



## VACANCY - 2838

### Re – Advertisement

<b>REFERENCE NR</b>	:	<b>VAC00662/25</b>
<b>JOB TITLE</b>	:	<b>Lead Consultant: Strategic Talent Sourcing and Retention</b>
<b>JOB LEVEL</b>	:	<b>D4</b>
<b>SALARY</b>	:	<b>R 887 541 – R 1 331 311</b>
<b>REPORT TO</b>	:	<b>Executive: HCM &amp; Facilities Management</b>
<b>DIVISION</b>	:	<b>Human Capital Management</b>
<b>DEPARTMENT</b>	:	<b>Executive HCM &amp; Facilities Management</b>
<b>LOCATION</b>	:	<b>SITA Erasmuskloof</b>
<b>POSITION STATUS</b>	:	<b>Permanent (Internal &amp; External)</b>

### Purpose of the job

To design and execute a digitally enabled, data-driven strategic talent sourcing and workforce planning capability aligned to SITA's Digital Services Agency mandate. The role focuses on attracting, engaging and retaining critical and future digital skills, while strengthening employer brand, candidate experience, and talent pipelines.

**STRATEGIC IMPACT:** This role is critical in enabling SITA's transition into a Digital Services Agency in the future-ready talent acquisition and digital HCM capability.

### 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.
- Strategic Workforce Planning: Lead future skills planning aligned to digital transformation (AI, cybersecurity, cloud).
- Digital Talent Sourcing: Implement AI-enabled sourcing tools and automate recruitment workflows.
- Employer Branding & EVP: Develop and implement a compelling Employee Value Proposition and digital campaigns.
- Talent Analytics: Develop dashboards and use data insights to improve hiring outcomes.
- Candidate & Hiring Manager Experience: Enhance candidate journey and enable line managers.
- Retention Strategy: Implement stay interviews, pipeline strategies, and boomerang talent frameworks.

### 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. Experience in digital recruitment platforms, HRIS, talent analytics, and sourcing scarce ICT/digital skills.

## Technical Competencies Description

Digital workforce trends, AI in recruitment, EVP frameworks, and workforce planning methodologies. 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: Data-driven decision making, digital sourcing tools, workforce analytics, change management. 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](http://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](http://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](mailto:egovsupport@sita.co.za) **OR call 080 1414 882**

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

**Closing Date: 15 May 2026**

## 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.
- 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 performance contract, assessment recommendation, verification of the applicant's documents (Qualifications), and reference checking.
- Correspondence will be entered into with shortlisted candidates only.
- CVs from Recruitment Agencies will not be considered.