

Corporate Services

Director: Organisational Development

(Ref: S087/2016)

Remuneration package R864 177 per annum (All-Inclusive package)

Pretoria

Purpose: To provide advice and professional support to ensure that the organisational objectives are supported by an adequate and streamlined establishment. To establish and sustain an organisational effectiveness and change management function. To oversee Employee Health and Wellness and make a significant contribution to the creation of an effective organisation culture which recognises and values both individual and team contributions to organisational effectiveness. To encourage accountability through a fully functional Employee Relations function

Key outputs: • Design and implement an Organisational Development Strategy in support of the Department's objectives • Facilitate strategic interventions in the areas of Organisational Development and Change Management • Promote organisational effectiveness and change management competencies through education, partnership and consultation • Ensure compliance with relevant prescripts and directives • Integration of organisational culture, vision and values across the Department • Ensure that a conducive environment is maintained to support the wellness of employees • Management of Employee Relations • Provide leadership to the Organisational Development team in collaboration with other Human Resource functions.

Requirements: • An appropriate three year degree in Human Resources/ Psychology/ and or Behavioural Sciences • A post graduate qualification will be an advantage • A minimum of 5 years' experience in a management position, specifically in the field of OD, change management, or strategy development environment.

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

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 to the e-mail recruit.cs@treasury.gov.za. **Closing date 9 May 2016 at 12h00, no late applications will be accepted.**

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.

Please note: *All Shortlisted candidates for SMS Post 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. Following the interviews and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.*