

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

NON-GOVERNMENTAL ORGANIZATION

NOTICE 109 OF 2020



GROUP EXECUTIVE: HUMAN RESOURCES

Report Line : Group Chief Executive Officer
Division : Human Resources
Scale Code : 115
Position ID : 60004497

5 YEAR FIXED TERM CONTRACT POSITION

Reporting to the Group Chief Executive Officer, the incumbent will be responsible for providing visionary and strategic Human Resources leadership in the development and implementation of a dynamic Human Resources framework and operation for the South African Broadcasting Corporation, aligned to Human Resource best practice and business requirements, resulting in the successful achievement of the SABC business objectives/goals and business growth.

Duties and Responsibilities: Develop and implement a best practice Human Resources Operation (including the review of Human Resources policies, practices, processes, systems, etc) which will contribute to business success. Provide visionary leadership in the development and implementation of a Human Resources strategy for the SABC, aligned to the SABC Corporate Business Strategy. Develop and implement a relevant Human Resources Structure resourced with a capable and competent Human Resources Team. Direct, manage, motivate/inspire and develop Human Resources employees nationally. Drive a Performance and Reward Framework (strategy, policies, processes, system, etc) which will contribute towards the establishment of a performance-driven culture and workforce. Support the Employee Relations Framework (structure, policies, processes, etc) which will result in a harmonious work environment and ensure the implementation of fair labour practices and compliance with labour legislation. Support the Talent Management Framework (including succession planning) which will ensure the attraction, retention and ongoing development of talent, resulting in a skilled and competent workforce. Drive the Human Resources Transformation strategies of the SABC in conjunction with business partners. Support Employee Wellness Strategies which will contribute to employee well-being and ensure compliance with statutory Occupational Health requirements. Develop and execute internal control measures and HR policies to ensure good governance. Cost-effectively manage the Human Resources Budget. Review and implement a Risk Management Plan in line with the organizational Risk Framework in order to minimize risk from an HR perspective within the Corporation.

Required Knowledge, Skills, and Abilities: Leadership and team management Change Management Business planning Knowledge of HR practices in a media environment Budget management PFMA and relevant treasury regulations Strategic management Legal standards and regulations.

Education and Experience:

- Postgraduate qualification in Human Resources, Industrial Psychology or related fields. Master's degree in Business or Human Resources Management or a related field would be advantageous.
- 10 years' senior/executive human resources management experience within a large complex organization with exposure to the different HR disciplines, such as remuneration, talent management, labour relations, organizational development, change management, etc. Extensive experience in the development and successful implementation of Human Resources strategies and the alignment thereof with Business Strategy.

Contact Person: Courtney Chikowore at Warrior Talent on (011) 058 0030 / (011) 075 2744. Warrior Talent invites candidates with relevant experience to submit their applications to: courtney@warriortalent.co.za. All materials and communications will be held in absolute confidence.

Closing date: 27 February 2020 (No late applications will be considered).

Correspondence will be limited to short-listed candidates. If you have not been contacted within one month after the closing date, please consider your application as unsuccessful.

PLEASE NOTE: Appointable candidates will be subjected to personnel suitability checks (verification of qualifications, criminal record checks and security vetting). SABC is an equal opportunity employer and appointment will be made in terms of the company's Employment Equity Plan.

