



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/28/05/26

Salary Level: 87,124.30 per month

FIXED-TERM CONTRACT: 24 MONTHS

HEAD OFFICE

Role: 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:

Organisational change & transformation delivery

- Lead change across complex transformation initiatives (e.g., operating model redesign, organisational redesign, new ways of working).
- Conduct change impact assessments, readiness assessments and stakeholder analyses; develop and execute tailored change plans.
- Identify resistance risks and implement mitigation strategies to enable smooth transitions and adoption.
- Embed change into core business processes, policies and performance frameworks to sustain outcomes.

Culture, engagement & capability building

- Design and implement culture, engagement and organisational development interventions that reinforce merSETA values and enable strategic delivery.
- Lead the roll-out of behaviour, mindset and ways-of-working shifts to build a high-performing, efficient and agile organisation.



- Coach and advise leaders and teams through change to build internal capability and leadership excellence.
- Develop and deliver change management enablement (including change management training for leaders and managers) to strengthen organisational change capacity.

Organisational effectiveness, diagnostics & continuous improvement

- Use diagnostic surveys, employee insights and evaluation tools to design, implement and evaluate organisational improvements.
- Establish success metrics and reporting to measure change impact, adoption and benefits realisation.
- Oversee capacity analysis and process mapping to identify efficiency opportunities and support performance optimisation.
- Support divisions to diagnose operational problems and design implementable solutions (programmes/procedures).

Stakeholder management & partnering

- Build trusted partnerships with internal stakeholders (HR, managers, executives, unions and cross-functional teams).
- Collaborate across HR and business units to embed initiatives and ensure coordinated implementation and communications.

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
- A minimum of ten (10) years' experience within Human Capital of which five (5) years' has been hands-on experience in Organisational Effectiveness and Change Management
- 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 and Competencies:

- Strong stakeholder engagement and relationship-building skills (including senior leadership).
- Excellent verbal and written communication, facilitation and presentation skills.
- Change and communication practices; ability to develop compelling, practical materials.
- Behavioural science/psychology-informed approach to culture and change.
- People analytics and employee insights orientation; ability to define and use metrics to demonstrate impact.
- Consulting mindset: diagnostic ability, solution design, and disciplined execution.
- Strong planning, organisation and delivery focus in a complex environment.



Advantageous requirements

The following will be advantageous and may strengthen an application:

- Formal change management certification (e.g., PROSCI / ADKAR or similar).
- Qualifications in Organisational Psychology / OD / HR beyond the minimum requirement.
- HPCSA registration.
- Registered coach.

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: 28 May 2026

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 that do not submit a fully completed merSETA Job Application Form do not quote 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.