

Eskom Uganda Ltd (EUL) is the leading electricity generation company in Uganda. The company was incorporated on 22nd November 2002 and commenced operations on 1st April 2003. Eskom Uganda Limited (EUL) is a subsidiary company of Eskom Enterprises (Proprietary) Limited - South Africa, the investment arm of Eskom Holdings Ltd; Eskom Uganda Limited Operates and maintains the Nalubaale and Kiira power stations in Jinja under a 20 years concession. The power plants are owned by Uganda Electricity Generation Company Limited. Providing affordable and reliable electricity solutions while creating value for our stakeholders.

Position: ORGANISATIONAL DEVELOPMENT ADVISOR

Position/Task Grade: C3 reports to the Human Resource Manager

Area of specialization: To support Eskom Uganda Limited (EUL) in achieving its vision of providing reliable electricity through effective implementation of talent development strategy.

Department: Human Resource Department

Business Unit: Eskom Uganda Limited
Location: Nalubaale & Kiira Power Stations, Jinja

Reference Number: ORDA/2018/08
Closing Date: 23rd August 2018

Applications to be submitted electronically at recruitment@eskom.co.ug

Minimum Requirements Qualification(s):

- Bachelor's degree in any of the following disciplines, Human Resource Management / Organizational Psychology / Organization Development, Social Work & Social Administration, Development studies.
- A Post Graduate Diploma in HR Management, Organisation Psychology / Organizational development is an added advantage.
- Compulsory Professional registration with a Human Resource Body.

Experience:

- 5 years practical and related work experience in Human Resources specializing in Organisational Development and Change

Management.

Key Responsibilities

- Strategy direction: Develop and implement Organisational Development Strategy for the company.
- Stakeholder management: Maintain cordial relationships between EUL and Human Resource solutions providers e.g. Trainers, external HR Managers
- Process management: Develop and implement a mechanism of capturing behavioural changes among staff and make appropriate recommendations to Management.
- Support to staff and Managers: Interpret Human Resources policies and procedures to staff.
- Departmental administration: Provide input in developing Human Resources Annual budget and recommend payment of HR related issues.
- Risk management: Identify and report HR related risks to management.
- Compliance management: Assess level of staff compliance to policies, procedures and systems and advise on effective ways of staff engagements as well as perform audits and analyse trends

Behaviour

- Integrity
- Professionalism
- Customer focus

Competencies

- Knowledge of skills development techniques i.e. further studies, learner management, etc.

- Internal trainings
- Sound research and statistical methodology knowledge
- Team player
- Developing others
- Taking Initiative
- Driving change

Skills

- Excellent verbal and written communication skills
- Computer literate
- Facilitation skills
- Financial skills

Attributes

- Innovation
- High Business Acumen
- Results driven
- Interview and psychometric assessment

"If you have not been contacted within 28 days after the closing date of this advertisement, please accept that your application was unsuccessful."

"Eskom is committed to equality, employment equity, and diversity. In accordance with the employment equity plan of Eskom and its employment equity goals and targets, preference may be given, but is not limited, to candidates from under-represented designated groups. Eskom reserves the right not to make an appointment to the posts as advertised."

Position: TALENT DEVELOPMENT OFFICER

Position/Task Grade: C2 reports to the Human Resource Manager

Area of specialization: To support Eskom Uganda Limited (EUL) in achieving its vision of providing

reliable electricity through effective implementation of talent development strategy.

Department: Human Resource Department

Business Unit: Eskom Uganda Limited
Location: Nalubaale & Kiira Power Stations, Jinja

Reference Number: TALDO/2018/08
Closing Date: 23rd August 2018

Applications to be submitted electronically at recruitment@eskom.co.ug

Minimum Requirements Qualification(s):

- Bachelor's degree in Human Resource Management / Organization Development / Organizational Psychology / Industrial Relations
- Compulsory Professional registration with a Human Resource Body.

Experience:

- 3 years practical and related work experience in Human Resources as an HR practitioner.

Key Responsibilities

- Strategy: Develop and implement Talent management initiatives that support the long term business strategy and objectives.
- Manage talent within the organisation.
- Recruitment: Ensure quality hire of talent and effective on boarding of new staff.
- Training and development: Identify training and development needs of the organisation and facilitate delivery, thereof
- Administrative support:

Interpretation of Human Resource procedures and policies to staff.

Behaviour

- Integrity
- Trustworthiness
- Professionalism

Competencies

- Good understanding of Talent development and Management
- Knowledge of skills development techniques i.e. further studies, learner management, etc.
- Team player
- Mentoring and coaching

Skills

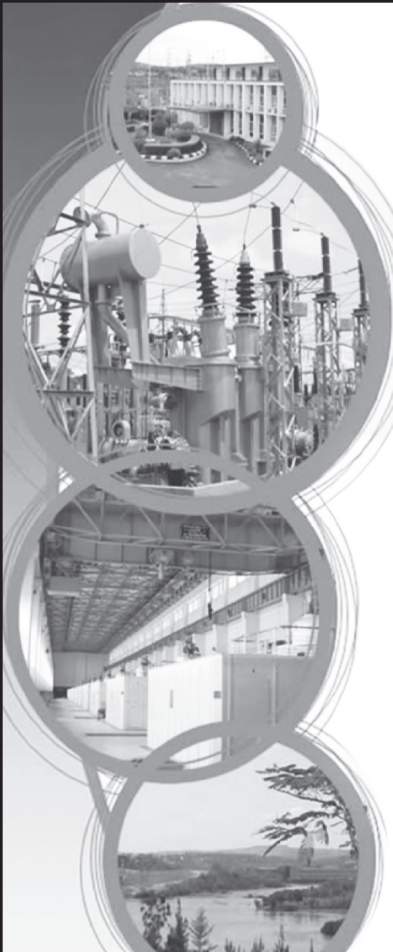
- Excellent verbal and written communication skills
- Computer literate
- Facilitation skills

Attributes

- Innovation
- High Business Acumen
- Interview and psychometric assessment

"If you have not been contacted within 28 days after the closing date of this advertisement, please accept that your application was unsuccessful."

"Eskom is committed to equality, employment equity, and diversity. In accordance with the employment equity plan of Eskom and its employment equity goals and targets, preference may be given, but is not limited, to candidates from under-represented designated groups. Eskom reserves the right not to make an appointment to the posts as advertised."



Eskom Uganda Limited

Kampala Office: studio House, 2nd Floor, 5 Bandali Rise Bugolobi, Kampala Tel +256 332 24040, Fax +256 313 280307

Jinja Office: Nalubaale Power Station P.O. Box 942, Jinja Tel +256 332 240400, Fax +256 332 280306

Email: admin@eskom.co.ug, www.eskom.co.ug
Registration Number 26021

