

CORPORATE SERVICES DIVISION

CHIEF DIRECTORATE: HUMAN RESOURCES MANAGEMENT

Director: Organisational Development

(REF: S011/ 2017)

R898, 743.00 (All-inclusive remuneration package) per annum

PRETORIA

Purpose

To establish and sustain an organisational and change process for the National Treasury that supports the human capital in accomplishing business goals and engage clients in contributing an organisational culture which recognise and value individual and team contributions.

Key Outputs

- Design and implement an OD Strategy/ Plan for the National Treasury.
- Translate OD strategy content into concrete processes in support of the National Treasury's objectives.
- Implement and support strategic interventions that enable HR to meet the strategic demands of business through Organisational Development and Change Management interventions.
- Provide consultation and facilitation on organisational design and implementation.
- Facilitate strategy development workshops to increase awareness within business.
- Initiate and conduct environmental surveys analyse the organisational development effectiveness in terms of structures, culture, value, norms and standards.
- Integrate strategic values and vision in the organisational development and change objectives.
- Promote the assimilation of organisational effectiveness and change management within business through education, awareness, partnership and consultation with stakeholders.
- Facilitate the organisational values and the creation of a unique organisational culture.
- Promote change leadership and transitional processes in National Treasury.
- Develop diagnostic tools, e.g. employee survey, performance review, and HR metrics in the establishment of a prudent organisational development enabler.
- Create a catalogue of systems to promote the advocacy of change and its benefits to the organisation.
- Develop and implement culture and value alignment process to improve cultural collaboration and the support of future organisational transformation.

- Identify NT values and align NT people behind NT values and the behavioural changes required to best live out these values
- Develop climate shaping process to ensure appropriate balance between desired organisational / divisional culture
- Utilise culture / climate diagnostic tools to assess culture and to determine progress towards the achievement of desired organisational culture
- Human resources customer satisfaction data gathering, analysis, and decision making tools to be developed to help position human resources as a customer responsive division
- Develop and implement suitable transformation strategies to respond to internal external
- Ensure compliance with Employment Equity legislation, including diversity and PWD
- Initiate the development and alignment of an organisational structure and design process in line with DPSA requirements.
- Stay abreast of changes pertaining to organisational effectiveness through benchmarking, research and interventions in the enhancement of organisational effectiveness.
- Develop and research best practices on organisational systems enhancement and tools for and improved and sustainable organisational platform.
- Responsible for the strategic development, manages implementation and evaluate all the wellness programmes
- Manages the implementation of the employee wellness framework and create culture of health and wealth within the National Treasury
- Provides Senior Leadership to development, implementation and management of employee relations programs and National Treasury specific labour relations matters
- Ensure that NT culture is proactive to ensure harmonious employee relations.
- Utilise team effectiveness / teambuilding interventions to identify areas of team dysfunction across divisions and to partner with these teams to build sustainable high performance infrastructure
- Provide menu of organisational development interventions to support team effectiveness as a critical component of business effectiveness.

Applications for the above position can be e-mailed to recruit.cs@treasury.gov.za, quoting the relevant reference number and publication in which you saw this advertisement.

The National Treasury is an equal opportunity employer and encourages applications from women and the people with disabilities in particular.

Our buildings are accessible to disabled persons.

Applications should be accompanied by a 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 in which you saw this advertisement, to the Recruitment Administrator: National Treasury, Private Bag X115, Pretoria 0001 or e-mail to the address indicated above.

Qualifications and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted. 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 1 month of the closing date, please regard your application as unsuccessful.

- Develop and implement a programme to ensure that Executive coaching is available to support organisational leadership.
- Design and implement benchmarking and research methodology.
- Design and facilitate the implementation of a benchmarking strategy.
- Develop and align OD methodologies for business in partnerships with relevant stakeholders.
- Keep abreast of latest trends and engage recognised institutions pertaining to OD processes, systems and tools.
- Initiate a National Treasury enabled employee engagement survey.
Engage internal clients and gather relevant information on issues of mutual concern.
- Escalate matters emanating from the engagement survey to relevant stakeholders for consideration and implementation.

Requirements

- A National Diploma/ Degree in Human Resources Management/ Business/ Public Administration. A post graduate supplemented by Organisational Development/ Strategy and Systems will be an added advantage.
- 6-8 years' experience in organisational development, systems and change management interventions of which 5 years' experience is in middle-management;
- Knowledge of strategic planning and facilitation of change;
- Experience in consulting and facilitation of management of change in OD;
- Experience of mapping of document processes; and
- Experience in the organisational methodology alignment and enhancement.

Closing date: 28 April 2017 at 12:00. No late applications will be accepted.

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