



Job Description

Title: HR Business Partner
Location: Dublin, Ireland
Reporting to: Head of Human Resources
Contract Type: Full time & permanent

Company Overview

Cantor Fitzgerald Ireland is part of leading global financial services firm Cantor Fitzgerald. Cantor Fitzgerald has offices and trading desks in all major financial service centres throughout the world. The firm specialises in equities, Investment Banking, Real Estate, Fixed Income and Currencies. Cantor Fitzgerald's affiliate businesses include: BGC Group Inc. (BGC) and Newmark (NMRK). Cantor Fitzgerald Ireland provides a full suite of investment services, primarily Wealth Management, Fund Management, Debt Capital Markets and Corporate Finance.

An exciting opportunity has arisen for a HR Business Partner to work with our team in Dublin.

Position Overview

Reporting to the Head of HR, the HR Business Partner, plays a pivotal role as a trusted adviser in shaping a high-performing and values-driven culture. This role will work closely with senior leaders, to align people initiatives with business priorities within a regulated environment. Through this working relationship, the role will develop an in-depth understanding of the firm's highest priorities and helps translate them into action that strengthen both people and business deliverables. Responsibility for the implementation of our policies, processes and procedures, this role is responsible for managing complex and sensitive day-do-day people management and employee relations issues. This role requires an excellent knowledge of all core and operational HR related topics impacting the employee life cycle including employee relations, organisational design, leadership development, performance and reward.

KEY RESPONSIBILITIES

Areas of Accountability

- Partner with Head of HR to deliver and embed the people priorities and initiatives.
- Partner with HR and senior leaders to maintain a compliant remuneration framework and provide support during the annual compensation process.
- Build, develop and maintain effective working relationships with key stakeholders to understand current HR priorities and associated risks.
- Act as a trusted advisor to people managers, empowering them to strengthen their capabilities in delivering people management processes.
- Drive ongoing talent initiatives to strengthen the company culture and employee experience through talent management, engagement initiatives and workforce planning.
- Contribute to the development and refinement of HR policies and procedures assisting the Head of HR as legislation changes and implement these across the business working with key stakeholders.
- Provide analytical support from Oracle reports and HR metrics to drive decision making and changes across the firm.

- Support the HR team in developing comprehensive HR reports to senior management, committees and Board highlighting key metrics and opportunities for growth.
- Work closely with HR team to help resolve queries which arise directly from the business.
- Support the delivery of training and development initiatives to deliver sustained performance that builds a high-performance culture.
- Drive the diversity and inclusion framework throughout the firm.
- Support the firm in organisational change and development.
- Support the internal employee communication strategy.
- Partner with the firm to identify opportunities for cross-functional collaboration and skill-sharing, fostering a culture of innovation and knowledge sharing.
- Act as the first point of contact for managers and employees on employee relations matters championing a fair, safe, and respectful workplace culture.
- Manage and provide guidance to employee relations matters (probation, absence management, grievance, performance, conduct investigations etc)
- Support, influence, develop and coach people managers to manage employment cases.
- Advise on absence management and occupational health issues, seeking specialist advice as appropriate.
- Work with the HR team and Compliance to deliver all appropriate initiatives to support the IAF/SEAR, F&P frameworks and Conduct Standards across the firm.
- Monitor trends in employment law practises and regulatory landscape and advise on application and appropriate action.
- Collaborative with other functions for timely delivery of reporting obligations.

KEY REQUIREMENTS

Qualification and Experience

- Bachelor's degree in Human Resources, Business Administration or a related field (master's degree preferred).
- Professional certification such as CIPD or equivalent.
- Proven HR experience at a level equivalent to an HR Business Partner role within the financial services or asset management industry.
- Strong knowledge of industry-specific regulations, employment laws and compliance requirements.
- Experience of conducting complex investigations and managing significant employee relations challenges
- Strong communication and interpersonal skills; ability to influence and build relationships at all levels.
- Analytical mindset with experience using HR metrics to inform decisions and proficiency in HR analytics tools.
- Proactive, solutions-focused, and adaptable in a lean, fast-paced environment.
- Collaborative and comfortable working with Group HR as part of a global financial services firm.

Professional/Technical Skills

- Oracle HCM
- Excellent technology skills, specifically Microsoft Excel, Outlook and Power Point
- Be alert to Conduct Risk, specifically the risk of harm to client interests, market integrity and/or competition in financial markets due to inappropriate practices or behaviours across the firm
- Effective interpersonal skills, ability to influence others and handle conflict

- Proven experience and exposure in handling sensitive employee relations and dismissal situations
- Ability to work independently and on own initiative, is a good team player
- Has an eye for detail and whilst aligning with policy is able to use judgment
- Strong analytical skills

[HR Business Partner - Cantor Fitzgerald/BGC Careers](#)