

## Candidate Profile



Zaina Candice Nanabhay  
 Senior Manager, Human Resources  
 Standard Bank



### Academic Credentials

Candice graduated from the University of Natal-Durban in 1996 with a Bachelor of Social Science degree. In 1997 she obtained a postgraduate Diploma in the Management of Change.

### Current Work Description

As a Senior HR Manager for Group Marketing and Communications, Candice's responsibilities include translating business strategy into HR strategy and plans. She is also accountable for the HR processes end to end, which includes Recruitment and Selection, Performance Management, Talent Management, Remuneration, Reward and Recognition, Industrial Relations, Employee Wellness, Socialisation/Induction; Mentorship and Coaching.

### Business Credentials and Skills

Candice was first employed as a graduate in training for HR at Eskom and moved on to become an Organisation Development Consultant. Absa head-hunted Candice for its Recruitment Consultant

position and she later moved into a HR Business Partner role. In total, Candice has 11 years of experience in HR. She is also an accredited Assessor and Recognition for Prior Learning advisor through City and Guilds, London.

### Personal and Professional Learning Objectives

Candice's learning objectives for this programme are to:

- Enhance her Leadership skills
- Acquire the knowledge to be change resilient, and
- Gain exposure to global best practices in people management.

### Personal Information

Candice Nanabhay is Muslim by faith and is married to Naeem. They have a three year old daughter, Aliyah. Candice is also a 'foodie' and loves to cook and entertain.