



SENIOR HR MANAGER (Energy Efficiency)

Centurion (Head Office), Gauteng Province, South Africa

DESCRIPTION

Ensign is an international energy design practice specialising in sophisticated whole-of business energy efficiency programmes for energy-intensive industries. Our clients include global enterprises and our programmes are innovative, intensive and world-leading. We have a passion for efficiency, collaborative teamwork, economic optimisation and the delivery of significant results that are enduring and profitable for our clients.

An exciting position for a dynamic and knowledgeable Senior HR Manager. Ensign, a leader in the field of energy efficiency is seeking a "Senior HR Manager" to join their innovative and strategic management team.

JOB SCOPE:

Purpose of the role:

The Senior HR Manager at Ensign is primarily accountable for the management and implementation of HR/People management practices, policies and procedures to support the strategic objectives of the organisation.

Key Responsibilities:

Supports the business to ensure achievement of business strategies in the following areas:

- Recruitment & selection
- Skills development
- Employee relations
- Performance management
- Career development
- Succession Planning and retention
- Counselling and coaching
- Reward, recognition and retention strategies
- Employment equity
- BBBEE status
- Data management
- Ensure operational effectiveness by advising the business on risk management, data administration and meaningful HR metrics.

ESSENTIAL REQUIREMENTS:

A B-Tech, BSc, BA or BCom in Human Resources Management, Industrial Psychology or Industrial Sociology

ADDITIONAL PREFERRED QUALIFICATIONS & EXPERIENCE:

- Registered as a HR professional with SABPP

- 5 + years or more experience in the HR Management with solid HR Business Partnering experience.
- Advanced knowledge of HR and labour legislation
- Financial or business qualifications will also be highly valued

PERSONAL ATTRIBUTES:

- An inquiring mind
- Work ethics and values
- Attention to detail
- **Exceptional** problem-solving capabilities
- Highly developed communication and influencing skills

Must be willing to travel and relocate for business purposes

Permanent position with 6 months probation

CLOSING DATE:

- Applications will close at 12h00 on 25 January 2019
- Upload a comprehensive CV in English with traceable references, together with certified copies of your **qualifications, results and ID**
- Applications must be submitted to recruitment@ensight.solutions.
- If you do not receive communication from us within 30 days of the closing date, please consider your application as being unsuccessful.
- First preference will be given to HDI's (Historically Disadvantage Individuals) as per Employment Equity Act No 55 of 1998.