



Fruitways is an agri-business that specialises in the growing, packing and marketing of apples and pears to retailers, traders and wholesalers around the globe.

---

## ORGANISATIONAL DEVELOPMENT SPECIALIST

---

Date First Published: 20 September 2021

We have an exciting career opportunity for an OD Specialist and are looking for an individual who is passionate about driving recruitment strategies and facilitating organisational effectiveness processes. The ideal candidate needs to be self-motivated and have the drive and energy to see things through to implementation and achieve set targets.

### Key responsibilities:

- Drive the Group's recruitment strategy in alignment with the organisational strategy
- Manage the implementation of the full recruitment process, including psychometric assessments
- Improve current recruitment strategies and tools to ensure we attract suitably qualified individuals
- Conduct competency-based interviews in collaboration with various stakeholders
- Manage and facilitate the job description process for all positions
- Provide input to the job grading process and ensure organisation structures are aligned for the various business units
- Be a brand ambassador that builds and maintain strong relationships with relevant institutions and service providers
- Oversee the onboarding & induction of new employees
- Report on recruitment metrics at relevant forums

### Requirements:

- An honours or master's degree in Industrial Psychology or Behaviour Sciences
- Registration with the HPCSA as a Psychometrist (Independent practice) or Industrial Psychologist
- A minimum of 5 years working experience with a proven track record in recruitment and organisational design
- Experience as an HR Generalist will be advantageous
- Strong process design orientation
- Exceptional planning, organising and co-ordination skills
- Strong understanding of relevant legislation
- Knowledge and understanding of recruitment strategies and employer branding initiatives

Please note that the position will be filled in alignment with the groups Employment Equity requirements.

Please register your CV and apply online by clicking on the following link:

<https://fruitways.applytojob.com/apply/4T1gHnE5BI/Organisational-Development-Specialist>

[recruitment@fruitways.co.za](mailto:recruitment@fruitways.co.za) for internal applicants only.

Internal Applications closing: Monday, 27 September 2021