



EXECUTIVE: HUMAN CAPITAL MANAGEMENT BASED IN PRETORIA, ERASMUSKLOOF

PURPOSE: To lead, manage and monitor the organisational transformation programs, provide strategic human capital management services in alignment with the corporate strategy to ensure that SITA attracts, builds, and retains talent.

REQUIREMENTS:

- A Degree in Human Resources Management / Industrial Psychology / Organisational Development / Business Administration or related field
- A Postgraduate Degree in Human Resources Management / Industrial Psychology / Organisational Development / Business Administration or related field will be preferred
- Minimum 10 years' experience in Human Capital Management
- Minimum 5 years at Senior Management / Leadership level
- Proven experience leading HCM in a large, complex organisation
- Demonstrated experience in Board, HR&RemCo and EXCO
- Experience within public sector or State-Owned Entity environment (advantageous).

KNOWLEDGE:

- Human Capital Strategy formulation and execution
- Organisational Design and Workforce Planning
- Talent Management and Succession Planning
- Executive Remuneration and Reward Frameworks
- Employment Equity and Transformation legislation
- Labour Relations and Collective Bargaining frameworks
- BCEA, LRA, EEA, Skills Development Act
- PFMA and Treasury Regulations (as applicable to HR governance)
- Performance Management Systems design and governance
- HR Digitalisation and Automation
- HR Analytics and Reporting
- Change Management Methodologies
- King IV Governance Principles.

KEY PERFORMANCE AREAS:

- Develop and monitor the implementation of the Human Capital Strategies (aligned to the Corporate Strategy) and guide the provision of integrated Human Capital Management services
- Lead and monitor the implementation of integrated human capital management solutions to ensure that SITA has appropriate human capital management Interventions
- Guide and monitor the implementation and provision of employee wellness services to assist employees with wellness needs
- Guide and monitor and manage the implementation of sound employee relations
- Guide and monitor the provision of Organisational Development (OD) solutions to ensure that SITA has appropriate Organizational structures, competencies, business processes and utilizes the best fit change management methodologies and tools
- Drive the development and implementation of an integrated talent management strategy
- Ensure effective management of resources (i.e. budget/ finances, asset) within the Unit.

CLOSING DATE: 07 JUNE 2026.

Applications must include:

- Detailed CV
- Certified copies of qualifications
- ID document
- Names and contact details of at least three referees to lumka@warriortalent.co.za

Shortlisted candidates will be required to undergo vetting and suitability checks, including criminal record, financial checks, qualifications verification, and reference checks. Candidates recommended for appointment will be subjected to processes in compliance with the PFMA.

If you do not receive feedback within three months of the closing date, please consider your application unsuccessful. The SITA reserves the right not to fill the position.

