

# Capitec vacancies December 2024

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Deadline: Ongoing / Not specified

Location: South Africa

## Capitec vacancies December 2024

Capitec is recruiting and accepting applications for following December 2024 vacancies.

### Talent Acquisition Specialist

**About the role:** A Talent Acquisition Specialist is a pivotal figure in talent acquisition, responsible for the end-to-end talent acquisition process and ensure the placement of the best talent and supporting the growing talent demand of the business.

In this role you are a passionate collaborator: consulting with various internal stakeholders and hiring managers on the best suited specialist talent strategy and champion a positive candidate experience. You will manage a seamless end to end Talent Acquisition process and keep your HR System and applicant tracking tool updated daily.

#### The ideal candidate has:

- A relevant degree in Psychology or Industrial Psychology
- Working experience on SAP SuccessFactors
- Experience working in a target driven environment
- A minimum of 3 – 5 years' end to end Talent Acquisition experience as a Specialist to Senior Management levels, within a Head Office environment and proven experience in: Recruitment for niche skillsets, Application of general HR processes, procedures and relevant legislation. Candidate sourcing approaches and methods, Managing competency frameworks, assessment and feedback (assessment / feedback / development conversations) and HR consulting.

#### What you will be doing:

- Managing and prioritizing multiple vacancies at any given time, within a high-pressure environment
- Utilizing an HR system for application tracking and full hiring cycle
- Competency based interviewing techniques
- Candidate response handling and feedback
- The use and interpretation of role-based assessments

## **Conditions of employment:**

- A valid driver's licence and own vehicle is required, as is a clear criminal and credit record.

## **CRM Architect**

**Purpose Statement:** To be a client engagement technical expert and apply and provide data, systems and engineering know how to support, track, develop and improve client engagement programmes, campaigns and prompts throughout the client engagement life cycle.

To conceptualise, articulate, design and build Client Relationship Management (CRM) solution designs in relation to specific communication programmes, campaigns, and prompt business requirements.

### **Experience**

#### **Minimum:**

- 3-5 yrs. technical CRM experience in a client relationship environment or business engineering to understand data, modelling, selection, systems, and integration points in respect of a client centric view.
- 1-2 yrs. experience working on Salesforce Marketing Cloud and / or other CRM platforms.
- Experience of working cross functionally with multiple stakeholders.
- Operating in an environment practicing Agile methodology.

#### **Ideal:**

- 3-5 years' experience in CE to understand data, modelling, selection, systems, and integration points in respect of a client centric view
- 3-5 years program or business engineering experience project experience

#### **Qualifications (Minimum)**

- A relevant tertiary qualification in SAFe Program Consultant (SPC) or Similar

#### **Qualifications (Ideal or Preferred)**

- Honours Degree in Information Technology or Similar

### **Knowledge**

#### **Minimum:**

- Salesforce Marketing Cloud

- Salesforce CRM
- Process engineering
- Analytics and modelling
- System integration, APIs
- Customer relationship management principles, tools, and methods
- Understanding of data, modelling, selection, systems, and integration points in respect of a client centric view
- Stakeholder engagement and management principles and practices
- Agile methodology

### **Ideal:**

- CX or CE Journey mapping
- Technical CRM program building
- AI modelling
- Digital channel development and integration

### **Skills**

- Analytical Skills
- Communications Skills
- Interpersonal & Relationship management Skills
- Planning, organising and coordination skills
- Problem solving skills

### **Conditions of Employment**

- Clear criminal and credit record

## **Application**

To apply, [visit Capitec recruitment portal](#).

Capitec is committed to diversity and, where feasible, all appointments will support the achievement of our employment equity goals.

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