



VACANCY BULLETIN

**Tshwane University
of Technology**

We empower people

DIRECTOR: ORGANISATIONAL DEVELOPMENT 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.

Minimum Requirements:

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

OR

- NQF 8
- 10 years' 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.

**Send your CV with application for employment and certified copies of ID and Qualifications to:
Recruitment11@tut.ac.za**

Enquiries: Dr S Zulu

Tel. No: 012 382 3034

Closing Date: 08 February 2026

If we have not responded within a month from the closing date, please consider your application unsuccessful. Correspondence will only be conducted with shortlisted candidates. The University reserves the right not to make an appointment.

Please attach the completed application form, certified copies of your ID, qualifications, and relevant certificates along with your CV. The application form is available on the university website.

Women and people with disabilities are encouraged to apply.

