

POST:
SALARY:
CENTRE:
REF
REQUIREMENTS:

CHIEF DIRECTOR: HUMAN RESOURCES MANAGEMENT
R 988 152 per annum (all inclusive salary package)
Pretoria
270315/01

A relevant B Degree or equivalent qualification. A broad and deep understanding of people management strategies that will facilitate the delivery of DWS strategic goals through the implementing of rigorous talent management programmes. Relevant experience within the HR environment at a Senior Management level. Full competency in HR Management best practices and HR systems (Organisational Development; Recruitment and Selection; HR Transaction and Knowledge Management; Performance Management; Talent Management, Stakeholder Management and Employee Relations). Knowledge of Human Resources policies. Knowledge of Legislation governing Human Resources within Public Service and SMS handbook. The ability to interact both at strategic and operational levels. Proven experience in huge restructuring and reorganization project. Solid experience in change management. Financial Management. A successful track record in project managing, implementing and completing high-level HR interventions will be ideal. Sound managerial abilities. Good communication legislation.

DUTIES:

Report to the Deputy Director-General: Corporate Services and serve on various forum/structures in the design and implementation of the Human Resources Architecture (strategies, policies, structures, processes, systems and frameworks). Interpret and translate both current and future business needs into effective talent management plans. Perform business and budget planning; implement organizational development models to support positive performance and a learning culture that promotes effective people management solutions. Conceptualise and implement talent management models that attract, retain productive teams for the Department. Build a sound talent pipeline pool, with HR capability to contend with the Department. Drive and facilitate the development of an effective HR information system that enhances decision-making and inform the design of strategic interventions. Provide overall management of the Human Resources: Chief Directorate.

ENQUIRIES:

Mr. Squire Mahlangu, tel (012) 336 8792

APPLICATIONS

*Please forward all applications for the centre: Pretoria quoting the reference number to: The Department of Water and Sanitation, Private Bag X 350 Pretoria 0001 or hand deliver at Groundfloor, Continental Building, Cnr Visagie and Bosman Streets, **For attention:** Ms L Van Wyk*