

Vacancy Advert

Botswana Development Corporation is looking for dynamic, zealous, and qualified individuals to submit applications for the below position.



MANAGER - HUMAN CAPITAL

Reporting to the Head-Human Capital & Administration, your role will be to plan, organise and manage the implementation of human capital strategies, policies, procedures and plans in order to attract, retain, and motivate talent and facilitate the achievement of BDC's strategic objectives through highly engaged teams and a high-performance culture. You will be expected to analyse and interpret business strategy and objectives to ensure development of appropriate policies and procedures. Your role includes the implementation of initiatives to develop a learning culture that will enhance the Corporation's effectiveness, as well as coach line management on performance solutions, e.g., performance improvement plan, and people development. You will also proactively perform organisational diagnostics to identify potential design and critical business needs, recommend the implementation of appropriate solutions, as well as provide change management support as appropriate. The successful candidate will contribute to the development of an integrated talent management framework including initiatives and processes to promote employee and organisational effectiveness. You will assist in the development and drive the implementation of robust remuneration and reward policies linked to the talent and performance management systems and frameworks. You are to coordinate employee engagement initiatives to ensure all human capital issues and concerns are identified and thereafter addressed. You will also manage the implementation of programs that remove institutional structures or practices that present barriers to diversity.

The incumbent should have at least three (3) years senior officer / supervisory experience in a Human Resources role from a medium to large enterprise, with experience supervising Human Capital teams, developing and implementing Human Capital strategies, policies, processes and procedures, including experience in key areas such as talent acquisition, compensation, workforce development, performance management, employee engagement, talent management, succession planning and change management is required. The incumbent should have a bachelor's degree in Human Resource Management, Organisational Psychology, Business Administration, or related field. A post graduate degree or an additional qualification in Human Resources management, business administration or related area from a recognised institution would be an added advantage.

Candidates who meet the above criteria should submit their applications to recruitment@bdc.bw

Deadline for applications is **19 March 2024**.

BDC offers a commensurate package with attractive benefits.

OUR RECRUITMENT PROCESS ACKNOWLEDGES PEOPLE WITH SPECIAL NEEDS.