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The President of the Republic of South Africa proclaimed, by Proclamation No 44 of 2010, the establishment of the Office of the Chief Justice (OCJ) as a National Department on 23 August 2010 to support the Chief Justice as the Head of the Judiciary and the Head of the Constitutional Court. The services of the following dynamic person/s are required to capacitate the Office:

REFERENCE : 2019/520/OCJ

POST : DIRECTOR: CAPACITY AND ORGANISATIONAL DEVELOPMENT

CENTRE : MIDRAND

SALARY : R1 057 326-00 per annum (All-inclusive remuneration package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS:

- An appropriate Bachelor degree (NQF Level 7) in the relevant field;
- 5 years' relevant experience at middle/senior managerial level and a valid driver's licence;
- Experience and knowledge of change management methodologies and tools, human capital development, alignment of individual performance to the organizational strategic objectives and mandate, development and implementation of human resource plan and employment equity.
- Knowledge and good understanding of the Public Service Act and Regulations as well as the relevant public service prescripts, the Public Finance Management Act including Treasury Instructions and Regulations.

BEHAVIOURAL COMPETENCIES:

- Strategic Capability and Leadership
- Programme and Project Management
- Financial Management
- Change Management
- Service Delivery Innovation
- Problem Solving and Analysis
- People Management and Empowerment
- Client Orientation and Customer Focus
- Communications (verbal and written)



KEY PERFORMANCE AREAS:

- Provide optimal development of departmental human resources by managing and monitoring the implementation of the skills development programmes, managing the internship programmes, ensuring the alignment of individual performance to the departmental strategic objectives, and instil a culture of performance within the department by empowering employees and managers.
- Management of human resource planning by assessing the human resource demand and supply of the department, development and implementation of the human resource plan to address the needs of the department, development and implementation of the attraction and retention programmes
- Establish and sustain an organisational change process that supports the human capital in accomplishing departmental goals by designing and implementing Organisational Development Strategy/Plan for the department, initiating and conducting environmental surveys in determining the culture, values, norms and standards of the department, ensuring compliance with employment equity legislation, including diversity management.
- Provide organisational design and development services by aligning the organisational structure to the departmental strategic plans, coordination and facilitation of job evaluation and job profiles.

ENQUIRIES: **Mr E Moeng (010) 493 2524**

APPLICATIONS: Quoting the relevant reference number, direct your application to: The Director: Human Resources, Office of the Chief Justice, Private Bag X10, Marshalltown, 2107. Applications can also be hand delivered to the Office of the Chief Justice, Human Resource Management, 188, 14th Road, Noordwyk, Midrand, 1685.

CLOSING DATE:

NOTE: In the filling of the advertised posts, the objectives of the Constitution of South Africa, 1996 and the staffing policy of the Public Service broadly will be taken into consideration. Applications must be submitted on form Z83, obtainable from any Public Service Department. A completed and signed form Z83 should be accompanied by a recently updated comprehensive CV as well as certified copies of all qualification(s), identity document and driver's license. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above-mentioned requirements will not be considered.

The Office of the Chief Justice is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1)(i) of the Constitution of South Africa, 1996 (Act 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. The successful



candidate/s will be subjected to Pre-Vetting (Pre-Screening). Financial records will only be checked and considered for applicants applying for Finance related posts. Upon appointment, applicants will be subjected to vetting with the purpose of determining their security competency.

All candidates selected for SMS posts must undergo a competency assessment after the interview. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The Department reserves the right not to fill this position.

We welcome applications from persons with disAbilities 

