



Job Description

Job Title:	Senior HR Business Partner
Reports to:	CEO
Job Type:	Permanent
Location:	Ireland, UK or East Coast USA

About CloudSphere

CloudSphere's unique data science approach to hybrid and multi-cloud **Cyber Asset Management** provides the only solution that automates the creation of a top-down, application-level view of a company's cyber assets. Our continuous Business Service Graphing saves countless personnel hours in constructing a meaningful real-time view of a company's entire IT estate. This newfound visibility shows where business services and related applications are running and how they interact with each other, dramatically simplifying important use cases like IT optimization, security posture, and compliance.

Headquartered in Los Altos, California and Dublin, Ireland, CloudSphere supports a diverse global customer base across industry segments including telecommunications, software, finance, manufacturing, healthcare, construction, and education. Following a significant strategic contract with Microsoft, CloudSphere is entering a significant phase of growth.

We are offering candidates an opportunity to join our company, make an impact and be a part of our future success. As a growing company, CloudSphere is an exciting and vibrant place to work and supports employee's ability to develop their skills and careers in a flexible working environment. We offer a wide range of benefits and a competitive salary.

About the Role

Due to our growth plans, CloudSphere have an exciting opportunity for a forward thinking strategically focused HR professional to join our senior team. This is a new position and will provide the right candidate with a challenging and rewarding role where you will take the lead on developing a world class people strategy to support our business growth. This role will be partner with the business to provide strategic insights for a growth while ensuring our organisational design and processes support our goals to develop, attract and motivate our talented workforce.

About the Person

This role will suit an experienced HR professional with strong commercial awareness. You will bring a strategic focus to the organisation as well as a strong operational background and be comfortable making decisions. You should be driven, self-motivated and have the ability to build

rapport and influence at all levels of the organisation. Our Head of People will ideally have previous experience in a scaling organisation with an international presence.

Key Accountabilites

Culture and Engagement – Work with the senior team and key stakeholders to assess and implement the right fit Values and Culture for a high-performance environment.

Employee Engagement – Proactive management of employee needs and navigating employee relations issues to keep a positive working environment. Keep up to date and informed of HR best practice and bring innovative ideas on employee engagement. Proactively recommend solutions to management.

Talent Acquisition and Management – Scope out the right skills to support the business goals. Develop and implement effective strategies to ensure CloudSphere attracts and onboards the right people for the business needs. Design and implement solutions to ensure that CloudSphere manages its talent through effective performance management, definition of clear role & responsibilities, creation of talent management plans to ensure the strengthening of the technical and leadership talent required to achieve our strategic objectives. Ensure effective succession planning and career frameworks are in place.

HR Delivery – Ensure we have the right fit policies, process and service delivery across the global organisation. Manage the smooth running of the day to day HR function and continuous excellence in HR service delivery to our people.

Business Partner – Support and empower the people mangers in their roles. Assist and guide with HR Policies & Procedures, employment law, compliance and employee relations.

International HR – Maintain a solid understanding of the employment and benefits environment across our global offices. Partner with relevant in country providers and ensure an excellent service is provided for our HR and payroll needs.

HR Strategy – Work with the senior team to align the business goals and growth plans to define our 3-year people strategy. Review and implement effective team structures that the support the current needs of the business.

Compensation and Benefits – Assess, source and implement appropriate benefits packages for each location and level within the organisation. Benchmark salaries annually and input into the salary budgeting process.

Requirements

- Excellent track record in employee engagement
- Demonstrated experience in developing HR strategy and proven success of implementing this strategy.
- Previous experience within a growth organisation, ideally in a technology environment
- 10+ years Senior HR experience
- Bachelor's degree in HR Management, Business, Law or equivalent qualification
- CIPD Qualified (if based in Europe)
- Experience with preparing proposals and presentations to Boards and senior teams
- Good grounding of employment law with international exposure
- Ability to research, evaluate and communicate information
- Excellent communication and presentation skills
- Experience across all key areas of HR

Benefits we offer

We reward great work, and our range of benefits includes:

- Competitive Salary
- Contributory Pension
- Life and illness insurance
- Additional Holiday days
- Remote or Hybrid working

To Apply:

Applications will be accepted until the position is filled. Please email your resume to careers@cloudsphere.com, include a cover letter, and use the position title in the subject line of your email. Only candidates considered for an interview will be contacted.

Thank you for your interest in this position, we look forward to hearing from you!

CloudSphere is an equal opportunities employer.