

16 August 2024

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:** Human Capital Business Partner
- ***Job Grade:** D1 – D5
- **Ref:** HRBP1
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

- To provide end-to-end HC services including execution and alignment of HC strategy and PIC's strategy objectives.
- Drive HC-related projects to ensure successful outcomes within set parameters.
- To support the PIC's goals through application and implementation of the HC Strategy and processes

Requirements:

- Bachelor's Degree in Human Resources or equivalent NQF Level qualification in HR related field;
- Honours Degree in Human Resources or Industrial Psychology (Preferably);
- 5 years relevant experience in a financial services environment (preferably Asset Management) as a generalist and a proven track record of operating as an HR generalist specialist;
- Support in change management projects/initiatives including organisational reengineering

- Project Management Experience;
- Up to date Knowledge of Employment Legislation.

Duties:

- Support the development, implementation and execute the HC strategy, policies and procedures
- Drive, organise, direct, control and evaluate the projects of the HC department assigned to HRCPs
- Provide line partners cutting-edge business solutions and advice in people management practices to position PIC as an employer of choice
- Develop and drive PIC's performance management culture in line with the PIC's philosophy
- Ensure the implementation of the compensation programmes to ensure regulatory compliance and acquisition, development and retention of critical talent segments in the business
- Implement practical solutions to HC programmes and interventions and ensure that the HR value chain supports the strategy of PIC
- Plan and implement value-enhancing solutions to improve employee value proposition and HC processes
- Foster and drive high ethical and governance standards in line with PIC values and culture
- Act as a custodian of HC products and policies and ensure legislative compliance at all times to protect PIC's license to operate.
- Ensure that HC department provides a satisfactory service to the business
- Ensure that all people management risk and auditing issues are addressed

Competencies and skills:

- Interpersonal Skills
- Business acumen
- Transformational disposition
- Results driven
- Strategic Thinking
- Decision Making

- Facilitation of HC interventions including high-performance values-based culture and ethics programmes.

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: 23 August 2024

*** Grade Range:** The grade range for this position is from D1 – D5, 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: Recruitment5@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.*