

DEPARTMENT OF BASIC EDUCATION

The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan. The Department reserves the right to withdraw posts, if by doing so, the interests of the Department will be best served.

APPLICATIONS:

Submitted via post to: Private Bag X895, Pretoria, 0001 or hand-deliver to: The Department of Basic Education, 222 Struben Street, Pretoria. Please visit the Department of Education's website at www.education.gov.za or the Department of Public Service and Administration vacancy circulars at www.dpsa.gov.za

FOR ATTENTION:

Ms J Masipa/Ms N Monyela

NOTE:

Applications must be submitted on Form Z83 obtainable from any Public Service Department and must be accompanied by a comprehensive CV and certified copies of ID and qualifications (Certified copies must not be older than 3 months). NB: as of 1st July 2006, all new appointments in the public service have to be part of the Government Employee Medical Scheme (GEMS) in order to qualify for a Government Medical Subsidy. Correspondence will only be entered into with shortlisted applicants. Applications received after the closing date, e-mailed or faxed applications will not be considered. (Drivers' License and registration certificate must be attached if required).

POST:

DIRECTOR: EDUCATION LABOUR RELATIONS AND CONDITIONS OF SERVICE (REF NO: DBE/DELRCS/01)

Branch: Teachers, Education Human Resources and Institutional Development

Chief Directorate: Education Human Resources Management

Directorate: Education Labour Relations and Conditions of Service

SALARY:

All-Inclusive remuneration package of R1 057 326 per annum

CENTRE:

Pretoria

REQUIREMENTS:

An appropriate recognised Bachelor's degree or undergraduate qualification (NQF level 7) as recognised by SAQA in Labour Law or relevant academic discipline supported by five (5) years' experience at middle/senior managerial level, Human Resource Management, demonstrable knowledge of Policy development and analysis. good conceptual and analytic skills, problem-solving and communication (written and verbal) skills, programme and project management, facilitation and presentation skills, excellent negotiating skills, planning and organising skills. Since this position focuses on conditions of service of employees employed in terms of the Employment of Educators Act, working experience in the education sector would be an added advantage. **Core Competencies:** Strategic capacity and leadership, People Management and Empowerment, Financial Management and Change management.

DUTIES:

As part of the senior management team of the Department of Basic Education, the incumbent of this position will be responsible for the overall management and/or coordination of the following functions: Manage the Directorate: Education Labour Relations and Conditions of Service. Provide strategic direction and operational leadership in relation to Labour Relations to the Education Sector. Develop and implement Labour Relations strategies and policies for the Education Sector. Manage the collective bargaining process in the Education Labour Relations Council and Public Service Collective Bargaining Council. Promote a climate of labour peace in the education sector through stakeholder relations, including dispute management. Create a positive legislative framework that promotes and maintains conditions of service for educators. Monitor the implementation of Collective Agreements and provide advocacy and training to the nine Provincial Departments of Education. Analyse labour relations trends both nationally and internationally and develop partnerships. Develop monthly and quarterly performance reports.

NOTE:

All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the

logistics of which will be communicated by the department. 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 competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The incumbent will have to sign an annual performance agreement as well as annually disclose his/her financial interests and be subjected to a security clearance.

18 October 2019

Ms J Masipa Tel No: 012 357 3295/Ms N Monyela Tel No: (012) 3594

CLOSING DATE:

ENQUIRIES: