



The South African Health Products Regulatory Authority (SAHPRA), is the National Medicines Regulatory Authority established in terms of the ***Medicines and Related Substances Act, 1965, (Act No. 101 of 1965) as amended***, to provide for the monitoring, evaluation, regulation, investigation, inspection, registration and control of medicines, scheduled substances, clinical trials and medical devices, and related matters in the public interest.

Please note that this is a readvertisement, previous applications will not be considered. Those who previously applied are encouraged to reapply.

HUMAN RESOURCES BUSINESS PARTNER X2

SALARY LEVEL 11: R 832 300 – R 883 379 per annum (total cost to company)

Ref No.: SAHPRA 023/2024

CENTRE: Pretoria

REQUIREMENTS: Matric certificate and a three-year bachelor's degree or Advanced Diploma in Human Resource Management, Public Administration, Public Management or Industrial Psychology or related equivalent qualifications at NQF level 7 as recognized by SAQA. A driver's license. A relevant postgraduate qualification will be an added advantage. A minimum of five (5) years relevant and extensive work experience as a generalist or in the complete range of human resource management functions of which three (3) years must be at middle supervisory level. Preferred experience of three (3) years as a generalist experience in the Public Sector. Exposure to Core HR processes, e.g. Talent Management, Training & Development, Employee Relations, Compensation & Benefits, Recruitment/Resourcing, Performance management and organisational development.

COMPETENCIES, KNOWLEDGE AND SKILLS: * Required competencies (knowledge, skills and abilities) to perform the key performance areas of this job: *Knowledge and good understanding Labour Relation Act, 1995; Employment Equity Act, 1998; Basic Conditions of Employment Act, 1997; Public Financial Management Act,1999; Treasury Regulations, 2022; and Occupational Health and Safety Act,1993, including proven experience in application thereof*. *Knowledge and application of Project Management, Policy Formulation, Financial Management, People Management and Change and Risk management. * A knowledge and experience of human resource management environment, using technology to drive effective human resource management interventions. *Organisational awareness and understanding of structure; *Communication skills (verbal, written, negotiation, conflict management, presentation). *Interpersonal Skills: *Ability to work independently without guidance, under stress within a team and able to meet tight deadlines. * Analytical and problem-solving skills. Resilience and ethical behaviour. * Communication skills (verbal, written, negotiation, conflict management, presentation). * Good interpersonal skills. * Customer service. * Planning and organising skills. * Computer skills (intermediate level on Word, Excel and PowerPoint).

DUTIES: Business Partnering and HR Advisory: * Advise, coach and provide tactical support to line managers and staff on end-to-end HR function, processes and practices, including: Employee Relations, Performance Management, Recruitment and Selection, Job Evaluation, On-boarding, Remuneration and Benefits, Training and Development, Employee Wellness. *

Supporting Line Managers in forecasting and planning their talent pipeline requirements in line with the business strategy. * Guide the Job profiling and Evaluation processes to ensure internal equity and fairness. * Serving as the conscience of the organisation on matters pertaining to Employee Relations and/or Industrial Relations by ensuring all employee HR queries are dealt with accurately and without delay. * Establish and maintain effective win-win working relationships with managers, employees and their representatives through an environment that fosters communication and co-operation.

Coordination of HR Services and Talent Management: * Inputs in the development/review of and facilitation of new employees on-boarding programme. **Recruitment:** * Facilitate the recruitment process from end-to-end in collaboration with business unit heads and managers to ensure attraction of competent and skilled talent, including drafting and publishing of adverts. **Performance Management:** *Support the implementation of performance management at operational level by tracking and driving progress and providing feedback on actions throughout the performance management cycle. * Coordinating the Performance moderation committees and collating final decisions for executive approval. * Managing performance feedback and assist in developing employees' skills and encouraging personal growth. **Training and Development:** *Liaise with the relevant SETA (HWSETA) in the development and submission of SAHPRA's workplace skills plan and related reporting. * Monitors SAHPRA's compliance with HWSETA and optimises opportunities for relevant benefits (e.g. Grants and available training). * Ensure the implementation of Training and Development and Skills development initiatives to embed a learning culture and build SAHPRA's Talent Pipeline. * Manages external service provider's SLAs in relation to HR service provision.

Employee Wellness and Engagement: * Manages and supports the employee wellness service provision through the wellness calendar and employee engagement initiatives (e.g. wellness days). * Quality assures wellness interventions through analysing utilisation reports and providing feedback to the services provider. * Reports on SAHPRA employee wellness trends, patterns and general health risks. * Coordinates employee engagement platforms (e.g. Employee Survey project), events and communication in conjunction with the communications unit. Manage the incapacity management Programme. Implement COIDA to enforce compliance with COIDA Legislation. Manage and implement incapacity leave.

HR Governance and Reporting: * Ensure compliance with relevant HR legislation by researching and interpreting HR compliance requirements included in statutes, policy frameworks and guidelines. * Facilitating the development and monitoring the functioning of Employment Equity and Skills Development Committees, plans and reporting as legislated. * Development and management of HR metrics, financial and performance information to ensure it is readily available for HR Audits, monthly, quarterly, annual and ad hoc reports. * Provide assistance on the processes of maintaining records and procedures for controlling personnel transactions and reporting personnel data. * Development and review of HR Processes and related templates in alignment with approved HR policies.

INSTRUCTIONS TO APPLICANTS (HOW TO APPLY): Interested applicants who meet the above requirements should forward their applications accompanied by signed covering letter attached to the comprehensive CV with the names and email addresses of three (3) referees clearly reflecting the **name of the position and post reference number**, and recently certified copies of ID, required qualification/s (matric included) and driver's licence where applicable.

- Applications without the aforementioned documents/information will not be considered. **Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA).**

- A separate application must be completed for each post. SAHPRA will not be liable where applicants use incorrect or no reference number on their applications.
- No late applications will be accepted. CVs will not be returned. Applications, which are received after the closing date, will not be considered.
- Further communication will be limited to shortlisted candidates. If you have not received a response from SAHPRA within 3 months of the closing date, please consider your application as unsuccessful.
- It will be expected of candidates to be available for selection interviews on a date, time and place as determined by SAHPRA.

Applicants must note that further checks will be conducted once they are shortlisted and that their appointment is subject to positive outcomes on these checks, which include security clearance, qualification verification, criminal records, credit records, citizenship status and previous employment. **All shortlisted candidates will be subjected to a technical exercise that intends to test relevant knowledge, skill and technical elements of the job.**

SAHPRA is guided by the principles of Employment Equity. Candidates with disabilities are encouraged to apply and an indication in this regard will be appreciated. SAHPRA reserves the right to fill or not to fill the vacant post/s.

Interested persons who meet the above-stated qualifications should forward their applications which should consist of a cover letter, detailed Curriculum Vitae, copies of qualification(s) and Identity Document. ONLY shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources.

SAHPRA comply with the provisions of Protection of Personal Information Act (POPIA); Act No. 4 of 2013. We will use your personal information provided to us for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for. In the event your application was unsuccessful, SAHPRA will retain your personal information for internal audit purposes as required by policies.

Applications should be submitted through the SAHPRA Website Online Portal: **SAHPRA website (<https://www.sahpra.org.za>) – About Us – Vacancies.**

Enquiries: Ms S. Molepo, Email: setlola.molepo@sahpra.org.za **(APPLICATIONS SENT TO THIS EMAIL ADDRESS WILL NOT BE CONSIDERED FOR THE RECRUITMENT PROCESS).**
The closing date is 28 June 2024 at 16H00.