



Director of People and Culture

Candidate Briefing Document



ABOUT PETER MCVERRY TRUST

Peter McVerry Trust is a national charity established in 1983 by Fr Peter McVerry to respond to the needs of young people and adults on the margins of Irish society. What began as a single hostel for boys experiencing homelessness in Dublin's north inner-city has grown into one of the country's most significant providers of care and support for people facing homelessness, addiction and social disadvantage.

PMVT supports approximately 12,000 people across Ireland each year, through services spanning homeless services, Housing First, addiction and recovery, children and family services, and work connected to the criminal justice system. Currently undergoing a major period of strategic transformation - with a new organisational strategy due later this year - the organisation is actively building its next chapter.

For more information, visit: <https://pmvtrust.ie/>

VISION

- An Ireland that supports all those on the margins and upholds their rights to full inclusion in society.

VALUES

- PMVT's work is grounded in compassion, inclusion and civility.

RESOURCES

- PMVT has a dedicated staff team of c. 480 WTE employees plus a relief panel of 200 staff.
- In December 2024, PMVT had an income of €61.5m and expenditure of €62.8m.

GOVERNANCE

- PMVT is a registered charity (RCN 20015282 | CHY 7256) and Approved Housing Body.
- It is governed in accordance with its Constitution by a Board of Directors who are responsible for good governance and the strategic direction of PMVT.



CONTEXT FOR APPOINTMENT

PMVT has created the position of Director of People and Culture to support the development and delivery of a People Strategy which supports both culture and performance across the organisation.

This People Strategy will align with the organisations 2026-2030 strategic plan (in development) - ensuring that the organisation has the resources, capability and structures to enable it to effectively deliver its services.



THE POSITION



Title	Director of People and Culture
Reporting to	Chief Executive Officer
Direct Reports	5; Head of Recruitment, Head of Employee Relations and Wellbeing, Head of Onboarding and Staff Induction, HR Manager, PMVT Relief Panel Manager
Place of Work	Sherrard Street, Dublin (head office) with hybrid working subject to business requirements
Contract Type	Permanent
Working Hours	Full-time

ROLE SUMMARY

The Director of People & Culture is the most senior leader for PMVT's people agenda and a member of the Senior Management Team. This role will lead the development and delivery of PMVT's people strategy, covering the full People & Culture function: organisational development, talent management, staff health and wellbeing, HR operations, and workforce planning.

Above all, this is a role about leading change. Working in close collaboration with the CEO and SMT, the post-holder will lead the people side of PMVT's organisational transformation, embed a modern suite of people processes and policies, and drive an open, compassionate and inclusive culture throughout the organisation.

Strategic Leadership & People Strategy

- Lead the development and delivery of PMVT's People Strategy, planning and organising the resources, policies and standards needed to execute it and to build a high-performance, modern and sustainable organisation.
- Continue to develop a strong team capable of delivering PMVT's services, and ensure people managers are fully supported to become advocates for the transformational change required.
- Operate as a thinking partner to executive and non-executive colleagues, ensuring a collaborative environment aligned to PMVT's strategy, mission, vision and values.
- Provide formal and informal executive coaching and lead the design and roll-out of a best-practice leadership development programme, building capability in culture creation, AI readiness, alignment and change management at individual, team and organisational level and ensuring that leadership potential in the organisation is recognised and developed.





Leading the People & Culture Function

- Provide overall leadership to a high-performing People & Culture function spanning organisational development, talent management, HR operations, and HR services and workforce management.
- Ensure the function has the people, processes, policies, systems and infrastructure to deliver the people strategy and to support organisational capability and capacity to grow in a changing environment.
- Establish HR performance metrics linked to PMVT's strategy, monitor performance against agreed KPIs, understand the root cause of variances and implement corrective actions.



Talent Engagement & Employee Experience

- Establish an overall talent acquisition strategy - identifying talent needs, recruiting channels and assessment criteria - and drive talent management processes for performance, workforce and succession planning, recognition and reward.
- Manage employee engagement and establish an employee value proposition to attract and retain a skilled workforce, creating a cohesive employee experience across all stages of the life-cycle.
- Drive the development of ambitious, innovative learning and development programmes that enable staff to grow within PMVT and support the attainment of strategic and operational goals.

Culture, Wellbeing & Inclusion

- Champion PMVT's culture - embedding its core values and behaviours, and supporting the Senior Management Team and Heads of Service to build a fully engaged, progressive and multi-disciplinary workforce committed to continuous improvement and to delivering excellent care and services.
- Develop and execute initiatives including wellness programmes and mental health supports and ensure staff health and wellbeing sits at the heart of all activity and decision-making.
- Build a positive, inclusive culture in which staff are supported and encouraged to be themselves, feel valued and can thrive through training, coaching, and overall strategy and practice.
- Lead the equity, diversity and inclusion agenda, ensuring statutory compliance and championing every employee to reach their full potential.

Employee Relations & Stakeholder Engagement

- Provide leadership and partnership with managers and employees to develop, communicate and administer HR policies and procedures that maintain and improve employee relations and shape culture.
- Oversee the management and resolution of employee relations issues, including the use of state resolution bodies where relevant.
- Develop and maintain strong relationships with all internal and external stakeholders, proactively engaging on collective matters relating to PMVT's ER/IR agenda.





