



merSETA
MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

INVITATION FOR APPLICATIONS FROM INTERESTED AND SUITABLY QUALIFIED PARTIES TO SERVE AS AN INDEPENDENT MEMBER OF THE HUMAN RESOURCES AND REMUNERATION COMMITTEE OF THE MANUFACTURING, ENGINEERING AND RELATED SERVICES SECTOR EDUCATION AND TRAINING AUTHORITY (merSETA) FROM 1 AUGUST 2025 TO 31 MARCH 2030

The merSETA is a Schedule 3A public entity, which has been re-established by the then Minister of Higher Education, Science and Technology effective 1 April 2020 to 31 March 2030. It is governed by the Skills Development Act 97 of 1998, The Public Finance Management Act 1 of 1999, Standard SETA Constitution and other relevant laws. The merSETA subscribes to the principles of the King IV Code of Corporate Governance.

The merSETA sector coverage includes manufacturing in automotive (OEMS), metal, new tyre, plastics and motor, the latter inclusive of motor retail, automotive component manufacturing and/or repairs and after sales service. In terms of Section 13(g)(ii) of the Skills Development Act 97 of 1998 (as amended), Sections 76(4)(d) and 77 of the Public Finance Management Act 1 of 1999 (as amended) and Treasury Regulation 27.1, merSETA Accounting Authority wishes to appoint a suitably qualified and experienced individual to serve as an independent member of the merSETA Human Resources and Remuneration Committee (HRRC) for the period October **2025** to 31 March **2030**.

The suitable candidate must possess a minimum NQF Level 9 qualification in Human Resources, Human Capital Management, or a closely related field.

Suitable candidates must meet the following minimum requirements:

- **Independence:** Must be demonstrably independent, free from any relationships or circumstances that could compromise objective judgment or create conflicts of interest. This includes independence from management and significant business or financial ties to the merSETA.
- **Integrity:** Possess a high degree of personal integrity, ethical conduct, and a commitment to upholding the highest standards of corporate governance.
- **Strategic Human Capital Management:** Possess deep and current knowledge of strategic human capital practices, including talent management, leadership development, organisational design, performance management, compensation and benefits, employee relations, and fostering a positive organisational culture.
- **Corporate Governance and Ethics:** A thorough understanding of corporate governance principles, board committee best practices, ethical leadership, and the relevant legislative and regulatory frameworks governing public entities and employment practices.
- **Financial Acumen:** Sufficient financial literacy to understand remuneration strategies, the financial implications of HR decisions, contributions to the oversight of human capital budgets and the organisation's financial performance.
- **Legal and Regulatory Compliance:** Sound knowledge of labour laws, employment legislation, and specific regulations pertinent to the sector and geographical context (e.g., South Africa).
- **Risk Management:** Ability to identify, assess, and advise on human capital-related risks, including talent retention, succession planning, and workforce compliance.
- **Strategic Thinking:** Ability to think strategically, aligning human capital initiatives with the overall business strategy and long-term goals of merSETA.
- **Critical Thinking and Judgment:** Capacity for independent analysis, constructive challenge, objective evaluation of information, and sound decision-making.
- **Leadership and Communication:** Demonstrated ability to provide leadership, engage effectively in robust discussions, and communicate clearly and persuasively with the committee and the broader board.
- **Board-Level Experience:** Prior experience serving on a board or a board-level committee is essential, demonstrating an understanding of board dynamics and responsibilities.
- **HR or Related Leadership Experience:** Significant experience in a senior HR leadership role or as a consultant with a focus on strategic HR, talent management, remuneration, compensation and rewards.
- **Sectoral or Public Sector Experience:** Experience within the skills development sector, public sector entities, or similar complex organizational environments is highly desirable.
- Applicants must be willing to submit to a process of background checks, including for a criminal record and qualifications verification.

Applications, with a detailed CV, covering letter, certified copies of qualifications and a completed declaration of interest form, must be sent to the following email address: ANominations@merseta.org.za

Enquiries should be addressed to:
The Company Secretary at:
Tel: +27102193473
E-mail: Tmokutu@merseta.org.za

Closing Date: Friday 17 October 2025

Scan for the
Declaration of Interest Form



Or go to www.merseta.org.za
Accounting Authority Updates