

# Director of Culture & Engagement

Glanbia Foods ★★★★★ 123 reviews

Aurora, IL 60504

Hybrid remote

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Job

Company

## Indeed's salary guide

- Not provided by employer
- \$88.7K - \$112K a year is Indeed's estimated salary for this role in Aurora, IL.

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Glanbia plc

Director of Culture & Engagement (US Based)

Glanbia - Our Business

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Glanbia is a global nutrition company and the global leader in the performance nutrition industry with a portfolio of performance and lifestyle nutrition brands. As a nutritional solutions provider in the B2B arena, we commercialise specialty nutritional, functional ingredients and precision premixes to meet our customer needs. Glanbia's growth has been achieved both organically and via targeted M&A to scale positions and build into adjacencies in attractive segments aligned with our purpose.

**B2C:** each of our own brands has its own consumer appeal. We are the #1 global sports nutrition brand with a growing presence in lifestyle nutrition.

**B2B:** our portfolio of both nutritional ingredients and cheese products gives us strong market reach and customer relevance. We work closely with our customers to develop products that exceed their expectations.

**D2C:** our digital platforms enhance engagement with our consumers at multiple touch points throughout their purchasing decision journey. We will continue to connect with consumers through creative excellence and new digital layers of services.

Employing over 6,000 people across 32 countries, our products are sold or distributed in over 100 countries with total Group revenue of €4.2bn. We have three segments: Glanbia Performance Nutrition, Glanbia Nutritionals and Joint Ventures & Associates. Our shares are listed on the Irish and London Stock Exchanges (symbol: GLB). <http://www.glanbia.com>

The role

The Director Culture & Engagement plays a strategic role in evolving our purpose led and inclusive culture, enabling a great employee experience, which results in high levels of engagement and performance and supports sustained growth for our people and our business.

They will lead the design and execution of a group-wide employee engagement and employee communications strategy in collaboration with HRLT and relevant business leader stakeholders to bring our purpose, vision and values to life and create a culture where there is a strong sense of belonging and thriving.

They will act as a strategic partner and thought leader within the TLC CoE, bringing insight and innovations based on a deep knowledge of business needs and leveraging leading practices and market trends to proactively address emerging employee experience and business requirements, particularly in a hybrid working context.

The Director Culture & Engagement coordinates engagement and employee communications activity across the Group in collaboration with the BU Communications & Engagement teams & BU HR leadership to ensure alignment and efficiency.

Location

The base location of the roles can be in either our Aurora or Downers Grove office, with hybrid working arrangements available through our Smart working model which allows you a greater choice in how you work and live, giving you a better work-life balance.

### Key elements of the role:

Lead on the development of a multi-year culture and engagement programme that inspires and engages our people and delivers on defined objectives.

Oversee the design and delivery of employee engagement & extended workforce programs in collaboration with BUs and global engagement network, including values related initiatives, continuous listening, roadshows, employee recognition and CSR.

Cultivate and sustain positive relationships, and a strong global engagement network, to ensure connection with emerging needs and effective delivery of the global strategy and frameworks within BUs.

Delivery of internal employee communications related to enterprise wide HR and business change programmes, working with BU communications leads to ensure local impact.

Craft stories to amplify employee engagement activities across multiple communication channels and develops mechanisms for supporting effective communication across a diverse employee base.

Collaborate on wider global initiatives related to the evolution of our employer brand and EVP and bringing the company story to external audiences' congruent with our overall branding and PVVs.

Partner with relevant colleagues on strategies that have a significant employee engagement element, e.g. wellbeing, DE&I. Also support the cascade of employee communications from the ESG team on sustainability.

Support internal employee communications activities for the Corporate and GBS functions as required.

Collaborate with Leadership Capability colleagues in the TLC CoE to build internal communications and engagement capability among leaders at all levels.

Assess and monitor engagement, culture, and values through appropriate KPIs which are aligned to the business strategy

Lead and coach the team, clarifying roles, responsibilities, team and individual performance goals and developing the team to their full potential.

Measure and evaluate effectiveness and impact of strategies, solutions and processes to ensure fit for purpose and continuous improvement.

Qualifications

Undergraduate degree (minimum) in related area of focus (Human Resources, Business Management, Organizational Psychology/Development,).

Membership of a relevant professional body.

Experience Prior experience as a Senior HR leader with responsibility for culture, employee communications and engagement programs. Proven record of successfully leading teams to shape and deliver impactful organisational culture and engagement strategies across a global organisation. Experience supporting the internal employee communications elements of business and cultural change programmes.