the dpsa
Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

PUBLIC SERVICE VACANCY CIRCULAR

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1. **Introduction**

1.1 This Circular is, except during December, published on a weekly basis and contains the advertisements of vacant posts and jobs in Public Service departments.

1.2 Although the Circular is issued by the Department of Public Service and Administration, the Department is not responsible for the content of the advertisements. Enquiries about an advertisement must be addressed to the relevant advertising department.

2. **Directions to candidates**

2.1 Applications on form Z83 with full particulars of the applicants' training, qualifications, competencies, knowledge and experience (on a separate sheet if necessary or a CV) must be forwarded to the department in which the vacancy/vacancies exist(s). **NB: PROSPECTIVE APPLICANTS MUST PLEASE USE THE NEW Z83 WHICH IS EFFECTIVE AS AT 01 JANUARY 2021.**

2.2 Applicants must indicate the reference number of the vacancy in their applications.

2.3 Applicants requiring additional information regarding an advertised post must direct their enquiries to the department where the vacancy exists. The Department of Public Service and Administration must not be approached for such information.

2.4 It must be ensured that applications reach the relevant advertising departments on or before the applicable closing dates.

3. **Directions to departments**

3.1 The contents of this Circular must be brought to the attention of all employees.

3.2 It must be ensured that employees declared in excess are informed of the advertised vacancies. Potential candidates from the excess group must be assisted in applying timeously for vacancies and attending where applicable, interviews.

3.3 Where vacancies have been identified to promote representativeness, the provisions of sections 15 (affirmative action measures) and 20 (employment equity plan) of the Employment Equity Act, 1998 should be applied. Advertisements for such vacancies should state that it is intended to promote representativeness through the filling of the vacancy and that the candidature of persons whose transfer/appointment will promote representativeness, will receive preference.

3.4 Candidates must be assessed and selected in accordance with the relevant measures that apply to employment in the Public Service.

4 SMS pre-entry certificate

4.1 To access the SMS pre-entry certificate course and for further details, please click on the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. For more information regarding the course please visit the NSG website: www.thensg.gov.za.

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ANNEXURE A

DEPARTMENT OF AGRICULTURE (DOA)

CLOSING DATE : 29 June 2026 at 16:00

NOTE : To apply, submit a completed Z83 form and detailed Curriculum Vitae (PDF document to a maximum of 10 megabytes) via e-mail or hand delivery. The Department will not be held responsible for server delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) where necessary and service certificates to support senior management experience to Human Resources before the interviews, including South African Qualifications Authority (SAQA) evaluation reports for foreign qualifications. Failure to comply will result in disqualification. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Due to high volumes, the Department will not acknowledge receipt of applications. Communication will be limited to shortlisted candidates only. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DOA is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

OTHER POSTS

POST 20/01 : **SCIENTIFIC PRODUCTION REF NO: 3/3/1/40/2026**
Directorate: Agricultural Inputs Control

SALARY : R791 604 per annum, (OSD), (all-inclusive package to be structured in accordance with OSD)

CENTRE : Gauteng: Pretoria

REQUIREMENTS : Applicants must be in a possession of a Grade 12 Certificate and an appropriate 4-year BSc (Honours) or equivalent in Agriculture in Soil Science majoring in soil fertility and plant nutrition. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. Minimum of 3 years post-qualification regulatory experience. Job Related Knowledge: Expertise and experience in the interpretation of Fertilizer, Farm Feeds, Agriculture Remedies and stock

Remedies Act,1947 (Act No: 36 of 1947) together with its regulations and guidelines. Job Related Skills: Programme & project management. Scientific methodologies and models. Ability to research and develop independently. Legal compliance. Data analysis (high level analytical skills). Ms Office Software (Word, Excel and PowerPoint). Technical report writing (the ability to prepare and present complex reports). Customer service skills. Communication skills. (verbal and written). Ability to work under pressure. Extended working hours/overtime may be required. Travelling. A valid driver's license.

DUTIES : Develop and implement methodologies, systems and procedures. identify and consolidate needs for methodologies, policies, systems and procedures by developing administrative and compliance regulations and SOPs. Identify gaps and develop appropriate interventions by developing guidelines and conducting training workshops. Monitor and evaluate programme performance and perform scientific functions that require interpretation in the absence of an established framework by writing technical reports. Provide scientific support and advice through client advisory meetings and via emails. Develop working relations with client base during liaison meetings with clients. Create public awareness of the science system through liaison with stakeholders. Provie scientific data, information and advice as requested by responding to technical enquiries. Perform scientific analysis and regulatory functions. Conduct analysis of scientific data during the evaluation of applications to register fertilizers. Gather and interpret data, evaluate results and disseminate information by publishing information packages. Formulate proposals and compile reports by writing technical submissions when required. Develop and customise scientific models and techniques by contributing to the technical aspects of regulations. Compile technical reports. Research and Development. Continuous professional development to keep up with new technologies and procedures by attending technical workshops and conferences. Research/literature studies to improve expertise by reading technical publications. Publish and present research findings; and liaise with relevant bodies /councils, industries, government departments and other stakeholders on science and regulatory related matters. Human Capital and Development. Mentor, train and develop candidate scientist and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice. Customer Service Management. Continuous professional development. To keep up with new technologies and procedures by attending technical workshops and conferences. Research /literature studies to improve expertise by residing publications. Liaise with relevant bodies/councils, industries, government departments and other stakeholders on science and regulatory related matters.

ENQUIRIES : Mr G. Moncho Tel No: (012) 319 7169

APPLICATIONS : Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email STrecruit40@nda.gov.za.

NOTE : EE Targets: African Males and Females, and persons with disability.

POST 20/02 : **SCIENTIST PRODUCTION REF NO:3/3/1/41/2026 (X2 POSTS)**
Directorate: Genetic Resources (Variety Control)

SALARY : R791 604 per annum, (OSD), (all-inclusive package to be structure in accordance the OSD rules)

CENTRE : Western Cape: Stellenbosch

REQUIREMENTS : Applicant must be in possession of a Grade 12 certificate and BSc (Hon) or M Tech with Botany, Agronomy, Horticulture, Genetics and / or Plant Biotechnology as a major subject. Compulsory registration with South African Council for Natural Scientific Professions (SACNSP) as a Professional Natural Scientist. Job Related Work Experience: A minimum of three (3) years' post qualification in the field of botany, plant taxonomy, plant breeding or administration of legislation related to Agriculture. Plant Breeders' Rights Act. Plant Improvement Act. UPOV Convention. Plant Morphology and Physiology. Statistics. Job Related Skills: Computer skills (MS Office). Problem skills, Communication skills. Conflict management oral and written communication skills. Planning and organization skills. Knowledge and operation of laboratory apparatus. Numeracy, mathematical and statistical skills. Problem-solving skills. Research, Plant variety evaluations, Analytical skills. Ability to work effectively and efficiently. Valid driver's license.

DUTIES	:	Develop and implement relevant systems and procedures. Verifying applications and technical questionnaires submitted by applicants in terms of the Plant Breeding's Rights Act and the Plant Improvement Act. Establishment of trials in collaboration with the directorate's farm Manager, applicant or their appointed agent as applicable. Identify location of all candidates and comparative varieties/ liaise with farm manager on field identification. Engage with clients on matters related to their applications and do site visits. Perform technical scientific analysis. Collect data on candidates and standard varieties according to prescribed guidelines. Observation and evaluation of candidates to the International Union for the Protection of New Varieties of Plants (UPOV) or National Test guidelines as applicable. Variety characterisation and documentation. Data analysis on candidates and standard varieties. Compile variety descriptions and DUS reports for candidates' varieties. Confirm that candidates' varieties comply to prescribed DUS requirements in terms of the relevant legislation. Data processing. Provide technical support and advice. Collect and provide technical/scientific data, information and advice to Registrars and Plant Improvement organisations. Provide technical support and advice to applicants in relations to Technical Questionnaires submitted in terms of the Plant Breeder's Rights Act and the Plant Improvement Act. Research and development. Draft and/ or provide input to UPOV and / provide to UPOV and / or national test guidelines. Review and study scientific publications, including internet searches, relevant to received PBR/VL applications. Participate at national, regional and international for a. Liaise with relevant scientific bodies on technical /science related matters and exchange of knowledge thereof. Ensure management of reference collections. Ensure proper management of filling system and crop and seed registers. Conduct or participate in research pertaining to variety characters or ring tests as applicable.
ENQUIRIES	:	Mr SJ Ndlazi Tel No: (012) 319 6086
APPLICATIONS	:	Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email STrecruit41@nda.gov.za.
NOTE	:	EE Target: African, Indian, White Males and African, Indian Females and Persons with disability.

ANNEXURE B

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

The Department is an equal opportunity organisation and intends to promote equity through the filling of these posts. Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department will receive preference, in particular, the persons with disabilities and youth.

APPLICATIONS : Please forward your application, quoting the relevant reference number, to the link quoted in the specific advertisement below. This link requires applicants to use a Google account. Applications must be submitted with two (2) attachments: 1. A Z83 Form (2021 version), obtainable from the DPSA website (Z83 editable) and 2. A recently updated comprehensive Curriculum Vitae. If either of these two attachments are not submitted, the applicant's application will be disqualified. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialed and signed by the applicant.

CLOSING DATE : 29 June 2026

NOTE : Applications received after the closing date will not be considered. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority. Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense. Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership on Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The CVs submitted will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Note for applicants of SMS posts: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://thensg.gov.za/training-course/sms-pre-entry-programme/, prior to the finalization of the appointment, is a requirement for all SMS positions. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment, using the mandated DPSA SMS competency assessment tools.

MANAGEMENT ECHELON

POST 20/03 : **CHIEF DIRECTOR: CYBERSECURITY AND INTERNET GOVERNANCE REF NO: CDCSIG**
Nature of Appointment: Permanent
The purpose of the post is to oversee the operation and provision of cybersecurity and internet governance services in line with the mandate and strategic requirements of the department.

SALARY : R1 554 696 per annum (Level 14), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7 qualification in Information Security / Computer Science / Telecommunication or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in a Cybersecurity Frameworks / ICT Risk Management / Regulatory Compliance environment at a senior managerial level. Skills / Competencies and Knowledge: At an advanced level in - Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Problem Solving and Analysis Customer Focus, Stakeholder Engagement and Relationship Management. Technical Competencies: Cybersecurity Strategy, ICT Policy Development, Internet Governance Expertise, Network Security Architecture, ICT Incident Response Management, ICT Crisis Management, ICT Risk Management, ICT Threat Intelligence, Regulatory Compliance.

