

## **HR Generalist**

*Human Resources*

### **About Us:**

Redfaire is a growing international technology company headquartered in Limerick, Ireland, helping global organisations modernise their business operations through enterprise technology solutions.

While our core work focuses on Oracle applications and cloud services, our success is driven by our people. Our Human Resources team plays a central role in shaping employee experience, supporting a diverse and highly skilled workforce, and fostering a collaborative, inclusive culture across the organisation.

With offices in Ireland, the UK, and the USA, and as a founding partner of Redfaire International, we work across multiple markets and cultures, offering genuine opportunities to grow in a global organisation.

### **About The Role:**

The HR Generalist will play a key role in delivering high-quality HR support across the full employee lifecycle. This is a hands-on role suited to an energetic, proactive individual who takes ownership, builds strong relationships, and thrives in a fast-paced, international environment

Reporting to the HR Director, you will partner closely with managers and employees across multiple geographies to provide day-to-day HR support, drive best practices, and contribute to strategic HR initiatives. This role is an excellent opportunity for someone who wants to expand their skillset and get actively involved in projects that have a direct impact on business.

We are looking for a motivated and solutions-focused HR professional who takes pride in delivering high standards of work. The successful candidate will be comfortable working independently, managing competing priorities, and taking accountability for outcomes. You will bring energy, attention to detail, and a proactive approach to both day-to-day HR activities and longer-term initiatives.

### **Responsibilities:**

You will work with a range of teams and stakeholders supporting a wide variety of HR processes and initiatives including:

- Act as key point of contact for HR guidance and support for managers and employees.
- Oversight of the end-to-end employee lifecycle, including local and international recruitment, onboarding, compensation and benefits, contract management, and offboarding.
- Own end-to-end recruitment processes, including direct sourcing and international hiring across a wide range of roles, including complex and technical positions.
- Advise and support managers on performance management, disciplinary and grievance matters ensuring best practice and compliance with legislation.
- Produce and analyse HR data and reports to provide insights and support decision-making.
- Support compensation and benefits processes, ensuring alignment with company structures, policies, and relevant employment legislation.

- Drive employee engagement initiatives while maintaining a positive, proactive employee relations environment.
- Contribute to HR projects, audits, process improvements and wider people initiatives.

### **Qualifications, Experience & Skills:**

- Third level qualification in HR or relevant discipline.
- 3-5 years' experience in a HR Generalist, HR Advisor, or similar role, with exposure across the full employee lifecycle.
- Strong understanding of HR best practices and Irish legislation. Knowledge of UK legislation is an advantage.
- Strong interpersonal and stakeholder management skills, with the ability to influence and build credibility. Excellent communication skills are essential (verbal and written).
- Experience working in an international environment and exposure to global recruitment is highly desirable.
- Strong analytical skills, with the ability to interpret HR data and generate insights (HR systems, reporting tools, advanced Excel skills preferred).
- Highly organised with strong attention to detail
- Strong organisational skills with high attention to detail and the ability to manage multiple priorities effectively.

### **What We Offer:**

- Career growth within an expanding global award-winning Oracle Partner recognised for excellence.
- Exposure to international HR practices and a diverse workforce
- Supportive team culture with ongoing training and mentorship.
- Competitive salary and benefits package.
- Hybrid working model (2 days in office / 3 days remote) supporting work-life balance
- Flexible working arrangements to support work-life balance.

Redfaire is an equal opportunities employer. We are committed to building an integrative culture where everyone feels welcomed and supported. Our workplace supports development regardless of gender, civil status, family status, sexual orientation, religion, age, disability, education level, or race.

### **To apply:**

Please send your CV to [careers@redfaire.com](mailto:careers@redfaire.com) with your name and 'HR Generalist' as the subject.