



**national treasury**

Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA

## **CORPORATE SERVICES DIVISION**

### **Director: Human Resources Service Delivery**

**Remuneration Package: R1,057,326.00 per annum (Incl. benefits)**

**Reference: (Ref. S001/2020)**

### **Pretoria**

**The incumbent will be required to:** Provide leadership and guidance in the provision of an integrated HR approach and to act as a primary connection between internal stakeholders and the HR service delivery team for the alignment on strategic objectives and implementations of key initiatives within the National Treasury.

**Qualifications and Requirements:** A minimum Degree in Human Resources Management/ Business Management/ Public Administration • A minimum 5 years' experience at a middle management level (Deputy Director) obtained within Human Resources Management environment or related field • Knowledge and experience of the Public Service Human Resources Management Legislative Framework • Knowledge and experience of the Public Service Acts • Knowledge of Human Resources Information and application Systems.

**Some key Outputs include: Strategy Development and Implementation:** Develop and implement a Human Resources Service Delivery Strategic implementation plan to fast-track the turn-around time of human resources service offering pertaining to clients' needs • Provide guidance and lobby internal support on the implementation of the most effective mechanisms and tools to enhance collaboration and cohesion for improved service delivery with regard to implementation of service offerings • Review policies continuously for correct application in business and in alignment with the HR Service Delivery Strategy in accordance with the ever-evolving environment against the backdrop of the

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The National Treasury is an equal opportunity employer and encourages applications from women and the persons with disabilities in particular. Our buildings are accessible to people with disabilities.

Applications should be accompanied by a fully completed Z83 (non-negotiable) comprehensive CV and originally certified copies of qualifications and ID. Please forward your application, quoting the relevant reference number and the name of the publication on the subject line of the email, to the e-mail address mentioned.

Kindly note: applications that are not compliant with the above requests will not be considered. The Department reserves the right not to fill the post.

Please note: All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Successful candidates will be appointed on probation for the period of twelve (12) months into the prescribed rules

All short-listed candidates will be subjected to personnel suitability checks and the successful candidate will undergo security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). If you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful.



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needs of clients **HR Service Delivery:** Provide guidance and direction on the effective implementation of HR offerings and services to clients • Implement a collaborative strategy with regard to service delivery provisioning and initiate projects in alignment with business requirements • Verify the correctness of the application of HR Policies and Procedures, continuously, prior to implementation of any new service offering in alignment the relevant policies and procedures • Develop and apply a customer centric service delivery culture within the National Treasury. • Monitor the effectiveness of the implementation of service offerings and align discrepancies, accordingly. **Stakeholder Engagement:** Engage stakeholders through awareness drives on new service offerings and their benefits prior to implementation • Collaborate and enhancing partnerships with specialise business units within HRM to determine, and fast-tracking deliverables and targets for implementation • Align business plans with strategic objectives in achievement of HR objectives and targets • Provide timeous feedback on requests to stakeholder's concerns pertaining to service offering **HR Policy and Prescribes Analysis:** Align the HR Service delivery objectives with National Treasury annual business plans to conform to business units demands • Influence and obtain buy-in from stakeholders within business on HR initiatives and offerings • Develop and analyse a comprehensive HR feedback analysis desk board portraying service offerings and progress in support of business continuity • Align memoranda on HR offerings and services for the smooth implementation within the broader business.

Applications may be sent via e-mail to [Recruit.OMIN@treasury.gov.za](mailto:Recruit.OMIN@treasury.gov.za)

**Closing date: 31 January 2020 at 12:00 pm**

***Please note: We only accept applications sent via email to the above-mentioned email address in a PDF format. The National Treasury no longer accepts hand delivered or posted applications.***

***Please also ensure that you read the full advert for guidance on how to send your applications.***

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For further information regarding the positions please visit our careers page:  
<http://www.treasury.gov.za/careers/default.aspx> or contact Ms Lorraine Pale, 012 406 9087

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