



# YOUR DEGREE

National  
College of  
Ireland

# HUMAN RESOURCES... WHAT NEXT???

## A CAREER IN HUMAN RESOURCES

HR is a strategically important function within business and those working in HR have the opportunity to engage with and influence a range of factors within an organisation- recruitment, restructuring, flexible working, performance management and people development. As a HR professional, you could be involved with recruitment, training, talent development, employee engagement and in championing diversity. You may also be involved with developing policies & procedures and the legal and disciplinary issues surrounding employment whilst helping to shape the culture of the company. (Inside Careers – Why choose a career in HR & Recruitment)

The CIPD HR Practice in Ireland Survey found that HR priorities for 2021 and 2022 involved prioritising embedding remote working in the workplace. More than a third continued to place significant emphasis on talent management, attraction, retention and employee engagement. The survey also highlighted the ways in which HR adds value to an organisation includes championing diversity (87%), enhancing the employee experience (84%), contributing to the strategic direction of the organisation (84%) and leading change effectively (80%).

Roles include HR Business Partners and HR Generalists together with more specialist niche roles including recruitment (talent acquisition), employee relations, talent management, learning & development, reward, employee engagement, organisational development, diversity and consulting.

Recruitment Consultancy is different to an in house HR or recruitment role. Recruitment consultancy is competitive, fast paced and target driven. There is usually a commission structure associated with the role. As a recruitment consultant you will build and develop relationships with both companies and candidates. You will write and publish job adverts, screen CVs and provide a consultancy role to both the employer and the candidate throughout the entire recruitment process. A range of sales, business development and marketing skills are required.

### What do NCI graduates do?

Each year the NCI Career Development and Employability Service produces a First Destinations Report based on an annual survey of graduates nine months after graduation. The following table represents the ten year trend with regard to BA (Hons) Human Resource Management graduates.

10 Year Trend	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Employed	59%	74.5%	68%	85%	80%	85%	72%	71%	69%	70%	70%
Further Study	31%	23.5%	30%	11%	15%	15%	21%	21%	20%	18%	24%
Seeking Employment	4%	2%	2%	2%	2.5%	0%	0%	4%	5%	6%	2%
Not Available	6%	0%	0%	2%	2.5%	0%	7%	4%	6%	6%	4%

## WHO EMPLOYS HR GRADUATES FROM NCI?

Graduates who progressed directly to employment have taken up a variety of roles within HR, Recruitment and broader business areas. The following is a sample of jobs and employers over the past number of years:

### Executive (IBEC Global Graduates)

BDO-Tax Trainee, Brown Thomas & Arnotts –HR People Support, Cappagh Hospital - Hr Administrator, Carton House – HR Administrator, Childvision - HR Administrative Executive, Clontarf Castle – HR Administrator, Coca Cola HR Management Graduate, Colgate HR Administrator, Comfort Keepers – HR Assistant, Crewlink-HR Generalist, Dalmac - Recruitment Officer, Dawn Farm Foods – HR Administrator, Deloitte - HR Graduate , Ebay - HR Administrator, EBS - HR Administrator, Enterprise Ireland – Executive Assistant – HR, FDM-Graduate Recruitment and Events Consultant, Google - Recruitment Coordinator (EMEA) Dublin, HCL Technologies - HR Recruitment Executive, HEAnet Limited HR Administrative Assistant, Hilton Hotels Dublin – HR Assistant, Hilton Worldwide - HR and Training Trainee, HSE, Gradlink HR Graduate Programme, IBEC Graduate Programme - HR/IR Executive, IBM- HR Administrator, Irish Wheelchair Association - HR Administrator, Irish Times HR Assistant, Jurys Inn London - HR Officer, Maldron Hotel - HR Coordinator, OSG - HR Coordinator, Marker Hotel - HR Assistant, PwC – HR Assistant, Training & Development, Ryanair – HR Officer, St. James Hospital - HR Officer, SISK Healthcare HR Administrator, St. Vincent's Hospital - Learning & Development Assistant, Telefonica - HR Contact Advisor, Telefonica – Onboarding Advisor, Three Ireland – Recruitment Coordinator, Tesco Ireland - HR Executive, Zendesk, EMEA Recruitment Coordinator, Zurich - HR Assistant.

