

12 March 2025

The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R2.6 trillion. At the centre of our growth is a team of self-driven professionals who are results-focused.

We are currently seeking applications from dynamic individuals for the following position:

- **Position:** Head Human Capital
- ***Job Grade:** F1 – F2
- **Ref:** HHC01
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

The purpose of the role is to Provide overall leadership and guidance to the Human Capital function by overseeing all the Human Capital areas and ensuring that programmes and initiatives are effective, efficient, and aligned with overall business objectives.

Requirements:

- Honours Degree in Social Sciences with Industrial Psychology or Human Resources Management or equivalent as major subjects.
- Master's degree in Industrial Psychology or Human Resources or equivalent (Preferred).
- 8 to 10 years of extensive Senior Management experience, in a large and dynamic corporate, characterized by a high proportion of professionals.
- Knowledge of Human Resources legislative requirements.
- Human Resource function leadership experience.

Duties:

- Lead Human Capital function, inclusive but not limited to attraction and retention, Remuneration, learning and development, Human Capital Administration and Compliance, Employee Relations and Organisational Effectiveness.
- Develop, implement and maintain Human Capital Strategy including policies and procedures which are aligned with the business strategy.
- Ensure compliance with all applicable legislation in particular Labour Law, FAIS and FICA.
- Understanding of legislation governing employment practices.
- Develop and guide the PICs performance management system.
- Develop and manage annual budgets for the division and perform periodic cost and productivity analyses.
- Develop a team that adapts to the fast-changing conditions of the PIC environment.
- Audit and Risk management of the Human Resources environment.
- Create a competitive advantage through attracting, developing and motivating the best skills.
- Promotes ethical behaviour and good corporate governance.
- Foster diversity and ensure the implementation of the BBBEE and EE requirements.
- Drive the High-Performance Corporate Culture.

Competencies and skills:

- Computer Literate
- Business Acumen
- High numeracy
- Visionary Leadership
- Strategic Management
- Financial background and Budget Management experience
- Confidentiality and Integrity
- High emotional intelligence
- Problem-solving ability
- Ability to lead and build teams

Our firm values diversity, and excellence and is committed to the realisation of these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and willing to be part of a team that is focused on creating meaningful change, you are welcome to submit your application for this position.

Closing Date: 19 March 2025

*** Grade Range:** The grade range for this position is from F1 – F2, commensurate with applicable minimum requirements.

The PIC is an equal opportunities employer, aligning appointments with the PIC Employment Equity plan.

Please forward a copy of your comprehensive curriculum vitae to: Recruitment1@pic.gov.za

Privacy Notice: *By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website (www.pic.gov.za). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.*