



**The Universal Service and Access Agency of South Africa (USAASA) is established in terms of the Electronic Communications Act 36 of 2005. USAASA is an equal employment employer, supportive of the objectives of the Employment Equity Act, and encourages suitably qualified individuals from all groups including special designated groups to apply for the following position:**

**Organisational Development Specialist**

**Salary (Level 11) R896 436 xv R 1055 958 per annum all inclusive**

**6 Months Fixed Term Contract**

**(Ref 2025/09/02)**

**Key Purpose:**

The purpose of the Organisational Development Specialist is to focus on the growth and improvement of both individuals and teams within USAASA. Implementing effective OD strategies that can address various challenges, foster a more engaged workforce, and drive better overall performance. The position reports Senior Manager: HR

**Key Roles:**

**Core Responsibilities of an Organisational Development Specialist:**

- Implement strategies and action plans for the organisational development interventions.
- Identify and interpret related legislation and its impact on the functions and ensure compliance.
- Implement organisational development projects and initiatives.
- Implement talent management strategies and programs.
- Review job profiles and manage the job analysis process.
- Implement a succession strategy and resources for the organisation
- Promote a learning culture in the organisation.
- Implement and manage the development programs.
- Implement the values and behavioural framework for the organisation.

## **Minimum Requirements & Experience**

### **Qualifications/Knowledge**

- Postgraduate Qualification in Human Resources Management is essential
- Postgraduate Qualification in Industrial Psychology would be an advantage.

### **Knowledge, Attributes and Skills**

- Strong facilitation and presentation skills.
- Excellent interpersonal and communication abilities.
- Proficiency in data collection and basic analysis.
- Understanding of OD principles and methodologies.
- 5 to 7 years of relevant experience in HR, of which at least 3 should have been with specific focus on OD, culture and business transformation is preferred.
- Demonstrated experience in partnering with business on solving business/operational issues through the application of progressive people practices

### **Applications:**

Application letters accompanied by a comprehensive curriculum vitae, certified copies of qualifications and identity document should be forwarded for the attention of Ms.

**Sharonne Scheepers** to [recruitmentod@usaasa.org.za](mailto:recruitmentod@usaasa.org.za)

### **Closing Date: 19 September 2025**

Note: Correspondence will be limited to the shortlisted candidates only. If you have not been contacted within 3 months of the closing date of the advertisement, kindly regard your application as unsuccessful. Shortlisted candidates must be prepared to consent and be subjected to necessary vetting and competency assessment.

**Enquiries: Sharonne Scheepers (Recruitment & Selection), Tel. (011 564 1653)**