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| **A. JOB INFORMATION** |

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| **POST HOLDER** |  |
| **PERSAL NUMBER** |  |
| **JOB TITLE** | CHIEF HR OFFICER- CONDITIONS OF SERVICE (DISTRICT) |
| **CORE** |  |
| **CORE CODE** |  |
| **POST LEVEL** | TO BE DETERMINED BY JOB EVALUATION |
| **LOCATION** |  |
| **COMPONENT** | HUMAN RESOURCE PLANNING AND ADMINISTRATION |
| **DATE** |  |
| **POSTS REPORTS TO** | ASSISTANT DIRECTOR: HUMAN RESOURCE ADMINISTRATION |

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| **B. ORGANOGRAM** |

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| **C.JOB PURPOSE** |

**To provide condition of employment and service benefit administration services.**

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| **D.MAIN OBJECTIVE** |

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| **No.** | **Main objectives (Include 4-5 activities)** | **PERCENTAGE**  **%** |
| 1. | * Provide employee benefit administration services. * Provide service termination administration services. * Provide leave administration services. * Provide permanent incapacity leave and ill health retirement administration services. * Provide HR management information services. * Provide human resource document and records management services. |  |
| **TOTAL** |  | **100%** |

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| **E.COMMUNICATION AND STAKEHOLDERS** |

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| **No.** | **Stakeholders** |
| 1. | Provincial Departments  All Senior Management and official in the Department  National Departments and officials  Private Sector Organisations  Internal Organisations  Organised Labour  State Owned entities- Marketers/ Event Coordinators  Oversight Bodies |

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| **PHYSICAL DEMANDS/HAZARDOUS CONDITIONS** | N\A  N\A  Service Delivery Protests  Driving long distance during awkward times |
| **HOURS OF WORK** | 8-16:30 |

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| **G.MATERIAL AND EQUIPMENT** |

* Office equipment

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| **H.BUDGET** |

* Recommend expenditure as per the allocation

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| **I.ENABLING LEGISLATION \ ACT GOVERNING THE JOB HOLDER** |

* Constitution of South Africa
* Employment of Educators
* South African Schools Act
* Public Finance Management Act
* Public Service Act
* Public Service Regulation; and
* Other relevant acts, policies and regulations

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| **J. INHERENT REQUIREMENTS AND COMPENTENCY OF THE JOB** |

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| **ESSENTIAL REQUIREMENTS** | |
| **KNOWLEDGE** |  |
| **SKILLS** | * Computer Literacy * Excellent Communication Skills * Administration Skills * Interpersonal Skills * Organisational Skills * Typing and Writing Skills * Strong Leadership Skills * Basic financial recording, minute taking and report writing skills |
| **MINIMUM EDUCATION AND TRAINING** | * NQF 7 as recognised by SAQA |
| **Minimum Experience** | * 3 years relevant experience |
| **VALUES/ATTRIBUTES** | * Highly Creative * Honesty and integrity * Motivated and deadline driven * Professionalism * Quality of Work * Technical Skills * Initiative * Self – driven * Team work |
| **COMMUNICATION** | * Good communication skills (written and verbal skills)   and a good command of English language |

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| **K. PROMOTION/PROGRESSION** |

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| **NEXT HIGHER POST** | Assistant Director |

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| **L. AMENDMENTS TO THE JOB DESCRIPTION** |

*The Supervisor or his/her nominee reserves the right to make changes and alterations to this job description, as he/she may deem* ***reasonable, after due consultation with the post holder.***

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| **M. PERFORMANCE/WORKPLAN AGREEMENT** |

*The performance/workplan agreement of the incumbent, which contains specific target dates, should be read as an extension of this job description and may also contain any standard operating procedures that the incumbent should adhere to during the execution of his/her key performance areas.*

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| **N. AGREEMENT** |

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| Name: …………………………………… ……………………………… ………………………..  Job Holder Signature Date  Name: ………….………………………… ……..………………………… ………..……………...  Supervisor Signature Date |