



Human Resource Practitioner: Recruitment and Selection (CMS25/2022)

Salary: R261 372 per annum (Total package of R409 856 per annum/
conditions apply)

Centre(s): Pretoria

Requirements:

- National Diploma (NQF 6) in Human Resource Management or equivalent qualification within the related field.
- A minimum of 1-2 years' experience in the field of Human Resources Management, with a specific focus on Recruitment, Selection and Appointments.
- Candidates must be in possession of PERSAL introduction Certificate.
- Experience in recruitment and selection processes.
- Experience in the use of PERSAL System.
- Ability to interpret policies and directives on HR matters.
- Skills in formulating and writing reports.
- Ability to plan and organise the activities of the division.
- Good understanding and functional knowledge of the Public Service Act, Public Service Regulations, OSD Framework, Basic Conditions of Employment Act and Employment Equity Act.
- Good communication (verbal and written), stakeholder liaison, organising and planning skills.
- Good analytical thinking, innovation, and creative skills.
- Good computer literacy.
- Ability to work long hours and under pressure.
- Ability to work independently and in a team.

Duties:

- Provide support, coordinate, and facilitate the effective recruitment, shortlisting and interviewing of competent human resources and ensure compliance with all the relevant legislation and policy framework.
- Compile and draft adverts in line with Job Description and in accordance with the relevant legislative framework.
- Advertise vacant posts in the relevant media.
- Receive and capture job applications.
- Serve as technical advisor during shortlisting and interviewing process.

- Support effective Personnel Suitability Checks and placement of employees on PERSAL.
- Provide advice on all HR related matters.

Enquiries: Ms P Diphaha
Tel: 012 399 9602

Closing date: 02 September 2022

-
- All applications must be submitted on a signed **new Z83 application form** (*click bold underlined text to download PDF form*) accompanied by a recent detailed curriculum vitae to be considered.
 - Please note that ***should you not use the newly amended Z83 and completed, initialed and signed in full, the department reserves the rights to disqualify your application.***
 - **Applications may be forwarded to:** The Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 **or** hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria **marked for the attention:** Human Resources Management.
 - It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only.
 - The National Department Forestry, Fisheries and the Environment, is an equal opportunity, affirmative action employer. Preference may be given to appointable applicants from the underrepresented designated groups in terms of the department's equity plan. Persons with disabilities are encouraged to apply.
 - Correspondence will be limited to successful candidates only.
 - Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment, including but not limited to: criminal records; citizenship status; credit worthiness; previous employment (reference checks); social media checks, and qualification verification.
 - Short-listed candidates will be expected to avail themselves at the department's convenience.
 - **Entry level requirements for senior management service (SMS) posts:**
 - In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a pre-entry certificate obtained from National School of Government (NSG) is required for all SMS applicants.
 - The course is available at the NSG under the name "certificate for entry into SMS" and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>
 - Shortlisted candidates must provide proof of successful completion of the course.
 - Furthermore, candidates shortlisted for the SMS post will be subjected to a technical exercise that intends to test relevant technical elements of the job.
 - Following the interview and the technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA directive on the implementation of competency-based assessments.
 - The person appointed to this position will be subjected to a security clearance, the signing of a performance agreement and an employment contract.
 - The department reserves the right not to make an appointment.
 - If you have not been contacted within three (03) months after the closing date of the advertisement, please accept that your application was unsuccessful.