

EXTERNAL HUMAN RESOURCES AND REMUNERATION COMMITTEE MEMBER

Overview of the Organisation:

The National Metrology Institute of South Africa (NMISA) is a type 3A entity and agency of the Department of Trade, Industry, and Competition (*the dtic*). It is South Africa's highest authority on measurement, tasked with developing and maintaining the national measurement standards and providing measurement solutions and confidence in measurement accuracy that underpin South Africa's economic prosperity, trade and quality of life. More information can be obtained from www.nmisa.org.

NMISA is seeking to appoint a candidate to serve in the entity's Human Resources and Remuneration Committee (HRRC) under the category of External Member with Appropriate Expertise.

Purpose Statement of the Position:

The external independent HRRC is appointed to the Committee primarily to provide independent, objective oversight of the entity's remuneration policies and practices. As a member of the Committee, you shall be responsible for reviewing and making recommendations regarding the remuneration packages of senior executives, including the CEO, and ensuring these packages are aligned with the entity's strategic goals.

Reporting to:

The Board through the Chairperson of the HRRC.

Requirements:

The candidate should be qualified in any of the following areas of study:

- A university degree in Human Resources, Law, Business Administration, or a related field.
- Advanced qualifications in business, law, or human resources management (e.g., MBA or HR certification) are preferred.

Knowledge and Experience:

- Exposure to and knowledge of Labour Relations and public sector bargaining processes
- Analyse complex issues and make an effective contribution at a strategic level
- Contribute to the development of strategy and performance objectives around human capital.
- Advise and make recommendations to the Board on all human capital, including senior executives' compensation, including salaries, bonuses, and long-term incentive plans.
- Possess the required intellectual capacity, commercial acumen and strategic insight to support NMISA in applying its pay and reward systems fairly and robustly.
- Assisting with the development and monitoring of the NMISA succession planning
- Ensure compliance with legal and regulatory requirements relating to Human Resource

functions.

- Proven experience in human resources, corporate governance, senior management, or financial management, ideally within the industry in which the entity operates.
- A strong understanding of performance management, compensation, benefits administration, and corporate governance.
- Ability to assess compensation trends and practices in the context of the entity's strategic goals and competitive environment.
- Excellent judgment and analytical skills to evaluate the fairness and effectiveness of remuneration policies.
- High ethical standards and professionalism, with a commitment to transparency and fairness in executive compensation.
- Ability to maintain confidentiality and manage sensitive information.

Commitment:

The role of the external independent member requires a significant time commitment that includes attendance at all committee meetings, and relevant strategy sessions, as well as preparatory work. Currently (4) scheduled meetings per year (January, April, July and October).

Term:

The initial appointment will be for a term of three years, with the possibility of re-election based on performance and the needs of the board. The appointment is also subject to an annual performance evaluation to ensure continued alignment with the company's objectives.

In line with the company's commitment to transformation, preference will be given to applicants from groups that will enable the company to support representativity on the Human Resources and Remuneration Committee.

Remuneration:

HRRC members are remunerated for attending meetings in accordance with National Treasury rates.

Please note:

In line with the company's commitment to transformation, preference will be given to applicants from groups that will enable the Board to support representativity on the Human Resources and Remuneration Committee.

Interested and suitably qualified persons may forward a comprehensive cover letter, a brief Curriculum Vitae, copies of qualifications as well as ID to hr@nmisa.org.

Closing date for applications: **13 December 2024.**

Correspondence will be limited to short-listed candidates only. Should candidates not hear from the organisation 60 days after the closing date of applications, they should consider their application unsuccessful. National Metrology Institute of South Africa reserves the right not to appoint. By applying for this role at NMISA, the applicant understands, consents, and agrees that the NMISA may solicit a credit and criminal report from a registered credit bureau and/or the

relevant authority concerning the position that requires trust, honesty and/or entails the handling of cash or finances and may also verify the applicant's educational qualifications and employment history. You voluntarily give NMISA consent to process your personal information and all the applications will be processed according to the Protection of Personal Information Act 4 of 2013 (POPIA).