

EXTERNAL ADVERT

Location:	Centurion
Division:	HR & OD
Reports to:	Senior Manager: Centre of Expertise (HR & OD)
Date last modified:	April 2021
Nature of employment:	3 Year Fixed-term contract
Total Cost to Company:	Market related

[OD Specialist: Change]

The purpose of this job is, but not limited to, lead the design and operationalisation of the enterprise change management capability and culture change in the business

THE KEY PERFORMANCE AREAS OF THE ROLE IN FOCUS, ARE:

1. Lead the development, execution and communication of holistic and integrated enterprise change strategies and frameworks that support the strategic objectives of the business
2. Define and communicate change toolkits, governance processes, training programmes and aggregated transformation roadmaps for the delivery of changes that will lead to business and operational benefits and culture change.
3. Manage relationships with key business stakeholders, including internal communications, human resources, labour and the change management working group/network
4. Use advanced analytics to provide comprehensive reports on the enterprise change management function, including overall change readiness, adoption and business impact within the business.
5. Provide change leadership on the identified strategic business change initiatives (not fully inclusive list):
 - 2021-22: OE Study (organisational efficiency study)
 - 2021-22: IT Enterprise systems changes
 - 2021-22 Business Process mapping
 - 2021-23: Integrated Risk Management approach
 - 2021-23: Leadership Culture Change
6. Project Manage HR initiatives and engage directly with CoE Leads and HRBPs across all lines of the organisation

REQUIREMENTS

- Honours degree in an HR or related field
- Masters degree, is recommended
- Change Qualification or Certification, a must
- 8 years experience either in corporate or consulting environment, preferably in a unionized environment
- Experience and demonstrated working with large-scale Change projects is preferred
- Experience and knowledge of change management principles, methodologies and tools.
- Exceptional communication skills – both written and verbal

Please email your CV accompanied by Cover Letter to careers@tcta.co.za the subject should be the position title. For enquiries, please contact Ms Sixolile Shabalala on sshabalala@tcta.co.za

TCTA's approved Employment Equity Plan and Targets will be considered as part of the recruitment process. As an Equal Opportunities employer, the organisation actively encourages and welcome people with various disabilities to apply;

If you have not been contacted within 30 days after the closing date, please accept that your application was unsuccessful.

All appointments shall be subject to Competency Assessments.

A detailed job profile is available on request

Closing date: 23 February 2022

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