



Joburg|Market

Joburg Market (SOC) Ltd

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SENIOR MANAGER HUMAN RESOURCES
SALARY PACKAGE: R 1 214 020 PA (Total Cost to Company)

JOB PURPOSE

Plans, leads and directs the Human Resources function of the Company through the design, development and alignment of policies, procedures, systems and controls guiding critical human resources interventions, applications and outcomes; and providing strategic advice on the mission critical to initiatives with respect to human resources development aimed at supporting the accomplishment of the Company's key performance areas and delivery objectives.

DUTIES AND RESPONSIBILITIES

Provide professional leadership and oversight to the HR Department. Mapping out current and future Human Resources requirements taking into consideration operational needs, skill scarcity and retention capability as influential factors. Drafting immediate, long term and long term result indicators to address critical human resource needs and interventions for key functional areas within the organization in accordance with statutory legislation (e.g. Employment Equity Plan, Workplace Skills Plan). Responsible for the development and implementation of Human Resources Management & Development Strategy. Analyzing the organisation's investment in its human capital strategy, preparing and consolidating estimates of requirements to support continuous improvement and personnel development. In order to ensure the Human Resources function is capable of recognizing transformation goals and objectives and aligning strategy to competently address the shift in business practice

QUALIFICATION AND EXPERIENCE

- Bachelor's degree in Human Resources Management, Business Administration, or related field required
- Minimum 5 years' experience in a senior management HR related role

ADDED ADVANTAGE REQUIREMENTS

- Knowledge of the local government sector
- Plus MFMA Minimum Competencies for Senior Managers

TECHNICAL SKILLS

- Skill in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures.
- Knowledge of organizational development theory and practices.
- Advanced analytical and critical thinking skills.
- Ability to develop, plan, and implement short- and long-range goals.
- Ability to gather and analyze statistical data and generate reports.
- Strong interpersonal skills and the ability to effectively communicate with a wide range of individuals and constituencies in a diverse community.
- Ability to maintain confidentiality of records and information.
- Skill in organizing resources and establishing priorities.
- Employee development and performance management skills.

Joburg Market is an equal opportunity employer. All appointments will be made in accordance with Joburg Market Employment Equity Policy. JM reserves the right not to make an appointment. Please forward all applications to: vacancy@joburgmarket.co.za. In the subject line please write: SENIOR MANAGER HUMAN RESOURCES. All applications must have attached the following: Cover Letter, a concise CV, certified copies of ID and supporting Qualifications, if not your application will be rejected. Please note: if not contacted within 12 weeks of closing date, consider your application as being unsuccessful.

N. B. Applicants from Indian, Coloured and White population Groups plus people with Disabilities are encouraged to apply.

The closing date is 08 July 2021 at 12:00 pm.

GEORGE NEPHTHAWU

28/06/2021