



DIVISION: VICE-CHANCELOR

DEPARTMENT: HUMAN RESOURCES

POST: Director Centre of Excellence (CoE)

POST N<sup>o</sup>: 5056

(Five years performance-based contract)

Peromnes level: 05

**JOB DESCRIPTION:**

Key performance areas include but are not limited to:

- **Lead and manage Centre of Excellence:** responsible for the following specialist areas: total rewards; integrated talent management, leadership development, learning, and development; organisational development and efficiency; change and performance management, organisational design and development, and employee relations and wellness. Lead the implementation of high-performance culture within the organisation
- **Support the implementation of HR strategy:** through researching, designing, developing, and implementing innovative solutions and best practices in talent management, total reward, etc., ensure effective organisational design through OD best practices, develop and implement integrated talent management strategy, frameworks, processes, and policies, in line with best practice to ensure VUT is able to attract, retain, engage, develop and deploy talent
- **Value Proposition:** Develop an integrated employee value proposition for various talent workforce to ensure retention of critical skills, benchmark trends, and best practices in performance management, recognition, and reward, talent management, HRD, and leadership development
- **Performance and Culture Change:** Develop Performance management strategy, processes, a system in line with best practices, and lead the cultural diversity initiatives and develop innovative programmes that support transformation

**Application Criteria:**

- Master's degree in Human Resources or a related field
- 5 years of senior management experience
- At least 8 years in Human Resources in a specialist role/or combination of a specialist with generalist experience at management level, or consulting experience of which 5 years must be Senior Organisational Development and Design experience.
- A track record in developing and driving the implementation of HR change programmes
- Registration with a relevant professional body would serve as an advantage

**Skills:**

- Change and strategic management skills, conflict and problem management skills, negotiations, networking and presentation skills, strong written and verbal communication skills, and stakeholder engagement at multiple levels.

**Closing date for applications: 28 June 2023**

The applications must be emailed to Ms Angie Moeti at: recruitment3@vut.ac.za.

**Please Note: The application must be accompanied by an application form obtainable from the VUT website, CV, identity document and ORIGINAL certified copies (not older than 3 months) of educational qualifications. Submission of such copies entitles Vaal University of Technology to authenticate the qualifications without any further consent from the applicant. Candidates with foreign qualifications must also submit the South African equivalent of the qualification. These qualifications are evaluated by SAQA. Vaal University of Technology is an equal opportunity and affirmative action employer, which is committed**

**to the implementation of its employment equity plan. People from designated groups are encouraged to apply. Only shortlisted candidates will be contacted. If you do not hear from us within 8 weeks of the closing date, please accept that your application was unsuccessful.**

**VUT reserves the right not to make an appointment**

**By applying for this position, you give permission to share your information with the selection panel or the relevant people involved in the recruitment process.**

