

**HR Team Performance Manager  
R500 000 – R700 000 CTC  
Rustenburg**

An exciting opportunity for you to join this mining powerhouse and lead in providing strategic advice on Team Performance Management. As an integral part of the HRD Team, you will be tasked with improving Team performance management effectiveness from formulating, implementing to measuring impact of Team Performance Management and Organisational Effectiveness strategies and policies. Lead in analysing trends and devising innovative interventions. Take your career to new depths by [LOGGING ONTO OUR WEBSITE](#) .....

<b>Category</b>	Human Resources: North West Province
<b>Reference Number</b>	D/HR/CENT/363
<b>Job Title</b>	HR Manager Performance Management
<b>Location</b>	Rustenburg
<b>Job Level</b>	D4/E1
<b>Role Description</b>	<p>The HR Manager Team Performance Management is responsible to provide expert Team Performance Management advice.</p> <p>The role of the HR Manager Team Performance Management forms an integral part of the HRD Team, with the responsibility of improving the Team performance management effectiveness of the Organization.</p> <p>This manager should have had broad-based practical and theoretical experience in general business with a sound understanding of all the core functional disciplines within a mining environment.</p>
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• To provide effective Team Performance Management support services to the Group</li> <li>• Effective administration of necessary systems</li> <li>• Evaluate and provide feedback on the impact of HR Team Performance Management and Organizational Effectiveness strategies and policies.</li> <li>• Analyse HR Team Performance Management trends to recommend the required interventions.</li> <li>• Provide input into project plan required to implement Team Performance Management initiatives</li> <li>• Manage HR Team Performance Management value chain to end state with interface with Incentive, HRD and Employee Relations</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Human Resources related Honours degree</li> <li>• Advantageous: Masters degree</li> </ul>
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• At least five years management experience in HR Management (Specifically in areas of Performance, HRD, Team Dynamics, Team building)</li> </ul>



- Eight years experience in a mining environment
- Competent in mine HR systems and related legislation
- Project Management competencies (Organizational Effectiveness with specific reference to Change Leadership/Management Interventions is advantageous)
- Computer literate for role including SAP HR/CO Reporting

Valid driving license code 08

**Additional Information**

Must have practical exposure in research methodology ie Surveys, Statistical analysis and Reporting