



**UNIVERSITY OF
ZULULAND**

The University of Zululand subscribes to the principles embedded in the Employment Equity Act

HUMAN RESOURCES DIVISION

SPECIALIST: REMUNERATION

REFERENCE NUMBER: 2023/10/HR65

GRADE 7

The purpose of this position is to provide remuneration management expertise that will facilitate the achievement of the attraction and retention of employees. The position is responsible for the successful initiation, planning, execution and implementation of remuneration project deliverables.

KEY ACTIVITIES

- Remuneration Analysis, Reporting and Support
- Job Evaluation
- Benchmarking and Surveys
- Research and Projects
- Reporting

MINIMUM REQUIREMENTS

- Minimum Bachelor's Degree in Human Resources Management / Business Management or equivalent qualification.
- Minimum 5 years' experience in remuneration and benefits environment

PREFERENCES

- Honours Degree in Human Resources Management / Business Management or equivalent qualification would be an added advantage.
- Registration with a relevant professional body i.e. South African Rewards Association (SARA).

- Global Remuneration Professional (GRP) accreditation or equivalent.
- South African Board of Personnel Practitioners (SABPP) registration.
- Experience in the Higher Education sector would be an added advantage.

OTHER REQUIREMENTS

Knowledge

- Remuneration Management
- Salary Benchmarking
- Project Management
- HR Policies and Procedure
- Applicable HR Legislation (Skills Development Act, Skills Levies Act, BCEA, etc.)
- Human Resources Management
- Job Evaluation

Skills

- Communication
- Interpersonal
- Presentation and Facilitation
- Time Management
- Planning and Organising
- Reporting
- Problem Solving

Behaviour / Attributes

- Self Motivated
- Customer Focused
- Team Player
- Confidentiality
- Attention to Detail
- Punctuality
- Analytical
- Integrity

CLOSING DATE: 09 October 2023

To apply please log on to PNET (www.pnet.co.za) and submit your application. **The University will not accept any applications directly or through any other means.**

Candidates who do not meet the minimum requirements, as specified above, will not be considered and should not apply.

By applying for this position, you hereby give consent to the University of Zululand, that your personal information like your name and surname, Identity number, banking details, address, resume' etc., may be used, distributed, handled or processed and/or stored for purposes of the Recruitment and Selection process of the University.

Please note in terms of the University's recruitment policy preference will be given to South African citizens. UNIZULU is committed to employment equity and equal opportunity. The University reserves the right not to make an appointment.

Kindly Note: Communication will be entered into with shortlisted candidates only.