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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 Specialist (Ref: ODS)

(12 month contract)

The WRC is looking for a suitably qualified, creative, passionate and agile thinking individual to join the People and Culture Unit in the position of **Organisational Development Specialist**. The People and Culture's vision is to enable the WRC through creating an environment around people, practices and culture, in partnership with the leaders of the organization, in order to create an employee value proposition that amplifies the meaning of work in alignment with the WRC strategy. As a member of this team, the successful individual will be responsible for leading the development and implementation of the Water Research Commission's organisational development and Wellness 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 **Group 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 / RPL accredited certification at NQF level 6. 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. Must be familiar with Conscious Coaching Tools/methodology and be accredited with the International Coaching Federation. 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 Specialist 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. Furthermore, the incumbent will be required to lead and implement change management interventions in support of the framework used for managing talent, performance and personal development as well as lead the change management initiative in respect of the implementation of the Sage 300 application. This will include managing internal organisational development communication as well as capability building.



initiatives for staff. In addition, the successful applicant will be responsible for managing the WRC coaching program. This will include coordination of the group and coaching sessions, design and implementation of the organisational interventions in line with the themes from the group and coaching sessions, and design and implement team and vision alignment sessions for the individual teams to ensure continuity in the lessons learnt from the group sessions.

The appointment will be made in line with the WRC's employment equity plan and the WRC supports applications from individuals with a disability.

To apply please submit your CV to Human Resources, via email to hr@wrc.org.za quoting clearly the reference number as a subject matter. Only CV's received via email will be considered. The closing date for all applications is **13 April 2022**. Applicants who have not been contacted by **31 May 2022** should consider their application for this position as unsuccessful.