



Group Talent Manager

CAPE TOWN, SOUTH AFRICA

At Singita, attracting talent means finding people who connect with our purpose, values and culture, while delivering a candidate experience that reflects the Singita experience.

The Group Talent Manager leads talent attraction across the Group and owns recruitment for defined senior, specialist, scarce skills, and new-project roles. The role also provides the strategy, systems and capability that enable People teams and hiring leaders to recruit consistently and effectively across regions.

Key Responsibilities

Talent Strategy & Leadership

- Lead the Group talent attraction strategy in line with business priorities, culture, values and purpose.
- Translate current and future workforce needs into proactive recruitment plans, standards and governance.

End-to-End Talent Acquisition

- Own recruitment for defined, new-project, senior, specialist and scarce-skills roles across the Group.
- Lead searches from role briefing and sourcing through assessment, interviewing and final selection.
- Partner with People teams and hiring leaders to define requirements and make evidence-based appointments.
- Hand over at offer stage for contracting, work permits and local compliance.

Future Talent & Pipelines

- Build pipelines and networks for critical and scarce-skills roles across relevant markets and geographies.
- Anticipate capability gaps and connect external pipelines with internal talent, succession and workforce planning.

Candidate Experience & Employer Brand

- Own and continuously improve a consistent candidate experience that reflects Singita's culture of care, values and purpose.
- Strengthen Singita's employer brand and authentically embed its conservation purpose and 100-year vision throughout attraction and selection.

Assessment & Selection

- Establish consistent interviewing, assessment and selection practices that consider capability, experience, potential and values alignment.
- Equip People teams and hiring leaders through practical training, coaching, frameworks and tools.
- Provide constructive advice and challenge to support sound talent decisions, partnering with the Singita Academy where recruitment and development intersect.

Recruitment Systems, Governance & Continuous Improvement

- Lead implementation and adoption of the applicant tracking system and embed simple, consistent workflows, documentation and standards.
- Use recruitment data and talent-market insight to improve quality, efficiency and experience.

Agency & External Partner Management

- Determine when external search support is required and manage partners for quality, value and alignment.
- Monitor external recruitment spending and demonstrate the value of stronger internal capability.

Talent Insights & Reporting

- Establish meaningful measures and provide visibility of recruitment activity, priority searches, pipelines, trends, risks and opportunities.

To apply email your CV to SMCcareers@singita.com or visit:

www.singita.com/about/careers



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Skills & Experience

- Relevant tertiary qualification in Human Resources, Psychology, Business, Talent Management or a related discipline is advantageous.
- Significant talent acquisition, recruitment or executive search experience, ideally in a complex, multi-site or international organisation.
- Demonstrated success recruiting senior, specialist and scarce-skills talent and building proactive pipelines.
- Strong interviewing, assessment and selection capability, with confidence advising and challenging senior stakeholders.
- Experience with applicant tracking systems and recruitment technology.
- Commercial and analytical acumen, including the use of recruitment data to improve cost, quality and business impact.
- Excellent communication, organisation and project-management skills, with strong judgement, EQ and attention to detail.
- Integrity and discretion when handling sensitive information.
- Luxury hospitality experience is advantageous.
- South African nationality or a valid work visa.

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