



1. Job title	HR/OD and Leadership Development Capacity Building Manager
2. Location	Pretoria, South Africa.
3. Contract period	Until December 2028
4. Compensation	Negotiable based on qualifications and experience

Background
The African Organisation of English-Speaking Supreme Audit Institutions (AFROSAI-E) is an autonomous, independent, and non-political organisation with permanent links to the International Organisation of Supreme Audit Institutions (INTOSAI). It has the Supreme Audit Institutions (SAIs) from 26 English-speaking African countries as its members.
Purpose of the role
The HR/OD and Leadership Development Capacity Building Manager is a key role responsible for driving strategic initiatives to strengthen HR, Organisational Development, Training and Professional Development, and Leadership capabilities within the 26-member Supreme Audit Institutions. The incumbent should realise the goal of highly competent, engaged HR practitioners and improved organisational performance of SAIs in the AFROSAI-E region.
Roles and responsibilities
<ul style="list-style-type: none"> • Leading and implementing strategic initiatives to strengthen HR, Organisational Development, Training and Professional Development, and Leadership capacity. • Providing expert guidance and practical support in HR, Leadership, Organisational Development, Training and Development, and Change Management. • Supporting HR Practitioners in the AFROSAI-E region to develop and implement HR strategies, policies and processes overseeing the entire employee life cycle. • Championing the development and customisation of Human Resource Management frameworks tailored for Supreme Audit Institutions to facilitate training and professional development and enhance performance. • Performing culture assessments in SAIs and providing actionable recommendations to promote a positive organisational culture and improve performance. • Spearhead the implementation of an Integrated Competency Framework for SAI Professionals. • Implement Training and Professional Development Strategies to enhance the skills and competencies of SAI HR practitioners. • Lead Gender, Equity, Diversity, and Inclusion initiatives, hosting forums and workshops and develop and implement the Gender Diversity and Inclusion strategy for the AFROSAI-E region. • Develop and implement assessment tools for recruitment and leadership evaluation. • Mentoring high-potential individuals. • Develop and maintain a comprehensive leadership framework and model for recruitment and development of leaders. • Providing support for various HR and OD interventions in SAIs and hosting and presenting annual

<p>regional and other HR workshops.</p> <ul style="list-style-type: none"> • Contribute to the goal of highly competent and engaged HR practitioners and improve the organisational performance of SAIs aligned with strategic plans. • Author and maintain the HR Handbook for SAIs in the AFROSAI-E region, serving as a valuable resource for HR practitioners. • Perform all HR functions for the AFROSAI-E Secretariat.
<p>Qualifications, experience and requirements</p>
<ul style="list-style-type: none"> • Master’s degree in industrial psychology or related field. • Certified HR Practitioner at SABPP
<p>Skills and Expertise</p>
<ul style="list-style-type: none"> • Capacity Building • Human Resources • Change Management • Strategic Planning • Organisational Development • Performance Management • Recruitment and talent acquisition • Training and professional development • Talent Mapping • Assessment Tools development • Culture Assessment and Transformation • Gender, Equity, Diversity, and Inclusion strategies • Leadership Development • Project Management • Business process engineering
<p>Experience and other requirements</p>
<ul style="list-style-type: none"> • Minimum of 10-15 years of experience in the field of HR, OD, and Leadership Development • Minimum of 5 years of experience in capacity building • Extensive experience in research, training, and strategic development in HR, OD, and Leadership, spanning the entire employee life cycle. • Proven experience in capacity building, preferably within the public sector. • Strong knowledge of HR, Organisational Development, Training and Professional Development, and Leadership. • Extensive travel within Africa is required.
<p>Contact details and closing date for applications</p>
<p>Interested persons should complete the application form. The application form should be accompanied by a cover letter supporting your application and be emailed to marianna@afrosai-e.org.za.</p> <p>The closing date for submitting applications is 1 October 2023</p>