



AMERICAS ASIA PACIFIC EMEA

Appointment of Chief Officer People, Culture & Equality



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University



Role Overview

The Chief Officer People, Culture and Equality is a member of the Senior Leadership Team (SLT), reporting to the President, with responsibility for the leadership and coordination of shaping the organisation's culture, managing workforce development and to effectively lead human resources and equality initiatives.

Working closely with heads of faculty and functions, the role holder is responsible for multiple areas, including workforce planning optimisation, fostering a positive and inclusive organisational culture, managing workforce development, driving strategic equality initiatives and supporting our people through change. Additionally, the Chief Officer People, Culture and Equality collaborates with stakeholders to enhance employee engagement, promote diversity and inclusion, facilitate organisational development and transformation and support harmonious and productive industrial relations.

As a member of the SLT, the successful candidate will:

- Make a strong personal contribution to a collaborative and collegial leadership approach;
- Contribute to and deliver the strategic plan through collaborative working, across internal and external networks and stakeholders;

- Mentor and develop relevant teams, communicate effectively and strive to continuously improve the service provided for students and staff;
- Uphold and role-model the values of ATU and work to positively impact the University community.

The transition to a Technological University comes with challenges, including the need to integrate different functions and foster collaboration and promote synergies between them. The Chief Officer People, Culture and Equality will be instrumental in aligning HR, EDI, talent management, staff engagement and well-being initiatives to support a positive and inclusive organisational culture across all campuses. ATU has achieved the Athena SWAN Bronze Award and is committed to embedding equality, diversity and inclusion into culture, decision-making and partnerships. The Chief Officer People, Culture and Equality will drive this commitment and lead the growth of this pillar and its functional areas, maximising the use of all available levers.

Functional areas reporting to the Chief Officer People, Culture and Equality include *inter alia*:

- Human Resources - Managing personnel-related functions, systems, policies and procedures to support the Institution's workforce and promote a positive work environment;

Role Overview

- Talent & Development - Identifying, nurturing and enhancing the skills, knowledge and capabilities of faculty and staff;
- Staff Engagement & Wellbeing - Creating a supportive work environment, enhancing job satisfaction and promoting ATU's Healthy Campus work supporting the mental, physical, social and environmental wellbeing of employees;
- Equality, Diversity & Inclusion – Create an environment that values and promotes equity, diversity and inclusion among all members of the campus community, ensuring robust data gathering for workforce diversity and inclusion metrics;
- Prevention of Gender-based Violence & Harassment – Creating a safe and respectful campus environment, promoting awareness and supporting survivors while fostering a culture of accountability and prevention;
- Industrial Relations – Managing industrial relations policies and processes to support constructive engagement with staff, trade unions, and representative bodies, ensuring compliance, effective negotiation, and a collaborative workplace culture.

The role is fundamental in supporting the delivering of ATU's strategic plan and the 5 strategic "Guiding Lights" with significant input into developing themes, such as:

- Transformation for Impact – Cultivating a culture of transformation and wellbeing across the ATU community including supporting initiatives that span both staff and student cohorts, such as the Healthy Campus Charter and Prevention of Gender-Based Violence, advancing into a new era of excellence through a unified vision of "One ATU" and enabled by digitalisation;
- Performance Through Integration – Creating a digitally advanced and interconnected university ecosystem that optimises processes, supports collaboration and enhances health and wellbeing across academic, research and operational realms.
- Staff Development – Overseeing staff learning, development, and professional growth initiatives to build capability, support career progression, and foster a high-performing and engaged team.

This is a unique opportunity to be part of shaping the recently agreed ATU operational design, leading the effective transition to the new structure and embedding the University's commitment to sustainable decision making and an equitable and inclusive culture. This role will also encompass the ongoing development and execution of a new business partner model within the University structure.





Responsibilities

Leadership

- As a member of ATU's SLT, provide strategic leadership across all campuses, contributing to the development and delivery of the University strategy and vision;
- Drive the development and enhancement of a unified ATU culture and identity across academic and professional service areas across all campuses;
- Providing strategic leadership and guidance on people-related matters in support of the University's mission and goals;
- Provide strategic leadership for industrial relations, fostering collaborative and constructive relationships across the institution;
- Champion ATU values through effective role-modelling of behaviours in all interactions and supporting staff to do the same;
- Promote a culture of continuous improvement and lead change initiatives to support ongoing organisational transformation.

