



Road Traffic Management Corporation

General Manager: Transformation and Employee Relations

Ref No. RTMC/ GM: HC: T&ER / 2020

Salary Package: Negotiable

Purpose: The General Manager: Transformation and Employee Relations position and reports directly to the Executive Manager: Corporate Services. The incumbent is responsible for the RTMC transformation agenda through translation of BBBEE, EE, Skills Development legislation into plans and programs that ensure achievement of Corporation Objectives whilst promoting compliance. The position is responsible for the development of the Labour Relations policy framework that foster high performance discipline and fairness. The incumbent is further responsible for ensuring creation and maintenance of a safe and healthy working environment for all employees to perform and contribute of development and implementation of employee wellness strategies and programs. The incumbent is required to establish systems and processes to ensure the delivery of an effective Transformation, Employee Relations and Wellness service to all employees.

Requirements: A Bachelor's Degree in Human Resource / Business Management or Equivalent Qualification is essential, a relevant post graduate qualifications 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 the SAQA / SETA processes; Knowledge of People Management, Diversity Management and Change; Knowledge of policy conceptualisation and implementation; A sound understanding of modern HR Practices and the current public sector HR operating model;; Knowledge of Collective Bargaining Processes; Knowledge of the Public Service Competency Framework; Understanding of Financial Management;

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08/02/2020

Main Duties: Manage the Transformation and Employee Relations function for RTMC; 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; Manage the implementation of the BBBEE legislation to ensure that it supports RTMC strategic goals; Facilitate the Implementation of the Employment Equity and Skills Development Act; Contribute to the creation of high performance and discipline through provision of effective Labour Relations service delivery to employees and managers; Contribute to ensuring that RTMC is a caring employee through development and implementation of fit for purpose Employee Wellness programmes; perform general people management functions and effective capacity management to ensure smooth running of department..

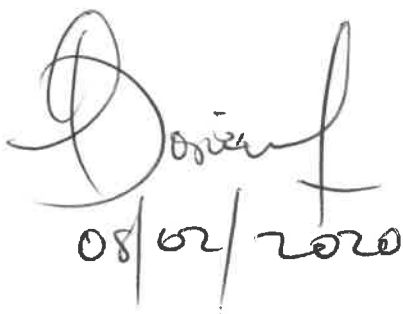
To apply please submit a letter of application (no prescribed template), accompanied by a recent Curriculum Vitae as well as certified copies of qualifications, identity document and driving license. Applications must be forwarded via email to: rtmc@miltonresourcing.co.za
Candidates are requested to clearly indicate the reference number for the position they are applying for on the email. Candidates should also note that details information on the jobs is available on the RTMC website under vacancies.

NB: People with disabilities are encouraged to apply.

Closing date is the 2 March 2020 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: Mr Mpho Masutha on rtmc@miltonresourcing.co.za



08/02/2020