



merSETA
MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) is a Schedule 3A public entity established in terms of the Skills Development Act (Act No. 97 of 1998) Registration Number 17/merSETA/01/04/20 to facilitate skills development for the Metal and Engineering, Motor Retail and Components Manufacturing, Automobile Manufacturing, Plastics Manufacturing and New Tyre Manufacturing Sectors Automotive Components Manufacturing Chamber.

INTERNAL & EXTERNAL ADVERT

We have an excellent opportunity for the following professionals to join the Corporate Services Division.

Manager: Organisational Development and Change Management (D3)

Reference Number: MOD/HO/19/11/25

Salary Level: 87,124.30 per month

FIXED-TERM CONTRACT: 24 MONTHS

HEAD OFFICE

Purpose: The incumbent will be responsible for leading and overseeing the internal HR consultancy function which will include overseeing projects across key practice areas such as operating model design, organizational design, organizational transformation and change management, team effectiveness and cross-functional collaboration, and process and performance improvement. The role also involves designing the implementation of a number of changes and interventions that will enable and improve the effectiveness of the business on organisational, team and individual level.

Key Responsibilities

The ideal candidate should be able to fulfill and perform the following responsibilities:

- Design and drive the implementation of development interventions that shape and embed the business culture and values that will result in effective strategic delivery in collaboration with leadership and other stakeholders.
- Collaborate with the HR team to identify, develop, and facilitate organisation development programs and initiatives to address organisational capability gaps.
- Assist divisions in identifying operational problems and developing and implementing new programmes and/or procedures.
- Design and implement organisation and operating model design frameworks and tools to enable organisational effectiveness.
- Lead change management initiatives aimed at improving ways of working including cross-functional alignment, operating rhythms, team effectiveness, and decision-making across the organization.
- Provide change management consultation to include assessment of current and future change initiatives, redesign and implementation of change and transition processes.



- Ensure that metrics are in place to measure change impact and success.
- Utilizes diagnostic surveys and other evaluation tools to design, implement, and evaluate organizational improvements;
- Work in partnership with the management team to design, implement, and support organisational development programmes and initiatives that effectively address identified gaps.
- Project Management the roll out of culture change initiatives and interventions.
- Oversee capacity analysis and process mapping across the merSETA.
- Implement and support strategic interventions that enable HR to meet the strategic demands of business through organisational development and change management interventions.
- Contribute to the re-alignment of departments and units to increase efficiency and align activities with business objectives.
- Establish and maintain relationships with key internal stakeholders, such as Human Resources, Managers, Union, Executives to ensure the effective delivery of organisational effectiveness and change management services.

Qualifications and Experience

- Postgraduate degree (NQF level 8) in one of the following fields – or an equivalent NQF level 8 that matches the Postgraduate degree in these areas
 - Industrial Psychology
 - Human Resource
 - Social Science or related field
- 10 years' experience within Human Capital with 5 years' experience Organisational Effectiveness and Change Management
- Must be registered with Health Professional Councils of South Africa(HPCSA).
- Experience in the implementation of Strategic Human Resource projects in the public sector is essential
- Technical expertise in organizational design principles , organisational culture, change management methodologies and performance optimization.
- Experience with project management and leading cross-functional teams.

Skills:

- Behavioural psychology
- Change and communication practices.
- Organisational Effectiveness Trends
- Human Capital Practices and processes
- People Analytics and Employee Insights
- Human Resource management

This role requires extensive travel around the country to all merSETA regional Offices.

Offer

The merSETA, offers a competitive salary package and an opportunity to work with a dynamic and diverse team. If you meet the requirements and are interested in this exciting opportunity, please submit your application for consideration.



CLOSING DATE: 19 November 2025

The merSETA is an equal opportunity employer and preference will be given to suitably qualified Affirmative Action Candidates and People Living with Disabilities in line with the Employment Equity Plan. To apply for this opportunity, submit a fully completed job application form, a detailed curriculum vitae with three references, clearly quoting the **Reference Number only** as a subject in the email: recruitment@merseta.org.za

Only short-listed candidates will be contacted. Should you not be contacted within 2 months after the closing date, please know that your application was not successful.

The merSETA reserves the right not to make an appointment.

NB: All applications without quoting “the Reference Number” in the subject line will be automatically disqualified.

Applicants are requested to follow all instructions as outlined in the advert when submitting their applications.