Operational Management

- Provide overall leadership, guidance and oversight to the HR function including recruitment, career development, staff engagement, training, leadership development, compensation and benefits to attract, recruit and retain top talent;
- Oversee and provide guidance in aligning, building and implementing HR systems, procedures and policies, where necessary;
- Ensure legal compliance of ATU's HR policies with Irish law and all relevant sector guidance, legislation and codes of conduct;
- Utilise data to inform decision-making and evaluate the effectiveness of HR, culture and change initiatives;
- Implement performance management systems and processes where relevant to set clear expectations, provide feedback and evaluate employee performance;
- Work with the Communications team to effectively communicate and support ATU's vision, mission and values.

People and Culture

- Champion the Equality, Diversity and Inclusion (EDI) agenda, including the implementation of initiatives to promote EDI, such as the Athena SWAN award;
- Develop and implement professional development programmes, training initiatives, and leadership development opportunities to enhance the skills, knowledge and capabilities of university employees;
- Lead on strategies to enhance employee performance and continually challenge the University to improve its culture and enable people development;
- Create programmes and initiatives to enhance staff engagement, satisfaction, staff well-being and address workplace issues and concerns;
- Create a safe and respectful campus environment through the implementation of policies, education and support services, promoting awareness, accountability and a culture of respect and consent to prevent incidents of sexual misconduct;
- Encourage open communication and collaboration among the University's faculties, schools and departments to cultivate an inclusive and open culture;
- Assume the role of lead person on campus, where appropriate and deputise for the President on any/all campuses as required;
- Other duties, as may be reasonably required by the President.





Person Specification

ATU are seeking to appoint a dynamic individual to the role of Chief Officer People, Culture & Equality. The successful candidate must possess a diverse range of qualities to effectively lead human resources, organisational culture and equality initiatives

This individual should possess the ability to thrive in a dynamic transformative and evolving higher education landscape and the flexibility to navigate change and uncertainty. This individual should demonstrate strong leadership abilities, strategic thinking and interpersonal skills to inspire teams and build positive relationships with stakeholders. They should be empathetic, adaptable and have a strategic mindset to address the diverse needs of employees and support the organisation's goals. This candidate should also possess excellent communication skills, be a great collaborator and have a strong passion for promoting equality, diversity and inclusion, ethical integrity and organisational values.

- Extensive experience of HR, including recruitment, workforce planning, staff development and culture change;
- Experience of developing and implementing strategy within varied and complex organisations;
- Experience leading Change Management, facilitating effective people management and organisational development;
- Experience in setting policy or contributing to its creation, implementation and evaluation in a large and complex organisation.

Essential Skills and Experience

Qualification

- Hold a postgraduate qualification.

Leadership

- Leadership in one or more of HR, IR or EDI function, and of effective people management and HR planning in a large and complex environment;
- Proven ability to develop and lead high-performing, cross functional teams;



Person Specification *(cont.)*

Operational Management

- Proven experience of managing financial resources and analysing financials reports including profitability, resource utilisation, and forecasting;
- Demonstrable line management experience in a varied and complex organisation, ideally including site or division management;
- Experience managing or contributing to change in a complex operating environment;
- Strong analytical skills, with the ability to use data to inform decision-making, evaluate the effectiveness of HR, culture and change initiatives, and identify creative opportunities to manage budgets and expenditure effectively.
- Experience driving continuous improvement initiatives;
- Outstanding communication skills with the ability to develop and deliver effective communications including the analysis and presentation of complex data.

People and Culture

- Experience advising and supporting on complex issues related to HR, IR and people management;
- Demonstrable ability to improve employee engagement, wellbeing, motivation and retention through effective people initiatives.
- Strong ability to use staff survey results, feedback and workforce data to identify themes, measure impact and inform action.
- Demonstrable experience in actively promoting equality, diversity and inclusion;
- Proven ability to work collaboratively with trade unions and staff representatives to achieve constructive outcomes and maintain positive industrial relations;
- Highly knowledgeable on HR best practice, processes and systems.

