

POSITION: INTERNAL & EXTERNAL
ORGANIZATIONAL EFFECTIVENESS SPECIALIST

ROSH PINAH ZINC, A LEADING MINING COMPANY, IS SEEKING A SKILLED ORGANIZATIONAL EFFECTIVENESS SPECIALIST TO JOIN OUR DYNAMIC TEAM. THE SUCCESSFUL CANDIDATES WILL PLAY A PIVOTAL ROLE IN OUR OPERATIONS.

**Your Key Areas of
Responsibility:**

- Support the design and execution of organizational effectiveness programs to improve business performance.
- Support the design and implementation of performance management frameworks to align employee objectives with business goals.
- Collaborate with stakeholders to implement talent programs and succession planning strategies.
- Support the performance management process, ensuring alignment with business objectives and continuous improvement of employee performance.
- Maintain the organizational structure and updates accordingly.
- Support the implementation of HR strategies that align with the company's goals.
- Bursary, internships and job attachment management.
- Support job description drafting and review process.

Ideally, you will have:

- Honor's degree in Human Resources, Industrial Psychology, Organizational Development, or a related field.
- Minimum of 3-5 years' experience in organizational development, HR, or a related field.
- Professional registration with an accredited HR or OD institution will be advantageous.
- Experience in data analysis and reporting to drive decision-making.
- Excellent communication, facilitation, and stakeholder management skills.
- Knowledge of the mining industry and related HR challenges will be advantageous.

To apply for the position, submit a compliant application with a cover letter through the recruitment portal www.jobopportunities.net. If there is no contact within 2 weeks after closing date, consider application unsuccessful. Candidates from designated categories are encouraged to apply.

CLOSING DATE: 10 MARCH 2025



VISIT OUR WEBSITE: <https://www.roshpinahzinc.com/>