DUTIES : The successful candidate will be overseeing the creation and enforcement of internet governance policies, ensuring they support the secure, resilient, and effective management of South Africa's internet infrastructure. Oversee the development and implementation of a comprehensive national cybersecurity strategy that addresses emerging threats and aligns with global standards. Ensuring the protection and security of national network infrastructures, with a focus on safeguarding critical information systems and data. Oversee the establishment and management of the national incident response framework, coordinating efforts to detect, respond to, and mitigate the impact of cyber threats and attacks. Establish and maintain strong relationships with public and private sector partners, international organisations, and civil society to enhance national and regional cybersecurity collaboration. Ensuring that cybersecurity and internet governance initiatives are in compliance with both national and international legal and regulatory requirements. Oversee initiatives to enhance cybersecurity skills and awareness across government institutions, private industry, and the broader public through training programs and awareness campaigns. Regularly assessing and refining cybersecurity strategies, policies, and incident response plans to ensure their effectiveness and continued relevance to emerging threats. Oversee Performance of state owned entities. Contributing to key result areas such as strategic functional leadership, manage financial resources, driving change and operational excellence and manage compliance.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: **CLICK HERE**

POST 20/04 : **DIRECTOR: INTERNAL COMMUNICATIONS REF NO: DIRIC**
Nature of Appointment: Permanent
The purpose of the post is to manage and drive the provision of internal communication and language services.

SALARY : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7 qualification in Communications / Advertising / Marketing / Public Relations / Media Relation / Graphic Design or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in Communications / Media

environment at middle / senior managerial level. Skills / Competencies and Knowledge: At an advanced level - Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Stakeholder Engagement and Relationship Management, Problem Solving and Analytic Skills. Technical Competencies: Graphic Design, Speech Writing, Advertising, Content Curation, Campaigning, Digital Information Platforms Management, Website Design, Editing.

DUTIES : The successful candidate will manage and drive the development, review, and implementation of strategic frameworks, policies, and an integrated internal communication strategy aligned with the Department's strategic objectives. Manage and drive continuous improvement of internal communication platforms such as the intranet, newsletters, internal bulletins, emails, and digital collaboration tools to facilitate timely information sharing. Manage and design operational frameworks, innovative tools, channels, systems and platforms to enable internal communication workflow, employee participation and engagement and reporting thereof. Develop and manage employee engagement and internal and events management programmes and plans to foster an effective communication environment. Coordinate the planning and dissemination of internal campaigns, announcements, and key organisational messages to ensure consistency, clarity, and impact across the Department. Manage and drive editorial and language management services in terms of the Language Act and provide creative design services. Provide communication support to the Executive Authority and senior management by preparing internal messages, speeches, talking points, and announcements to enhance leadership visibility and transparency. Ensure that all internal communication content is accurate, consistent, aligned with departmental messaging, and compliant with government communication standards and protocols. Monitor and evaluate the effectiveness of internal communication initiatives through feedback mechanisms, surveys, and analytics, and implement improvements where necessary. Contributing to key result areas such as strategic functional leadership, manage human resources, manage financial resources, driving change and operational excellence and manage compliance.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: **CLICK HERE**

POST 20/05 : **DIRECTOR: DIGITAL ECONOMY STRATEGIC FORECASTING REF NO: DIRDESF**

Nature of Appointment: Permanent

The purpose of the post is to manage and drive digital economy strategic forecasting and ICT policy indicators services in line with the mandate and strategic requirements of the department.

SALARY : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7 qualification in Economics / Econometrics / Public Administration / Developmental Studies / Business Administration / Statistics or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in ICT Policy Development environment at middle / senior managerial level. Skills / Competencies and Knowledge: At an advanced level in Strategy and Planning, People Management and Empowerment, Programme and Project Management, Change Management, Financial Management, Project Management. Technical Competencies: Quantitative Modelling, Econometrics, Predictive Analytics, Technological Foresight, Measurement of Digitalisation, Socio-Economic Impact Analysis, Digital Policy Development.

DUTIES : The successful candidate will manage and drive the development, review, and implementation of strategic frameworks and policies to advance the digital economy modelling and forecasting, ensuring alignment with national priorities, government policies, and global digital transformation trends. Conduct foresight and predictive analysis on emerging technologies, digital markets, and global digital economy trends to inform policy formulation and long-term planning. Manage and drive research initiatives and analytical studies that generate evidence to support digital economy policy development, regulatory

frameworks, and strategic decision-making. Monitor and analyse developments in emerging technologies such as artificial intelligence, blockchain, data economy, and digital platforms to assess their impact on economic growth and policy direction. Develop tools to measuring ICT access and use by household and individuals. Facilitate collaboration with government departments, industry stakeholders, research institutions, and international partners to strengthen digital economy initiatives and knowledge sharing. Manage and coordinate strategic programmes and projects related to digital economy forecasting, ensuring effective implementation, monitoring, and evaluation of initiatives. Develop and manage knowledge products, reports, and policy briefs on digital economy developments, and provide regular strategic reports to executive management and relevant governance structures. Provide strategic advice on the alignment of digital economy policies with national development plans, regional frameworks, and international digital governance standards. Contributing to key result areas such as project management, manage financial resources, driving change and operational excellence and manage compliance. Develop high-level presentations related to the duties at international, regional and national spheres on behalf of the department.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: **CLICK HERE**

OTHER POSTS

POST 20/06 : **ENTITY OVERSIGHT INTEGRATED REPORTING ANALYST REF NO: EOIRA**

Nature of Appointment: Permanent

The purpose of the post is to provide entity oversight integrated reporting services.

SALARY : R932 292 per annum (Level 11), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7 qualification in Internal Auditing / Law / Accounting / Financial Accounting / Management Accounting or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience of which three (3) years should be at an Assistant Director level / middle managerial or equivalent working experience in Corporate Governance and Oversight environment. Skills / Competencies and Knowledge: Core competencies: Job Knowledge, Quality of Work, Initiatives, Planning and Executions, Communication, Teamwork, Reliability, Analytical and Problem-Solving Skills, Service Delivery Innovation. Technical Competencies: Data Management, Data Analytics, Stakeholder Management and Engagement, Basic Commercial and Company Law, Corporate Governance, Entity Oversight Compliance Frameworks, Entity Compliance Reporting, Monitoring and Evaluation, Basic Financial Accounting, Basic Management Accounting.

DUTIES : The successful candidate will Proactive engagements and interventions, comparison of reports, identifying trends emerging across the entities. Develop and maintain entity oversight reporting framework and processes to ensure a common and integrated reporting approach. Design and monitor adherence to the entity oversight reporting schedule/programme and ensure compliance by entity performance oversight functional units. Collaborate with Finance, Monitoring and Evaluation and entity performance oversight functional units to ensure that all reporting requirements and targets are met. Analyse entity oversight reports submitted to Finance and Monitoring and Evaluation units and prepare and submit quarterly and annual integrated entity oversight reports to the Minister and the Accounting Officer. Present the consolidated reports at CEO/Chairpersons' Forum and follow-up on parliamentary questions relating to entity oversight reporting with the branches, resolutions and actions based on the feedback from the AO and the Minister. Consolidate the feedback and share with the Branches the feedback for the response letters to the entities. Support the Accounting Officer in facilitating non-compliance consequence management. Support the functional units in various internal and external structures to identify entity oversight requirements, commonalities, leading

practices and areas for improvement. Empower, guide and advise officials on entity oversight reporting. Contributing to key result areas such as project management, managing financial resources, driving change and operational excellence and managing compliance.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: **CLICK HERE**

POST 20/07 : **SENIOR EMPLOYEE AND HEALTH AND WELLNESS MANAGEMENT OFFICER REF NO: SEHWMO**

Nature of Appointment: Permanent

The purpose of the post is to coordinate and provide employee health and wellness services, including the provision of counselling services to employees.

SALARY : R413 001 per annum (Level 08), plus benefits

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 6 / 7 qualification in Social Work / Psychology or a relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of three (3) years' experience in delivering Health and Wellness Services. Registration with relevant professional bodies such as the Health Professions Council of South Africa / South African Council for Social Service Professions (SACSSP). Skills / Competencies and Knowledge: Good Computer Skills (MS Package i.e. word, excel, powerpoint, internet and email), Listening, Planning and Organization, Good Verbal and Written Communication, Records Management, Interpersonal Relations, Flexibility. Technical Competencies: Employee Assistance, Health and Wellness Strategic Framework, Counselling, Public Service, Behavioural Management, Crisis and Trauma Management, Report Writing.

DUTIES : The successful candidate will evaluate and implement interventions for employees that aim to improve mental health and well-being, build on existing strengths, and increase levels of resilience. Support processes and facilitate the implementation of an effective and efficient Employee Health and Wellness (EHW), HIV/AIDS, STI and TB Management Programmes. Assist in planning, coordinating and facilitating the implementation of EHW framework as per the Public Service Strategic Framework. Identify, report and provide information on Employee Health and Wellness (EHW), HIV/AIDS, STI and TB Management Programmes. Liaise with relevant organisations, professional service providers and relevant stakeholders on issues relating to Employee Health and Wellness, HIV/AIDS, STI and TB Management. Promote and keep accurate records of individual engagement, evidence of change and recognise progress of employees enrolled with the service provider. Render psycho-social interventions, including providing one-on-one counselling, coaching and support services for employees dealing with work-related issues. Ensure compliance with statutory requirements in line with the DPSA EHWM and due dates. Conduct needs assessments and surveys to gauge organizational health and recommend interventions. Contributing to key result areas such as driving change and operational excellence and ensuring compliance with the relevant public service prescripts.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: **CLICK HERE**

ANNEXURE C

DEPARTMENT OF COOPERATIVE GOVERNANCE

The vision of the Department of Cooperative Governance is one of having a well co-ordinated system of Government consisting of National, Provincial and Local spheres working together to achieve sustainable development and service delivery. The Department intends to invest in human capital, increase integrated technical capacity directed at service delivery and promote representivity in the Department through the filling of this post. Women and persons with disabilities are encouraged to apply.

CLOSING DATE : 29 June 2026

NOTE : Applicants are advised that a new application for employment (Z83) has been in effect since 1 January 2021. The new application for employment form can be downloaded at http://www.dpsa.gov.za/dpsa2g/vacancies.asp. Applications submitted using the old Z83 form will not be accepted. Applications must be accompanied by a comprehensive CV, with specific starting and ending dates in all relevant positions and clarity on the levels and ranks pertaining to experience, as well as current remuneration package, as well as at least 2 contactable references. A recommended CV template is available on the department's website on www.cogta.gov.za, click on the jobs tab. Only shortlisted candidates will be requested to submit certified documents/ copies on or before the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Incomplete applications or applications received after the closing date will not be considered. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Following the interview and technical exercise(s), the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Core competencies: Strategic capacity and leadership. People management and empowerment. Advanced programme and project management. Change management. Financial management. Process Competencies: Knowledge management. Service Delivery Innovation. Advanced problem-solving and analysis. Client orientation and customer focus. Advanced communication skills (written and verbal). The successful candidate will be appointed to positive results of a pre-employment screening process which includes criminal, credit, citizenship checks and verification of educational qualification certificates. The successful candidate will be appointed to probation for a period of 12 months and will be required to sign a performance agreement. It is important to note that it is the applicant's responsibility to ensure that all information and attachments in support of the application are submitted by the due date. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three months of the closing date of the advertisement, please accept that your application has been unsuccessful. The Department reserves the right to make an appointment. The requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government, which can be accessed using the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Candidates must provide proof of successful completion of the course prior to appointment. Persons with disabilities are encouraged to apply.

