

EXECUTIVE MANAGER: HUMAN RESOURCES - NATIONAL HEALTH LABORATORY SERVICE LOCATION: SANDRINGHAM

Pay Grade: E5 (Five years fixed term contract) Reference Number: CORPHR0520

KEY JOB RESPONSIBILITY

- To participate and contribute as a member of the executive management team responsible for strategic planning of the organisation in order to ensure the achievement of organisational objectives and meet the needs of all stakeholders.
- To develop a Human Capital strategy and plan aligned with business needs and ensuring the most effective utilisation of resources.
- To develop and oversee the management of the Human Capital budget to ensure achievement of organisational objectives and Human Capital strategy.
- To define the legislated transformation agenda for the NHLS to ensure compliance to the National requirements.
- To inform the leadership agenda by establishing a sound Human Capital capability with respect to skill, competence, policies, procedures, systems and processes.
- To cultivate an organisation-wide culture by detecting organisational climate and placing effective response interventions along the entire HC value chain and supporting platform such as the organisational values.
- To direct the implementation of HC initiatives and projects in line with the organisational balanced scorecard.
- To stay abreast of best practice in the HC field and ensures implementation of new approaches in line with specific business needs.
- To inform HC Operations through benchmarked policies and procedures that support the NHLS business and effective turn-around time.
- To drive continuous improvement of HR systems, process and people capability to introduce and/or support sustainable organisational change.

KEY COMPETENCY REQUIREMENTS

- A degree in Human Resources or related field
- At least Fifteen (15) years' experience within Human Resources environment of which Seven (7) years' experience must have been spent at a senior management level within Human Resources environment.

Advantageous:

- SABPP Registration and or IPM is an added advantage.
- PHD in Human Resources or related field advantageous.
- Human Resources experience in a large organisation highly advantageous.
- All facets of the Human Resources value chain and Finance, Strategy, Relationships, Stakeholder Management, Risk management & Governance.

Attributes:

- Inspire a sense of vision, purpose and direction.
- Build organisational capability to deliver greater results.
- Exemplifies personal drive and integrity by adhering and promoting NHLS values and aligning processes accordingly.
- Understand organisation's direction and role within government and align activities with NHLS strategies.

Closing date 14 September 2020



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