



# RECRUITMENT ADVERTISEMENT

## RESOURCES & OPERATIONS Human Resources

<b>POST TITLE</b>	<b>Employee Relations &amp; Remuneration Specialist</b>		
<b>REFERENCE NUMBER</b>	• 4566	<b>CLOSING DATE FOR APPLICATIONS</b>	• 04 December 2015
<b>POST LEVEL</b>	• P-8		
<b>MINIMUM QUALIFICATION</b>	• Three-year qualification in Human Resources with a specialised qualification in Labour Relations/Law		
<b>MINIMUM EXPERIENCE &amp; OTHER REQUIREMENTS</b>	• At least three years in a unionised HR environment, specialising in Employee Relations and some exposure to Remuneration		
<b>DESIRED QUALIFICATION AND/OR EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Degree and post graduate diploma (or equivalent) specialising in Labour Law</li> <li>• Minimum of 5 years directly related experience in Employee Relations at a senior level and some exposure to remuneration.</li> <li>• 5 years' working in a unionised environment with grievance handling, disciplinary cases, CCMA and ER administration experience.</li> </ul>		
<b>DIRECT ENQUIRIES TO</b>	• Ms M Letsoara – 051 507 3613 OR <a href="mailto:mletsoara@cut.ac.za">mletsoara@cut.ac.za</a>		

### MAIN TASKS

1. Implement policies and procedures relating to Employee Relations and Remuneration in compliance with the University requirements as well as current legislation	2. Provide a specialist Employee Relations advisory service
3. Provide Employee Relations administrative service, including committee services to the various ER-related forums	4. Conduct remuneration audits and benchmark surveys
5. Provide reports on ER and Remuneration	6.

### IMPORTANT INFORMATION REGARDING YOUR APPLICATION

*(Kindly ensure that you read and comply before submitting your application)*

- Please complete a separate application form for each post.
- The University may decide to consider only completed applications consisting of ALL the documents listed below for selection.
  - A completed and signed CUT application form;
  - A comprehensive Curriculum Vitae;
  - A **certified** copy of a South African identity document or a passport;
  - A complete set of **certified** copies of qualifications (only certified copies of documents are required. Please do NOT submit any original documents); and
  - A **certified** copy of the SAQA accreditation of any qualifications obtained at education institutions outside South Africa.

### GENERAL REMARKS

- Candidates will be recruited and appointed in accordance with the Employment Equity and Affirmative Action Programmes of the Central University of Technology, Free State.
- The Central University of Technology, Free State reserves the right to conduct/employ a third party to conduct a background investigation in respect of all short-listed candidates.
- Correspondence will be limited to short listed candidates only.
- The Central University of Technology, Free State reserves the right not to make an appointment in the advertised post and/or to appoint other suitable persons recruited by means other than this advertisement. Appointment, either on a permanent or contract basis, will be negotiated with the successful candidate.
- Application forms are available from the Human Resources section, ZR Mahabane Building, CUT Campus, Bloemfontein or on CUT's website.
- Complete applications, quoting the specific reference number, should reach CUT on or before the closing date via:

#### **By hand:**

The Resourcing office, Human Resources  
Central University of Technology, Free State  
ZR Mahabane building  
20 Pres. Brand Street  
Bloemfontein

#### **By mail:**

The Resourcing Office, Human Resources  
Central University of Technology, Free State  
ZR Mahabane building  
Private Bag X20539  
Bloemfontein, 9300

#### **By e-mail:**

[jobs@cut.ac.za](mailto:jobs@cut.ac.za)