

Chief People Officer (CPO)

- Position:** Chief People Officer
- Qualification:** Degree / Masters in Human Resources or equivalent and CIPD qualified.
- Location:** Flexible – Ireland or UK.

About XOCEAN

XOCEAN is an ocean data company – we collect data for clients ranging from mapping the seabed to monitoring the environment. However, we do this differently, instead of using conventional crewed survey ships, we have developed a marine robotic system known as an Uncrewed Surface Vessel (USV).

Overview

Championing XOCEAN's people agenda including talent acquisition, career development and culture as the business scales internationally.

Main Duties & Responsibilities

Responsibilities will include:

- Leading the organisation's HR department.
- Implementing the resourcing strategy and plan. This is a high growth company with a doubling of headcount planned every year (from 120 currently).
- Champion the implementation of a strong corporate culture across the global entities.
- Responsible for advising on employee incentivisation and performance appraisal processes.
- Ensure legal and tax compliance in all HR activities internationally.
- Develop, enhance and implement strategies, policies, and procedures internationally.
- Ensure compliance with regulations and public policies and accordingly amending company policies.
- Creating training and development programs including career development plans.
- Implement and develop employee wellness programs.

Requirements: Essential Skills / Attributes and Experience

- Degree / Masters' in Human Resources or equivalent and CIPD qualified.
- A minimum of 8 years' experience leading the HR team of a global business with 100 plus employees.
- A minimum of 10 years post qualification experience.
- Extensive knowledge of employment legislation and employment taxes.
- Strong leadership and interpersonal skills.
- Strong planning and organisational skills.

Desirable Experience

- Experience of marine related employment legislation and remuneration.

Apply

- We thank all candidates for their interest, however due to very high volumes, only those who are selected for further consideration, will be contacted directly.
- To be eligible for this position you must have a valid working visa / permit to work in Ireland.
- Closing date for applications is 28th January 2022.
- Please apply online and follow the instructions or submit your CV to careers@xocean.com.