

INTERNAL/EXTERNAL ADVERTISEMENT

CORPORATE SUPPORT SERVICES

VACANCY AVAILABLE	JOB TITLE	SALARY
01	Director: Organisational Development	2 Year Contract Level - P05 R1,477,466 CTC

PURPOSE

Provide specialist OD expert advice and influence the business about key OD policies, processes, frameworks, and Business Process Mapping models, change management, organizational design matters, in alignment to the strategic objectives of the organisation whilst facilitating consultation with organized labor to implement restructuring & transformation in the organisation.

The position reports to the Executive Director: Corporate Services Support

KEY RESPONSIBILITIES

- Develop an organisational development framework and policy for the organisation.
- Devise an organisational value chain for the Gauteng Provincial Legislature for implementation.
- Develop Business Process Mapping for the key functions of the Gauteng Provincial Legislature.
- Lead the design of a macro and micro-organisational design for the organisation to give effect to the aims of the Operating model change.
- Conduct Job Analysis organisation wide.
- Lead the Job Evaluation project organisation wide.
- Drive the implementation of change management framework for the organisation.
- Implement the communication framework in consultation with the organised labour and other key stakeholders.
- Manage the organisational development project effectively.
- Manage the associated budget effectively.

REQUIRED EXPERIENCE

- Eight (8) years' experience translating business strategies into practical organization and people initiatives at progressively increasing levels of scope and complexity.
- Expertise and proven track record in operating model and organisation design at business unit level
- Proven track record in partnering senior leaders / executives, influencing and leading business unit organisation design /operating model changes in an organisation.
- Expertise and proven track record in implementing change management and restructuring projects.
- Expertise and proven track record in consultation with organised labour on restructuring projects
- Eight years' experience in the execution of organisation design projects in medium size organisations
- Eight years' experience in the development and implementation of change management frameworks
- Expertise and proven track record in business process mapping and modeling of functional processes
- Expertise and proven track record in the implementation of the South African Labour Legislation
- Manage organisation wide projects.
- Capacitate the team with the ability to execute the project within specified timelines.
- Expertise and proven track record in operating model and organisation design at business unit level
- Proven track record in partnering senior leaders / executives, influencing and leading business unit organisation design /operating model changes in an organisation.
- Expertise and proven track record in implementing change management and restructuring projects.
- Expertise and proven track record in consultation with organised labour on restructuring projects
- Eight years' experience in the development and execution of organisation wide organisational development projects in medium size organisations
- Eight years' experience in the execution of organisation design projects in medium size organisations

- Eight years' experience in the development and implementation of change management frameworks
- Expertise and proven track record in business process mapping and modeling of functional processes
- Expertise and proven track record in the implementation of the South African Labour Legislation
- Manage organisation wide projects.
- Capacitate the team with the ability to execute the project within specified timelines.
- Lead a directorate.
- Manage people.
- Manage budgets.
- Communicate effectively.
- Influence stakeholders at all levels of the organisational strata.
- Deliver organisational design solutions to meet the business needs and responding to the changing macro and microenvironment.
- Govern the organisational design framework (including the org management process)

Technical Competencies

- Leadership Skills
- Strategic planning
- Organisational Development
- Organisation Design

Behavioural Competencies

- Manage ambiguity
- Leading Change
- Driving Innovation
- Inspiring Excellence

REQUIRED QUALIFICATIONS

- Relevant Postgraduate Degree (Honours/Masters) in Organisational Psychology or related field.

TO APPLY FOR THIS VACANCY

Send your comprehensive CV together with your proof of Qualifications and Identification to hrrecruitment1@gpl.gov.za with reference **ODD2304/0505/2023** on subject line.

DISCLAIMER: Appointment will be made subject to completion of Suitability checks. The Secretary of the Legislature reserves the right to approve or decline the appointment.

Closing Date: 05 May 2023

