

**IMPALA PLATINUM LIMITED – HEAD OFFICE  
INTERNAL / EXTERNAL ADVERTISEMENT**

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|----------------------------|---|--------------------------------|
| 1. REFERENCE NUMBER        | - | 00001179                       |
| 2. DATE OF DISTRIBUTION    | - | 13 February 2017               |
| 3. CLOSING DATE            | - | 22 February 2017               |
| 4. DEPARTMENT AND LOCATION | - | Human Resources (Head Office)  |
| 5. JOB TITLE               | - | <b>Group Executive: People</b> |
| 6. JOB GRADING             | - | Level 24                       |

7. MINIMUM QUALIFICATIONS AND REQUIREMENTS:

- NQF 7 University Degree;
- Specialized post graduate diploma / degree in Human Resources would be a distinct advantage.
- 10 years' experience at a senior management level within the mining industry;
- 5 years' experience at a senior management level in Human Resources Management is essential;
- Business and mining industry understanding
- Experience in organizational development required
- Excellent conflict resolution, interpersonal, facilitation skills are essential
- Sound understanding of relevant legislation
- Leadership and strategic development ability
- Adequate computer skills i.e. Microsoft Office and SAP will be an advantage.

8. DUTIES AND RESPONSIBILITIES:

The successful candidate will:

- Participate in strategy development for the business
- Advise the executives in order to plan, evaluate and recommend overall corporate strategies
- Lead the human resources division in strategic partnering with business
- Develop the overall strategy for human resources (employee relations, transformation, remuneration and retention, development, staffing, talent management, communication)
- Ensure that business needs are delivered through effective people, practices and processes
- Originate policies and manage administrative activities affecting all operations and locations of the company
- Develop mechanisms for delivery and implementation within the operations of the business
- Ensure that all human resources policies are aligned to relevant legislation and good governance
- Provides expert advice to the executive and line management
- Plan and guide processes for effective management of remuneration and benefits, training and development and long-range workforce planning
- Provide guidance and leadership to the human resources managers within the group
- Develop a communication plan for various activities and educational initiatives
- Establishing an Organisational Risk Assessment (ORA) for safety and manage those risks

9. APPLICATIONS CAN BE EMAILED TO EMAIL TO [Nicolette.JvanRensburg@implats.co.za](mailto:Nicolette.JvanRensburg@implats.co.za).

10. SHORTLISTED CANDIDATES MAY BE SUBJECTED TO PSYCHOMETRIC ASSESSMENTS.

11. IMPALA PLATINUM LTD RESERVES THE RIGHT NOT TO MAKE AN APPOINTMENT.

12. IN THE EVENT THAT YOU DO NOT HEAR FROM THE HUMAN RESOURCES DEPARTMENT WITHIN 30 DAYS AFTER THE CLOSING DATE OF APPLICATIONS, YOUR APPLICATION CAN BE VIEWED AS UNSUCCESSFUL.

13. PREFERENCE WILL BE GIVEN TO EMPLOYEES FROM THE DESIGNATED GROUPS IN LINE WITH THE PROVISIONS OF THE EMPLOYMENT EQUITY ACT, THE COMPANY'S RECRUITMENT POLICY AND THE EMPLOYMENT EQUITY PLAN.