### Recruitment:

Adecco – Recruitment Consultant, Brightwater Recruitment – Recruitment Administrator, CPL – HR Administrator, CPL – IT Recruiter, Hays – Recruitment Consultant, Lex Consultancy - IT Recruiter, Mindworks - Recruitment Consultant, Next Generation

Recruitment Talent Resource Partner, O'Reilly Recruitment - Recruitment Consultant, Recruitment Plus - Recruitment Administrator & Healthcare Assistant, Robert Walters Australia - Recruitment Consultant, Solas - IT Recruitment Consultant

### Non HR Roles:

ACC Loan Management Loan Administrator, Bank of Ireland - Digital Activation Specialist, Bank of Ireland - Branch Assistant, Bank

of Ireland- Graduate programme, BNP Paribas - Trade Services Administrator, Brown Thomas - Manager, Chill Insurance - Insurance Broker, Friel Stafford- Trainee Chartered Accountant, Mercer - Administrative Assistant, Shares Team, Modern Green - Account Manager, New Ireland - Business Administrator, New Ireland-Pensions, SFM Europe Office Administrator, Towers Watson - Pensions Administrator

## What Postgraduate Courses do Accounting Graduates choose?

The following list provides a sample of the postgraduate courses The BA (Hons) HRM students progressed to following graduation:

DCU – MSc in Human Resource Management  
Technological University Dublin - Postgraduate Diploma in Law  
Technological University Dublin– MSc in Marketing  
Technological University Dublin - MSc Strategic Management  
Grenoble Ecole de Management, France MSc International Business  
National College of Ireland - MA Human Resource Management  
National College of Ireland - MSc in Management  
National College of Ireland - MSc in Marketing  
UCD Smurfit – MSc in International Business  
UCD Smurfit – MA in Human Resource Management  
UCD – Professional Diploma in Employment Law

## CIPD Membership

To progress within HR the CIPD qualification is often required. The Chartered Institute of Personnel and Development (CIPD) is Europe's largest professional body for those involved in Human Resources (HR) and development with over 135,000 members in the UK, Ireland and internationally.

Many students continue with their studies in HR to secure the CIPD qualification (<http://www.cipd.co.uk/membership/>). Some postgraduate courses including the full time MA in Human Resource Management in NCI offer CIPD accreditation.

## Articles and sites with information on developing a career in HR

- CIPD – 2021 HR Practices in Ireland Survey : <https://bit.ly/CIPDSurvey2021>
- Prospects: Information on HR & Recruitment as a career <https://bit.ly/ProspectsHR>
- Inside Careers – HR & Recruitment as a Career: <https://bit.ly/InsidecareersHR>
- Target Jobs: Is a graduate HR Career right for you? <https://bit.ly/TargetJobsHR>
- Workplace Relations Commission: Decisions made on cases brought - <https://bit.ly/WRCDecisions>
- Industrial Relations News: <https://www.irn.ie/>

## CAREERS OPEN TO ALL GRADUATES

About one-third of all graduate jobs are advertised for graduates of any discipline. Examples of these jobs include management trainee positions, marketing and sales, research, banking, etc.

You also have the option of taking a postgraduate conversion course when you graduate. Pursuing a postgraduate conversion course will allow you to alter your original career path, to think beyond previous educational restrictions, such as CAO points, and open the door to a new career path that you really want. Postgraduate conversion courses exist in teaching, law, IT, marketing, advertising etc.

## MORE INFORMATION

For much more detailed information and resources relating to a career in HR, career paths and vacancy sources are available both from the Careers Team and our website [www.ncirl.ie/careers](http://www.ncirl.ie/careers).

Choosing a career requires knowing much more than what is open to you. Every student will create their own career path based on their personal values, skills, interests and abilities interests so please do arrange to meet us to help you get started on your career journey.

## SAMPLE CAREER PATHS

