



Road Traffic
Management Corporation

General Manager: Organisational Development and HR Operations

Ref No. RTMC/ GM: HC: OD&HRO / 2020


Salary Package: Negotiable

Purpose: The General Manager: Organisational Development (OD) and HR Operations position and reports directly to the Executive Manager: Corporate Services. The incumbent in the role is responsible for monitoring current HR performance trends and translating relevant HR information into business plans and proposals. The incumbent is responsible for managing and leading the development and implementation of all OD processes. The incumbent must also ensure provision of human recourse service to the entire Corporation, human resource function (full HR value chain) towards industry best practices and to integrate human resource outputs with the work of other areas in the business and ensuring alignment with the company's Human Resource policies and strategy. The incumbent is required to establish systems and processes to ensure the delivery of an effective human resource service to all stakeholders. The General Manager: OD and HR Operations will also have a specific responsibility for the Manpower planning and budgeting process within the organisation as well as change management initiatives.

Requirements: A Bachelor's Degree in Human Resource Management or Equivalent Qualification is essential, a relevant post graduate qualifications would be an added advantage. Candidate must possess at least 8 years' Human Resource Management experience of which 4 years should be at a Management level.

The successful candidate must have the following attributes and competencies:

Knowledge of People Management, Diversity Management and Change; A sound understanding of modern HR Practices and the current public sector HR operating model; Understanding of HR information systems; Understanding of Reward Systems; Understanding of the public Sector HR operation model; Knowledge of the Public Service Competency Framework; Knowledge of the Basic Conditions of Employment Act,

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Employment Equity Act, Skills Development Act, Labour Relations Act, and all applicable human resources legislation; Knowledge of Financial Management;

Main Duties: Manage the Human Resources function for RTMC; Develop a Manpower budget and manage compliance with the annual HR budget; Develop, maintain and build relationships with current and potential stakeholders to ensure service level requirements are met and to protect RTMC's interest in the relationship; Develop and ensure the implementation of Human Resources systems; Ensure effective Human Resources service delivery to employees and role stakeholders; Provide Guidance and Leadership in the development and implementation of Human Resources Policies and Best Practices; Perform general people management functions and effective capacity management to ensure smooth running of department;

To apply please submit a letter of application (no prescribed template), accompanied by a recent Curriculum Vitae as well as certified copies of qualifications, identity document and driving license. Applications must be forwarded via email to: rtmc@miltonresourcing.co.za

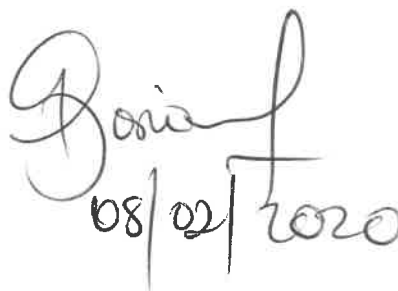
Candidates are requested to clearly indicate the reference number for the position they are applying for on the email. Candidates should also note that details information on the jobs is available on the RTMC website under vacancies.

NB: People with disabilities are encouraged to apply.

Closing date is the 2 March 2020 at 16:30 and no late applications will be accepted.

The RTMC reserves the right not to make an appointment. Due to the large number of applications we envisage receiving, applications will not be acknowledged. If you have not received any response from us within 3 months after the closing date, please consider your application unsuccessful.

Enquiries must be made in writing to: Mr Mpho Masutha on rtmc@miltonresourcing.co.za



Doris
08/02/2020