

Rosh Pinah Zinc, a leading mining company, is seeking a skilled **Organisational Effectiveness Specialist** to join our dynamic team. The successful candidates will play a pivotal role in our operations.

INTERNAL & EXTERNAL VACANCY OF SPECIALIST

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 decisionmaking.
- Excellent communication, facilitation, and stakeholder management skills.
- Knowledge of the mining industry and related HR challenges will be advantageous.
- Valid Driver's License.

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 your application unsuccessful. Candidates from designated categories are encouraged to apply.

Closing date: 27 July 2026