



Saoirse Recruitment Pack

Director of HR - Maternity Cover

January 2026



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About Saoirse Domestic Violence Services



Welcome & Introduction

Thank you for your interest in joining Saoirse Domestic Violence Services. This recruitment pack provides key information about our organisation, the Director of Human Resources position, and the qualities we are looking for in our next senior leader.

At Saoirse, we are committed to providing safety, dignity, and hope to women and children experiencing domestic abuse. Our people are central to enabling this mission. The Director of HR will play a pivotal role in shaping a healthy, supportive, and high-performing organisational culture.

About Saoirse Domestic Violence Services

Saoirse Domestic Violence Services provides refuge accommodation, outreach support, court accompaniment, 24/7 helpline services, and educational programmes across multiple locations. Our organisation is founded on principles of safety, empowerment, trauma-informed practice, and respect.

Every year, hundreds of women and children access our services seeking safety and support during crisis moments. We are committed not only to service provision but also to advocating for systemic change to end domestic violence in Ireland.



Our Mission, Vision & Values

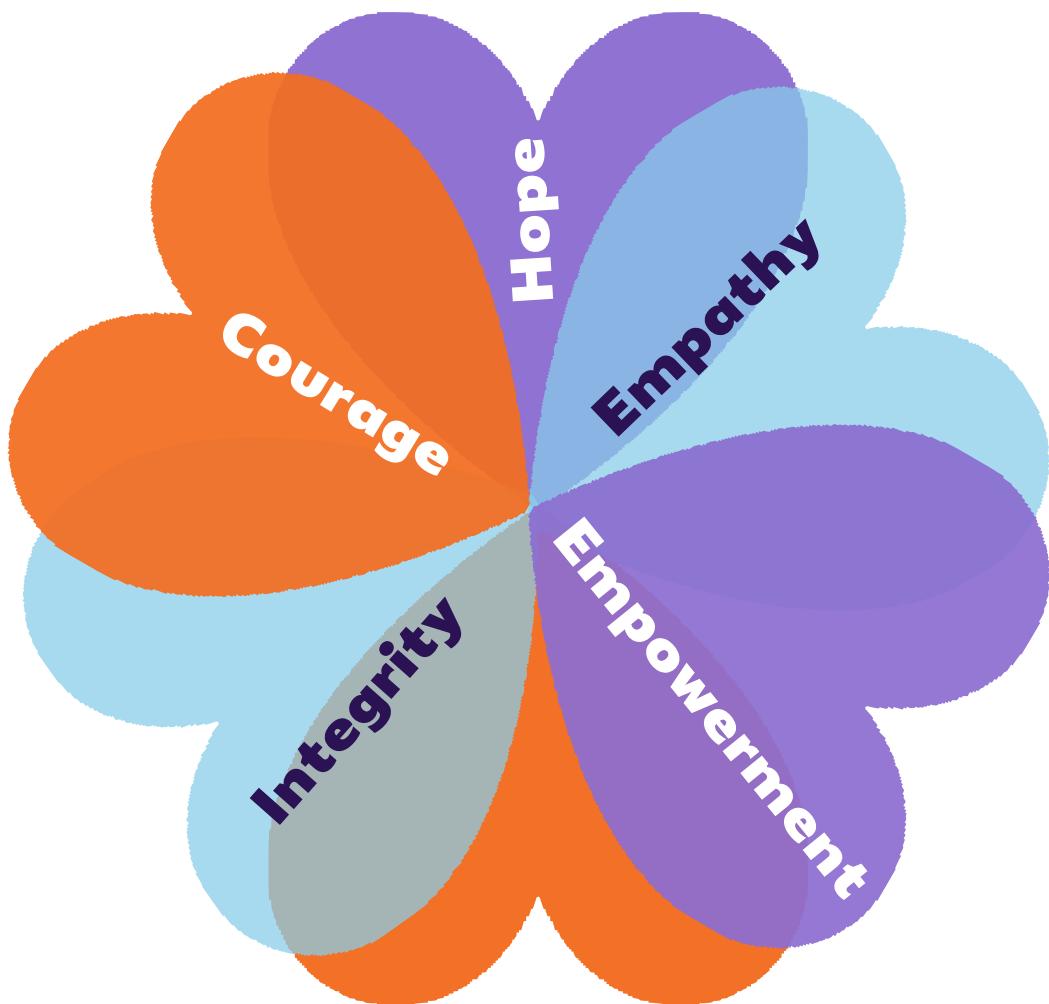
Our Vision

Our vision is a society where DVA is never tolerated or silenced, empowering women and children to live in safety, free from fear.

Our Values

Our values and principles underpin how we deliver against Vision - they are central to everything we do. They influence our every action and interaction at SDVS, when working with women and children and when advocating on their behalf.

Our teams live and work through these values on a day to day basis, and they are reflected across our philosophy and approach, our business planning and daily practices.



