



Candidate Information Booklet

Job Title:	Chief People Officer
Location:	Dublin City Centre
Contract:	Full-Time/Permanent
Responsible To:	Chief Executive Officer

Osborne are delighted to be partnering with Tuath Housing in the recruitment of their **Chief People Officer**. For details of the position and information on how to apply please see details below.

The Organisation

Tuath Housing is a not-for-profit Approved Housing Body, providing long-term, safe, quality Cost Rental and social housing. The organisation currently manages over 16,000 homes, catering to the housing needs of some 40,000 people, and is active in every county throughout Ireland. With a proven track record spanning nearly 25 years, Tuath Housing has established itself as a trusted partner in addressing Ireland's housing needs. Governed by a volunteer Board of Directors with extensive professional expertise, Tuath Housing adheres to the highest standards of governance and regulatory compliance. For more information, visit www.tuathhousing.ie

Why Join Tuath?

Tuath Housing is an award-winning Approved Housing Body committed to making a real difference in people's lives. With significant planned growth and an ambitious strategy for the years ahead, this is a unique opportunity to shape the future of the organisation, its people, and the communities we serve. We offer a supportive environment where innovation, collaboration and development are encouraged and valued.

Tuath is committed to embedding environmental, social and governance (ESG) considerations into every aspect of the business, and to implementing a business plan that emphasises social responsibility throughout our operations. We strongly believe in the importance and value of working in partnership with our many stakeholders to deliver more homes to more people, creating communities across the country. By tracking Tuath's ESG achievements, we can lead the way in making the affordable housing sector in Ireland more sustainable; and by having a positive environmental and social impact Tuath will also deliver better results to our residents, our employees, and the wider community.

The Role

As a key member of the Executive Management Team, the **Chief People Officer** (CPO) will support, guide, and oversee the strategic direction and overall provision of Human Resources and Organisational Development services, policies, and programmes at Tuath Housing. This role will lead the HR function with an employee-centred approach, promoting a positive workplace culture, high standards of productivity, and the continuous development of a skilled and engaged workforce. The CPO will be responsible for developing and embedding people strategies, processes, and metrics that enable the achievement of Tuath's business goals and strategic plan.

Your work will be essential in responding to the workforce challenges and opportunities facing Tuath, ensuring we remain a recognised employer of choice. A key focus will be

on enhancing the wellbeing, safety, and engagement of our staff, while ensuring that tenants remain at the heart of all we do.

Key Responsibilities

Strategic HR Leadership

- Lead the strategic direction of the HR function in alignment with Tuath Housing's strategic plan.
- Provide guidance on organisational design and lead workforce planning and succession planning initiatives.
- Oversee the implementation of appropriate governance to ensure consistency, compliance, and efficiency across all HR activities.
- Develop and embed performance metrics, KPIs, and reporting frameworks to monitor workforce effectiveness and alignment with organisational objectives.
- Champion change management initiatives relating to people and culture, ensuring effective communication, engagement, and implementation.
- Ensure compliance with employment legislation, HR best practices, and internal policies.

Leadership and Department Management

- Lead, motivate, and develop the HR team to ensure high standards of delivery and continuous improvement.
- Champion the use and development of HR Information Systems to support data-led decision-making and administrative efficiency.
- Advise the CEO and Board on key people issues, emerging risks, and strategic HR priorities.

Workforce Planning and Talent Acquisition

- Oversee a responsive and strategic recruitment function that attracts, develops and retains high-calibre staff in line with current and future organisational needs.
- Drive employer branding initiatives that promote Tuath as an inclusive and progressive place to work.
- Develop talent pipelines and lead succession planning strategies for key and hard-to-fill roles.
- Champion inclusive recruitment practices and support initiatives that promote diversity and equal opportunity.

Culture, Engagement and Employee Relations

- Foster a culture of collaboration, accountability, inclusion and continuous improvement across the organisation.
- Develop and implement strategies that enhance employee engagement, motivation and morale, including regular engagement surveys and action planning.

