

The University of KwaZulu-Natal (UKZN) is committed to meeting the objectives of Employment Equity to improve representivity within the Institution. Preference will be given to applicants from designated groups in accordance with our Employment Equity Plan.

Re- Advert

HUMAN RESOURCES DIVISION

**DIRECTOR: HUMAN RESOURCES DEVELOPMENT
5 YEARS FIXED TERM CONTRACT (RENEWABLE)
(PEROMNES GRADE 5)
WESTVILLE CAMPUS**

REF NO. HR03/2023

The Director of Human Resource Development will be responsible for conceptualising, initiating, planning, directing, implementing, and managing the staff and organisational development strategies of UKZN. This will involve various strategies related to HR systems, remuneration, job evaluation, learning, training and staff development, capacity building, retention, performance management, workforce and succession planning, institutional climate, diversity management, and employment equity. The Director will take the lead in the further development, implementation, maintenance, and review of the Human Resources Management Information System (HRIS) and web front-end, and will be responsible for ensuring that University staff information and key performance indicators are reliable, relevant, and utilised. This position will oversee the implementation of new systems and upgrades as appropriate to ensure that Human Resources and the University achieve the most effective use of its HRIS and people information and will oversee the preparation of benchmarking data and seeing that all returns to Higher Education South Africa (HESA), Department of Higher Education and Training (DHET), Department of Employment and Labour (DEL) and remuneration surveys are submitted in a timely manner with a high degree of data integrity.

The term of office for this position is five (5) years. In the case of applicants who are permanent staff members of UKZN, the successful applicant will resume his/her substantive position at the end of this term of office.

Minimum Requirements:

- Masters degree in Human Resources, or equivalent.
- 10 years of relevant human resources management experience of which 5 years should be at the senior management level.
- Experience in managing, leading, and developing professional human resources teams within a complex and dynamic working environment.

- Experience in delivering measurable and visible improvements in human resources service quality and fostering a strong customer service ethic.
- Experience in analysing, using, and presenting complex people information in a variety of formats to a range of audiences.
- Project management experience where innovative human resources solutions have been delivered, both personally and through others.
- Experience in successfully consulting and negotiating with trade unions to agree to organisational change.

Short-listed candidates may be required to undertake competency and/or psychometric assessments.

Enquiries and details regarding this post, including requests for a job profile, may be directed to Ntsoareng Mnguni, email address: mngunin3@ukzn.ac.za.

**Appointment to this position will be on the January 2018 Conditions of Service.
The total remuneration package offered includes benefits.**

The closing date for receipt of applications is 21 April 2023. To apply please click on the link:- <https://ukzn.ci.hr/applicant/index.php>

Kindly note that the University of KwaZulu-Natal ("the University") is required to process any Personal Information (as defined by the Protection of Personal Act, 2013 "POPIA") submitted by candidates when applying for positions at the University. The provision of Personal Information is a requirement in terms of the University's recruitment and selection process. The retention of any personal information is as a consequence of the University being bound by legislative requirements and/or good governance practices as well as record keeping for statistical purposes. The University will endeavour to ensure that the appropriate security measures are in place and implemented for both electronic and paper-based formats that are used for processing of the personal information recorded through this recruitment and selection process.