Our Mission, Vision & Values

Our Objectives

We believe that:

- Nobody deserves to be abused.
- No person should ever have to experience the torture of being abused by a loved one.
- No one should be alone in carrying the burden of blame, shame and judgment perpetrated upon them.
- Early educational interventions with young people entering intimate relationships are key to combating domestic violence in future generations and breaking the cycle of violence.

We acknowledge that:

- Domestic violence is a serious and life-destroying crime for which the client is never responsible.
- It is a cycle of abuse that only escalates with time.
- Occurs in all walks of life – all classes, creeds, ages and races.
- Is an unequal balance of power and control that an individual holds over another in any intimate or close family relationship – husband and wife, same sex partners or adult children and an elder parent.
- Takes many forms, including physical, sexual, emotional, psychological, financial abuse and coercive control.

We commit to:

- Empowering our clients and facilitating them in having a voice.
- Listening, hearing, believing and respecting those who contact us for help, whether they plan to leave an abusive relationship or seek support in staying safe in the relationship.
- Working in a non-judgmental environment supporting clients – only they know the reality of their abuse.
- Maintaining a confidential service for all our clients and ensuring that we always work according to Children First.

Benefits of Working at SDVS

- **Pension:** The company contributes 7% of an employee's annual salary into the employee's Pension following completion of the probation period.
- **Annual leave:** As a senior manager, this role receives 30 Days of annual leave per annum.
- **Company Day:** At SDVS, Good Friday is offered as an additional day off.
- **Annual Leave Purchase Scheme:** SDVS have an Annual Leave Purchase Scheme in place where employees can apply to purchase an additional week's annual leave each year.
- **Wedding Leave:** We offer employees with 1 year's service who are getting married, an additional 1 day paid leave for their wedding.
- **Paid Sick leave:** We operate a paid scheme leave scheme upon successful completion of probation period.
- **Paid Maternity leave:** SDVS top up an employee's salary to 100% for the period of Statutory Maternity Leave. Employees are eligible after completion of 1 year of service, on the date they go on maternity leave.
- **Doctor visits:** Employee well-being is important to us at SDVS. We offer employees €35 contribution towards 2 GP visits per year.
- **Digital Doctor:** Free access to a digital doctor for employees and their families.
- **Education Support:** At SDVS we offer an Education Assistance policy for employees to apply for funding towards further education.
- **Training & Development:** Access to excellent training opportunities and continuous professional development.
- **Well-being App:** All employees have access to the Wisdom app to support employees in all 4 pillars of their well-being.
- **EAP:** We offer a 24/7 Employee Assistance Programme for employees and their families to avail of counselling support confidentially.
- **Wellbeing Days:** We host several employee wellbeing activities across the year for employees to take time out to focus on team building and their own wellbeing.

Job Description

Role Overview

The Director of Human Resources is a senior leadership role responsible for shaping the people strategy, strengthening culture, ensuring compliance, and supporting managers across the organisation. This role leads HR operations while also contributing to organisational strategy and workforce planning.

Key Responsibilities

- Provide strategic HR leadership as part of the Senior Leadership Team.
- Oversee recruitment, talent development, and workforce planning.
- Lead on employee relations matters, ensuring fair, lawful, trauma-informed practice.
- Strengthen organisational culture, communication, and leadership capability.
- Ensure compliance with employment law, WRC standards, safeguarding, and best practice.
- Oversee mandatory training and continuous professional development.
- Lead HR policy development, HR reporting, and risk management.
- Manage HR systems, data protection, and operational HR functions.
- Managing the HR Team, ensuring the ongoing development of the HR Executive.

This is not an exhaustive job description. Full job description available on request.



Role Requirements

- Minimum qualification: Degree in HR, with module on Irish Employment Law or related discipline.
- CIPD Qualification.
- 10+ years HR experience with a minimum of 5 years in a HR leadership role, ideally in social care or not-for-profit setting.
- Experience working in a unionised environment is preferable, however, not essential.
- Strong knowledge and experience working in the context of Irish employment law.
- Demonstrated experience in ER case management, HR strategy, and organisational development.
- Leadership capability and experience supporting senior managers.
- Ability to work sensitively and confidentially in a trauma-informed environment

What we offer you

- **Full-Time, Specified Purpose** role for the purpose of covering the maternity leave of the current Director of HR.
- **Start Date:** End March/April 2026
- This role is part of the **Executive Leadership Team**.
- **Salary:** €80,633 per annum.
- **Benefits:** All employee benefits outlined on page 4.
- Multi-site work environment with a **hybrid** option following probation.
- Commitment to **work-life balance and staff wellbeing**.

Application Process

To apply all candidates must submit a detailed CV and cover letter outlining how they meet the above criteria for the role. Applications should be submitted through this link: <https://sdvs.ie/careers/> by Wednesday 21st January 2026.





Contact Information:

For queries regarding this recruitment process, please contact:

HR Department

Email: hr@sdvs.ie

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Saoirse Housing Association CLG trading as Saoirse Domestic Violence Services.
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