Personal Attributes

- Ability to handle demanding and competing workloads;
- Ability to face challenging situations and consensus build during times of change;
- Strong judgement and decision-making skills both independently and in a collaborative setting;
- Commitment to ATU values.

Desired Skills & Experience

- Background of working in knowledge intensive service organisations, such as higher education or a research performing organisation;
- Membership of appropriate representative and/or professional bodies;
- Experience working across a multi-campus environment;
- Proven project management and problem-solving abilities;
- Understanding of the trends across the national and international higher education sector;
- Demonstrable experience and awareness of sustainability principles and building these into decision making;
- Knowledge of the full student lifecycle, from recruitment to graduation, through to postgraduate;
- Experience of engaging with external stakeholders, both nationally and globally and building and maintaining relationships/partnerships;
- Experience of conducting research or a scholarship in a relevant discipline.

Salary Scale

€169,819 per annum.

Hours of Work

35 hours per week.

Annual Leave

The annual leave entitlement for this post is 30 days per annum.

Pension Entitlements

The successful candidate will be admitted to the appropriate public sector pension scheme.

Nature & Duration of Contract

The appointment will be offered on a fixed term wholetime basis for a period of five years. This contract may be renewed for one further period of up to five years.

Location

Multi-campus coverage, with base location to be agreed.

Equality, Diversity & Inclusion

ATU is committed to being a fully inclusive University which actively recruits, supports and retains staff from all sectors of society. We value diversity as well as celebrate, support and thrive on the contributions of all our employees and the community they represent.

We are proud to be an equal opportunities employer and encourage applications from everybody, regardless of race, sex, ethnicity, religion, nationality, sexual orientation, age, disability, gender identity, marital status/civil partnership, pregnancy and maternity, as well as being open to flexible working practices.

Sustainability

Through its Sustainability for the Future-Vision 2040, ATU is committed to constantly improving sustainability on campus and throughout the university. It is crucial we embed sustainability in all our disciplines, operations and engagements, to achieve a sustainable and healthy planet, both for people and for the natural systems we share our planet with and rely upon.

The successful candidate will be expected to embed sustainability principles throughout their decision making.

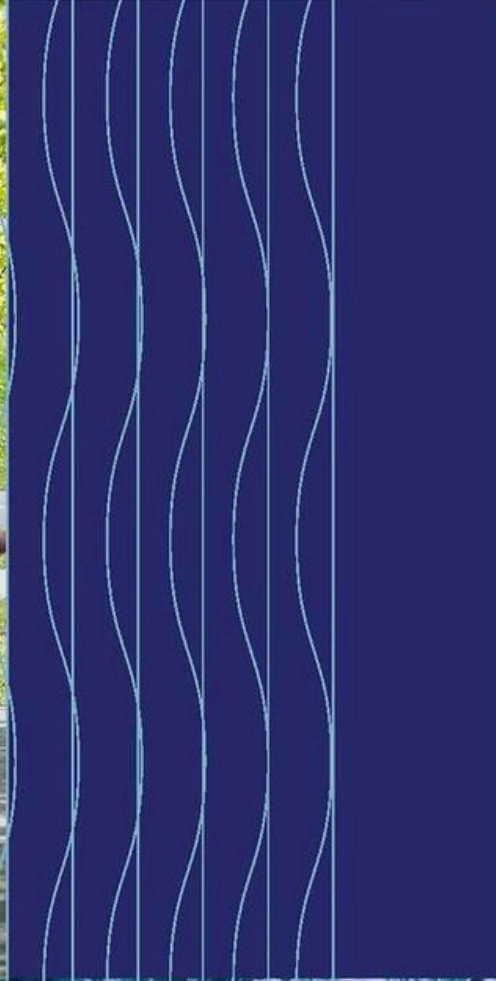
As a member of the senior leadership team, this role is fundamental in driving "Sustainability for the Future", one of ATU's five strategic "Guiding Lights". Our Sustainability for the Future, 2024-2028 strategic objectives are in Governance and Accountability, Climate and Environment Action, Education and Research, and Community and Social Responsibility. This role will have significant input into developing these themes and collaborating across the University community to ensure ATU is recognised as a leader in sustainability and our graduates positively contribute to a more equitable, inclusive future firmly rooted in the respect and protection of our natural world.





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