

Stats SA provides scientific knowledge that enables society to understand complex socio-economic phenomena. It draws its mandate from the Statistics Act, 1999 (Act No 6 of 1999). Stats SA strives to excel in the following five competencies: • Intellectual capability to lead the scientific work of statistics • Technological competence for purposes of large-scale processing and for complex computations and accessibility of information to the public • Logistical competence for deployment of (forward and reverse) logistics of large-scale field operations and for strategic choices regarding operational efficiency and cost-effectiveness • Political competence in understanding the political environment without being political or Politicised (commitment of delivery without fear of favour) • Administrative competence: The ability of bringing it all together.

Executive Manager: Human Resource Management and Development
(One permanent position exists in the Human Resource Management division at Head Office, Pretoria)
(Salary level 14: R1 042 500 all-inclusive remuneration package per annum)
(Ref. No.: 01/11/15HO)

Those who previously applied need not re-apply

Key Performance Areas: • Develop and implement HRM strategies, policies and plans • Ensure effective personnel and financial resource management • Promote HRM service excellence and continuous improvement • Ensure that HRM service meet user needs as well as adhering to compliance requirements • Represent HRM division in a variety of forums • Manage bursaries, internship, learnership, talent management and coordinate training • Manage human and financial resources.

Prerequisites: • A postgraduate qualification in Human Resources, preferably at Master's degree or higher level • Extensive experience in the field of HRM • Extensive experience in a senior management role in a large organisation • Demonstrated competence and a proven track record in managing large diversified projects • Good understanding of government policies (applicable legislation, regulation etc) • Strategic and operational management ability and experience • Experience in leading and managing transformation, change and diversity • Practical experience in creating and implementing innovative HRM systems • Experience in budget preparation and control • Knowledge of MS Office Suite.

Person Profile: • This position will suit a person with: • Excellent communication, analytical, conceptual, numerical and interpersonal skills • Dynamic, self-driven, innovative and result orientated, strong service delivery, customer and quality focus • Ability to handle multiple and complex tasks and projects • Ability to work long hours under pressure and meet tight deadlines • Ability to work in cross-cutting functional project teams.

Assistant Manager: Organisation Design and Development
(One permanent position exists in the Human Resource Management and Development division at Head Office, Pretoria)
(Salary level 9: R289 761 per annum)
(Ref. No.: 02/11/15HO)

Key Performance Areas: • Provide inputs in the development and implementation of legislative policies, procedures, plans, systems and processes • Conduct work-study investigations • Develop and design organisational and functional structures as well as maintain them • Implement and maintain post establishment • Conduct job evaluation process • Implement directives with regard to jobs evaluated / coordinated nationally • Implementation of OSD directives • Respond to user needs and queries • Supervise junior officers and provide reports.

Prerequisites: • A three-year tertiary qualification in Human Resource Management or Organisational Development or related • Knowledge in either PERSAL System/MS Excel/ Visio/OrgPlus/Equate system • At

least three years relevant experience • Knowledge of either work-study/organisation design/job evaluation/post establishment management. • Knowledge of applicable regulatory frameworks in the public sector

Person Profile: • This position will suit a person with: • Good technical and supervisory skills • Good communication (verbal & writing) and presentation skills • Ability to pay attention to detail • Ability to work under pressure and handle high work volumes • Willingness to travel and work long hours.

Short-listed applicants must be willing to undergo a competency exercise as part of the selection process.

Closing date for applications: 20 November 2015 at 16h00

Required documents: A signed Z83 application form • Detailed CV with contact details of three recent references • Certified copies of qualifications and Identity Document. NB: Applicants risk being disqualified for failing to submit all the required documents as indicated above.

Important note: If you do not hear from us within three months of the closing date, please regard your application as unsuccessful • Correspondence will be entered into with short-listed candidates only • Statistics South Africa reserves the right not to make an appointment • Appointment is subject to security clearance, the signing of a performance agreement or plan, verification of the applicant's documents and reference checking • Applications received after the closing date will not be considered • Please clearly indicate the reference number of the position you apply for in your application. If you apply for more than one position, submit separate applications.

• **Head Office, Pretoria:** Post to the Recruitment Manager, Statistics SA, Private Bag X44, Pretoria 0001 or hand-deliver at 167 Delta Heights Building, corner Andries (Thabo Sehume) and Vermeulen (Madiba) Streets, Pretoria.

Enquiries: Kindly contact Mr. Collen Mokonyane or Obed Marubyane at (012) 310 4604/366 0151.

Stats SA endeavours to promote the careers of previously disadvantaged persons by applying the principles of appropriate legislation, e.g. Employment Equity Act, 1998.

People living with disabilities are encouraged to apply for the above positions.

Level 13 Posts: All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.