

**9 April 2021**

**The Public Investment Corporation (PIC) invests funds on behalf of public sector entities including the Government Employees Pension Fund. The organisation is the largest investment manager in the country and the continent. Applications are invited from dynamic individuals for the following challenging position:**

**Position: Human Resource Business Partner**

**Grade: D1 – D5**

**(Ref: HRBP4)**

**Salary:** All-inclusive remuneration package negotiable

**Division:** Human Resources

**Purpose of the role:**

To provide an end to end HR services including execution and alignment of HR strategy and PIC's strategy objectives. Drive HR related projects to ensure successful outcomes within set parameters. To support the PIC's goals through application and implementation of the HR 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 financial services environment (preferably Asset Management) as a generalist and specific focus on organisational design and development
- Change management facilitation of large-scale projects including organisational reengineering
- Project Management Experience
- Up to date Knowledge of Employment Legislation

**Duties:**

- Support the development, implementation and execute the HR strategy, policies and procedures

- Drive, organise, direct, control and evaluate the projects of the HR department assigned to HRBPs
- Provide line partners cutting edge business solutions and advice in people management practices to position PIC as an employer of choice
- Develop and drive PICs 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 HR 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 HR processes
- Foster and drive high ethical and governance standards in line with PIC values and culture
- Act as a custodian of HR products and policies and ensure legislative compliance at all times in order to protect PIC's license to operate.
- Ensure that HR 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 HR interventions including high performance values-based culture and ethics programmes.

**With the PIC having topped the R2 trillion mark in assets under management and in the process of entering the global investment market, it is the best asset manager any serious professional would want to be associated with. It is also one of the better places from which one can serve South Africa.**



**Closing Date: 15 April 2021**

**PIC is an equal opportunities employer and as such appointments will be in line with the PIC Employment Equity plan.**

Please forward copies of your comprehensive CV's to [recruitment4@pic.gov.za](mailto:recruitment4@pic.gov.za)

**\* Grade range is from D1 – D5 commensurate with applicable minimum requirements.**