



Road Traffic Management Corporation

General Manager: Human Capital

Ref No. RTMC/ GM: HC / 2019

Salary Package: Negotiable

Purpose: The General Manager: Human Capital is a Head of Department position and reports directly to the Executive Manager: Corporate Services. The incumbent in the role will be responsible for monitoring current HR performance trends and translating relevant HR information into business plans and proposals. The incumbent will be responsible for managing and leading the human capital function (full HC value chain) towards industry best practices and to integrate human capital outputs with the work of other areas in the business and ensuring alignment with the company's Human Capital policies and strategy. The incumbent will be required to establish systems and processes to ensure the delivery of an effective human resource service to all stakeholders. The General Manager: Human Capital 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 qualification 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 the Employment Equity Act, Skills Development Act, Labour Relations Act, Basic Conditions of Employment Act and all applicable human resources legislation; Understanding of Corporate governance principles; Knowledge of Financial and Business management models, principles and theories; Understanding of road traffic management legislation; Knowledge of the RTMC Act; Understanding of inter-governmental relations; Understanding of the SAQA / SETA processes; Knowledge of People Management, Diversity Management and Change; Knowledge of policy conceptualisation and implementation; An understanding of the strategic delivery requirements of RTMC; A sound

K.K
a/11/19

understanding of modern HR Practices and the current public sector HR operating model; Understanding of HR information systems; Understanding of the public Sector HR operation model; Knowledge of Collective Bargaining Processes; Knowledge of the Public Service Competency Framework; Policy conceptualisation and implementation, Stakeholder Management, Ability to develop and market new products.

Main Duties: Manage the Human Capital function for RTMC; Develop a Manpower budget and manage compliance with the annual HC 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 implement Human Capital systems; Ensure effective Human Capital service delivery to employees and role stakeholders; Provide Guidance and Leadership in the development and implementation of Human Capital Policies and Best Practices; Perform general people management functions and effective capacity management to ensure smooth running of departments.

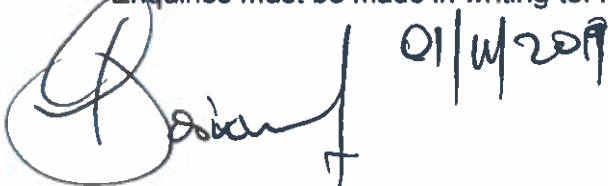
To apply please submit a letter of application (no prescribed template), accompanied by a recent Curriculum Vitae as well as certified copies of qualifications, identity document and driving license. Applications must be forwarded via email to: rtmc_recruit@capabilityenablers.co.za. Candidates are requested to clearly indicate the reference number for the position they are applying for on the email.

NB: People with disabilities are encouraged to apply.

Closing date is the 25th November 2019 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: Ms Unathi Conjwa on unathi@capabilityenablers.co.za

A handwritten signature in black ink, followed by the date 01/11/2019 written in a similar style.