



## KWAZULU-NATAL PROVINCE

ECONOMIC DEVELOPMENT, TOURISM  
AND ENVIRONMENTAL AFFAIRS  
REPUBLIC OF SOUTH AFRICA

*Applications are invited from suitably qualified and experienced persons for filling the following position:*

<b>POST:</b>	<b>ORGANISATIONAL DEVELOPMENT PRACTITIONER: ORGANISATIONAL DEVELOPMENT</b>
<b>SALARY NOTCH:</b>	<b>R 331 188 p.a.</b>
<b>SALARY LEVEL</b>	<b>08</b>
<b>LOCATION:</b>	<b>HEAD OFFICE</b>
<b>REFERENCE NO:</b>	<b>OD PRAC- OD- 15/FEB 2023</b>

**REQUIREMENTS:** ▪ An appropriate Three-year National Diploma in Operations Management, Organisational Development or any equivalent qualification coupled with a minimum of one (1) year administrative experience in organisational development environment and in the Public Service. ▪ A valid driver's licence.

**COMPETENCIES NEEDED:** Sound Knowledge of a variety of aspects such as: Constitution; Public Service Regulations; Grading Systems; OD Directives; Public Service Code of Conduct; Public Service Act; White Paper of Transforming the Public Service Act ▪ Knowledge of Project Management Principles; Service Delivery (Batho Pele); Policies, Guidelines and Directives; Administrative procedures and systems; Departmental Policy and Procedures.

**THE CANDIDATES SHOULD DEMONSTRATE EXCELLENT SKILLS IN:** ▪ Report writing skill; Presentation Skills; Interpersonal Relations; Computer skills; Good Communication skills (written and verbal); Planning and Organising skills; Problem Solving skills; Research; Analytical Thinking; Language Proficiency; Listening skills; Strategic Planning Skills; Organisation Skills; Time Management Skills; Change Management Skills; facilitation skills; Project Management skills; Coordination skill; Basic driving ▪ Ability to interpret and apply policies; ability to work independently and as a team member; Ability to work under pressure; self-driven and has initiative.

**KEY PERFORMANCE AREAS** The incumbent will be responsible for the following: ▪ Conduct job analysis and the development of job descriptions/ profiles using the appropriate benchmarks and complying with applicable systems. ▪ Provide support in the development of Service Delivery Improvement Plan (SDIP) for the Department. ▪ Provide administrative support in the implementation of Batho Pele. ▪ Implement OD policies, strategies, guidelines and frameworks.

- **ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT. PEOPLE WITH DISABILITY ARE ENCOURAGED TO APPLY.**
- **CLOSING DATE: 03 March 2023.**
- **THIS POST IS ONLY OPEN TO PEOPLE RESIDING IN KWAZULU-NATAL.**


ENQUIRIES:

MR Q MNYANDU

TEL NO:

033 264 2500

## **NOTES TO CANDIDATES**

1. The Department of Economic Development, Tourism and Environmental Affairs is an equal opportunity and affirmative action employer. Applications from candidates whose appointment will bolster the Employment Equity profile of the Department will serve as an added advantage and will be considered favorably; hence candidates from designated groups as defined in the Employment Equity Act are encouraged to apply. 
2. Location: **PIETERMARITZBURG** (Not unless otherwise specified for the post).
3. All information submitted will be treated as confidential. The Department reserves the right to withhold the filling of the abovementioned posts at any time prior to an appointment being made.
4. **All applications must be submitted on the new Application for Employment form (Z83) which became effective from the 1<sup>st</sup> of January 2021 obtainable from any Public Service Department or can be downloaded at [www.dpsa.gov.za-vacancies](http://www.dpsa.gov.za-vacancies)** The form must be completed in full, originally signed and dated. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. An updated detail CV as well as copies of qualifications (including Junior/Senior certificate), identity document, and drivers' licence where applicable and any other relevant documents must be attached. **Such copies need not be certified when applying for a post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources.** Should an applicant be in possession of a foreign qualification it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA).
5. **The appointment is subject to positive outcome obtained from the State Security Agency to the following checks (security clearance, qualification, citizenship and previous employment verifications). The Department will conduct a reference checks with the HR of the current and or /previous employer(s) apart from referees listed.**
6. Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. The Department reserves the right not to make appointment(s) to the advertised post(s).
7. Kindly note that Written Exercises/Tests may be used as a shortlisting criterion to some of the positions.

**08. CLOSING DATE FOR RECEIVING APPLICATIONS: 03 MARCH 2023 AT 16H00**

09. Candidates are discouraged from sending their applications through registered mails as the Department will not take responsibility for non-collection of those applications.
10. Applicants requiring additional information regarding an advertised post must direct their enquiries to the person whose name appears under the post.
11. Due to the anticipation of the volume of applications we will receive in response to this advertisement, correspondence will be limited to short-listed candidates only. Should you not hear from us within four months of the closing date of this advertisement, please accept that your application was unsuccessful. Applicants are informed that applications, copies of qualification and CV's will not be returned.
- 12. Please forward your application, quoting the relevant reference number and the name of the publication in which you saw this advertisement to: The Head of Department, Department of Economic Development, Tourism AND Environmental Affairs, Private Bag x 9152, PIETERMARITZBURG, 3200 for the attention of Ms T Hlophe. Applications may also be hand delivered to Ground Floor, 270 Jabu Ndlovu Street, Pietermaritzburg, 3201.**