering email letting us know why we'd work well together to careers@nutritics.com