



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

CORPORATE SERVICES DIVISION

Director: Talent Management

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

Reference: (Ref. S032/2020)

Pretoria

The incumbent will be required to: Provide an integrated human resources development process and alignment of organisational practices to the talent management framework.

Qualifications and Requirements: A minimum Degree in Industrial Psychology/ Human Resources Management • A minimum 5 years' experience at a middle management level (Deputy Director) obtained in the Human Resources Development environment • Knowledge and experience of research, development and implementation of policies • Solid and tested experience in talent management initiatives and implementation • Knowledge and experience of performance management development system and tools • Proven experience in the implementation of blended learning initiatives • In-depth knowledge of the Public Service Regulations and prescripts.

Some key Outputs include: Employee Development: Develop and coordinate the implementation of a talent management framework and initiatives that complies with relevant public service legislation, facilitates employee engagement, retention and a culture of high performance • Develop and implement blended learning initiatives that facilitates the culture of organisational learning and knowledge base organisation • Develop and implement new strategies, policies, systems, procedures and processes for employee development initiatives • Measure the impact of the employee development initiatives **Career Development and Management:** Provide a platform for career

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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assessment, planning and development initiatives • Design and implement career development policies, tools, methods, procedures and processes • Monitor and improve the career assessment, planning and development of services offerings • Coordinate the implementation of developmental plans • **Human Resources Service Design and Development:** Develop new HR systems, policies, products, and procedures for the National Treasury • Institute a research platform on HR best practices in line with international standards **Performance Management:** Contribute towards fostering a culture of high performance management in the National Treasury • Ensure that the performance management business processes are documented and reviewed • Re-engineer performance management as a business tool based on best practices and benchmarks • Act as custodian of the relevant performance management processes and instate proper governance • Develop and implement a comprehensive rewards and recognition strategy within the National Treasury.

Applications may be sent via e-mail to Recruit.EXEC@treasury.gov.za

Closing date: 20 March 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.

For further information regarding the positions please visit our careers page:

<http://www.treasury.gov.za/careers/default.aspx> or contact Human Resources on 012 315 5100.

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