



OTTOBAUTHENTIC

Let's Talk... we're looking for:

Group HR Manager

Head Office – Rosebank, Johannesburg
Satellite Office – Paarl, Western Cape
Salary Neg.

Industry: Fuel & Retail (including QSR)
Company Size: ±4,200 employees
Reporting to: Managing Director (MD) and Executive Committee (Exco)

ROLE/JOB DESCRIPTION:

- ⑧ To lead the national HR strategy and operations, ensuring that the company attracts, develops, and retains top talent. This role will drive workforce planning, employee relations, transformation, and performance culture, while ensuring compliance with all labour legislation. The HR Manager will work hand in hand with the Training & Development department to build strong learning, leadership, and talent pipelines.

KEY RESPONSIBILITIES:

- ⑧ Strategic HR Leadership
- ⑧ Talent Management & Workforce Planning
- ⑧ Employee & Industrial Relations
- ⑧ Performance & Reward
- ⑧ HR Operations & Compliance
- ⑧ Culture, Transformation & Diversity

EDUCATION/EXPERIENCE:

- ⑧ Degree in Human Resources, Industrial Psychology, or a related field (Postgraduate qualification advantageous)
- ⑧ 10–15 years' HR experience, including at least 5 years in a senior HR leadership role in the fuel and retail sector (including QSR) (non-negotiable)
- ⑧ Proven ability to manage large, multi-site operations with a workforce of 4,000+ employees
- ⑧ Strong expertise in labour relations, B-BBEE, and Employment Equity
- ⑧ Track record in strategic workforce planning, organisational change, and leadership development

KEY COMPETENCIES & SKILLS REQUIRED:

- ⑧ Strategic Leadership & Business Acumen – Strong ability to align HR with business growth goals
- ⑧ Change Management & Transformation – Skilled in leading complex organisational change
- ⑧ Employee Relations & Negotiation – Excellent union engagement and conflict resolution abilities
- ⑧ People Development – Passionate about learning and talent development, working closely with Training & Development
- ⑧ Influencing & Communication Skills – Strong presence at board/executive level, with excellent written and verbal communication
- ⑧ Data-Driven HR – Competence in HRIS, analytics, and reporting
- ⑧ Well-presented, confident, and professional, with exceptional interpersonal and presentation skills
- ⑧ Dynamic and energetic, able to thrive in a fast-paced fuel and retail (including QSR) environment
- ⑧ Strategic and decisive, with a natural ability to influence and inspire teams
- ⑧ Ethical and people-focused, with a deep commitment to empowerment and inclusivity

BENEFITS:

- ⑧ Market related salary
- ⑧ Cell phone allowance
- ⑧ KPI bonus (at the discretion of employer)
- ⑧ Provident Fund - 8% contribution

Kindly note: If you have not heard from us within 14 working days, your application was unsuccessful

How to Apply: Please submit your resume to: joe@ottobauthentic.co.za and use the job title and location as the