

**POST:**  
**SALARY:**  
**CENTRE:**

**CHIEF DIRECTOR: HUMAN RESOURCES Ref: 210214/01**  
**R 934 866 per annum (all inclusive salary package)**  
**Pretoria.**

**REQUIREMENTS:**

A relevant degree in management or equivalent qualification. A broad and deep understanding of people management strategies that will facilitate the delivery of DWA strategic goals through the implementation of rigorous talent management programmes. A minimum of 5 years experience in a Senior Management Human Resources position. Full competency in HR best practices and HR systems (Organisational Development; Recruitment and Selection; Transaction and Knowledge Management; Performance Management; Training and Development and Employee Relation) The ability to interact both at strategic and operational levels. Proven experience in huge restructuring and reorganisation project. Solid experience in change 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 organisational 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:**  
**APPLICATIONS**

Mr S Mahlangu tel, 012 336 8792  
Please forward you applications quoting reference number to: The Department of Water Affairs, Private Bag X 350, Pretoria, 0001 or hand deliver at the Continental Building, corner Visagie and Bosman street, Pretoria.

**FOR ATTENTION**  
**CLOSING DATE**

Ms TE Ntabeni  
**21 FEBRUARY 2014 Time: 16H00**