



MANAGER: ORGANISATIONAL DEVELOPMENT
REF: HR&A 001/02/2017
(5-Years Fixed Term Contract)

THE EMPLOYER

The **Cross-Border Road Transport Agency** is a statutory authority, established in terms of Section 4 of the Cross-Border Road Transport Act, Act No. 4 of 1998, as amended, to regulate cross-border road transport.

The position will be based at the Agency' Head Office in Menlyn. The incumbent will report directly to the Executive: Human Resources and Administration

Job Purpose

This role is responsible for managing and supporting the assessment of organizational needs and the design, implementation and evaluation of programmes that facilitate the professional development and continuous learning of all employees and executives.

Qualifications

- A degree in Industrial and Organisational Development/HR/Social Sciences.

Experience

- 5 years' experience in the organisational development field. Sound understanding and experience in Organisational design and development essential.

Competency Requirements

- Performance management principles.
- In depth knowledge of relevant legislation (SDA, SAQA, SDLA, EEA, BCEA).
- Understanding of competency development framework.
- Advanced knowledge of principles, theories and practices in Talent management, Organization Development, Change Management.
- Excellent communication skills (verbal and written)
- Excellent interpersonal skills
- Attention to detail

Key Performance Areas

- Development and delivery on the talent management strategy of the Agency among others inclusive of: career pathing, succession planning and accelerated development plans;
- Manage the development and implementation of the performance management system;
- Develop the strategy for organizational development and advise Executive management for implementation;

- Facilitate organisational culture initiatives that support and encourage employees to respect diversity;
- Serve as the OD subject matter expert in the planning and delivery of major change management projects and programmes;
- Drive job evaluation and grading processes to facilitate equitable compensation and employee retention
- Oversee the roll-out of CBRTA values;
- Manage the development and submission of the EE report to the department of labour;
- Establish and lead Employment Equity /Skills Development Forums;
- Prepare and submit all relevant reports;

BENEFITS: The employer offers an all-inclusive market related package.

CLOSING DATE: 24 February 2017

Kindly indicate the reference number.

Submit detailed CV's including copies of qualifications to: recruitment10@cbrta.co.za

C-BRTA reserves the right not to appoint. Short-listed candidates will be subjected to a reference, security clearance and criminal records check.

PLEASE NOTE: If you do not hear from the C-BRTA 21 days after the closing date, consider your application to be unsuccessful.
