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The Water Research Commission (WRC) is a dynamic hub for water and sanitation knowledge, innovation and intellectual capital, providing leadership and the support research, development and innovation of water and sanitation solutions. It engages stakeholders and partners involving water and sanitation challenges and opportunities, which are crucial to South-Africa's sustainable development and economic growth, and is committed to promoting a better quality of life for all. The WRC is a schedule 3A public entity and adherence to required legislation is imperative to the organization's strategy and values.

Applications are invited from suitably qualified, experienced individuals for the Pretoria-based position of:

Organisational Development Manager (Ref: ODM)

This position calls for the services of a suitably qualified, well-motivated and results driven Organisational Development Manager. This person will be responsible for leading the development and implementation of the Water Research Commission's organisational development strategies and processes that will support the WRC's ambition of driving a high-performance culture. He/she will form part of the Corporate Services Branch and will report to the **Executive Manager: Corporate Services**.

The ideal candidate must be in possession of a recognised degree/3-year diploma in Psychology/Industrial Psychology or related field. Registration as an Industrial Psychologist with the HPCSA will be an added advantage. A minimum of five-years Organisational Development experience is required which includes providing psychometric assessment feedback on different occupational levels. Being accredited with various Psychometric Assessment tools will be advantageous. Extensive and in-depth knowledge of talent management and performance management framework design and implementation is essential together with experience in managing large change and culture initiatives.

The Organisational Development Manager will be responsible for developing the WRC's approach to managing talent, performance and personal development, as well as co-ordinate stakeholder engagement sessions with employees and management to ensure effective implementation. This will include ensuring effective succession plans and career paths are in place for all staff. In addition, the incumbent will be required to implement change management interventions in support of the framework used for managing talent, performance and personal development. This will include managing internal organisational development communication as well as capability building initiatives for staff.

Please note that this is a re-advertisement of the Organisational Development Manager position.

Individuals who applied previously for the position need not apply again as their applications are on file and will be considered in the shortlisting process. The appointment will be made in line with the WRC's employment equity plan and the WRC supports applications from individuals with a disability. A detailed CV with three references, **quoting clearly the Reference as a subject matter** should be submitted to Human Resources, e-mail: hr@wrc.org.za. Closing date 14 September 2018. If you are not contacted by **31 October 2018** please consider your application as unsuccessful

