



Johannesburg City Parks (NPC)

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VACANCY CIRCULAR 20/2015

FOR JOHANNESBURG CITY PARKS & ZOO EMPLOYEES ONLY

TO : All Executives
: General Managers
: All staff members

Interested persons are requested to submit a detailed CV to Ms. Nolwazi Sithole: Human Resources, 40 De Korte Street, 3rd Floor, Braamfontein or e-mail address: jobs@jhbcityparks.com for internal applicants CV's must reach HR not later than 30th April 2015.

Issue date: 17th April 2015

Human Capital Development Department

Organisational Development Specialist (Permanent)

Inherent Job Requirements

Qualifications

- A Bachelor's Degree in Social Science / Human Resource / Industrial Psychology.
- Post Graduate qualification will be advantageous.

Experience

- Minimum 5 years Organisational Development experience, at least 3 of these in a Senior Management Capacity.

Specific Skills and Knowledge

- Data Analysis & Judgment skills;
- Exceptional communication skills, both written and verbal;
- Critical thinking, problem solving and decision making skills;
- In-depth knowledge of the Human Resource scorecard
- Ability to influence leaders;
- Advanced Microsoft skills ;
- Advanced presentation skills;
- Attention to Detail;
- Comprehensive knowledge and understanding of the Best Practise Development.
- Strong project management acumen along with the use of MS Project;
- Comprehensive understanding of Organisational Design methodologies.

Job Outputs

- Building, enhancing and executing leadership development programs to increase Organizational leadership capabilities, Employee engagement, and enhancing Leadership development;
- Increasing Organizational effectiveness in the areas of Change management, Organizational culture, building leadership capacity, Executive development, mentoring and coaching, team building and effectiveness, colleague engagement, and acquisition integration;
- Leads or participates in corporate-wide initiatives such as Talent management, Succession planning, On-boarding, and Competency development;
- Builds understanding, ownership, and support for Learning & Development and Organizational Development programs and strategy;
- Participates in the development of Organizational Development interventions to address identified needs;
- Assist with other OD programs and initiatives as they relate to Executive development;

- Partner with management to provide expertise and support in areas related to Organizational effectiveness, Change management, Talent, Leadership development and Succession management initiatives;
- Provide technical support to managers in areas of Performance management, Compensation, Learning and Development, and provide Human Resource generalist support as required;
- Conduct Research, collect data and information in order to track, monitor, and provide valuable intelligence to managers to effectively manage their Talent and organizational needs with the HR team to align strategies, leverage best practices, and share resources.

Contact Person: Nolwazi Sithole

Tel: 712-6680 Fax: 086 681 9315

Email: jobs@jhbcityparks.com

Closing date: 30th April 2015

Note: Johannesburg City Parks and Zoo is an equal opportunity employer. If you do not receive a response from us within 21 days after the closing date of this advertisement, please accept that your application was unsuccessful.

