

NORTH-WEST UNIVERSITY

PEOPLE AND CULTURE

PEROMNES: 3

VACANCY: EXECUTIVE DIRECTOR: PEOPLE AND CULTURE

POSITION NUMBER: N000755

Purpose of position

The Executive Director: People and Culture (ED: PC) is an integral member of the North-West University (NWU) top management team (UMC), and as such co-responsible for the development and the overall implementation of strategy of the NWU. The ED: PC brings an in-depth knowledge of human resource management to the top management team. As the most senior human resource leader in the organisation, the incumbent is responsible for and accountable to lead in the execution of all activities in the divisions created for this purpose.

Core Responsibilities:

- Create and implement a human resource management strategy aligned to the overall strategy to enable the NWU to attract, motivate and retain the calibre of staff required for the university to accomplish its goal in a sustainable manner.
- Responsible for all policies, systems, process and procedures necessary for the optimal management of human resources, at all levels of line management to ensure long-term viability and continued operating efficiency in regard of matters such as workforce planning, talent management, learning and development, performance management, reward and recognition, employment equity, employment relations and wellness management, organisation development as well as human resource technology and measurement.
- Responsible for providing strategic and expert functional leadership to the human resources team, wherever deployed; management of all activities necessary for optimal management of the human resources team, and ensuring efficient and effective coordination of activities between human resources which are centrally located and locally deployed human resources teams.
- Overseeing the shaping of an NWU climate and culture in accordance with the strategy and steered by the core values of the university.
- Fulfil functions pertaining to the position as well as other duties that may, from time to time, be entrusted to the incumbent by the Vice-Chancellor.

Minimum requirements

- A four-year degree in Human Resources, Industrial Psychology or business related field with an Honours degree as minimum.
- Seven years' senior management experience in a large organization, inclusive of proven experience of human resource planning and management, or management experience in a related field.
- At least 2 years' experience in higher education would serve as a strong recommendation.

Other specific competency requirements:

- A Master's Degree in in Human Resources, Industrial Psychology or business related field would serve as a strong recommendation.
- Proven knowledge in the design and execution of human resource management activities at a senior management level.
- Mature knowledge of functional areas within the human resources and related domains.
- Working knowledge of most functional areas within human resources.
- Demonstrable knowledge and ability in developing and managing budgets, and hiring, training, developing, supervising and appraising a large team.
- Excellent written and oral communication skills, with the ability to influence and persuade across all levels of the organization and demonstrated ability to partner with executive staff.
- Demonstrated ability to make sound policy, programming and operational decisions.
- High level of integrity and dependability with a strong sense of urgency and results-orientation.
- Strong problem solving, analytical and abstract reasoning skills.
- Demonstrated ability to lead large teams.
- Demonstration of language proficiency in order to function optimally in the various multilingual environments of the NWU.

Assumption of duties: As soon as possible.

Salary: Remuneration is commensurate with the seniority of the position.

Closing date: 04 September 2018

Enquiries: Warrior Talent has been appointed to handle the Executive Search process. Please contact Nosipho Moyo at Warrior Talent on (011) 058 0030/011 075 2744 for all enquiries. Applications can be forwarded by email to:

nosipho@warrortalent.co.za

North-West University is not obliged to fill an advertised position. Late, incomplete and incorrect applications will not be considered. We welcome applications from persons with disabilities. Appointments will be made in accordance with NWU's Employment Equity Plan and other applicable legislation.