MANAGEMENT ECHELON

POST 20/08 : **DIRECTOR: DEMARCATION AND STRUCTURES IMPLEMENTATION REF NO: DDSI**

SALARY : R1 317 384 per annum (Level 13), (an all-inclusive remuneration package). The package includes a basic salary (70% of package) and a flexible portion that may be structured in terms of the applicable guidelines.

CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Law or equivalent qualification (NQF 7 as recognised by SAQA). At least 5 years' relevant experience at middle / senior management level in the relevant field. Proficiency in MS Word. The Nyukela Senior Management Pre-Entry Programme is to be completed before appointment to the post. A valid driver's license. Intensive travelling. Additional Requirements (Advantage) MS PowerPoint and MS Project. Core Competencies: Strategic capacity and leadership. People management and empowerment. Programme and project management. Financial management. Change management. Knowledge management. Service delivery innovation. Problem solving and analysis. Client orientation and customer focus. Communication (verbal and written). Technical Competencies: Extensive knowledge in: Local government legislation (system and structures). Public Service local government transformation. Monitoring and evaluation techniques. Policy formulation. Cooperative Governance.

DUTIES : The successful candidate will perform the following duties: Develop policy interventions to improve the implementation of the Local Government Municipal Demarcation Act, 1998, and the Local Government Municipal Structures Act, 1998. Provide strategic support to the processes of local government elections and other related matters, including the provision of technical support and advice on the determination and redetermination of municipal boundaries and matters relating to the alternation of provincial boundaries. Support municipalities in relation to promoting sound financial governance, ensure positive audit outcomes and strengthen council oversight responsibilities over the executive and administration that promote good governance in municipalities, including ensuring proper functioning of MPAC's, EXCO / MAYCO, Section 79/79A and Section 80 Committees of Councils established in accordance with the Municipal Structures Act, 1998. Ensure adherence and implementation of the Code of Conduct for Councilors and lead the development of policy and legislation in relation to Sections 100 and 139 of the Constitution. Support the management / administration of the Municipal Systems Improvement Grant (MSIG) and administer gratuity payments to non-returning Councilors.

ENQUIRIES : Adv M Dunckle-Kock Tel No: (012) 395 4614

APPLICATIONS : Applications must be submitted electronically via email to ddsi@ntirho.co.za
For application enquiries contact: Ms Vanessa Cox Tel No: (010) 593 1998

OTHER POSTS

POST 20/09 : **DEPUTY DIRECTOR: DEMARCATION AND STRUCTURES IMPLEMENTATION REF NO: DD-DSI-01**

SALARY : R932 292 per annum (Level 11)

CENTRE : Pretoria

REQUIREMENTS : 3-Year National Diploma or Bachelor's Degree in Public Administration / Development Studies or equivalent qualification at NQF 6/7 as recognised by SAQA. 3-5 years' experience in a related field. Proficient in MS Excel and MS Word. A valid driver's license and travelling. Additional Requirements (Advantage): MS PowerPoint. Generic Competencies: Planning and organizing. Coordination. Problem solving and decision making. Project management. People management and empowerment. Client orientation and customer focus. Team leadership. Diversity management. Communication (verbal and written). Technical Competencies: In-depth knowledge of: Local Government: Municipal Structures Act. Local Government: Municipal Systems Act. Local Government: Municipal Demarcation Act. Local Government: Municipal Electoral Act. Constitution. Monitoring and support techniques. Interpretation and analysis techniques.

DUTIES : The successful candidate will perform the following duties: Manage and provide technical support and expert advice on the processes on the determination and redetermination of municipal boundaries. Manage the processes of local government elections and other electoral-related matters, including making proposals around the administration of national and provincial elections. Manage and provide technical support towards the development of policy interventions to improve the Local Government: Municipal Demarcation Act, 1998 and Local Government: Municipal Structures Act, 1998 and related Regulations. Manage the development of the formulae for the determination of the number of councilors in terms of Section 20 of the Local Government: Municipal Structures Act, 1998. Manage the processes relating to the alteration

		of provincial boundaries, including developing national legislation to deal with transition matters.
ENQUIRIES	:	Adv M Dunckle-Kock Tel No: (012) 395 4614
APPLICATIONS	:	Applications must be submitted electronically via email to: dcog15@tttrecruitment.co.za For application enquiries contact: To the T Recruitment at 067 391 7387
POST 20/10	:	**ASSISTANT DIRECTOR: DEMARCATION AND STRUCTURES IMPLEMENTATION REF NO: ASD-DSI-02**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Pretoria
REQUIREMENTS	:	3 year National Diploma or Bachelor's Degree in Public Administration / Development Studies or equivalent qualification at NQF level 6/7 as recognised by SAQA. 3-5 years' experience in a related field. A driver's license and travelling. Proficiency in MS Excel and MS Word. Generic Competencies: Planning and organising. Coordination. Problem solving and decision making. Project management. People management and empowerment. Client orientation and customer focus. Team leadership. Diversity management. Communication (verbal and written). Technical Competencies: In-depth knowledge of: Municipal Structures Act. Municipal Systems Act. Municipal Finance Management Act. Constitution. Monitoring and support techniques. Interpretation and analysis techniques.
DUTIES	:	The successful candidate will perform the following duties: Coordinate and monitor the functionality of Municipal Public Accounts Committees (MPACs). Develop and implement the municipal governance assessment tool. Facilitate the training initiatives and workshops to municipal councils on performance of their oversight roles and responsibilities (executive and administration) to promote good governance. Assist municipalities in the development of Municipal By-Laws, Council Standing Rules and Orders and other governance related matters. Draft and compile the memorandums, responses to enquiries, referrals and Parliamentary Questions pertinent to the implementation of provisions of the Local Government Municipal Structures Act.
ENQUIRIES	:	Adv M Dunckle-Kock Tel No: (012) 395 4614
APPLICATIONS	:	Applications must be submitted electronically via email to: dcog16@tttrecruitment.co.za For application enquiries contact: To the T Recruitment at 067 391 7387
POST 20/11	:	**SENIOR ADMINISTRATIVE OFFICER: DISASTER PREPAREDNESS, RESPONSE AND RECOVERY COORDINATION REF NO: SAO2**
SALARY	:	R413 001 per annum (Level 08)
CENTRE	:	Pretoria
REQUIREMENTS	:	3-Year National Diploma or Bachelor's Degree in Disaster Management / Development Studies / Environmental / Social Sciences or equivalent qualification at NQF 6/7 as recognised by SAQA. 2-3 years' experience in a related field. Proficient in MS Excel and MS Word. A valid driver's license and travelling. Generic Competencies: Quality of work. Reliability. Initiative. Communication. Interpersonal relations. Teamwork. Planning and execution.
DUTIES	:	The successful candidate will perform the following duties: Assist in the development and implementation of guidelines and templates on disaster damage assessments, classification and declaration process. Assist in the development and implementation of mechanisms for funding disaster management, guidelines and frameworks. Assist in the development of national seasonal contingency plans. Assist in the coordination of Intergovernmental Structures for preparedness, response and recovery work. Provide secretariat functions to Disaster Response Coordination structures and engagements.
ENQUIRIES	:	Ms M Pitso Tel No: (012) 848 4606
APPLICATIONS	:	Applications must be submitted electronically via email to: response1@multilead.co.za For application enquiries contact: Mr. S Ndlovu Tel No: (011) 763 1103
POST 20/12	:	**STATE ACCOUNTANT: FINANCIAL ACCOUNTING SERVICES REF NO: ST1**
SALARY	:	R338 106 per annum (Level 07)

CENTRE	:	Pretoria
REQUIREMENTS	:	3 Year National Diploma or Bachelor's Degree in Accounting or Financial Management or equivalent qualification at NQF level 6/7 as recognised by SAQA. 2-3 years relevant experience in the finance field. Proficiency in Micro-Software Office packages (MS Word, MS PowerPoint, MS Teams, MS Excel and Outlook etc.) BAS and LOGIS. Generic Competencies: Quality of work. Reliability. Initiative. Communication. Interpersonal relations. Teamwork. Planning and execution. Technical Competencies: LOGIS. Public Finance Management Act, 1999 (Act No. 1 of 1999) and the Treasury Regulations. General ledger reconciliation and analysis. Basic Accounting System (BAS). Creditor payments. Microsoft Excel.
DUTIES	:	The successful candidate will perform the following duties: Final authorisation of payments and journals on BAS and LOGIS. Clearing suspense accounts. Administer revenue, receipt and petty cash. Administer travel agency account and creditors reconciliation.
ENQUIRIES	:	Ms T Ndou Tel No: (012) 065 3354
APPLICATIONS	:	Applications must be submitted electronically via email to: response2@multilead.co.za For application enquiries contact: Mr. S Ndlovu Tel No: (011) 763 1103

ANNEXURE D

DEPARTMENT OF DEFENCE

APPLICATIONS	:	Department of Defence, Directorate Legal Services Division, Private Bag X161, Pretoria, 0001 or may be hand delivered at Armscor Building, Corner Nossob and Boeing Street, Erasmuskloof, Pretoria or email to Mafemo.Majutla@dod.mil.za
CLOSING DATE	:	29 June 2026 at 16h00 (Applications received after the closing date and faxed copies will not be considered).
NOTE	:	It is the Department's intention to promote equity (race, gender and disability) through the filling of this posts with candidates whose transfer/promotion/appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan. Applications must be submitted on the prescribed form Z83 (obtainable from any Public Service Department office i.e effective 01 January 2021 or on the DPSA web site link: https://www.dpsa.gov.za/newsroom/psvc/. Should an application be received using incorrect application employment form Z83, it will be disqualified, which must be originally signed and dated by the applicant, and which must be accompanied by a detailed CV only (with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview which should not be older than six months. Failure to comply with the above instructions will result in applications being disqualified. Applicants applying for more than one post must submit a separate form Z83 (as well as the documentation mentioned above) in respect of each post being applied for. If an applicant wishes to withdraw an application, it must be done in writing. Should an application be received where an applicant applies for more than one post on the same applications form, the application will only be considered for the first post indicated on the application and not for any of the other posts. Under no circumstances will photostat copies or faxed copies of application documents be accepted. The successful candidates will be subjected to Personnel Suitability Checks (criminal record, citizenship & financial/asset record checks and qualification and employment verification). Successful candidates will also be subjected to security clearance processes. The level of appointments is dependent upon, qualifications, relevant experience and research output. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Additional to this, SMS shortlisted candidates will be required to attend a generic managerial competency assessment (competency-based assessments) and other assessment prescribed for SMS as mandated by the Department of Public Service and Administration Senior Management Service competency assessment tools. The competency assessment will be limited to successful candidates in the interview process only. Shortlisted candidates will be subjected to a personnel suitability check (pre-employment screening) which may include social media profiles checks. A successful candidate will have to undergo a full security vetting while in the employ of the department and negative outcome shall nullify employment contract. Failure to submit the required documents will result in your application not being considered. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. Applicants who do not receive confirmation or feedback within 3 (three) months after the closing date, please consider your application unsuccessful. Due to the large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. For more information on the job description(s) please contact the person indicated in the post details. Successful candidates will be appointed on probation for the period of twelve (12) months in terms of the prescribed rules.

