

VACANCY



HUMAN CAPITAL PRACTITIONER: OD & PERFORMANCE MANAGEMENT

ABOUT MEATCO

Meatco, an equal opportunity employer, is a progressive organisation involved in the production, processing, value addition, and marketing of red meat and associated by-products.

POSITION: HC PRACTITIONER: OD & PERFORMANCE MANAGEMENT (D3)

Purpose of the Job

Improves the overall effectiveness and performance of the organisation, by analysing and diagnosing organisational issues, implementing change strategies, driving performance management, and fostering a positive work culture.

Key Performance Areas

- Support the development and implementation of the organisational learning and development framework.
- Coordinate full training cycle and administer training levy.
- Develop and review job descriptions, and support job analysis and job evaluation for all roles.
- Plan, facilitate and coordinate the implementation of Change Management projects.
- Drive organisational culture projects and initiatives.
- Develop and update Meatco's employee value proposition (EVP) and promote Meatco's employer brand.
- Initiate and support employee engagement and employee experience initiatives to attract and retain talent.
- Design and implement organisational effectiveness interventions and drive digital transformation.
- Map, optimise and re-engineer business processes to drive operational efficiency and business continuity.
- Support talent management and succession planning.
- Coordinate and administer the performance management process and drive implementation of a digital PMS.
- Conduct, analyse and visualise HR research and data.
- Support the development, review and update HR policies.

Competency and Skill Requirements

- Bachelors degree in HR, Industrial Psychology, Organisational Development, Business Administration, Business Management, or equivalent qualification.
- Five (5) years' HR experience, of which atleast three (3) should be in an OD role.
- Knowledge of performance management and training management.
- Knowledge of change management models.
- Project coordination and consulting skills.
- Strong data analysis and visualisation skills.
- Excellent presentation skills and ability to influence.
- Knowledge of the VET levy submission and claim procedure.

To Apply: Please send your CV and a cover letter to: mrecruitment@meatco.com.na

Closing date: 04 July 2023

