



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:

Senior Organisational Development Specialist

Salary (Level 13) R1 266 714 xv R1 492 122 per annum all inclusive

**6 Months
(Ref 2025/09/01)**

Key Purpose:

USAASA is seeking a Senior Organizational Development Specialist to operate at a strategic level, taking a lead role in diagnosing organizational challenges, designing comprehensive interventions, and influencing key stakeholders. It is expected of the incumbent to contribute to shaping the organization's culture and long-term effectiveness. This position reports to the Executive Manager: Corporate Services.

Key Roles:

- **Strategic Planning and Design:** Collaborating with senior leadership to identify strategic OD priorities and design long-term, integrated OD strategies and initiatives.
- **Organizational Diagnosis and Design:** Leading complex organizational assessments to identify systemic issues and recommending structural or process changes to improve efficiency and effectiveness.
- **Leadership Development Strategy:** Designing and overseeing the implementation of comprehensive leadership development programs for all levels of management.
- **Change Leadership:** Acting as a change agent by leading significant organizational change initiatives, including developing change management strategies and coaching leaders through transitions. Develop Diversity Management framework and workshop employees.
- **Talent Management and Succession Planning:** Playing a key role in developing and implementing talent management strategies, including succession planning

and high-potential employee development. Develop Retention framework for employees with key competencies.

- Consulting and Coaching: Providing expert consultation and coaching to senior leaders and managers on complex organizational and team-related issues.
- Measuring Impact and ROI: Developing and implementing robust metrics to evaluate the impact and return on investment of OD initiatives.

Minimum Requirements & Experience

Qualifications/Knowledge

- Honours Degree in HRM, Psychology or related field
- 7-10 years of management experience in Organisational Development field.
- Registration with SABPP or similar would be an advantage.

Knowledge, Attributes and Skills

- Advanced strategic thinking and business acumen.
- Expertise in organizational diagnosis, design, and change management theories and practices.
- Proficient in computer skills, excel, Microsoft word,
- Proven experience and ability to design and implement large-scale Organisational Development interventions.

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 recruitmentsod@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)