



DIRECTOR: REWARD AND BENEFITS

(Payclass 13; Peromnes 5)

HUMAN RESOURCES DEPARTMENT

At the University of Cape Town (UCT) nearly 6 700 talented employees work together in a vibrant and stimulating environment to ensure that UCT remains the best in and for Africa. Colleagues are deeply committed to UCT's sustainability, excellence and transformation. Academic and Professional, Administrative Support and Service (PASS) staff collaborate daily to ensure that UCT's academic project, which includes teaching, learning, and research, is being delivered effectively. The university offers a diverse and inclusive community in which to work towards achieving its Vision 2030 goals.

UCT, a research-intensive university that is consistently acknowledged as one of the finest universities in Africa, is seeking to appoint an HR Director: Reward and Benefits. **The main purpose of this position is to:**

- Provide strategic leadership, governance and oversight of UCT's Reward, Benefits and Staff Wellbeing portfolio;
- Ensure fair, equitable, competitive and sustainable reward practices aligned with UCT's strategic objectives, transformation goals, and financial sustainability;
- Conceptualise, develop and implement the university's remuneration strategy to ensure that UCT remains an Employer of Choice;
- Lead, direct and coordinate the activities of the Reward, Benefits and Staff Wellbeing function including the development, review and implementation of an effective and sound strategy and related policies, procedures and service level agreements;
- Provide strategic input and advice in bargaining and managing Union relationships in the context of Reward and Benefits;
- Provide oversight and leadership for the UCT Retirement Fund function and staff;
- Represent UCT as a trustee on the University of Cape Town Retirement Fund (UCTRF);
- Ensure strong governance through policies, frameworks, and reporting to various forums, including the University HR Management Advisory Group (HRMAG), Remuneration Committee, HR Committee, etc.

For detailed information on this post, please view the job description on the following link: ([view](#))

To view and apply for this position, please visit the UCT Jobs site [View](#) (For Internal Applicants) and [View](#) (For external Applicants) to create a profile and to submit your application.

Closing date: 02 December 2025

Reference:

ID 1245

UCT is a designated employer and is committed to the pursuit of excellence, diversity and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups. Our Employment Equity Policy is available at www.hr.uct.ac.za/hr/policies/employ_equity

When you apply for a position at UCT, we collect your personal information to assess your application, communicate with you, and coordinate interview logistics. Information such as race, gender, nationality, and disability status is used to support our Employment Equity obligations. We also verify your references, qualifications, conduct criminal and, for certain roles, credit checks. For more information about how the University of Cape Town uses personal information and your rights, please email popia@uct.ac.za.

The University reserves the right to extend the closing date for applications if deemed necessary and reserves the right to make no appointment.