



## **SENIOR MANAGER HR & TALENT MANAGEMENT**

Centurion (Head Office), Gauteng Province, South Africa

### **DESCRIPTION**

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

Ensign is seeking a dynamic, innovative and experienced Senior Manager HR & Talent Management, to join our innovative, dynamic and strategic management team.

### **JOB SCOPE:**

#### **Purpose of the role:**

The Senior Manager HR & Talent Management is primarily accountable for the administration, management and implementation of all generalistic aspects of HR, whilst specifically focusing on developing and implementing a talent management programme, to ensure learning and development of employees are supported.

#### **Key Responsibilities:**

The Senior Manager HR & Talent Management is responsible for the development of all areas of HR for the Company, including but not limited to:

- Recruitment & selection;
- Skills Development;
- Employee Relations;
- Talent Management;
- Performance Management on VIP;
- Payroll Administration;
- Employment Equity;
- BBBEE;
- 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 professional HR Practitioner with SABPP;
- 6 - 10 years or more experience in 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
- Excellent Work ethics and values;
- Pay attention to detail (extremely important);
- **Exceptional** problem-solving capabilities;
- Highly developed communication and influencing skills; and
- A Team Player

**Must be willing to travel and relocate for business purposes**

Permanent position with 6 months probation

#### **CLOSING DATE:**

- Applications will close at 12h00 on 14 February 2020
- Upload a comprehensive CV in English with traceable references, together with certified copies of your **qualifications, results and ID**
- Link: <https://www.indeed.co.za/job/senior-manager-hr-talent-management-df32e1060d45de1a>
- 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.