

VACANCY: OD MANAGER (DU)

DIVISION:	Human Resources
DEPARTMENT:	Human Resources

PURPOSE OF POSITION

To facilitate organizational effectiveness by handling organisation development (O.D.) and implementing identified O.D. projects aimed at enhancing the organizational climate and effectiveness.

KEY PERFORMANCE AREAS

- Talent Management; Employment Equity; Organisational Development
- Facilitate organisational change and effectiveness
- Lead implementation and anchoring of change initiatives
- Enhance and entrench a high performance culture, including RBCT recognition system
- Contribute to RBCT's strategic management process
- Develop competency and capability for change leadership
- Manage the implementation of equity and diversity strategy
- Drive work teams process (MDWT)
- Comply with safety, health and environmental standards

COMPETENCIES (The following will be advantageous)

MINIMUM REQUIREMENTS (Educational Qualifications & Experience)	<ul style="list-style-type: none"> • B Social Sciences Degree, Post graduate qualification, preferably in Industrial Psychology • 5 years experience in OD Management and training and development within HR
SKILLS (Practical & Technical)	<ul style="list-style-type: none"> • Business writing skills • Research and benchmarking skills • Succession planning skills • Knowledge of team work theory, concepts and best practice • Plan, develop, and provide training and staff development programs • Analyze training needs to develop new training programs and improve existing programs • Knowledge of OD theory, concepts and best practice • Code EB Drivers License • Computer literate (MS Office & SAP) • Facilitation skills
BEHAVIOURAL ATTRIBUTES (Personality Characteristics)	<ul style="list-style-type: none"> • Impact and influence • Change management and Continuous improvement • Planning and organising • Strategic working relationships • Conflict management
RBCT VALUES (Commitment)	<ul style="list-style-type: none"> • We will not engage in any unsafe activity • We treat each other with respect and dignity • We care for the wellbeing of our employees • We work to the best of our ability • We are innovative and proactive • We care for the environment

CV's together with supporting documents should be submitted to: iwanttowork@rbct.co.za



Recruitment is subject to Company Employment Equity Policy

CLOSING DATE: 14 September 2017