

# Internal/External Advertisement

## THE SOUTH AFRICAN NUCLEAR ENERGY CORPORATION (NECSA)



**DIVISION:** Human Capital

**VACANCY:** **Group Executive: Human Capital  
(Five-year, fixed term contract)**

**SALARY BAND:** Market-related remuneration and benefits

**REF NO:** **GROUPEXEC03**

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*NECSA is a State Owned Company (SOC) in terms of the Companies Act and derives its mandate from the Nuclear Energy Act of 1999 responsible for undertaking and promoting research and development in the field of nuclear energy and radiation sciences and for the commercial exploitation of nuclear technology. NECSA engages in commercial business mainly through its two 100% owned commercial subsidiaries NTP Radioisotopes (Pty) Ltd. and Pelchem (Pty) Ltd. NTP is responsible for a range of radiation-based products and services for health care, life sciences and industry, whilst Pelchem supplies fluorine and fluorine-based products. Further information on NECSA can be obtained from the website [www.necsa.co.za](http://www.necsa.co.za).*

### JOB PROFILE

To strategically lead the integration of a sustainable human resources and high performance culture driven organisation to support the Necsa Group strategic objectives through the provisioning of Human Resources, Nuclear Learning Academy and Knowledge Management expertise.

### KEY PERFORMANCE AREAS

- Develop, manage and implement the HR Strategy and Processes in line with the Necsa Group Strategy.
- Establish HR business partnering and maintain relationships with senior managers and other stakeholders as part of a competent team to provide human capital support to the Necsa Group.
- Strategically lead the Resourcing, Performance Management, Talent Management, Organizational Development and Remuneration Management.
- Strategically advice business leadership on appropriate HR standards and systems.
- Provide leadership with regards to remuneration and benefits of employees that is aligned to the needs of the Necsa Group and market developments.
- Leverage the service delivery model and coach line managers to ensure salient running of operational HR activities across the Necsa Group.
- Contribute and advise to the development and execution of an employee relations strategy for the Necsa Group, compliant with group standards, HR policies and regulatory requirements.
- Ensure the HR service delivery model is aligned with the new organizational requirements.
- Strategically lead the development and implementation of organisational development and change management interventions for successful individual and team performance.

## Internal/External Advertisement

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- Provide leadership in managing the coaching and mentorship programs as well as succession planning and implementation.
- Direct the management of a human capital development in order to build the skills capacity of the Necsa Group in line with legislative and Necsa Group requirements.
- Oversee the leadership development of the management cadre as well as preparing technical and professionals for future roles.
- Strategically link NLA with the Necsa Group business objectives and establish conduits between learning and business priorities.
- Increase the product portfolio of the technical skills development programme.
- Strategically manage a Nuclear Education and Training Programme.
- Strategically manage the Knowledge Management expertise.
- Direct and advance the Knowledge Management activities of the Necsa Group to support the Group Strategy and objectives.

### **JOB REQUIREMENTS**

#### **Key knowledge and skills:**

- Multidisciplinary knowledge of the human capital environment.
- Sound knowledge of the LRA, BCEA, EEA and all legislation related to human resources.
- Excellent written and communication skills.
- Good interpersonal and negotiation skills.
- Report writing and presentation skills at an advanced level.
- Good knowledge of the nuclear and related industries.
- Business management knowledge and acumen.

#### **Competencies:**

- Governance and leadership skills at the required level.
- Excellence orientation.
- High performance output.
- Strategic Leadership.
- Anticipating & Managing Change.
- Organisational Alertness.
- Holistic/Big Picture Thinking.
- Trust and Credibility (Ethical behaviour).

#### **MINIMUM QUALIFICATIONS AND EXPERIENCE:**

- Honours degree in Human Resources Management or equivalent. (NQF level 8)
- Post Graduate qualification in Leadership.
- 15 years' experience in a multi-disciplinary Human Resources environment, plus 5 years' experience in an Executive Management role.
- Proven track record of experience on Executive Management level in Human Resources.

Closing date: **24 November 2021.**

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### ENQUIRIES

**Kindly direct any enquiries to Mr John Nkwana on 066 293 4486.**

Please forward your CV with certified copies of your educational qualifications to [lydia.lebona@necsa.co.za](mailto:lydia.lebona@necsa.co.za)

### GENERAL:

*Should you not hear from us within 30 days of the closing date, please consider your application unsuccessful.*

Necsa Group is committed to Employment Equity when recruiting. Therefore, priority will be given to African Females, African Males and people with disabilities, in support of achieving our Employment Equity targets.