

HR Manager, Retail Pharmacy

Are you someone who is passionate about HR and about Retail? Do you want to help us create an environment for our teams to do their best work, flourish and thrive in an entrepreneurial, ambitious and fast paced culture? If so, read on.

Uniphar Background

Uniphar group is a rapidly expanding global healthcare services business with a proud heritage in Ireland. Since IPO in 2019, the group has grown both organically and through a series of strategic acquisitions, which continues to strengthen Uniphar's international reach. With a workforce of close to 3000 employees spread across Ireland, United Kingdom, Netherlands, Nordics, and the USA, Uniphar is a trusted global partner to pharma and medtech manufacturers, working to improve patient access to medicines around the world. Uniphar provides outsourced and specialised services to its clients, leveraging the strong relationships with 200+ of the world's best known pharmaceutical manufacturers across multiple geographies, enabled by our cutting-edge digital technology and our highly expert teams. Uniphar is organised into three key divisions; Supply Chain & Retail, Commercial & Clinical Med Tech / Pharma; and Product Access.

Culture at Uniphar

Ethics and integrity sit at the heart of Uniphar's culture, with our customers and patients integral to what we do and how we do it. We pride ourselves in being truly entrepreneurial, innovative, collaborative, with a strong problem-solving ethos. Everything Uniphar does is enabled by our people and as we continue to grow domestically and internationally, we become more diverse. This diversity fuels our business and culture.

The role

This is a newly created role focused on supporting and leading the teams across our owned network of Retail Pharmacies including Allcare, Life & Hickeys Symbol Groups. Uniphar has seen unparalleled global growth in recent years and has ambitious expansion plans of all three of its divisions into the future, a combination of organic growth and further acquisitions. This role will sit within the Supply Chain & Retail division which has grown rapidly in recent years including large pharmacy group acquisitions in 2018 and 2020 with further expansion and growth envisaged over the coming years. You will be a dedicated HR Business Partner to the 100 owned pharmacy network and you will sit as part of the Retail Management Team helping to shape and deliver the people strategy for our pharmacy teams.

But you won't be doing this alone. You will be joining a team of experienced HR professionals who are working to create best in class programmes, initiatives and strategies in Supply Chain & Retail and the wider businesses. Reporting to the HR Director Supply Chain Retail, your focus will be to build out the framework and help us to shape HR vision and strategy for our growing network of pharmacies.

Key Outcomes

- Partner with the Management teams in stores to provide expert HR coaching, building a strong community of Leaders and forging strong sustainable relationships that contributes a positive, measurable impact to the success of SCR
- Coach, mentor and lead your committed HR team within Pharmacy to deliver a comprehensive strategy ensuring positive engagement with our employees, strong culture awareness and business growth

- Work closely with your HR peers to build alignment within HR cross divisionally
- Partner with and help grow our CoEs (Centre of Excellence) to ensure robust service delivery at all stages of our employees' life cycle - Talent Attraction, Onboarding, Diversity and Inclusion, Total Rewards, Talent Management, Employee Wellbeing, Communication and Change Management
- Be the voice and representative of Retail Pharmacy on cross divisional and cross functional projects including payroll system alignment and the implementation of a Global HR system
- Work with the wider HR team to understand HR processes, policies and practices that could be leveraged at an enterprise level, seeking to pull best practices forward and implement more broadly.
- Be a change agent and lead transformational change within Retail Pharmacy
- Work to create a seamless employee experience, along with Leaders, HR and other support functions.

Key Skills & Experiences

Your HR qualifications, experience and background are important to us, but what we really care about is your passion for culture, leadership and people, and your ability to create innovative solutions that support ambitious business goals.

We are looking for:

- A real interest in what we do, how we do it and how we can shape it in the future
- A progressive, non-bureaucratic approach to HR
- Focussed on business outcomes
- Experience of the latest HR thinking but in practical terms – not just a theory
- An ability to work in an agile way. Comfortable with ambiguity. Not afraid to forge a path.
- Enjoy working in an entrepreneurial culture that moves quickly and requires rapid response and the ability to make quick, sound decisions
- Courage to challenge our leaders and HR to make better decisions (but in a positive way!)
- Digital acumen, strong knowledge of HR systems and processes
- Excellent relationship building and communication, with the ability to move between listening to, guiding and coaching others at all levels
- Common sense – always spots opportunities to simplify and improve processes to drive better results
- Marketing, communication and presentation skills to facilitate projects and initiatives
- Understands what's not important, to keep us focused on our strategic people agenda

How we'd like to work together

While the location of the role can be flexible, the preference is for someone to be based in Ireland. This is to facilitate regular face to face interactions in City West, Dublin (Uniphar HQ). It's important to achieve the right balance between face-to-face interactions with virtual working over the long term. Moreover, there will be flexibility required in order to interact with colleagues around the world on their time zones (i.e. it's not a '9 to 5' type of job). In return for your flexibility, you will be joining an environment that understands how inter-twined work and life have become - and both the benefits and challenges that brings - and therefore offers a flexible, progressive way of supporting it. There will be a requirement to visit pharmacies throughout Ireland as part of this role on an ad hoc basis, so a full driving licence is essential.

❖ Interested applicants should apply with CV directly to: pfinlay@starmedical.ie