OTHER POSTS

POST 20/13	:	**ADMINISTRATION CLERK REF NO: DLSD/19/20/26/01 (X2 POSTS)**
SALARY	:	R237 453 – R279 708 per annum (Level 05)
CENTRE	:	Armscor Building, Erasmuskloof, Pretoria
REQUIREMENTS	:	Grade 12 (NQF Level 4) or equivalent. No experience required. Special requirements (Skills needed): Proficiency in Microsoft, Office suits, Excel. Good communication (Verbal and Written), Co-ordination, Planning and Organisational skills. Flexibility, Team work Interpersonal relationship skills, Problem solving, Maintain discipline.
DUTIES	:	Render clerical services to the Military Legal Services, perform a variety of routine directive intensive clerical duties. Handle less complicated routine correspondence, processing documents (letters notice, memorandum and submission etc, in relation to the Division functional activities. Answer telephone, make telephone calls on behalf of the Officer in charge and canilise telephone calls. Take notes and type documents of the Officer in charge. Submit the inland, expenditure and accommodation claims. Keep the Officer in charge diary and remind any meeting. Receive visitors and arrange refreshments. File documents. Perform a variety miscellaneous task for the Officer in charge such as compile and type letters of thanks and to accept, address or decline invitations. Perform elementary calculations and maintain and issue statistics. Receive and transmit message with a fax machine.
ENQUIRIES	:	Col E.O. Mothupi Tel No: (012) 355 5383, Lt Col A. Everitt Tel No: (012) 355 5334
POST 20/14	:	**SECRETARY REF NO: DLSD/19/20/26/02 (X2 POSTS)**
SALARY	:	R237 453 – R279 708 per annum (Level 05)
CENTRE	:	Armscor Building, Erasmuskloof, Pretoria
REQUIREMENTS	:	Grade 12 (NQF Level 4) or equivalent. No experience required. Special requirements (Skills needed): Proficiency in Microsoft, Office suits, Excel. Professional attitude and appearance. Solid written and verbal communication skills. Excellent organisational skills. Good etiquette, sound organisational skills, High level of reliability, ability to act with tact and discretion.
DUTIES	:	Provide a secretarial/receptionist support service to the Director. Receive telephonic calls and refers the call to the correct role players if not meant for the relevant Director. Record appointments and events on a diary. Type documents for the Director and other staff within the unit. Operate office equipment e.g. Fax machine, scanner and photocopier. Record appointments and events. Provide secretarial support services to the Director, liaise with travel agencies to make travel arrangements. Check the arrangements when relevant documents are received. Arrange meetings and events for Director and staff in the unit. Identifies venues, invite roles players, organise refreshments, sets up for scheduled meeting and events. Process the travel and subsistence claims for the Director. Process all invoices that emanates from the activities of the work of the Director. Record basic minutes of the meetings of the Director where required. Draft routine correspondence and reports. Do filing of documents for the Director and the unit where necessary. Administer matters like leave registers, telephonic accounts and attendance register. Receive, record and distribute all incoming and outgoing documents etc. Handle the procurement of standard items like office refreshment for the Director. Collect all relevant documents to enable the Director to prepare for meetings. Remain up to date with regards to prescripts / policies and procedures applicable to her / his work environment to ensure efficient and effective support to the Director. Study relevant Public Service and the departmental prescripts / policies and other documents to ensure that the application thereof is understood properly. Remain abreast with the procedures and processes that apply in the office of the Director. Prepare briefing and notes for the Director as required. Keep manual filing system for the Director. Maintain an electronic document management database.
ENQUIRIES	:	Col E.O. Mothupi Tel No: (012) 355 5383, Lt Col A. Everitt Tel No: (012) 355 5334

ANNEXURE E

DEPARTMENT OF EMPLOYMENT AND LABOUR

It is the Department's intention to promote equity (race, gender and disability) through the filling of this post with a candidate whose transfer / promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

CLOSING DATE : 29 June 2026 at 16:00 (walk-in) and 23:59 (online)

NOTE : All attachments for online application must include an application form Z83 and CV only combined, in PDF and as one attachment. Zipped, IMG and JPEG documents will not be accepted. indicate the correct job title and the reference number of the post on the subject line of your email. Use the correct email address associated with the post. Failure to do so, your application will be disqualified. Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. Received applications using the incorrect application for employment (old Z83) will not be considered. Each post(s) advert must be accompanied by its own application form for employment and must be fully completed, initialled and signed by the applicant as instructed below. Failure to fully complete, initial and sign the Z83 form will lead to disqualification of the application during the selection process. All fields of Section A, B, C and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83 it is acceptable for applicants to indicate refer to CV or see attached. However, the question related to conditions that prevent re-appointment under Part "F" must be answered and declaration signed. Only an updated comprehensive CV (with detailed previous experience if any) and a completed and signed new Z83 application form is required. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following the communication from Human Resources and such qualification(s) and other related document(s) will be in line with the requirements of the advert. Non-RSA Citizens/Permanent Resident Permit holders in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualification Authority (SAQA) (only when shortlisted). The Department does not accept applications via fax. Applicants who do not comply with the abovementioned instructions/ requirements, as well as applications received late will not be considered. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act(POPIA) Your information will be used soley for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to make any appointment(s) to the below advertised post(s). The successful candidate will be expected to sign a performance agreement. The Department is an equal opportunity affirmative action employer. The Employment Equity Plan of the Department shall inform the employment decision. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s)

OTHER POSTS

POST 20/15 : **DEPUTY DIRECTOR: WORK-SEEKER REGISTRATION REF NO: HR4/4/6/4**

SALARY : R1 101 468 per annum, (all-inclusive)

CENTRE : Provincial Office: KwaZulu-Natal

REQUIREMENTS : A Qualification at NQF 6 as recognised by South African Qualification Authority (SAQA) in Social Sciences (Psychology)/ Bachelor of Arts (Psychology)/ Public

Administration/ Public Management/ Business Administration/ Business Management. Five (5) years' experience of which two (2) years at the assistant Director level and three (3) years functional experience in Public Employment Services (PES) Programmes. Knowledge: ILO Convention. Financial Management. Human Resource Management. Recruitment and Selection. Immigration Act, Employment Service Act. Compensation for occupational Injuries and Diseases Act. PFMA. Public Service Act. Skills: Planning and Organizing. Communication. Computer. Analytical. Presentation. People Management. Interpersonal. Leadership. Networking. Report Writing. Information management.

DUTIES : Manage the provision of work seeker registration within the province. Manage the provision of employer service within the Province. Manage implementation of work schemes for the purpose of enabling youth and other vulnerable work seekers to enter employment, remain in employment or be self -employed. Provide operational and technical support to labour centre for the effective delivery of Public Employment Services. Manage the implementation of Policies, Standard Operating Procedures, Annual performance plan and work plans.

ENQUIRIES : Ms Z Maseko Tel No: (031) 366 2246

APPLICATIONS : Deputy Director: Human Resource Management, Provincial Office, Durban, 4001 Or hand deliver at 267 Anton Lembede Street, Durban. For Online Application: Jobs-KZN8@labour.gov.za

NOTE : EE targets- Priority will be given to African female, Indians, Whites and Coloured Females.

POST 20/16 : **DEPUTY DIRECTOR: COLLECTIVE BARGAINING REF NO: HR4/4/05/26 HO**

SALARY : R1 101 468 per annum, (all- inclusive)

CENTRE : Head Office, Pretoria

REQUIREMENTS : Three (3) year National Diploma (NQF 6)/Undergraduate bachelor's degree (NQF 7) in the Social Science/ Labour Relations/ Human Resource Management/ Bachelor of Law (LLB)/ Public Administration/ Public Management. Five (5) years' experience of which two (2) years at middle management/ Assistant Director Level and three (3) years functional experience in Labour Relations/ Human Resources Management/ Law. A valid driver's licence. Knowledge: Public service transformation and management issues, White Paper on transformation of Public Service, Public Service Act, Ability to convert policy into action, Public Service Regulations and relevant prescripts, Departmental Policies and procedures, Accounting systems and internal Control, Batho Pele principles. Skills: Project Management, Administration and Financial Management, Interpersonal relations, Problem-solving skills, Verbal and written communication, Ability to build high-performance teams, Analytical, Conflict management skills, Innovative, Computer Literacy, Communication skills, Project management, Management Skills.

DUTIES : Manage and regulate the registration of labour organisations. Monitor compliance of labour organisations in terms of legislation. Develop the extension of collective agreements. Strengthen the capacity of labour market institutions. Manage resources of the Sub-Directorate such as HR, assets, etc.

ENQUIRIES : Mr S Rathai Tel No: (012) 309 4634

APPLICATIONS : The Chief Director: Human Resources Management, Private Bag X117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street. Email: Jobs-HQ18@labour.gov.za

NOTE : EE targets-Priority will be given to African Males, Coloureds, Indians, People living with disabilities and Whites.

POST 20/17 : **ASSISTANT DIRECTOR: COLLECTIVE BARGAINING REF NO HR4/4/06/26HO (X4 POSTS)**
(X1 Post) is a re-advertisement, to an advert referenced HR4/26/02/01HO, applicants who previously applied must re-apply)

SALARY : R605 742 per annum

CENTRE : Head Office, Pretoria

REQUIREMENTS : Three (3) year National Diploma (NQF 6)/Undergraduate Bachelor Degree (NQF 7) in the Social Science/ Labour Relations/ Human Resource Management/ Bachelor of Law (LLB)/ Public Administration/ Public

