

## **MANAGER - HUMAN CAPITAL**

Eswatini Development and Savings Bank (Eswatini Bank) is a financial institution wholly owned by the Government of Eswatini. Its business operations include both commercial banking and development finance. It is regulated in terms of the Financial Institutions Act.

The Bank seeks to appoint a well-suited candidate for the role of Manager - Human Capital which reports to the Executive Manager Human Capital.

### **Main Function of The Job**

To drive the Human Capital strategy implementation in line with the Bank's strategy and ensure the efficient provision of services to all employees whilst ensuring overall alignment to policy and procedure. The end-to-end deliverables includes but not limited to talent management, Learning & Development, Human Capital Projects/Change Management, Rewards & Recognition and Performance Management.

### **Qualifications**

- Postgraduate Degree in Management or Human Resources
- Degree in Human Resources/ Industrial Psychology or equivalent.
- Management Development certificate is an added advantage
- IPM/SABP affiliation.

### **Required Experience**

- Minimum 7 years' experience in a Human Capital environment with 5 years in HR management.
- Experience in the banking/financial sector
- Strong Human Capital Business Partnering background.
- Unionized environment experience.
- Strong understanding of Human Capital practices.
- Demonstrated experience in the full HR value chain (not limited to HR strategy development and implementation, Talent Management, Change and Project Management, Stakeholder Engagement, Talent Strategies and HR Systems).

## Personal Attributes and Competencies

- Knowledge of the full Human Capital value chain
- Strong leadership skills
- Knowledge of best practice
- Knowledge of unionized environments
- Knowledge of applicable legislation
- High integrity and ethics compass
- In-depth knowledge of employment legislation.
- High level of confidentiality
- Strong presentation & People skills

## Applications

Written applications submitted **on or before 26 January 2024** together with a comprehensive Curriculum Vitae and **proof of academic qualifications** and relevant recent references should be e-mailed to: [recruitment@swazibank.co.sz](mailto:recruitment@swazibank.co.sz) **Only emailed applications will be accepted.**

Addressed to:

The Executive Manager Human Capital

P.O Box 336

Mbabane

**Should you not hear from us within one month of the closing date, please consider your application unsuccessful.**