



OFFICE OF
THE CABINET



CENTRES OF EXPERTISE TECHNICAL LEARNING PATHWAYS AT A GLANCE



REQUIRED COURSES/ PROGRAMMES



OPTIONAL COURSES/ PROGRAMMES



REQUIRED LEVEL OF COMPETENCE

LEVEL

1

FOUNDATIONAL

- Compensation & Rewards Management
- Organisational Development
- Understanding Public Sector Finance for HR Professionals
- Foundations of Digital HR and Data Integrity



- Recruitment & Selection
- Legislative Research and Drafting for the Public Service



Demonstrates basic knowledge and understanding of key concepts. Performs tasks under supervision, follows established procedures, and actively seeks opportunities to learn and develop skills.

LEVEL

2

INTERMEDIATE

- Strategic Human Resource Management
- Compensation & Rewards Management
- Intermediate Stakeholder Management for HR Professionals
- HRIS Administration and Vendor Governance
- Management Analysis Programme (MAP)
- Applied HR Data Analysis: From Metrics to Insights



- Performance Coaching
- Transforming HR Leadership
- Intermediate Public Sector Budgeting & Workforce Cost Analysis
- Regional or International Certification in HRM&D or related sub-specialty



Applies knowledge and skills independently to complete tasks and solve routine problems. Contributes to team objectives through collaboration and demonstrates confidence in adapting knowledge to different situations with minimal supervision.

LEVEL

3

ADVANCED

- Transforming HR Leadership
- Strategic HR Technology Leadership and Digital Transformation
- Post-Graduate Diploma in HRM
- Regional or International Certification in HRM&D or related sub-specialty



- Strategic HR Leadership: Architecting the Future Public Service
- Advanced Public Sector Negotiation: Strategy, Influence & Political Acumen



Leads initiatives, mentors others, and solves complex problems within the area of expertise. Demonstrates the ability to analyse challenges, make informed decisions, and implement effective solutions while influencing others to achieve results.

LEVEL

4

EXPERT

- The Policy Architect: Strategic Formulation and Regulatory Impact Assessment
- The Trusted Advisor: Strategic Influence at the Executive Level
- Strategic Leadership for Human Capital Development
- Enterprise HR Analytics Strategy & Governance
- Advanced Regional or International Certification in HRM&D or related sub-specialty



- Architecting Government: Enterprise Transformation and Operating Model Design
- Future State: Strategic Workforce Planning and National Skills Architecture
- Fiscal Stewardship: National Compensation Strategy and Economic Impact
- The Social Contract: High-Stakes Diplomacy and National Partnership



Shapes organisational strategy by aligning initiatives with long-term goals and vision. Drives innovation to create value and lead transformation within the field. Influences senior leadership, acts as a thought leader, and mentors others to build organisational capability.