		Management. Four (4) years' experience of which two (2) years at Supervisory Level and two (2) years functional experience in Labour Relations/ Human Resources Management/ Law. A valid driver's licence. Knowledge: Public service transformation and management issues, White Paper on transformation of Public Service, Public Service Act, Ability to convert policy into action, Public Service Regulations and relevant prescripts, Departmental Policies and procedures, accounting systems and internal Control, Batho Pele principles. Skills: Project Management, Administration and Financial Management, Interpersonal skills, Problem-solving skills, Verbal and written communication, Ability to build high-performance teams, Analytical Skills, Conflict Analytical, Innovative, Computer Literacy, Communication, Management Skills.
DUTIES	:	Develop and monitor the registration of labour organization. Obtain information to monitor compliance of labour organisations in terms of legislation. Develop and monitor the extension of collective agreements. Strengthen the capacity of labour market institutions. Manage resources of the Sub-Directorate such as HR, assets, etc.
ENQUIRIES	:	Ms MM Ngwetjana Tel No: (012) 309 4112
APPLICATIONS	:	The Chief Director: Human Resources Management, Private Bag X117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street. Email: Jobs-HQ12@labour.gov.za
NOTE	:	EE targets-Priority will be given to African Males, Coloureds, Indians, People living with disabilities and Whites.
POST 20/18	:	**CHIEF PERSONNEL OFFICER -POLICY REF NO: HR4/26/06/03 HO**
SALARY	:	R413 001 per annum
CENTRE	:	Head Office, Pretoria
REQUIREMENTS	:	A qualification at NQF level 6 as recognised by the South African Qualification Authority (SAQA) in Human Management/Public Management/Public Administration / Business Management. Introduction to PERSAL and Excel will be an added advantage. Two (2) years functional experience in Human Resource Management (Employment Equity, Human Resource Policies, PERSAL establishment) environment. Knowledge: Public Service Regulations and relevant prescript, Batho Pele Principles, Employment Equity Act and related legislation, HR policies and procedures, Data analysis and reporting techniques, Meeting and event coordination practices, Policy development process. Skills: Communication (both verbal and writing), Financial Management, Decision making, Interpersonal, Interpretation of policies, Policy research and development, Computer literacy, Facilitation, Minute-taking and report writing, Document editing and policy drafting.
DUTIES	:	Coordinate the implementation of the Employment Equity Plan. Consolidate data collection, reporting, and EE Profiling. Provide support in policy development and consultation processes.
ENQUIRIES	:	Ms S Nene Tel No: (012) 309 4563
APPLICATIONS	:	The Chief Director: Human Resources Management, Private Bag X117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street. Email: Jobs-HQ2@labour.gov.za
NOTE	:	EE target priority will be given to African Males, Coloured Male, Indian Female, people living with disabilities and Whites.
POST 20/19	:	**SENIOR COLLECTIVE BARGAINING OFFICER REF NO: HR4/26/06/04HO**
SALARY	:	R413 001 per annum
CENTRE	:	Head Office, Pretoria
REQUIREMENTS	:	A qualification at NQF level 6 in Labour Relations/ Human Resources Management/ Law/Social Science/Public Management/Office Administration and Technology. Two (2) years functional experience performing Labour Relations/ Collective Bargaining services. Knowledge: Trade Unions, employers' organisation and particularly bargaining councils work, Departmental policies and procedures, Public Services Regulation and Financial Management, Labour Relations, Batho Pele Principles. Skills: Computer, Leadership, Project Management, Verbal and written communication, Conflict Management, Interpersonal Relations, Problem solving, Analytical, Client orientation, Customer focus.
DUTIES	:	Analyse and process recommend of the registration of labour organisation applications. Ensure compliance of labour organisation with legal

		requirements. Analyse and process the extension of collective agreements to non-parties.
ENQUIRIES	:	Ms T Mahlangu Tel No: (012) 309 4112
APPLICATIONS	:	The Chief Director: Human Resources Management, Private Bag X117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street. Email: Jobs-HQ7@labour.gov.za
NOTE	:	EE target priority will be given to African Male, Coloureds, Indians, people living with disabilities and Whites.
POST 20/20	:	**OHS INSPECTOR REF NO: HR4/4/1/80**
SALARY	:	R413 001 per annum
CENTRE	:	Makhanda Labour Centre
REQUIREMENTS	:	Senior Certificate plus a 3-year recognized qualification (NQF6/7 SAQA recognized) in Occupational Hygiene / Environmental Health / Analytical Chemistry / Chemical Engineering / Electrical/Mechanical Engineering/. A valid driver license. Registration with the relevant, recognized professional body is an advantage but not compulsory. Knowledge: Departmental policies and procedures, Occupational Health and Safety Act, as amended, Regulations (21), South African National Standards (Codes)- incorporated Codes become regulations, Compensation for Occupational injuries and Diseases Act, Unemployed Insurance Act. Skills: Planning and organizing, Communication skills, Computer Literacy, Facilitation skills, Interpersonal skills, Conflict handling skills, Negotiation skills, Problem solving skills, Interviewing skills, Presentation skills, Innovation skills, Analytical skills, Verbal and written communication skills.
DUTIES	:	To plan and independently conduct inspections with the aim of ensuring compliance with the Occupational Health and Safety Act, Act 85 of 1993, Regulations and incorporated Standards. To confirm registration of with the Unemployment Insurance Act and the Compensation for Occupational Injuries and Diseases Act. Plan, investigate and finalise independently incidents and complaints reported pertaining to the OHS Act and the relevant regulations and enforce as and when necessary, appear in Court as a State witness. Plan and conduct allocated proactive inspections as per schedule to monitor compliance with the relevant labour legislation including compiling and consolidating reports emanating from such inspections. Plan and conduct advocacy campaigns on all labour legislation independently, analyse impact thereof, consolidate and compile report. Contribute at a higher level to planning, drafting and maintenance of regional inspection plans and reports including, execution of analysis and compilation of consolidated statistical reports on regional and allocated cases.
ENQUIRIES	:	Ms Z Ntlokwana Tel No: (046) 622 2104
APPLICATIONS	:	Deputy Director: Labour Centre Operations, PO Box X 342 Makhanda, 6140, Hand deliver at 20 High Street Makhanda, 6140. Email: Jobs-ECGTN@labour.gov.za
NOTE	:	EE Targets- Priority will be given to African Males, Whites, Indians, Coloureds and People with Disability.
POST 20/21	:	**SENIOR CLAIMS ASSESSOR: COMPENSATION FUND REF NO: HR4/4/1/81**
SALARY	:	R413 001 per annum
CENTRE	:	Mthatha Labour Centre
REQUIREMENTS	:	Senior Certificate plus a 3-year recognized qualification (NQF6 SAQA recognized) in Public Management / Business Management / Operations Management / Management / Human Resources Management / Nursing / Law / LLB / BCom / Finance / Administration. A valid driver license. 2 years' experience in Compensation or Medical Claims Processing Environment. Knowledge: Claims Handlin, Brand and Customer Oriented Service Delivery, Public Services Act and Regulations, COID Tariffs, Public Services Charter, Approved COID Delegations, Promotion of Access to Information Act, Road Accident Fund, Occupational Health and Safety Act (OHS), Constitution of the Republic of South Africa No. 108 of 1996, Relevant regulations, laws and legislation. Skills: Accountability, Analytical Thinking, Attention to detail, Brand and Customer Oriented Services Delivery, Business and Finance Acumen, Communications, Emotional Intelligence, Ethics and Governance, Team orientation.

DUTIES	:	Adjudicate registered and fatal claims per delegation's requirements. Verify and refer complex claims to medical services for further adjudication. Authorise compensation benefits as per delegations. Handle complex inquiries and advocacy sessions. Supervision of staff.
ENQUIRIES	:	Ms S Zaula Tel No: (047) 501 5600
APPLICATIONS	:	Deputy Director: Labour Centre Operations Manpower Building CNR Elliot and Madeira Streets Umthatha. Email Jobs–ECUTT@labour.gov.za
NOTE	:	EE Targets- Priority will be given to African Males, Whites, Indians, Coloureds and People with Disability.
POST 20/22	:	**CLIENT SERVICE OFFICER IES REF NO: HR4/4/1/120**
SALARY	:	R280 278 per annum
CENTRE	:	Labour Centre: Lusikisiki
REQUIREMENTS	:	Grade 12 and no experience needed Knowledge: All relevant Labour Legislations and Regulations, Related ILO conventions, Public Service Regulations, Public Service Act, Knowledge of the Departmental Policies, Procedures and Guidelines, Batho Pele Principles Skills: Interpersonal, Telephone etiquette, Interviewing, Computer literacy, Communication, Ability to interpret legislation, Problem solving.
DUTIES	:	Render services at helpdesk as the first point of entry within the Registration Services. Resolve all complaints on IES labour legislations received from Clients within the scope and dictates of the IES SOP. Render general administrative duties and participate in advocacy sessions as and when required.
ENQUIRIES	:	Mr Ndiphe Mtwa Tel No: (039) 253 1996
APPLICATIONS	:	Deputy Director Labour Centre Operations, Private Bag X1002 Lusikisiki, 4820, Hand deliver at Stanford and Jacaranda Street, Lusikisiki, 4820. E-mail: Jobs-ECLSS@labour.gov.za
NOTE	:	Priority will be given to African Male, White Males, White Females, Coloured Males, Coloured Females, Indian Males, Indian Females and People with Disabilities.
POST 20/23	:	**CLIENT SERVICE OFFICER: PUBLIC EMPLOYMENT SERVICES (X2 POSTS)**
SALARY	:	R280 278 per annum
CENTRE	:	Labour Centre: Makhanda Ref No: HR/4/4/1/71 (X1 Post) Labour Centre: Nqanqarhu Labour Centre Ref No: HR/4/4/1/72 (X1 Post)
REQUIREMENTS	:	Grade 12/ National Senior Certificate. No experience required. Valid driver's licence will be an added advantage. Knowledge: Departmental policies, procedures and guidelines, Labour Legislation and Regulations, Employment Services Act, Public Service Act and Regulations, Batho Pele principles. Skills: Interpersonal, Telephone etiquette, Interviewing, Computer Literacy, Communication (verbal and written), Listening, Problem solving, Ability to interpret legislation.
DUTIES	:	Render registration services of work-seekers on ESSA. Render registration services of work and learning opportunities on ESSA. Refer work seekers for Employment Counselling services. Provide administrative support with the placement of work seekers in work and learning opportunities. Render general administrative duties and participate in advocacy sessions as and when required.
ENQUIRIES	:	Ms. Z Ntlokwana Tel No: (046) 622 2104 (Makhanda) Ms. N Mvanyashe Tel No: (045) 932 1424 (Nqanqarhu)
APPLICATIONS	:	**Deputy Director: Labour Centre Operations**, PO Box X342, Makhanda, 6140, Hand deliver at 20 High Street Makhanda, 6140. Email: Jobs-ECGTN@labour.gov.za **Deputy Director: Labour Centre Operations**, PO Box 397 Nqanqarhu, 5780, Hand deliver at 1 Royal Road Nqanqarhu, 5480. Email: Jobs-ECMCR@labour.gov.za
NOTE	:	EE Targets- Priority will be given to African Males, White Males, White Females, Indian female, Indian Male, Coloured Male, Coloured Female and People with Disability.
POST 20/24	:	**CLIENT SERVICES OFFICER: COMPENSATION FUND (X2 POSTS)**
SALARY	:	R280 278 per annum