- Support the development and embedding of Tuath’s values and EDI Strategy through employee engagement initiatives and internal communications.
- Lead on wellbeing strategies and mental health support programmes for staff.
- Oversee the organisation’s approach to gender pay gap reporting in line with legislative requirements, and lead initiatives aimed at promoting pay equity and continuous improvement in gender balance across all levels.
- Oversee the management of complex employee relations matters to ensure fair, consistent, and legally compliant outcomes.
- Ensure the timely development, implementation, and review of HR policies and procedures.
- Promote a constructive and positive environment through effective engagement with staff and team leaders.

Learning & Development

- Lead the creation and delivery of a strategic learning and development framework, ensuring staff have access to development opportunities aligned with organisational needs.
- Support leadership and management development to strengthen the organisation’s capacity and capability.

Compensation & Benefits

- Develop and implement fair, transparent, and competitive reward frameworks that are aligned to organisational goals and budgets.
- Review and enhance existing compensation and benefits packages to support staff retention and satisfaction.
- Provide expert advice on pay benchmarking, performance-related pay, and benefits trends.
- Ensure the effective administration of pension and other staff benefit schemes.

Governance, Compliance & Risk

- Ensure compliance with employment legislation, health and safety requirements, and GDPR as it relates to employee data.
- Support risk management by identifying and mitigating people-related risks and ensuring business continuity in relation to workforce matters.
- Represent the organisation in external forums such as WRC hearings where necessary.

Person Specification

Essential Experience & Skills

- Extensive senior leadership experience in a people or HR role, ideally within a growing, mission-driven or regulated organisation.
- Demonstrable experience of leading HR strategy, organisational development and transformational change.

- Strong understanding of employment law, employee relations, and HR best practices in an Irish context.
- A successful track record in influencing executive teams and delivering people strategies that support business objectives.
- Proven ability to lead and develop multidisciplinary HR teams.
- Experience in delivering culture change and workforce engagement strategies.
- Excellent interpersonal, negotiation and influencing skills with a high level of emotional intelligence.
- Strong analytical and problem-solving abilities with a data-driven approach to decision-making.
- Commitment to equality, diversity, and inclusion.

Desirable Experience & Skills

- Experience in the housing, public, non-profit or related sectors.
- Knowledge of the regulatory landscape for Approved Housing Bodies.

Education & Qualifications

- Relevant post-graduate qualification in HR, employment law, or organisational development is an advantage.

Application

Before you proceed you should satisfy yourself that you meet the qualifications & relevant experience criteria for the post as set out in this booklet.

How to apply:

- Please provide a tailored CV highlighting specific details of relevant experience operating at senior leadership level via the link provided at <https://osborne.ie/jobs/47218-chief-people-officer-cpo/>
- All CVs must be submitted in Word format. For security reasons, files sent by email as links to documents in shared cloud-based servers will not be accepted.

Closing Date:

Deadline for application: Please note latest receipt for applications is **Wednesday 7th January at 3pm.**

Any applications received after the closing date and time will not be considered.

Selection Process

The Selection Process may include the following:

Candidates will be shortlisted based on information contained within their application. Shortlisted candidates will be contacted by Osborne recruitment in relation to attending an interview. During any short-listing exercise that may be employed, a board will examine the applications and assess them against pre-determined criteria based on the requirements of the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience within the application based on the competencies set out in this information booklet.

Osborne Recruitment and Tuath Housing are not responsible for any expenses incurred by candidates.

The selection process may include:

- Shortlisting of applications
- A competitive interview based on the essential and desirable criteria as set out in this booklet.
- Presentation to the selection panel
- Any other test or assessment as deemed appropriate including psychometric assessment.

A second or final interview may be required, candidates will be informed following completion of the first round of interviews.

Anticipated Interview Dates:

It is anticipated 1st round interviews will take place during week commencing 26th January 2026.

If invited for interview, the onus is on each applicant to make themselves available on the date(s) specified.

Applications will be reviewed and shortlisted on the merit, skills and experience detailed in the documentation supplied, regardless of gender, age, sexual orientation, civil status, family status, religion, disability, race or membership of the Traveller community.

Reasonable Accommodation:

Any candidate requiring any accommodation for interview or other elements of the selection process should notify Elaine.scilley@osborne.ie so that appropriate arrangements can be made. All information disclosed will be kept confidential.