Accelerate your career in this progressive and dynamic environment, whilst contributing to the growth of our country.

CORPORATE SERVICES

CHIEF DIRECTOR: HUMAN RESOURCES MANAGEMENT

Salary: R1,042,500.00 – R1,246,449 per annum (All-inclusive remuneration package) (Ref: S116/2016) Pretoria

Purpose of this position:
To provide strategic direction and leadership in Talent Management for the National Treasury and to oversee the operational management of talent acquisition, development, performance management, organisational development and retention functional areas.

Requirements:
- A relevant postgraduate qualification and a Degree in Human Resources/Psychology and/or Behavioural Sciences
- 5-10 years' experience in the field of HR plus a minimum of 5 years' senior management experience
- 2-5 years' experience in the development and implementation of talent management strategies
- Knowledge and understanding of HR policies, procedures and employment-related legislation
- Experience in the management of teams
- In-depth exposure to the management of talent and HR-related projects
- Leadership capability and understanding of the Public Sector
- Effective communication skills
- Capacity to facilitate and implement change
- Understanding the importance of measuring HR effectiveness and impact
- Process-orientation in the delivery of talent management initiatives and HR services
- The ability to coach and develop others
- Networking and influencing skills

Key outputs:
- Develop, align and implement talent management strategies with National Treasury strategic objectives
- Provide leadership and strategic support on Human Resources matters relating to talent management
- Develop and implement effective talent acquisition strategies
- Manage the development and implementation of integrated performance management process
- Facilitate a high-performance culture
- Oversee the development, approval and implementation of HRD and Leadership Development programmes for National Treasury
- Promote effective collaboration and team practices
- Facilitate the development, review, enhancement and implementation of the Change Management Framework
- Ensure understanding and support of Organisational Development in the Department
- Develop a competent HR team and enable a service culture

- Provide guidance, direction and support to management and staff on HR budget allocations and usage
- Monitor and manage the talent management budget.

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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 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 11 July 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).

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.

If you have not received feedback from the National Treasury within 1 month of the closing date, please regard your application as unsuccessful.