CENTRE	:	Labour Centre: Mthatha Ref No: HR4/4/1/73 (X1 Post) Labour Centre: Gqeberha Ref No: HR4/4/1/74 (X1 Post)
REQUIREMENTS	:	Matriculation/ Grade 12/ Senior Certificate. Knowledge: Public Service Act. Public Service Regulations. Compensation Fund business strategies and goals. Compensation Fund value chain. Directorate goals and performance requirements. PFMA and Treasury Regulations. Customer Services (Batho Pele Principles). Skills: Computer Literacy, Business writing skills, Listening skills, Telephone etiquette and Basic Interpersonal skills.
DUTIES	:	Receive and verify documents for registration. Register claims on the Operational System. Assist employer services at the kiosk, online system and service centre. Handle all services related queries complaints.
ENQUIRIES	:	Ms. S Zaula Tel No: (047) 501 5600 (Mthatha) Mr S Mshumpela Tel No: (041) 506 5116 (Gqeberha)
APPLICATIONS	:	**Deputy Director: Labour Centre Operations,** Manpower Building, CNR Elliot and Madeira Streets Mthatha. Email Jobs–ECUTT@labour.gov.za **Deputy Director: Labour Centre Operations**, Private Bag X6045, Gqeberha, 6000, Hand deliver at VSN Centre 116 – 134 Goven Mbeki Avenue Gqeberha,6000. Email: Jobs-ECPLZ@labour.gov.za
NOTE	:	EE Targets- Priority will be given to African Males, White Males, White Females, Indian female, Indian Male, Coloured Male, Coloured Female and People with Disability.
POST 20/25	:	**CLIENT SERVICE OFFICER: UNEMPLOYMENT INSURANCE FUND REF NO: HR/4/4/1/75**
SALARY	:	R280 278 per annum
CENTRE	:	Labour Centre Makhanda
REQUIREMENTS	:	Grade 12/ Senior Certificate. No experience required. Knowledge: Unemployment Insurance Act and Regulations, Unemployment Insurance Contributions Act, Public Financial Management Act (PFMA), Protection of Personal Information Act (POPIA), Department of Labour and UIF Policies and Procedures, Treasury Regulations, UIF's Vision, Mission and Values, Departmental Policies, Procedures and Guidelines, Batho Pele Principles. Skills: Interpersonal, Telephone etiquette, Interviewing, Computer Literacy, Communication (verbal and written), Listening, Interpretation (ability to interpret UI Act and Contribution Act), Conflict Management, Time Management, Customer Relations, Analytical and On job training (operational systems).
DUTIES	:	Provide screening services. Process applications for UIF Benefits. Register payment continuation forms. Provide administrative functions.
ENQUIRIES	:	Ms N Ntlokwana Tel No: (046) 622 2104
APPLICATIONS	:	Deputy Director: Labour Centre Operations, PO Box X 342, Makhanda, 6140, Hand deliver at 20 High Street Makhanda, 6140. Email: Jobs-ECGTN@labour.gov.za
NOTE	:	EE Targets- Priority will be given to African Males, White Males, White Females, Indian female, Indian Male, Coloured Male, Coloured Female and People with Disability.
POST 20/26	:	**ADMINISTRATION CLERK: MANAGEMENT SUPPORT SERVICES (X2 POSTS)**
SALARY	:	R237 453 per annum
CENTRE	:	Labour Centre: Makhanda Ref No: HR/4/4/1/76 (X1 Post) Labour Centre: Nqanqarhu Ref No: HR/4/4/1/77 (X1 Post)
REQUIREMENTS	:	Grade 12/ Senior Certificate. No experience required. Knowledge: Batho Pele Principles, Departmental policies and procedures, Treasury Regulations. Skills: Verbal and written communication, Interpersonal relations, Problem solving, Communication, Conflict Management, Coordination, Computer literacy.
DUTIES	:	To render Supply Chain Management function in a Labour Centre daily. Provide a Finance and Office Management service to Labour Centre. Render Human Resource Management. Responsible for training and performance activities in a Labour Centre. Responsible for records administration in a Labour Centre.
ENQUIRIES	:	Ms. N Mvanyashe Tel No: (045) 9321424 (Nqanqarhu) Ms. Z Ntlokwana Tel No: (046) 622 2104 (Makhanda)

APPLICATIONS	:	**Deputy Director: Labour Centre Operations**, PO Box X 342 Makhanda, 6140, Hand deliver at 20 High Street Makhanda, 6140. Email: Jobs-ECGTN@labour.gov.za **Deputy Director: Labour Centre Operations**, PO Box 397 Nqanqarhu, 5780, Hand deliver at 1 Royal Road Nqanqarhu 5480. Email: Jobs-ECMCR@labour.gov.za
NOTE	:	EE Targets- Priority will be given to Whites, Indians, Coloureds, African Males and People with Disability.

ANNEXURE F

GOVERNMENT TECHNICAL ADVISORY CENTRE (GTAC)

APPLICATIONS : Please register, or if you are already registered, sign in and apply for this position on the GTAC eRecruitment website: https://erecruitment.gtac.gov.za/erecruitment/

CLOSING DATE : 29 June 2026 at 12 pm

NOTE : Only South African Citizens, and Permanent Residents need to apply as per PSR 2016. Applications should be accompanied by a duly completed and signed Z83 form (obtainable from any Public Service department). The post title and reference number must be clearly indicated on the Z83 form. A recent comprehensive CV should be submitted. Certified copies of qualifications and other relevant documents will be required to be submitted to HR on or before the day of the interview from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Shortlisted candidates will be subjected to security vetting to confirm employment, personnel suitability checks and undergo an SMS competency assessment prior to the interview. They must make themselves available for a panel interview on the date determined by GTAC. Late applications, and those not meeting the requirements, will not be considered. Should you not receive feedback from GTAC within 2 months of the closing date, please consider your application unsuccessful. GTAC reserves the right to fill or not fill the advertised post. Preference will be given according to EE and Gender target. In accordance with the DPSA Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum requirements, this SMS level appointment will be subject to the completion of the Senior Management Pre-entry programme as endorsed by the National School of Government. The applicants should therefore have proof that they have registered for the Pre-entry certificate and have completed the course before the appointment. The cost of the pre-entry certificate is at the candidate's expense. To access the pre-certificate course, please visit: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.Applications: Only online applications will be accepted. Applications not accompanied by a comprehensive CV and a fully completed Z83 form will not be considered. The GTAC is an equal-opportunity employer and encourages applications from women and people with disabilities. Our buildings are accessible to people with disabilities and reasonable accommodation is provided for persons with disabilities.

MANAGEMENT ECHELON

POST 20/27 : **DIRECTOR: CAPITAL PROJECTS APPRAISAL REF NO: G08/2026**
Term: Permanent
The purpose of this job is to lead a team of analysts to evaluate the pipeline of infrastructure projects prior to investment decisions being taken, analyse and advise on the implications of committing fiscal support to large infrastructure projects, and undertake infrastructure research and analysis.

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), (all – inclusive package)

CENTRE : Pretoria

REQUIREMENTS : Bachelor's Degree/ Advanced Diploma/ BTech degree (NQF 7) as recognised by SAQA in Development Finance or Economics. Postgraduate degree (NQF level 8) qualification will be advantageous. A minimum of 7 years' experience in capital project and/or economic analyses. Must have sound understanding of analysis of capital projects and implications of investing. Must have superior research, analysis and report writing skills, with the ability to interpret economic policy outcomes as well as experience with performance and/or project management. 5 years of experience at a middle/senior managerial level. Competencies Required: Change Leadership: The ability to deliver the message of change in both words and actions and motivate people to change. It energises and alerts groups to the need for specific changes in the way things are done. It involves taking responsibility to champion the change effort through building and maintaining support and commitment. Concern for Quality and Order: Desire to see things done logically, clearly and well. It takes various

forms: monitoring and checking work and information, insisting on the clarity of roles and duties, setting up and maintaining an information system. Effective Communication: Ability to transmit and receive information clearly and communicate effectively to others by considering their points of view in order to respond appropriately. This may involve listening, interpreting, formulating and delivering verbal, non-verbal, written, and/or electronic messages. It includes the ability to convey ideas and information in a way that brings understanding to the target audience. Integrity/ Honesty: Contributes to maintaining the integrity of the organisation; displays high standards of ethical conduct and understands the impact of violating these standards on an organisation, self, and others; is trustworthy. Organisational Awareness: The ability to understand and learn the power of relationships in one's own organisation or in other organisations. This includes the ability to identify the real decision makers, the individuals who can influence them, and to predict how new events or situations will affect individuals and groups within the Department. Problem Solving and Analysis: Understanding a situation, issue, problem, etc., by breaking it into smaller pieces, or tracing the implications of a situation in a step-by-step way. It includes organising the parts of a problem, situation, etc., in a systematic way; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships. Create timely and well-developed solutions by examining alternatives, risks and consequences. Resilience: Ability to cap one's emotions to avoid negative reactions when provoked, when faced with opposition or hostility, or when working under stress. It also includes the ability to maintain stamina under continuing stress. Resources Planning: Organises work, sets priorities and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organisations or parts of the organisation to accomplish goals; monitors progress and evaluates outcomes. Results Orientation: Concern for holding yourself and others accountable for achieving results or for surpassing a standard of excellence. It includes the process of setting measurable objectives, implementing change and then checking back to determine the effect of your efforts. The standard may be one's own past performance (striving for improvement); an objective measure (results orientation); outperforming others (competitiveness); challenging goals one has set, or even what anyone has ever done (innovation). General Management: Process of planning, directing, organising and controlling people and resources within a unit or a subunit in order to achieve organisational goals. Capital Projects Analysis Principles: Basic knowledge and understanding of capital project analysis including cost-benefit, financial and economic analysis. Economics and/or Finance: Science that studies the allocation of resources to satisfy unlimited wants for capital. Policy Development and Management: Knowledge of Treasury-related legislation, the legislative process and public affairs as it pertains to NT. Includes the ability to monitor legislation that is of interest to Treasury. Utilises a wide variety of resources and tools to develop, maintain, monitor, enforce and provide oversight of policies and regulations. Project Management: Knowledge of the principles, methods, or tools for developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance. Computer Literacy: Knowledge and ability to use computers and technology efficiently. Refers to the comfort level someone has with using computer programs and other applications associated with computers (MSOffice, Internet, email). Holding People Accountable: Acts to ensure others perform in accordance with clear expectations and goals. Team Participation: Works co-operatively with others, working together as opposed to working separately or competitively.

DUTIES : Appraisal analysis and advise: Lead the production of infrastructure appraisal review reports advising on the feasibility, viability and sustainability of investments. Develop quantitative models to assess the expected impacts of specific infrastructure projects on the fiscus, welfare, economy and the environment. Advise on project configuration, costing, funding and financing, procurement and implementation readiness. Conduct post investment monitoring, evaluation and analysis. Develop a database of various microeconomic and macroeconomic indicators to assist in the estimation and/or benchmarking of costs, benefits, and other impacts of capital projects, proposed and ex post. Appraisal tools and methodologies: Develop appraisal tools and methodologies for assessment of infrastructure project impacts.

Collaborate with the National Treasury to develop appraisal guidelines in line with best practice. Contribute to the design and participate in the rollout of capacity building initiatives and knowledge sharing platforms. Analysis and research: Initiate research and analysis of factors that will impact on investment in capital projects. Analysis on how to prioritise the most desirable projects and optimise the roll-out of national infrastructure to help maximise the economic benefits to society. Input into policy discussions and advice on future policy developments and their impact on infrastructure. Provide progress reports on developments related to national infrastructure delivery and its impact on debottlenecking the economy. Conduct research on specific technologies that affect how infrastructure is developed. Conduct research on sector developments, trends and topical issues related to infrastructure. Project Management: Oversee team of analysts undertaking capital project analysis; provide guidance on technical work and ensure analysis is delivered on time and according to accepted appraisal methodologies. Liaise with internal and external stakeholders and government departments, on projects with regard to appraisal progress, queries and findings. Manage project plan, project resources and project analysis outcomes/ objectives. Represent the unit on project steering committees and provide inputs on transfer of appraisal and projects.

