



INTERNAL & EXTERNAL ADVERT

DESIGNATION: ORGANISATIONAL DEVELOPMENT MANAGER – GRADE D3
DIVISION: HUMAN RESOURCES
LOCATION: HEAD OFFICE - PIETERMARITZBURG
POST NO. 151101

TOTAL REMUNERATION PACKAGE: R 1 002 421,46 per annum

The KwaZulu-Natal Nature Conservation Board, trading as Ezemvelo KZN Wildlife, is a PFMA Schedule 3C public entity established in terms of the KwaZulu-Natal Nature Conservation Management Act (Act No. 9 of 1997).

THE ENTITY:

The entity is responsible for the management of nature conservation within the Province of KwaZulu-Natal including protected areas as well as the development and promotion of ecotourism and facilities within the protected areas. Ezemvelo KZN Wildlife wishes to appoint a suitable candidate for the position of Organisational Development Manager.

PURPOSE OF THE JOB:

We're looking for someone who's passionate about creating a fair, effective, and forward-thinking workplace. In this role, you'll champion equal pay for work of equal value, help design and develop an efficient organisational structure, and drive organisational development and change to support the growth and success of the business.

QUALIFICATIONS:

- National Diploma / Degree in Human Resources/Social Science/Industrial Psychology is mandatory

EXPERIENCE:

- A minimum of 5 years' specialist and management experience in Organisational Development is essential.

KEY PERFORMANCE AREAS:

- Manage the Budget
- Staff Supervision
- Organisational Design
- Employment Equity
- Change Management
- Change Management
- Organisational Effectiveness (Innovation) interventions
- Retention Management
- Performance Culture Implementation
- Staff Development
- Customer and Stakeholder

KEY COMPETENCIES REQUIRED:

- Organisational culture prints
- Organisational design principles and methodologies
- Job profiling components
- Organisational structure systems
- Policy formulation skills
- Verbal and written communication skills
- Report writing skills
- Management skills
- Interpersonal Skills

DIRECTIONS TO APPLYING CANDIDATES:

The following **mandatory documents** must be submitted.

- a) Fully completed EZEMVELO Application Form for Employment (available from <http://www.kznwildlife.com/careers>) (applications with incomplete forms **will not** be considered.

b) Only shortlisted candidates will be required to submit certified application supporting documents, including qualifications certificates, Driver's License, Identity Document (ID) etc.

The appointment to the post is subject to a positive outcome obtained from all verifications in relation to the position advertised.

Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Ezemvelo application form directly to the following email address recruitments@kznwildlife.com.

Applicants may also visit any KZN Department's and Public Entity's Designated Online Application Centres (DOACs) where staff will assist you with applying for jobs on the KZN online e-Recruitment system or receiving your hardcopy application.

You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs.

Please note that applicants should only use one of the following methods when applying for a post:

- either through the online e-Recruitment system USING EZEMVELO FORM,
- emailing Ezemvelo application form directly to recruitments@kznwildlife.com
- submit a hardcopy application to one of the Designated Online Application Centres (DOACS)

For any queries relating to this job-application please contact Recruitment Office on **033 845 1761** during office hours.

Closing Date: 09 December 2025

Applications received after the closing date will **not** be considered. Applicants not contacted within 30 days of the advertisement closing date should consider their applications unsuccessful. Selection will be made in terms of the Organization's Employment Equity Plan and Preference will be given to

members of designated groups. Ezemvelo KZN Wildlife reserves the right not to make the appointment towards this post.