



RE - ADVERTISEMENT

REFERENCE NR	:	VAC00461/279
JOB TITLE	:	Executive: Human Capital Management
JOB LEVEL	:	E5
SALARY	:	R1 978 245 - R2 967 368
REPORT TO	:	Managing Director
DIVISION	:	Human Capital Management
Department	:	Human Capital Management
LOCATION	:	SITA Erasmuskloof
POSITION STATUS	:	5 - Years - Fixed Term Contract (Internal & External)

Purpose of the job

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.

Key Responsibility 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.

Qualifications and Experience

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).

Technical Competencies Description

Knowledge of: • 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.

How to apply

Kindly send your CV to: Puleng.recruitment@sita.co.za

Closing Date: 21 August 2026

Disclaimer

SITA is an Employment Equity employer, and this position will be filled based on Employment Equity Plan. Correspondence will be limited to short-listed 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 performance contract, assessment recommendation, 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.
- CVs sent to incorrect email address will not be considered