ENQUIRIES : HR enquiries: Kaizer.Malakoane@gtac.gov.za at 066 250 7072

ANNEXURE G

DEPARTMENT OF HEALTH

It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

APPLICATIONS	:	The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to vacancies@Health.gov.za quoting the reference number on the subject e-mail.
FOR ATTENTION	:	Ms M Shitiba
CLOSING DATE	:	29 June 2026
NOTE	:	All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Following the interview and technical exercise for SMS posts, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA). Your information will be used solely for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. Media: PSVC and NDOH Website.

MANAGEMENT ECHELON

POST 20/28	:	**DIRECTOR: NUTRITION REF NO: NDOH 43/2026** Chief Directorate: Health Promotion, Nutrition and Oral Health
SALARY	:	R1 317 384 per annum, an all-inclusive remuneration package of [basic salary consist of 70% of total package, the State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to the Senior Management Service guidelines.
CENTRE	:	Pretoria
REQUIREMENTS	:	A Grade 12 and Bachelor's Degree/An NQF 7 qualification in Dietetics or Nutrition. A postgraduate qualification in Nutrition/Dietetics, as well as registration with the HPCSA as a Nutritionist or Dietician, will be considered an advantage. At least five (5) years of experience at middle/senior managerial level in nutrition and/or public health field. Experience in policy development process, planning, monitoring and evaluation. Knowledge of National Health Act, Foodstuffs, Cosmetics and Disinfectants Act, Health Professions Act,

PFMA, Treasury Regulations, Human resources and Procurement policies. Knowledge of the science of nutrition, social, economic, environmental and commercial determinants of health and its impact on nutrition and health outcomes; current evidence-based nutrition strategies for improving nutrition outcomes; relevant national regulations and policies within the department of health that impact on nutrition outcomes. Knowledge of relevant national policies, regulations, strategies and programmes outside the department of health related to food and nutrition. Good communication (verbal and written), strategic capability and leadership, people management and empowerment, programme and project management, financial management, change management, knowledge management, service delivery innovation, problem solving and analysis, client orientation and customer focus skills. A valid driver's license. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES : Manage the development and review of food and nutrition-related regulations, policies, strategies and guidelines. Conduct literature search to get latest evidence and organise and analyse available data. Overall planning, organising and co-ordination of implementation, monitoring and evaluation of food and nutrition interventions and programmes. Provide leadership, direction, guidance, technical support and appropriate tools and material to provinces on the implementation of the nutrition interventions and programmes. Collaborate with internal and external stakeholders on food and nutrition related actions. Engage development partners to support implementation of priority nutrition interventions. Coordinate implementation of programmes initiated and supported by development partners to reduce duplication. Manage the monitoring and evaluation of the implementation of nutrition- related regulations, policies, strategies and guidelines to ensure effective programme delivery. Develop monitoring and evaluation framework and tools. Manage human, financial and asset resources efficiently in compliance with the PFMA, treasury regulations and departmental prescripts. Manage and supervise human resources within the directorate, including performance management and development, leave management and staff wellness.

ENQUIRIES : Ms PR Ntsie at 082 491 8243

ANNEXURE H

DEPARTMENT OF HOME AFFAIRS

The Department of Home Affairs (DHA) seeks to appoint professional, passionate and skilled individuals to form part of a leadership team driving the transformation of Home Affairs into a digital-first, world-class organisation. Candidates committed to service excellence, digital transformation, innovation, integrity and the Department's shared values, and whose credentials meet the requirements of these posts, are invited to apply before the closing date. The DHA is a merit-based and equal opportunity employer. In line with its commitment to promoting opportunities, in the filling of these posts, women and persons with disabilities are encouraged to apply.

CLOSING DATE : 13 July 2026

NOTE : applications Must be submitted on or before the closing date; accompanied by a fully completed and signed Application for Employment Form (New Z83, effective from 1 January 2021, obtainable at www.dpsa.gov.za), citing the correct post number and job title; a comprehensive CV (citing the start and end date (dd/mm/yy), job title, detailed duties performed and exit reason for each employment period to be considered, as well as the details of at least two contactable employment references (as recent as possible)); as well as relevant educational qualifications / RPL certificates / Academic Transcripts of completed qualifications, regardless of online, email or manual submission. Applicants who possess (a) foreign qualification(s), are furthermore required to submit the evaluated results of such qualifications as received from the South African Qualifications Authority (SAQA). Pre-Screening: During pre-screening, candidates may be directed to submit additional supporting documentation such as a copy of their ID document, a valid driver's license (if specified as a job requirement), acting letters, amongst others. Selection: Shortlisted candidates - will be subject to various assessments, such as an interview(s) and technical test(s) (which assess the candidate's professional and technical competency against the job requirements and duties, general job fit, integrity and digital literacy); potentially considered suitable after the interview(s) and test(s), will be subjected to further mandatory assessments (which, amongst others, assesses the candidate's proficiency in the core, professional and behavioural competencies attached to the level of the post within the Senior Management Service), employment suitability checks (credit, criminal, citizenship, qualifications, social media background, conducting business with State; and employment references including verification of relevant employment tenures, pending disciplinary action and exit reasons); will be required to submit a Declaration of Business Interests and successfully complete the online Nyukela Pre-entry Certificate to Senior Management Services course, which can be accessed via: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/.
Candidates wishing to be considered for appointment, are encouraged to enrol for this course immediately. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Appointment: Once appointed, the completion of an employment contract, performance agreement, financial disclosure; and the undergoing of a compulsory induction programme, serving a prescribed probation period, and undergoing security vetting will be required. Unless otherwise indicated, correspondence between the Department and candidates generally will be limited to shortlisted candidates. The DHA complies with the Protection of Personal Information Act, 2013 (Act No. 4 of 2013). Personal information submitted will be processed solely for recruitment purposes, retained where required for audit, and safeguarded against unauthorised disclosure, except where legally required. Submission of an application constitutes consent to such processing.
ERRATUM: Kindly note that the post of Local Office Manager, North West: Large Office: Klerksdorp with Ref No: HRMC 30/26/1b, that was advertised in Public Service Vacancy Circular 19 dated 05 June 2026, is amended to Local Office Manager, North West: Large Office: Mmabatho. To this effect, the closing date for this post has been extended to 03 July 2026. We apologise for the inconvenience caused.

MANAGEMENT ECHELON

POST 20/29 : **DEPUTY DIRECTOR-GENERAL: IMMIGRATION SERVICES REF NO: HRMC 34/26/1**
Branch: Immigration Services

SALARY : R1 885 710 - R2 124 237 per annum (Level 15), an all-inclusive salary package, structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

CENTRE : Headquarters: Head Office, Pretoria

REQUIREMENTS : A qualification in Law, Business Management, Public Management, Public Administration, Operations Management, Public Policy or in a relevant field at NQF level 8 as recognized by SAQA. 8 Years' experience at a Senior Management Service level within a highly pressured, complex and litigious operational environment, preferably within immigration services, migration management, law enforcement, regulatory administration, or a related field. Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage. Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, Government structures, and the legislative and operational frameworks governing immigration management and the enforcement of the Immigration Act. Sound knowledge and understanding of migration governance frameworks, including economic development considerations, international relations, international migration law, international conventions on migration, and applicable continental and regional migration protocols. Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV). A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services. Skills and competencies: Strong strategic, digital and transformational leadership capability, including the ability to drive innovation, leverage emerging technologies, lead large-scale organisational transformation and modernisation initiatives, and oversee the modernisation of Immigration processes and systems, digital governance controls and technology-enabled oversight mechanisms within a digital-first environment. Advanced operational and regulatory management capability, including service delivery innovation, programme and project management, operational planning, governance oversight, risk management, regulatory compliance, and the ability to deliver results in a highly complex and demanding environment. Sound strategic, analytical and problem-solving capability, including data-driven decision-making, policy development, knowledge and information management, operational performance analysis, and the ability to strengthen organisational effectiveness, service delivery outcomes and regulatory compliance. Sound financial and resource management capability, including budgeting, financial management, financial reporting, resource optimisation and accountability for organisational performance within a complex operational environment. Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, business report writing, influencing, networking, negotiation and conflict management, with the ability to build and maintain effective relationships with government institutions, international partners and other strategic stakeholders. Strong people leadership capability, including team leadership, employee empowerment, change management, coaching and the ability to foster a high-performance, ethical and service-oriented organisational culture. High levels of professionalism, sound judgement, honesty, integrity, attention to detail, and a commitment to ethical governance and public service excellence.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: Provide strategic and executive leadership to the Branch:

Immigration Services, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. Provide strategic leadership and guidance on immigration management matters, including the implementation of immigration legislation, operational modernisation, regulatory compliance and service delivery improvement initiatives. Lead the implementation of strategic objectives and innovation initiatives within the Branch, including legislative reforms, digital transformation, process optimisation and organisational culture transformation to enhance operational efficiency and client service delivery. Drive the Branch's Digital Transformation Programme through the implementation of secure, modern and future-ready immigration systems and platforms, including the Electronic Travel Authorisation (ETA), integrated biometric solutions and digital immigration registration platforms that promote digital inclusion and equitable access to services. Provide strategic leadership on permitting services and the administration of immigration functions in accordance with the Immigration Act, 2002 (Act No. 13 of 2002), including asylum seeker management and related immigration services. Provide strategic direction on immigration port control policy, immigration operations and regulatory enforcement capabilities. Lead inspectorate and immigration enforcement services, including the identification and implementation of measures to detect, prevent and address illegal immigration and ensure compliance with immigration legislation. Facilitate strategic stakeholder engagement and partnerships with government institutions, law enforcement agencies, international organisations and other key stakeholders, including representing the Department at national, regional and international forums. Oversee the development, review and implementation of immigration policies, frameworks, systems and codes of practice aligned to legislative prescripts, governance standards and organisational priorities. Ensure the effective delivery of immigration services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, strengthening governance and internal control systems, and supporting clean audit outcomes. Lead the institutionalisation of digital innovation, ethical governance, organisational values and people-centred service delivery practices across the Branch.

ENQUIRIES : Ms Proby Reddy at (060) 976 7508) or Ms Sandra Mkhaliphi at (072) 527 6033

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at https://erecruitment.dha.gov.za, or via email to imsrecruitment@dha.gov.za (limited to 2.5MB in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or delivered for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

POST 20/30 : **DEPUTY DIRECTOR-GENERAL: HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT REF NO: HRMC 34/26/2**
Branch: Human Resources Management and Development.

