

JOB DESCRIPTION

REFERENCE NUMBER: AP 982

JOB TITLE: **Director: Talent Management**

LOCATION: Alice, Bisho and East London

BACKGROUND TO POSITION: An excellent career opportunity is currently available for a Director, Talent Management at UFH. This exciting opportunity will utilize your Talent Management and Learning experience to significantly impact and support the leadership team. This role will report into the Senior Director of Human Resources Management. You will partner with UFH Leadership to positively affect high performer retention rates, succession visibility and depth and strengthen talent capabilities in the institution.

KEY PERFORMANCE AREAS: By forming strong partnerships, you will connect the best internal talent to the right opportunities by creating initiatives/programs to close talent gaps and enable the planning, assessment, development and movement of talent. You will help build slates and drive proactive succession planning, connecting the best internal talent to the right opportunities.

You will develop knowledge of top talent and senior management echelons, including development needs, career aspirations and mobility preferences. You will drive talent processes such as MDP, LDP Executive Development, mentoring, succession planning, and performance management.

Using talent data analytics, you will derive insights to issues and develop plans to close gaps. You will drive diversity strategies and actions and assure that our talent strategies are contemporary and consistent with UFH culture.

- Enable the planning, assessment, development and movement of talent
- Help build slates and drive proactive succession planning
- Connect the best internal talent to the right opportunities
- Drive diversity strategies and actions
- Form strong partnerships with the UFH talent leaders

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INHERENT CRITERIA:

- Master's degree in Business, Human Resources or related field
- 10 years of experience in Human Resources, Talent Management, Organizational Development and/or Business Management, 5 of which are at a senior management level
- Demonstrated ability to operate effectively with an executive level client base
- Demonstrated ability to partner effectively with HR and Business partners to achieve desired business results
- High energy, have a results and execution-focused work ethic with the ability to juggle multiple projects and priorities
- Excellent facilitation and presentation skills; outstanding verbal and written communication skills
- Strong project planning and management skills
- Practical and comprehensive knowledge of talent management tools and systems
- Experience in the administration of talent management/assessment tools
- The ability to integrate and align strategy, people, and activities across an organization

APPLICATION REQUIREMENTS:

- A letter of motivation.
- A comprehensive CV.
- An abridged CV.
- Names and contact details for at least 3 referees.
- Certified copies of matric and degree certificates and Identity Document.

To apply please forward your application quoting reference number **AP982** to Genevieve Michel c/o ufh2@talenting.co.za