



**VACANCY**  
**MANAGER: PEOPLE, TALENT, AND CULTURE**  
**STELLENBOSCH**

**Position Title:** Manager: People, Talent, and Culture (Head Office)  
**Duration:** Three-year contract  
**Location:** Stellenbosch/Remotely

**Background**

Peace Parks is a non-profit conservation organization that specializes in conservation at scale through the development of Transfrontier Conservation Areas and the long-term management of key protected areas in partnership with government conservation agencies and communities within these landscapes. We currently focus on the development of five priority transboundary landscapes measuring over 65 million hectares throughout southern Africa and the co-management of ten national parks and protected areas covering over 5.2 million hectares.

**Job Purpose**

To assume responsibility for the development and implementation of strategic initiatives which attract, develop, retain, and support management and employees in a diverse, dynamic, and rapidly developing not-for-profit organization (NPO) which is a leader in management of conservation at scale.

**Role Accountabilities:**

- Serve as a trusted partner on all aspects of human resources including decision-making, managing change, and driving the desired cultural change across PPF's operations.
- Manage and lead a collaborative team of HR professionals.
- Design and implement an appropriate HR strategy, supported by the necessary policies, processes, and systems.
- Facilitate solutions to manage employee relations and to proactively develop, coach and provide counsel to management related to the attraction, management, development, and retention of employees.
- To drive the implementation of a sophisticated cloud-based people management system and to optimize the use of HR analytics to enhance the management of employees.
- Keep abreast of developments in the HR and Conservation spaces, and to establish PPF as an employer of choice.

**Role Requirements:**

- Appropriate tertiary qualification, and/or a minimum of 10 years' experience at a senior level in a multi-national not-for-profit organization.
- Must be sensitive to the role HR/people management plays in creating and maintaining a positive and productive work environment, as well as be agile and resourceful in providing solutions in a complex stakeholder/partner environment.
- Must be committed to the maintenance of a diverse and inclusive work environment, and transparent, fair, and impartial labour practices.
- Must possess advanced verbal and written communication skills, with a professional command of the English language.
- Must possess advanced conflict management skills, and be detail-oriented, highly organized, and able to work under pressure in a time-sensitive environment.

**Advantageous:**

- Experience as an HR Generalist
- Experience in leading edge HR Management systems and HR Analytics
- Experience in the conservation sector

**Key Performance Areas**

- Provide strategic focus within the people management function.
- Drive operational effectiveness.
- Ensure compliance and good governance.
- Provide and manage ongoing assessment of human resources.

Interested candidates are invited to submit a cover letter detailing their interest in and suitability for the position and a Curriculum Vitae, with full address, telephone number, email address and contact details of at least three contactable references. These should be submitted by **6 February 2023**.

A competitive salary package will be negotiated, based on qualifications and experience.

Applications should be submitted to:

Human Resources

Email: [applications@peaceparks.org](mailto:applications@peaceparks.org)

**SHORTLISTED CANDIDATES** will be contacted to attend an interview. Should you not hear from us within two weeks from the closing date, your application was unsuccessful.