



VACANCY

REFERENCE NR	:	VAC00662/25
JOB TITLE	:	Lead Consultant: Strategic Talent Sourcing and Retention
JOB LEVEL	:	D4
SALARY	:	R 845 277 – R 1 267 915
REPORT TO	:	Executive: HCM & Facilities Management
DIVISION	:	Human Capital Management
DEPARTMENT	:	HCM: Executive HCM & Facilities Management
LOCATION	:	SITA Erasmuskloof
POSITION STATUS	:	Permanent (Internal & External)

Purpose of the job

To plan, discover, attract, and engage potential candidates to meet SITA's strategic talent sourcing needs, focusing on generating a constant influx of potential candidates to fill all vacant job roles using the right approaches, platforms at the right time and at the right price.

Key Responsibility Area

- Strategic Talent Sourcing planning.
- Talent Sourcing research and benchmarking.
- Develop talent sourcing processes, policies, platforms and SOPs.
- Lead the attraction, selection and offering for strategic and scarce roles.
- Strategic talent retention.
- Achieve results through people management and leadership.

Qualifications and Experience

Minimum: Bachelor's Degree in Human Resources or Industrial Psychology or Social Sciences or relevant equivalent to NQF Level 7.

Experience: 8 - 10 years working experience in Human Resources Management with specialisation in Talent Sourcing, with at least 5 years' experience as a Consultant or Manager in Talent Sourcing.

Technical Competencies Description

Knowledge of Company Strategy, Talent Management Framework, Talent Sourcing Strategies, Human Resources processes, policies and procedures, Stakeholder Management Principles, Labour or Employment legislation, Talent Sourcing theories and best practices. Skills Strategic talent sourcing planning, Strategic Thinking, Benchmarking, leadership engagement, Talent Sourcing Analysis, Facilitation, Consulting, Stakeholder Management, Collaboration, Communication, Interpersonal Relations, Interviewing skills. Personal Attributes / Behaviors Client Centric, Innovative, Collaborative, Integrity, Agility, Empathetic, Outcomes driven, Employee. centricity, Analytical thinking, High performance oriented, Solution oriented, highly organized, and able to work under extreme pressure.

Other Special Requirements

N/A

How to apply

To apply please log onto the e-Government Portal: www.eservices.gov.za and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour";
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access www.eservices.gov.za, then follow the below steps:

1. Click on "Employment & Labour";
2. Click on "Recruitment Citizen"
3. Login using your username and password
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

For queries/support contact egovsupport@sita.co.za OR call 080 1414 882

CV`s sent to the above email addresses will not be considered

Closing Date: 20 June 2024

Disclaimer

SITA is an Employment Equity employer and this position will be filled based on the Employment Equity Plan. Correspondence will be limited to shortlisted candidates only. 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.
- The appointment is subject to getting a positive security clearance, the signing of a balance scorecard contract, verification of the applicants' documents (Qualifications), and reference checking.
- Correspondence will be entered to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.