

02 May 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: Manager: Learning and Development (Ref: HRLD001)**
- **Job Grade: E1 – E3**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Human Capital

Purpose of the role:

The purpose of the role is to lead the development and implementation of the learning strategy supporting the overall business strategy and help the business grow through its employees and driving a learning and high-performance culture. Furthermore, the purpose of the role is to identify and assess development needs, deliver training, and evaluate the effectiveness thereof .

Requirements:

- Grade 12
- Postgraduate Qualification in Human Resources/Training Management
- 8 to 10 years relevant experience in Leadership, Learning and Development
- Project Management Experience
- Proven experience and knowledge of effective learning methods are essential.

Duties:

- Develop and implement the learning strategy supporting the overall business and Human Capital strategy.
- Produce learning and development plans to meet training and development needs, and manage training delivery, measurement and follow-up as necessary.
- Plan departmental/functional training budgets, forecast costs and delegate numbers as required by organizational planning and budgeting systems
- Develop and manage the learning and development budget
- Develop and implement a comprehensive blended learning and development offering covering online /in-person, e-learning and experiential learning for various businesses
- Create a culture of continuous development and also monitor and evaluate the effectiveness of L&D programs
- Stay informed as to relevant skill and qualification levels required by employees for effective performance, and circulate requirements and relevant information to the organisation as appropriate.
- Develop the leadership pipeline with the skills and attributes to deliver on the organisational strategies.
- Ensure that all training and development initiatives, both regulatory and non-regulatory are aligned with business strategy and support the execution and achievement of PIC objectives.
- Engage with respective Business unit heads to design tailor-made learning and development programmes to be delivered by various service providers.
- Oversee the effective use of the Learning Management System to manage and evaluate learning using key metrics to support a high-impact learning culture.
- Support organisational effectiveness initiatives through the development of targeted learning interventions ensuring there is a 'joined up' approach for colleagues maintaining engagement and increasing change capability
- Oversight of Graduate Talent Programmes to ensure regulatory compliance and alignment with the business strategy.
- Lead and coach the L&D team in the development, design, delivery and evaluation of high-impact learning interventions.
- Oversee the effective use of the Learning Management System to manage and evaluate learning using key metrics to support a high-performance and impact learning culture.
- Implement project Revitalization learning and development-related initiatives.
- Track and monitor implementation of developmental gaps identified and reported on employees PDP's.
- Support management in implementing gaps identified in Talent and Succession plans and guide employees on career development.

Competencies and skills:

- Commercially focused with a track record of delivering learning interventions which have had a measurable impact on business results.
- Leadership, management, personal skills, knowledge or qualities (essential)
- Open and approachable management style
- Work as an individual and a team player
- High-quality written and verbal communication skills,
- Excellent interpersonal skills and a demonstrated ability to interact with all levels in the organization.
- Good knowledge of the training/learning-related offerings available within industry PIC operates in, including relevant training organizations and service providers;
- Understanding of learning needs analysis (Desirable)
- Design of training programs (Desirable)
- Experience in managing and implementing innovative projects
- Strong organizational skills
- Business acumen
- Transformational disposition
- Results driven
- Strategic Thinking
- Decision Making
- Project management and budgeting skills are required
- Proven experience and knowledge of effective learning methods are essential.

Our firm values diversity, 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: 09 May 2024

*** Grade Range: The grade range for this position is from E1 – E3, 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.*