

SAOIRSE HANRAHAN

RECRUITER

EXPERIENCE

RECRUITER BUILDING STAFF SOLUTIONS

JANUARY 2025- PRESENT

- Managed end to end recruitment for construction workers, building and maintaining strong client relationships to understand specific hiring needs.
- Utilized ATS platforms to manage candidate pipelines, track recruitment activity, and ensure compliance with industry regulations.
- Sourced qualified candidates efficiently through job boards, LinkedIn Recruiter, and construction-specific talent pools.
- Conducted detailed interviews and verified essential qualifications, including CSCS cards, health and safety credentials, and right to work documentation.
- Negotiated offers and coordinated onboarding to ensure seamless placement and retention of candidates on active construction sites. Maintained up to date knowledge of market trends, including pay rates, labor shortages and compliance requirements while delivering high volume recruitment support under tight deadlines with a focus on candidate experience and client satisfaction.

STORE MANAGER DUNE LONDON

JUNE 2024- DECEMBER 2024

- Led performance management processes, including conducting reviews, providing feedback, and coaching staff to support continuous growth and improve team performance.
- Managed recruitment and onboarding, ensuring a smooth integration of new hires while verifying right-to-work documentation in line with legal requirements.
- Developed and implemented training programs to enhance productivity and maintain compliance with company policies.
- Coordinated with HR to maintain accurate employee records and actively promoted engagement initiatives to boost retention and morale.

SENIOR SUPERVISOR LIFESTYLE SPORTS

AUGUST 2021- JUNE 2024

- Supervised a team of up to 20 employees ensuring adherence to company policies and fostering a collaborative work environment.
- Facilitated training sessions to improve employee skills.
- support HR initiatives related to employee engagement, retention and development.
- Monitored KPI's and implemented strategies to motivate team.
- Involved in mass recruitment over seasonal periods multiple times throughout the year.

CONTACT

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ABOUT ME

I am a qualified HR professional with 4 years of experience in recruitment and team management, including 3 years within the healthcare sector. KPI driven and highly adaptable, I thrive in fast-paced environments while delivering results aligned with organisational goals.

EDUCATION

THE OPEN COLLEGE, 2025

QQI in Human Resources

SKILLS

Negotiation and sourcing
Full cycle recruitment
Proficiency in word, excel and google docs
Resume evaluation
Aplicant tracker systems
Screening and interviewing
Client relationship building
Conflict resolution
Boolean search techniques
Emotional intelligence
Multi-tasking under pressure
Stakeholder management
Onboarding
Excellent communication
Organized