



glacier
by Sanlam

At Glacier we're dedicated to service and achieving excellence. We recruit people who are passionate about what they do and how they do it.

Vacancy number 2008-0705
Position Manager: Human Resource Development
Department Glacier: Human Resources
Location Durbanville, Cape Town

The **HRD Manager** will be responsible for managing a team of human resource development specialists, providing effective training solutions to internal clients and to develop and implement a Training and Development Plan for Glacier.

Outputs

- Assisting in the development and implementation of a People Development Strategy
- Working with managers to conduct needs analysis & evaluate training requirements via product & legislation changes
- Drawing up overall training plans and maintain training reports & records for quality & legislation purposes
- Comply with all training legislation, training methods & methodologies (OBT), SDF and learnerships
- Managing the team (budget, people management, leadership)
- Overseeing the development of training material for in-house technical training
- Organising & assessing the success of the courses & programmes
- Ensuring that the HRD function supports the strategic focus of the organisation
- Development resource for the business
- Consultation to staff on development opportunities
- Implementation of training and development initiatives in alignment with the business needs
- Form part of the client service management team

Competencies

- Knowledgeable in training and development principles & methodologies (Organisational Development)
- Excellent communication skills (English)
- Problem-solving skills
- Ability to prioritise, organise / coordinate
- Results orientated
- Client Service Orientation
- Teamwork
- Interpersonal & leadership skills
- Computer Skills (Ms Office)
- Detail orientated & Report writing

Attributes

- Positive, enthusiastic attitude
- Teamwork & task driven
- Ability to thrive under pressure
- Honesty, integrity and respect
- Initiative
- Ownership

Minimum requirements

- 3-5 years relevant experience in a similar role of which 2 years management experience
- Specialist knowledge of Training and Development
- Degree in Behaviour Science will be to your advantage



To apply

Send a detailed CV quoting the Vacancy Number in the subject line to:

Fax: 021 947 9215

Email: careers@glacier.co.za

For specific queries contact Cindy Rinquist on 021 917 9192. Should you not hear from us within 30 days after closing, please assume that your application has been unsuccessful.

Glacier is committed to excellence and striving towards Employment Equity.
We believe in growing our people.

For more information, visit www.glacier.co.za