

HR Manager

Deputy Principal | Corporate Services

A new leadership opportunity

Shape and lead a trusted, solutions-focused HR function for a distinctive cross-border public body.

Job title	HR Manager
Grade	Deputy Principal
Contract	Two-year fixed-term appointment
Directorate	Corporate Services
Reporting to	Director of Corporate Services
Location	Loughs Agency Headquarters, Derry~Londonderry, with occasional travel to other Agency locations
Salary	£47,304–£49,515 per annum (scale as at 1 June 2026 and currently under review)
Hours	Full-time, 37 hours per week, excluding meal breaks
Working pattern	Flexible working is available. There may be potential to work on a hybrid basis, subject to business needs.
Annual leave	30 days, plus 12 statutory days

The opportunity

Loughs Agency is appointing a dedicated HR Manager. Reporting to the Director of Corporate Services, the postholder will lead the HR function and provide trusted, practical and authoritative advice to managers across the organisation in Northern Ireland and Ireland.

This is an opportunity to shape how HR supports the Agency at an important point in its development. The Agency currently employs around 53 people and, subject to ongoing review and the necessary approvals, may grow to around 80. The HR Manager will help ensure that policies, systems, management capability and employee engagement develop in step with the organisation.

The successful candidate will inherit a varied and meaningful agenda: developing HR strategy, strengthening policy and practice, providing guidance on complex employee relations matters, working constructively with three recognised trade unions, and supporting change across a long-serving workforce with a range of contractual arrangements.

Role profile

Purpose of the role

To lead and develop the Agency's HR function, translating organisational priorities into practical people strategies, policies and services. The HR Manager will provide expert advice across Northern Ireland and Ireland, support managers to deal confidently and fairly with people matters, and build an effective, responsive and continually improving HR service.

Main responsibilities

- Work with the Director of Corporate Services, Chief Executive and senior managers to develop and deliver HR priorities aligned with the Agency's strategic and business plans.
- Lead, coach and develop the HR team, setting clear priorities, allocating work effectively and maintaining a responsive and professional service.
- Provide authoritative, practical advice and guidance to managers on employee relations matters, including conduct, capability, attendance, disciplinary and grievance issues.
- Support and advise on organisational change, helping managers communicate clearly, engage employees and address barriers to implementation.
- Lead the review, development and consistent implementation of HR policies, procedures and guidance, taking account of the Agency's cross-jurisdictional operating context.
- Oversee recruitment, selection, appointment and onboarding activity, ensuring processes are fair, timely, compliant and provide a positive candidate experience.
- Support effective performance management, employee engagement, wellbeing, learning and development, workforce planning and succession activity.
- Build constructive working relationships with recognised trade unions and attend industrial relations meetings as required.
- Monitor employment legislation and good practice, identify implications for the Agency and recommend proportionate, workable responses.
- Develop and report meaningful HR measures and workforce information, using evidence to identify trends, risks, priorities and opportunities for improvement.
- Promote equality, diversity, inclusion, dignity at work and the fair and consistent treatment of employees.
- Maintain appropriate HR records, controls, confidentiality and data protection standards.
- Manage HR projects and external providers where required, ensuring value for money and delivery against agreed outcomes.
- Undertake any other duties reasonably required within the general level of responsibility of the post.

Working relationships

- Chief Executive, Director of Corporate Services and the wider senior management team.
- Managers and employees across all directorates and grades.
- The two HR Officers reporting to the postholder.
- Recognised trade unions and employee representatives.
- Sponsor departments, professional advisers and external service providers, where relevant.

Person specification

Applicants must demonstrate that they meet all essential criteria by the closing date. The desirable criteria may be used to support shortlisting if a large number of candidates meet the essential requirements.

Essential criteria

- A degree in Human Resource Management or a related discipline.
- At least five years' experience in HR management.
- Strong knowledge of employment legislation and evidence of applying it in a practical organisational setting.
- Proven experience of leading, coaching and developing HR staff or an HR team.

- Experience of advising managers on employee relations matters, including disciplinary and grievance cases.
- Excellent communication, influencing and stakeholder-management skills.
- A full current driving licence and willingness to travel occasionally across Northern Ireland and Ireland.

Desirable criteria

- A CIPD qualification, ideally at Chartered level.
- Knowledge of employment legislation in Ireland.
- Experience of supporting organisational change and helping managers and employees engage with new ways of working.
- Experience of working in a unionised and/or cross-jurisdictional environment.

Personal approach

The role will particularly suit someone who is:

- credible, calm and resilient when dealing with sensitive or contested matters;
- practical and solutions-focused, while maintaining professional standards and sound judgement;
- able to balance strategic thinking with hands-on delivery;
- comfortable challenging constructively and giving clear, evidence-based advice;
- inclusive and able to build trust across different groups and levels of seniority; and
- able to bring people with them through change without avoiding difficult decisions.

The leadership contribution

The HR Manager will be expected to operate with credibility at senior level while remaining close to day-to-day delivery. They will give clear advice, make balanced recommendations, build the confidence of managers and the HR team, and create the conditions for fair, consistent and sustainable people management across the Agency.

Key competency areas

- Seeing the Big Picture
- Changing and Improving
- Making Effective Decisions
- Leading and Communicating
- Collaborating and Partnering
- Building Capability for All
- Managing a Quality Service
- Delivering at Pace

Appointment information

How to apply

Applications will be accepted by CV. Your CV should give clear evidence of how you meet the essential criteria, including the relevant dates, scope of responsibility and your own contribution. It should not rely on job titles or assume that the panel will understand your employer or organisational structure.

Please do not submit supplementary or additional information.

Our recruitment partner Conscia Talent is running this competition on behalf of the Loughs Agency.

Application is via their website at <https://www.consciatalent.com/loughs-agency>

All queries should be directed by to LoughsAgency@Consciatalent.com in the first instance.

Closing date	Applications must be received by 3pm, Wednesday 09 August 2026
Submit applications to	https://www.consciatalent.com/loughs-agency
Interviews	Expected w/c 21 September 2026, subject to confirmation

Please see the Candidate Booklet for all other information.