VAAL UNIVERSITY OF TECHNOLOGY
Inspiring thought. Shaping talent.

INTERNAL & EXTERNAL VACANCY

DIVISION:	DVC: Resources & Operations
DEPARTMENT:	DVC: Resources & Planning
POST:	Manager: OD and Talent Management
POST NUMBER:	3202
PEROMNES GRADE:	6

JOB DESCRIPTION & KEY PERFORMANCE AREAS

Vaal University of Technology seeks an experienced and dynamic Manager: Organisational Development and Talent Management to lead and strengthen the University's organisational development and talent management functions.

Key performance areas include but are not limited to:

- Assist in strategy development and execution in support of the Executive Director: Human Resources, and the Director: Talent Management and Organisational Development in the achievement of the University's people management strategic objectives
- Lead the implementation of integrated talent management programmes and projects
- Organisational Development and Performance Management Consulting and Coaching: Build and maintain constructive relationships with Executive Deans, Executive Directors, Directors, HoDs and Managers
- Performance management implementation: Assist line management to develop operational action plans which support the University's strategic objectives
- Organisational Development and Change Management: Proactively identify and implement change management interventions to support structural/ /system/process changes
- Personal/professional development: Keep abreast of developments within the HR discipline and its implications for VUT
- Project management: Assist the Director: Talent Management & Organisational Development with the development and implementation of projects

QUALIFICATIONS AND EXPERIENCE

Minimum Requirements

- Post graduate qualification in Human Resource Management or Industrial Psychology or related.
- Minimum of 5 years' experience in Organisational Development and Talent Management environment; and 3 years at management level.

ADDED ADVANTAGE

- Experience in the higher education would be an added advantage.
- Registrations with a professional organisation would be an added advantage

SKILLS AND COMPETENCIES

Planning and organising, relationship building, negotiating, presentation, good verbal and written communication, people management including performance management, emotional intelligence, facilitating change, building partnerships, analytical thinking/ problem solving, client/student service and support, university awareness

APPLICATIONS SHOULD INCLUDE

- No manual applications will be accepted. Incomplete applications without the required supporting documents and credentials on the VUT - ERMS will be disregarded.
- Only applications made on the VUT - ERMS will be considered.
- Communication will be entered into with short-listed candidates and unsuccessful applicants will be notified on the VUT - ERMS platform.
- Certified copies of all certificates/degrees should be uploaded on your VUT - ERMS Job Seeker profile.
- Certified copy of ID should be uploaded on your VUT - ERMS Job Seeker profile.

HR CONTACT PERSON

HR Business Partner: Sandra Rudy Mordaunt
Email: sandram@vut.ac.za

Please Note: Submission of such copies entitles the Vaal University of Technology to authenticate the qualifications without any further consent from the applicant. Candidates with foreign qualifications must submit a SAQC certificate of evaluation.

VUT is an equitable opportunity and affirmative action employer. In line with the spirit of the Employment Equity Act, preference for this position will be for Africans, Coloureds, as well as people with disabilities, in line with VUT Employment Equity Plan and Recruitment Policy.

VUT reserves the right not to make an appointment.

By applying for this position, you give permission to share your information with the selection panel or the relevant people involved in the recruitment process.

HOW TO APPLY

To apply for this position, please register or log into the VUT ERMS (https://erecruitment.vut.ac.za).

Closing Date for Applications:
19 November 2026



Vaal University of Technology | Private Bag X021, Vanderbijlpark 1911, South Africa
Tel: +27 (0)16 950 9000 | Email: recruitment2@vut.ac.za | Web: www.vut.ac.za
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