



Vacancy

Talent & Performance Management Practitioner – FTC 6 months

The role is responsible for facilitating and fostering a performance management culture to support & provide advice on all aspects of performance management to all levels in the organization.

Competencies & Skills Required

- Bachelor's degree: Human Resource Management or related field
- Valid driver's license: Required for travel to various locations
- Citizenship/Residency: Must be a Namibian citizen or have permanent residency
- Performance Management Experience: Performance management theory, practices & techniques
- Experience in HR Systems: Familiarity with HR systems such as Sage 300 People, SAP, Workday, or Oracle
- Employee Development Programs: Experience designing and implementing employee development and performance programs
- General HR Experience: General HR experience within a medium-to-large organization
- Interpersonal Skills: Demonstrate interpersonal and culture diversity management skills
- Policy Development: Ability to rethink current organizational development company policies and curate new ones that are more relevant and effective
- Confidentiality: Capability to maintain a high level of confidentiality
- Organizational Skills: Demonstrate dynamic, flexible, and highly organized with the ability to manage multiple projects in a busy environment
- Facilitation Skills: Capability to facilitate different group sizes and different levels in the organization
- Leadership Skills: Lead the development and implementation of skills assessment across all levels in the organization
- Continuous Learning: Encourage engagement in continuous learning and professional development to stay updated with HR trends
- Feedback Mechanism: Implement a feedback mechanism to regularly assess the effectiveness of performance management programs
- Analytical Skills: Ability to analyze performance data and generate insights for decision-making
- Soft Skills: Communication, problem-solving, and emotional intelligence
- Project Management Skills: Beneficial for managing multiple projects

Application Procedure

If you meet the requirements for this role and are ready to contribute to the success of our company, please apply through our recruitment portal at www.jobopportunities.net. Ensure your application includes a detailed cover letter, a comprehensive CV, and any relevant certifications.

Closing date: Wednesday, 9 April 2025 @ 07:00PM