



Law firm requires the services of a **Senior Employment Law Practitioner to join our dynamic** firm. Must be able to work under pressure in a fast paced, legal environment.

KEY PERFORMANCE AREAS:

- Consult with clients on Labour related matters across public and private sector
- Draft legal opinions in line with Labour Legislation
- Provide legal advice when required to do so.
- Initiate/chair disciplinary hearings
- Sound interpretation of labour legislation.
- Prepare charge sheets
- Draft and review employment contracts and all types of workplace policies
- Conduct investigations into allegations of misconduct and draft recommendations on disciplinary steps
- Appear in Review Applications
- Represent clients at CCMA, Bargaining Councils, Labour court and Labour Appeal court
- Involved with collective bargaining/ consultation with Trade Unions
- Act as presiding official at disciplinary hearings.
- Evaluation of risks specifically related to non-compliance with legislation and policy

MINIMUM REQUIREMENTS:

- Admitted attorney with 10 years post-admission experience and proven track record in labour relations
- Good working knowledge of labour legislation in particular the LRA, BCEA, OH&S, EEA and the Public Sector labour legislation
- Responsible for typing and compiling of own reports.
- Ability to do research, interpret case law and draft legal opinions
- The incumbent must have experience with trade union negotiations and recognition/collective agreement, strikes and lock-outs.
- Knowledge of Section 197 transfers and retrenchments
- Good training and presentation skills (ER and IR training)
- Experience with public sector disciplinary processes (understanding of the PSA and Regulations, PFMA, NT Regulations and SME's handbook
- Integrity
- Strong work ethic
- Desire to go the extra mile
- Ability to work under pressure and meet deadlines
- Good verbal and written communication skills
- Negotiation skills
- Experience with collective bargaining/ consultation with Trade Unions

QUALIFICATION/S:

- LLB Degree.
- Master's degree in Labour Law is an advantage

REMUNERATION:

Negotiable

**E-Mail CV's to: hr@rwafrica.com
Attention: Thelma Molefe**