The Agricultural Research Council (ARC) is a premier science institution that conducts research with partners, develops human capital and foster innovation in support of the agricultural sector. It provides diagnostic, laboratory, analytical, agricultural engineering services, post-harvest technology development, agrochemical evaluation, consultation and advisory services, food processing technology services as well as various surveys and training interventions. Through its wider network of research institutes and experimental farms, the ARC provides a strong scientific base and a broadly distributed technology transfer capacity to the entire agricultural industry in South Africa.

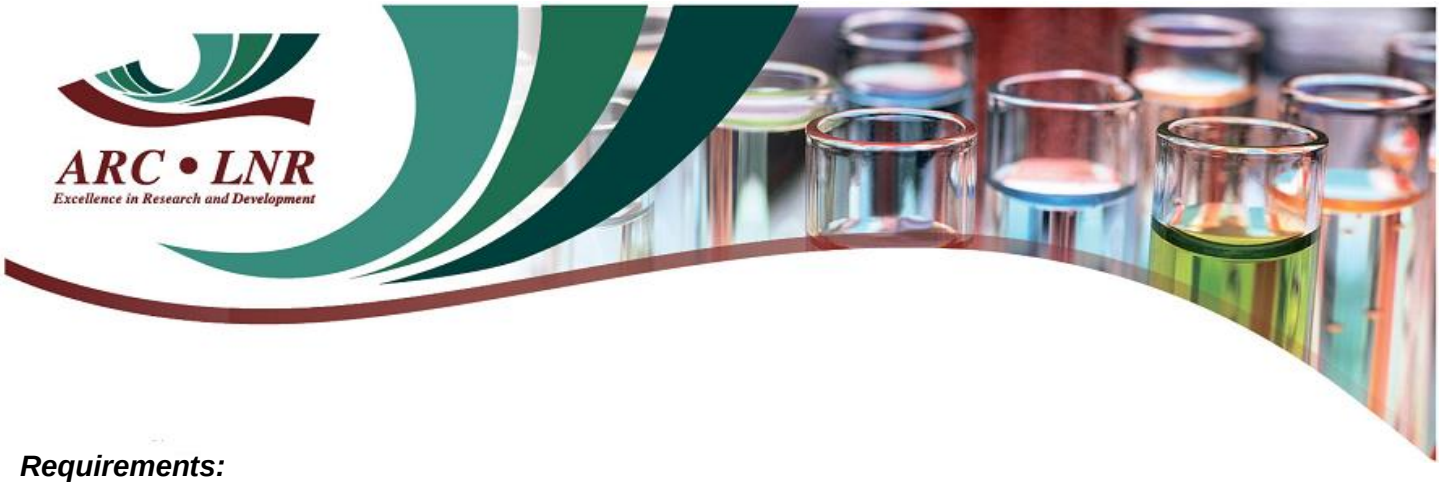
The ARC-Central Office (ARC-CO) seeks to appoint a highly skilled, experienced and dynamic person to the following position at Hatfield, Pretoria:

SENIOR MANAGER: HUMAN CAPITAL MANAGEMENT

(FIVE (5) YEARS FIXED TERM CONTRACT)

Key performance areas:

- Develop and oversee the implementation of the Human Capital Management (HCM) strategy.
- Provide strategic leadership to the organisation in the integration of the Human Capital strategy to the approved organisational strategy.
- Develop and implement labour cost management strategy and monitor headcount and organisational design framework.
- Provide guidance to the organisation in the implementation of Performance management, Human Capital information and Remuneration systems.
- Compile and manage HCM budgets.
- Develop and implement Human Capital development policies for all personnel within the organisation.
- Establish systems to monitor adherence to HCM policies and legislative frameworks.
- Advise and guide the organisation on all employee relation matters and ensure that the employee relations function renders a timeous advice on all matters of conflict and discipline.
- Where necessary, represent the organization at the CCMA.
- Ensure the organisation and all personnel adhere to good occupational safety and health practices.
- Manage the HCM division and ensure that the capabilities of the HCM personnel are identified and aligned to the needs of the organisation.



Requirements:

- A post-graduate degree in Human Capital Management or related field.
- At least five (5) to eight (8) years' experience in generalist Human Capital Management, two (2) of which were in a senior HCM position.
- Strong policy formulation and facilitation skills.
- Demonstrated ability to operate at senior/executive management level.
- Sound practical knowledge of leading organisational development and business re-engineering process.
- Ability to initiate, implement and monitor HCM service delivery processes.
- Ability to establish and lead effective teams as well as maximise their outputs to achieve the organisation's mandate.
- In-depth understanding of PFMA.
- A proven track record of interaction with labour in various forums.
- Influencing, negotiating and problem-solving skills.
- Strong analytical and critical thinking ability.
- Sound oral and written communication skills.

Enquiries: Ms Tshililo Mabirimisa, (012) 427 9714

CLOSING DATE FOR APPLICATIONS: 24 JUNE 2024

Competitive remuneration package will be congruent with the scope, responsibilities, and the stature of the position. Competitive remuneration package will be congruent with the scope, responsibilities, and the stature of the position. The appointment will be subject to a positive security clearance, competency/leadership assessments and preference will be given to designated groups in terms of the ARC Employment Equity Plan. The Agricultural Research Council is an equal opportunity employer and is committed to the principles and processes of Employment Equity Act.

Applications accompanied by covering letter, detailed CV (Including certified copies of certificates, supporting documents, copy of driver's license) must be attached on the form.

- ❖ Click on the link to apply. https://forms.office.com/r/t4SgG8wicw we

NB: Non-RSA citizens with work permit must attach certified copies as well as the names and particulars of three recent (3) traceable referees.

SAQA evaluation report must accompany foreign qualifications. Incomplete applications will not be considered. Applicants who do not receive any response four (4) weeks after the closing date must regard their applications as unsuccessful. The company has the right not to appoint.