BOTSWANA RAILWAYS invites suitably qualified Human Resources Experts with a proven track record to apply for the position of **Director Human Capital** at tenable Botswana Railways Headquarters - Mahalapye. The ideal candidate will be in charge of the Human Capital Department. This is an Executive position reporting to the **Chief Executive Officer**.

**Main Purpose of the Job:**

To plan, organize, formulate and direct policies and objectives that provide an employee-oriented, high performance culture which emphasizes on employee empowerment, quality, productivity and attainment of talent management goals.

**Position Requirements**

**Educational:** Bachelor's Degree in Human Resources management or related discipline. Master’s Degree in Human Resources or related field will be added advantage.

**Experience:** 10 years experience and should have served at least seven years in an HR Managerial role in a large Organisation.

**Key Result Areas**

- Budget control and planning
- Development of HR policies, plans and procedures
- Statistical reports
- Effective operating systems
- Customer focus
- Staff development

**Competencies**

- Team and Strategic Leadership
- Critical thinking and Innovation
- Decisiveness and Assertiveness
- Negotiation Skills
- Talent Development
- Good interpersonal skills
- Results and Business oriented
- Communication skills and ability to influence
- Change Management

**Remuneration**

Botswana Railways offers a competitive remuneration package.

Interested **Botswana Citizen** candidates who meet the above requirements and can make a significant contribution to the operations of Botswana Railways may forward their application letters, curriculum vitae (cv) giving full details of their academic/ professional qualifications, experience and at least three references to:-

**Chief Executive Officer**

Botswana Railways

Private Bag 0052

MAHALAPYE

**Telephone:** 4711375

Closing date: Friday 15 November, 2019