HR Operations, Systems & Performance

- Oversee the standardisation and timely deployment of all HR processes, policies, structures and systems; identify and implement continuous service improvements, anticipating HR-related needs and delivering value-added services for staff.
- Ensure effective processes are in place for managing performance.
- Working with the Director of Corporate Services and Business Systems team, guide the implementation of HR information systems (HRIS) and advance the use of technology, tracking and applying HR metrics to inform strategic direction.

Governance, Compliance & Board Support

- Monitor staff compliance with HR and corporate policies and procedures.
- Provide HR and corporate compliance reports, conduct compliance audits, and report to the Board on HR performance as required.
- Attend and serve the People and Culture Committee.
- Monitor and control HR budgets and financial planning.

This job description is not a definitive list of tasks; rather it is designed to give an overview of the job. It is envisaged that the post-holder will use their own initiative and develop the job under guidance so that the organisation's aims are achieved. It may be necessary to step beyond the areas outlined above to support others from time to time.

PERSON PROFILE

This is an opportunity for a values-driven, experienced HR leader to play a central role in an organisation which is evolving.

The successful candidate will be comfortable building relationships in large multidisciplinary environments, with expertise across workforce planning, organisational design and change management.



CORE COMPETENCIES AND SKILLS



Core Criteria	Essential
A minimum of 10 years' post-graduate HR / People & Culture experience, including at least 7 years in senior or executive management within a large organisation	✓
A minimum Level 8 NFQ qualification (or international equivalent) in Human Resources or a related discipline is essential; CIPD qualification desirable	✓
Track record of successful management at a significant scale, across multi-site operations	✓
Strong leadership, collaboration, project management, problem-solving and influencing skills with experience leading major change	✓
A proven track record of meeting Service Level Agreements while staying within budget	✓
Genuine commitment to PMVT's mission, values and the people it serves	✓
A broad understanding of the complexities of a social care / human-rights organisation	✓
Experience of workforce planning, organisational design and HRIS implementation	✓
Familiarity with the demands of regulation and public scrutiny with demonstrable track record of high-level achievement in Human Resources, against challenging performance targets	✓

If this role is of interest to you and you believe you have what it takes to be successful, but don't necessarily believe that you meet every single criterion above, please do still get in touch so we can discuss further how you may be a fit.

PRIORITIES FOR POST HOLDER IN FIRST 6 MONTHS

In your first 6 months in the role, you will lead on the following priorities:

- ✓ Build strong working relationships with the CEO, the Senior Management Team, the People & Culture team, the Committee Chair, wider Board and staff across PMVT, developing a thorough understanding of how the organisation operates.
- ✓ Work with the Board and CEO to establish People and Culture priorities.
- ✓ Lead the people dimension of PMVT's organisational transformation, working with the Senior Management Team to implement the new strategy and support staff through the resulting change.
- ✓ Work with the Committee Chair to help shape the newly established People & Culture Committee's remit, priorities and ways of working.
- ✓ Review the function's processes, policies and systems, identifying areas of strength and prioritising the work needed to embed them consistently in practice.
- ✓ Assess the resourcing and capability of the People & Culture function to ensure the team have the resources needed to deliver a modern, effective service.
- ✓ Develop an informed view on the organisation's HR systems, including an HRIS recommendation, progressed with the Director of Corporate Services and Business Systems team.

REMUNERATION

PMVT operate salary scales. The starting salary for this role will be within a nine-point scale which starts at €98,177; commensurate with experience.

The role also offers a range of benefits and supports, including:

- Annual Leave: 27 days per annum
- Personal Retirement Savings Account: You will receive a 10% Employer contribution to a PRSA, with a minimum contribution of 2.5% from the employee
- Core Professional Training, CPD and career progression opportunities
- Cycle to Work Scheme and Tax Saver
- Employee Assistance Programme
- Death in Service Benefit



APPLICATION PROCESS

Recruitment for this role is being managed exclusively by 2into3.

If you are an experienced people and culture professional looking to take on a challenging and rewarding leadership role, please send your CV and cover letter to **Shannon Barrett, Principal - Talent Services, 2into3.**

The closing date for applications is **Friday 31st July, 2026.**

All enquiries regarding the role will be held in strictest confidence.

- **E-mail** shannon.barrett@2into3.com
- **Mobile** + 353 86 180 6051
- **Address** 2into3, The Academy, 42 Pearse Street, Dublin 2, D02 YX88
- **Website** www.2into3.com

Peter McVerry Trust is an equal opportunities employer committed to a diverse work environment and welcomes suitably qualified applicants from all sections of society.

At 2into3, we endeavour to make all reasonable accommodations to facilitate the participation of candidates in the recruitment process. Please let us know if you require any specific accommodations at any stage of the recruitment process.

All expressions of interest and applications received will be processed in accordance with GDPR requirements; please review our [Privacy Statement](#).

This position will be offered subject to garda vetting and pre-employment reference checks. The successful candidate shall be required to complete a pre-employment medical check and be certified as fit to perform the duties of the role in advance of taking up employment.

