



OTTOBAUTHENTIC

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

## HR Director Durban R150 000 – R180 000

### Human Resources Manager – RSC (Retail Support Centre) - STRICTLY EE ONLY.

Drive People Capability & Strategic HR Excellence

Are you a seasoned HR generalist with a passion for driving strategic change, fostering engagement, and building organizational excellence? Join our Retail Support Centre (RSC) as our Human Resources Manager, supporting the successful implementation of our HR strategy and helping us grow our people and our business

#### ROLE/JOB DESCRIPTION:

- Ⓑ The Human Resources Manager will deliver an effective and efficient generalist HR function, aligned to business and company goals. In this role, you'll partner closely with leaders to execute HR strategy, create strong business partnerships, and drive people capability across the RSC.

#### KEY RESPONSIBILITIES:

##### Managing Talent (15%)

- Ⓑ Support People Planning Review process (IDPs, Talent Development)
- Ⓑ Drive leadership programs and talent retention for middle management

##### Fostering Engagement (20%)

- Ⓑ Maintain, implement & update company policies, ensuring compliance
- Ⓑ Support managers in discipline & grievance processes
- Ⓑ Drive an engaging culture; analyze survey results & implement wellness programs

##### Building People Capability (20%)

- Ⓑ Oversee People Capability Cycle and development planning
- Ⓑ Implement creative solutions for people development
- Ⓑ Facilitate quality appraisals and reviews

##### Driving Organizational Effectiveness (15%)

- Ⓑ Advise on structural changes, performance management, job evaluation, and HR reporting

##### Business Partnering (20%)

- Ⓑ Build HR credibility with business leaders
- Ⓑ Collaborate with global HR partners for best practices

##### Other (10%)

- Ⓑ Drive HR-related projects & provide support across the RSC HR team

#### Who You'll Work With

- Ⓑ Communicate and partner with senior leaders (CPO, RSC HR Director), Global HR Team, internal HR colleagues, external service providers, and labor lawyers.

#### Problem Solving & Influence

- Ⓑ Solve strategic, complex business challenges; create new approaches where necessary. Use sound judgment for decisions on team development, ER, and organizational fairness.

#### Innovation & Supervision

- Ⓑ Enhance and significantly modify HR processes. Supervise Facilities team (3 employees), including hiring, performance management, and indirect leadership.

#### EDUCATION/EXPERIENCE:

- Ⓑ Bachelor's degree in Human Resources, Industrial/Clinical Psychology, or related field
- Ⓑ Honors/Master's in Organizational Psychology or Social Sciences (preferred)
- Ⓑ 8-10 years in Human Resource Management, ideally in retail/FMCG or multi-outlet environments
- Ⓑ Exceptional communication, coaching, organizational and business partnering skills
- Ⓑ Proven track record in people leadership with high IQ & EQ

**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](mailto:joe@ottobauthentic.co.za) and use the job title and location as the