

The Agricultural Research Council (ARC) is a premier science institution that conducts research with partners, develops human capital and foster innovation in support of the agricultural sector. It provides diagnostic, laboratory, analytical, agricultural engineering services, post-harvest technology development, agrochemical evaluation, consultation and advisory services, food processing technology services as well as various surveys and training interventions. Through its wider network of research institutes and experimental farms, the ARC provides a strong scientific base and a broadly distributed technology transfer capacity to the entire agricultural industry in South Africa.

***The ARC-Vegetable, Industrial and Medicinal Plants (ARC– VIMP) seeks to appoint a highly skilled, experienced and dynamic person to the following position at Roodeplaat (Pretoria):***

**HUMAN CAPITAL MANAGER: VEGETABLES, INDUSTRIAL AND MEDICINAL PLANT**

**Salary (R708 556 – R1 062 835 p.a) All-inclusive remuneration package**

***Key Performance Areas:***

- Diagnose organizational gaps between current and desired organization performance and deploy actions to resolve gaps, including organization redesign, process change, coaching and training,
- Manage the HC Teams in respective Campuses and ensure that team and Campus performance management is adhered,
- Provide/manage end to end strategic human capital management support to core business VIMP
- Ensure organization practices align with ARC mandate,
- Ability to assess and select top talent in a timely and cost effective manner,
- Drive employee transformation in the Campuses (adhering to employment equity targets, providing support to Transformation Committee, ensuring that Succession Planning is implemented in the Campuses,
- Manage talent pipeline (students training) in the Campus with Line Management,
- Develop and analyse metrics that measure the success of recruitment efforts, build leadership and organizational capability across all functional areas,
- Through the performance management system ensure that annual employee job performance assessments are conducted,
- This includes the annual goal setting process, the annual assessment process and periodic feedback sessions that strive to raise the performance bar in the organization,
- Provide coaching and consulting to business leaders on effective performance management intervention,



- Provide guidance and direction to business leaders on human resource management policies, process and systems,
- Advocate employee communications processes that inform employees as well as to ensure that there is two way communication between employees and management,
- Manage training and development processes to facilitate employee development,
- Ensure the business has in place processes that comply with legal and legislative requirements in the areas of employment,
- Promote positive employee relations and employee engagement practices in the respective Campuses,
- Ensure that success profiles are developed and continuously updated.

**Requirements:**

- Post Graduate degree in Human Resources Management or related field,
- 7 years relevant experience in HCM Generalist capacity in a similar industry,
- 5 years employee management experience required,
- Ability to present HCM business cases to Senior & Executive Management Team,
- Client focused & customer service disposition,
- Ability to prioritize multiple projects simultaneously and exercise confidentiality,
- Organising skills,
- Valid driver's License,
- Proficiency in MS Office suite.
- Registration with SABPP or other professional body in human capital field would be added advantage,
- Good Communication skills verbal and written
- Must be able to maintain strict confidentiality at all times.

**Enquires: Mr Ashley Mashaba, (012) 427 9700**

**CLOSING DATE FOR APPLICATIONS: 01 DECEMBER 2022**



A competitive remuneration package will be congruent with the scope, responsibilities and the stature of the position. The appointment will be subject to a positive security clearance and preference will be given to South African citizens.

Applications accompanied by covering letter, detailed CV (Including certificates, supporting documents, copy of driver's license and nationality. NB: Non-RSA Citizens/work permit holders must attach certified copies) as well as the names and particulars of three (3) traceable referees must be e-mail to [HRCV@arc.agric.za](mailto:HRCV@arc.agric.za)

SAQA evaluation report must accompany foreign qualifications. Incomplete applications will not be considered. Applicants who do not receive any response four (4) weeks after the closing date must regard their applications as unsuccessful. The Agricultural Research Council is an equal opportunity employer and is committed to the principles and processes of Employment Equity. The company has the right not to appoint.

