



VACANCY

REFERENCE NO	:	HOD_TM 04/2020
JOB TITLE	:	HOD: Talent Management
JOB LEVEL	:	E2
SALARY	:	Negotiable
REPORTS TO	:	Executive: Human Capital Management
DIVISION	:	Human Capital Management
LOCATION	:	Erasmuskloof, Pretoria
POSITION STATUS	:	Fixed Term Contract – 5 years

Purpose of the job

To develop and implement the talent management strategy for SITA aimed at attracting, measuring, developing talent pool for, as well as retaining key talent and leadership development. The strategy will be the foundation for BBBEE rating, development of equity targets, interventions and monitoring on ongoing basis. As part of the SITA transformation, the role will be responsible for building the ICT skills for the organization and its clients which includes establishment of the ICT learning academy.

Key Responsibility Areas

- Leads the development and implementation of the SITA Talent management strategies and plans;
- Create and manage the learning and development strategy that is aligned to the SITA transformation strategy in collaboration with business line managers;
- Lead the development and implementation of leadership development programs;
- Lead the development and implementation of the coaching and mentoring strategy for SITA;
- Lead the development and implementation of the 5 year EE and skills development plan in alignment with the organizational strategy;
- Ensure the provision off effective and efficient talent acquisition;
- Human Capital Management; and
- Financial and business management.

Qualifications and Experience

Minimum Qualifications:

A Bachelor's degree in Human Resource Management, Social or Behavioral Sciences or related field.

A post graduate Degree in the relevant field will be an added advantage.

Experience:

- 10 years of experience in leading/ managing Talent Management processes. Experience must include:
 - Experience in transformation including skills development and employment equity;
 - Management and leadership development;
 - Career and succession management;
 - Development and implementation of pipeline structures;
 - Needs analysis, learning design (blended), and program delivery; and
 - Setting up of a learning academy either in core skills or leadership.

Technical Competencies Description

Knowledge of: HCM related legislation, Talent Management tools and methodologies, Project Management, Policy Development and review, Strategy development in learning and development.

Skills: Exceptional communication skills; Excellent managerial and administrative skills; Strong people management, interpersonal skills and teamwork; Proficiency in Microsoft packages; Financial management skills; Planning and organizing skills; Exceptional listening, analytical and problem-solving skills; High level of influencing, negotiation, facilitation, presentation skills and diplomacy.

Other Special Requirements

- This role heads a full department within the HCM division, in line with the focus on customer centricity within SITA, the incumbent is expected to display the following behaviors:
 - The ability to quickly bounce back from difficult situations
 - Must be highly attentive to detail.
 - Display the ability persuade their stakeholders in matters that benefit the organization
 - Be highly assertive and delivery driven

How to apply

Kindly forward your CV to: Lwandiso.recruitment@sita.co.za stating the position applying for and the relevant reference number

Closing Date: 23 April 2020

Disclaimer

SITA is an Employment Equity employer and these positions will be filled based on Employment Equity Plan. Preference will be given to members of designated groups.

- If you do not hear from us within two months of the closing date, please regard your application as unsuccessful;
- Applications received after the closing date will not be considered. Please clearly indicate the reference number of the position you are applying for;
- It is the applicant`s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA);
- Only candidates who meet the requirements should apply;
- SITA reserves the right not to make an appointment;
- Appointment is subject to getting a positive security clearance, the signing of a contract of employment verification of the applicant`s documents (Qualifications) and reference checking;
- Correspondence will be entered into with shortlisted candidates only; and
- CV`s from Recruitment Agencies will not be accepted.