



VACANCY BULLETIN

**Tshwane University
of Technology**

We empower people

**DIRECTOR: ORGANISATIONAL DEVELOPMENT
DEPARTMENT: ORGANISATIONAL DEVELOPMENT, POLICY DEVELOPMENT AND PLANNING
PRETORIA CAMPUS
Ref: 25/110B**

The Directorate: Human Resources & Transformation (HR&T) seeks to appoint a dynamic and experienced professional for the role of Director of Organizational Development (OD) at Pretoria Campus. The Director will oversee the development and implementation of our Institutional People Plan from an OD perspective. This senior position is responsible for shaping HR strategies, policies, and systems that boost organizational capacity, employee engagement, and operational efficiency. The successful candidate will lead initiatives in performance management, talent retention, leadership development, and organizational effectiveness.

INSTRUCTIONS: Applicants are required to submit, together with the CVs, a fully completed standardized application form available from the university intranet as well as recently certified copies of qualifications and Identity Document. Failure to comply with this instruction will disqualify the candidate. Candidates may be subjected to appropriate psychometric testing and other selection instruments.

Minimum Requirements:

- NQF 9 (A Relevant Master's degree)
- 5 years relevant experience at Management Level
- **Registration with relevant professional bodies.**

Critical Performance Areas

- Strategically lead the development and implementation of the institution's People Plan and HR policies, ensuring alignment with overarching organizational goals.
- Assess organizational HR capacity and oversee succession planning and leadership development to build a high-performance workforce.
- Champion initiatives in performance management, employee retention, mentoring, and professional growth to foster a culture of excellence.
- Drive the design and delivery of leadership development programs and organizational climate assessments to inform strategic decision-making.
- Ensure the development, implementation, and compliance of HR and OD policies, maintaining alignment with institutional strategy and regulatory standards.
- Establish and sustain comprehensive competency frameworks, organizational structures, and role clarity to enhance operational effectiveness.
- Oversee the development of a performance management system to support accountability and continuous improvement.

Candidates may be subjected to appropriate psychometric testing and other selection instruments. Send your CV to: recruitment11@tut.ac.za

Closing Date: 08 March 2026– Enquiries to Dr S Zulu, Tel: 012 382 3034. NB.: If we have not responded within a month from the closing date, you should regard your application as unsuccessful. Correspondence will only be entered into with short-listed candidates. **The University reserves the right not to make an appointment.** It is the intention of the University to promote representativity in respect of race, gender and disability through the filling of this post.

Women and people with disabilities are encouraged to apply.

