



Come and join one of Ireland and the UK's fastest growing food production line solutions specialists

For the last 40 years, SF has been delivering advanced food production line solutions, equipment and after-sales care to the global food industry. Today we employ 120 people across two production sites and have designed, manufactured and installed food production line solutions for major blue chip food producers in 63 countries.

SF is proud to have a history of sustained growth and expansion. Our customer base extends across Australia, South Africa, the Middle East, Europe and North America and we are continuing to expand into new markets every year. We believe the key to our success can be attributed to our employees who share our passion to succeed. As part of the next stage of our development we are recruiting for a HR Generalist to maintain, improve and extend HR activities on our site in **Grange, Co. Sligo**.

This is an exciting opportunity to be part of the SF journey and to build and develop your career with a high growth, food production line solutions and capital equipment business. We offer our employees exciting challenges working at the leading edge of food processing technologies and opportunities for career advancement in a dynamic international environment

Job Purpose

- Develop the HR function, people initiatives and processes with relevant stakeholders
- Provide guidance and support to the management team, managing the people and talent agenda for SF UK including recruitment, on-boarding, retention and succession planning.
- Develop employee engagement initiatives for the organisation to drive an engaged and positive organisational culture.
- Manage the performance management process for the organisation, with a focus on sustaining a high-performing and positive team environment.
- Champion the organisation's culture and values to develop behaviours and drive change
- Drive employee and leadership development; assist management in the development of capabilities across the organisation.
- Develop a robust learning and development strategy including assisting management in the development of role-specific and individual training and development plans.
- Maintain employee, training and other regulatory and statutory files.
- Provide accurate HR advice and support to management in relation to all aspects of employment relations, including labour relations, grievances, employment law and payroll
- Work in conjunction with payroll and finance to administer benefit plans
- Work in conjunction with QHSE to facilitate and promote a proactive safety culture to maintain our excellent Health & Safety performance.
- Support employees on any human resource issues or queries they may have and facilitate actions to resolve these in a timely manner.
- Carry out HR reporting and metrics to support workforce planning and decision making.



Qualifications & Experience:

- 3rd level degree in Human Resource Management or relevant discipline
- Proven experience in relevant HR positions preferably in a fast moving industrial environment.
Commercially aware and focused with a strong understanding of how HR supports delivery of business
- Experience in recruitment processes and driving employee engagement initiatives.
- Stakeholder management and experience of delivering through others
- Planning and delivering HR initiatives within budget and agreed timelines.
- Professional, confident and mature approach.
- Strong communication, analytical, and influencing skills.