

Role Description – HR Manager (Maternity Cover)

Position Title	HR Manager
Location	Dublin
Summary	Our people are our assets; the HR Manager holds a key position in the company. We need someone who reflects the core values of our organisation: flexibility, care and innovation. This will initially be a 7 month contract with the possibility of it extending to one year.
Position Description	<p>Key responsibilities</p> <ul style="list-style-type: none"> • Work with all levels of management to ensure the HR strategy is actioned. • Analyse compensation and benefits trends in the external market and report to senior management on trends and suggested actions. • Establish, monitor and analyse HR metrics and performance indicators and take appropriate action. • Support the business in driving an integrated Performance Management culture through the use of quarterly reviews and OKRs. • Develop and implement human resources policies, procedures and programmes necessary to ensure key stakeholder engagement and performance. • Provide guidance and support to management on all ER related issues. • Provide advice to managers on talent development, succession planning and reward management. • Responsible for HR legal compliance in each region in which we operate. • Responsible for recruitment and onboarding of all employees in all regions in which Openmind operates. • Responsible for the day to day HR operations, such as payroll, employee benefits administration, visa issues.
Experience Required	<ul style="list-style-type: none"> • Master’s Degree in HR • CIPD Qualified • 10 year’s experience in a HR Business Partner role within a

	<p>progressive, fast paced environment.</p> <ul style="list-style-type: none">• Experience dealing with performance, grievance and disciplinary issues.• Experience working in HR in other regions outside of Ireland• Excellent knowledge of Irish employment law• Excellent communication and interpersonal skills
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About Openmind Networks

In 2003, founders Alex Duncan, Brian Kelly and Billy Shekleton left behind the leading SMSC vendor in the world of that time and created Openmind Networks.

Since, then, Openmind has strongly emerged as the fastest growing vendor in its market, with a single powerful mobile platform that now offers multiple communication services to all market segments within the Telecoms industry.

Each day, the platform delivers over 1 Billion Messages worldwide.

Customers include mobile network operators, inter-carrier operators and global giants in social media. The platform, known as Traffic Control, incorporates all messaging functions such as SMSC, MMSC, USSD, Anti-Spam and next generation services such as IP SM-GW and RCS.

A Telco API is available to external developers, which makes the complex area of data transport between apps easy to implement.

Rich Communications (RCS) is a crucial service for mobile operators to embrace as it is the only way operators can re-engage subscribers and move towards satisfying their expectations in IP messaging, voice and video.

Traffic Control reduces overall total cost of ownership and enables our customers to embrace a new era of Rich Communications.