SALARY : R1 885 710 - R2 124 237 per annum (Level 15), an all-inclusive salary package, structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

CENTRE : Headquarters: Head Office, Pretoria

REQUIREMENTS : A qualification in Human Resource Management, Public Administration, Management, Industrial Psychology, Management Sciences, Social Sciences or in a related field at NQF level 8 as recognised by SAQA. 8 years' experience at a Senior Management level. Extensive experience in strategic human resource management and organisational development, including the development and implementation of fit-for-purpose people strategies, workforce planning, talent management, organisational design and culture transformation, leadership development, and modernisation initiatives aligned to organisational priorities Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added

advantage. Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, Government structures, labour relations frameworks, and policy frameworks applicable to human resources management and development. Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks and principles of good corporate governance (King IV). A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services. Skills and competencies: Strong strategic, digital and transformational leadership capability, including the ability to drive innovation, leverage emerging technologies, lead organisational modernisation initiatives, and oversee the transformation of HRM&D systems, business processes, digital governance controls and technology-enabled service delivery within a digital-first environment. Advanced human capital management and organisational development capability, including workforce planning and transformation, talent, performance and succession management, organisational design and development, change management, organisational culture development, leadership development, coaching and employee empowerment. Strong governance, programme and operational management capability, including policy development, programme and project management, financial and risk management, governance oversight, commercial acumen, planning and organising, accountability, and the ability to deliver results in a complex and demanding environment. Sound strategic, analytical and problem-solving capability, including data-driven decision-making, workforce analytics, organisational diagnostics, knowledge and information management, and the ability to optimise organisational performance, productivity and service delivery. Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, business report writing, influencing, networking, negotiation and conflict management, with the ability to build and sustain strategic partnerships. Strong people leadership capability, including team leadership, talent development and the ability to foster a high-performance, ethical and values-driven culture that supports organisational objectives, workforce transformation and the adoption of new ways of working. High levels of professionalism, ethical conduct, honesty, integrity, sound judgement, attention to detail and a commitment to public service excellence.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: Provide strategic and executive leadership to the Branch: Human Resources Management and Development, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. Lead the development, review and implementation of the Department's human resources strategy, workforce planning frameworks and organisational development initiatives in support of the Department's strategic objectives and service delivery mandate. Provide strategic leadership on human capital management functions, including talent management, recruitment and selection, employment relations, conditions of service, employee wellness, learning and development, collective bargaining and labour relations. Drive organisational transformation, culture change and modernisation initiatives to support the Department's transition into a digital-first organisation, including the implementation of appropriate change management, capability-building and digital enablement programmes. Lead the innovation, optimisation, digitisation and automation of human resource management services, systems and business processes to enhance operational efficiency, governance, accountability and service delivery outcomes. Ensure the effective delivery of human resource management services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, continuous improvement of service delivery outcomes, and the maintenance of sound governance and internal control systems to support clean audit outcomes. Facilitate strategic stakeholder engagement and partnerships with internal business units, organised labour, government institutions and external stakeholders in support of the Department's strategic and operational objectives. Oversee the development, review and implementation of best-

practice human resources policies, frameworks, systems and codes of practice aligned to legislative prescripts, governance standards and organisational priorities. Lead the institutionalisation of the Department's organisational values, ethical standards, compliance culture and people-centred service delivery ethos across the Department.

ENQUIRIES : Ms Proby Reddy at (060) 976 7508) or Ms Sandra Mkhaliphi at (072) 527 6033

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at https://erecruitment.dha.gov.za, or via email to HRrecruitment@dha.gov.za (limited to 2.5MB in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or delivered for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

POST 20/31 : **DEPUTY DIRECTOR-GENERAL: INFORMATION SERVICES REF NO: HRMC 34/26/3**

Branch: Information Services

SALARY : R1 885 710 - R2 124 237 per annum (Level 15), an all-inclusive salary package, structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

CENTRE : Headquarters: Head Office, Pretoria

REQUIREMENTS : A qualification in Information Technology, Computer Science, Computer Engineering, Information and Communication Technology, Information Systems or a relevant field at NQF level 8 as recognised by SAQA. 8 years' experience at a Senior Management level in an Information Communication Technology (ICT) environment. Proven experience in delivering complex ICT solutions, leading digital transformation initiatives, implementing AI-enabled technologies, managing business intelligence capabilities, and overseeing large-scale ICT programmes and projects in a highly demanding operational environment. Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage. Extensive knowledge and understanding of digital transformation and public sector ICT environments, including the Department's Digital Transformation Strategy and Implementation Framework, government service delivery models and digital economy frameworks. Advanced knowledge of ICT governance frameworks, legislation and regulatory prescripts, including CGICT, COBIT, ITIL, the PFMA, POPIA, the SITA Act, as well as governance, risk management and audit processes. Advanced knowledge and experience in enterprise architecture, cloud computing, systems integration platforms, cybersecurity frameworks and standards, digital identity and Public Key Infrastructure (PKI) ecosystems, data governance, analytics and AI technologies. Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks and principles of good corporate governance (King IV). A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services. Skills and competencies: Strong digital leadership capability, including the ability to drive innovation, leverage emerging technologies, and lead large-scale business process and organisational transformation within a digital-first environment, including the modernisation of ICT processes and systems, digital governance controls, and technology-enabled oversight mechanisms. Advanced ICT capability, including enterprise architecture, platform-based operating models, cybersecurity, ICT governance, compliance management, business continuity, knowledge and information management, digital service delivery, advanced computer literacy, and AI-enabled technologies. Strategic leadership and execution capability, including sound decision-making, accountability, commercial acumen, and the ability to lead complex digital transformation

programmes and ICT-enabled organisational change initiatives. Strong programme, project and operational management capability, including digital programme and project delivery, business process analysis and optimisation, planning and organising, financial management, performance management, and the ability to operate effectively under pressure while meeting organisational objectives and deadlines. Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, facilitation, business report writing, influencing, networking, negotiation, and conflict management, with the ability to build and sustain strategic partnerships. Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions. High levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: Provide strategic and executive leadership to the Branch: Information Services, including the effective management of human, financial and physical resources, as well as governance, audit, risk and compliance processes. Drive the Department's Digital Transformation Strategy through the modernisation of legacy ICT environments and the implementation of integrated, secure and citizen-centric digital platforms and online service delivery models. Lead strategic digital programmes and innovations, including the Electronic Travel Authorisation (ETA), Digital Identity and Public Key Infrastructure (PKI), Smart ID and ePassport modernisation, automation initiatives, AI-enabled capabilities, and the expansion of services into digital channels. Provide strategic leadership and expert guidance on Information and Communication Technology (ICT), including ICT strategy, Enterprise Architecture, digital innovation, ICT operations, infrastructure, systems availability, cybersecurity, digital trust and risk management. Lead the establishment and implementation of the Department's Digital Transformation Portfolio and institutionalise innovative, paperless and technology-enabled service delivery capabilities across the Department. Facilitate strategic stakeholder engagement, ecosystem integration and intergovernmental collaboration, including representing the Department at various forums and maintaining partnerships with key stakeholders. Ensure the effective delivery of ICT services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, continuous improvement of service delivery outcomes, and the maintenance of sound governance and internal control systems to support clean audit outcomes. Oversee the development, review and implementation of ICT policies, frameworks, standards, codes of practice and regulatory compliance measures aligned to best practice and government priorities. Ensure the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES : Ms Proby Reddy at (060) 976 7508) or Ms Sandra Mkhaliphi at (072) 527 6033

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at https://erecruitment.dha.gov.za, or via email to ISrecruitment@dha.gov.za (limited to 2.5MB in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or delivered for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

POST 20/32 : **DEPUTY DIRECTOR-GENERAL: COUNTER CORRUPTION AND SECURITY SERVICES REF NO: HRMC 34/26/4**
Branch: Counter Corruption and Security Services

SALARY : R1 885 710 - R2 124 237 per annum (Level 15), an all-inclusive salary package, structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

CENTRE : Headquarters: Head Office, Pretoria

REQUIREMENTS : A qualification in Law / Security Management / Forensic Investigation / Management / Business Management / Public Administration / Public Management or in a related field at NQF level 8 as recognised by SAQA. 8 years' experience at a Senior Management level. Extensive experience in an anti-corruption or security services environment. Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage. Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, government policies, protocols and governance prescripts applicable to security management, intelligence coordination, anti-corruption and related functions. Excellent knowledge of legislation, policies and frameworks governing security, investigations, intelligence and anti-corruption operations, including Intelligence Services legislation, the Criminal Procedure Act, the South African Police Service Act, anti-corruption legislation, and the National Intelligence Framework. Sound knowledge and understanding of governance, fraud prevention, risk management, information security and cybersecurity frameworks, including the Public Service Anti-Corruption Strategy, Fraud Risk Management Framework, Minimum Information Security Standards (MISS), Cybercrimes legislation, the Protection of Personal Information Act (POPIA), State Information Technology governance frameworks, and Digital Government and Digital Identity frameworks. Sound knowledge and understanding of policy development, strategic planning, operational governance, and the alignment of security, intelligence and anti-corruption functions with organisational and sector-specific business requirements. Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV). A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services. Skills and competencies: Strong digital leadership capabilities, including the ability to drive innovation, embrace emerging technologies and lead business process transformation within a digital-first environment; including the modernisation of anti-corruption and security processes and systems, digital governance controls and technology-enabled oversight mechanisms. Strategic leadership and execution capabilities, including decision-making, accountability and the ability to lead security, counter-corruption, governance and organisational transformation initiatives within a highly regulated environment. Advanced security, investigative and governance capabilities, including counter-corruption, fraud risk management, intelligence coordination, investigations oversight, information and physical security management, vetting, compliance and risk management. Strong strategic, analytical and operational management capabilities, including policy development, programme and project management, financial management, governance oversight, planning and organising, problem-solving and the ability to work effectively under pressure and meet organisational targets. Capability to drive digital transformation and modernisation within the security and counter-corruption environment through secure digital systems, information security frameworks and technology-enabled oversight mechanisms. Excellent stakeholder management and interpersonal capabilities, including influencing, networking, negotiation, conflict resolution, communication and engagement with law enforcement agencies, intelligence structures and strategic stakeholders. Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions. High levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: Provide strategic and executive leadership to the Branch: Counter Corruption and Security Services, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. Lead the Department's counter-corruption and security modernisation initiatives through the implementation of digital transformation

programmes, secure systems and technology-enabled oversight mechanisms aligned to departmental priorities and digital transformation objectives. Provide strategic leadership on physical and information security management, including the protection of personnel, assets, information, facilities and critical infrastructure, as well as compliance with the Minimum Information Security Standards (MISS) and related security prescripts. Oversee the investigation and analysis of fraud, corruption, criminal conduct, employee misconduct and other security-related matters, including collaboration with law enforcement and prosecutorial authorities to support successful case resolution and prosecution. Provide strategic leadership on personnel security and vetting services, including security screening, vetting compliance, security clearance processes and stakeholder coordination with relevant security agencies. Lead the development and implementation of counter-corruption prevention, intelligence gathering, fraud risk management and ethics management initiatives, including conducting lifestyle audits, strengthening whistleblower protection mechanisms, chairing the Departmental Ethics Committee, and driving the implementation of the Public Service integrity and ethics management frameworks across the Department. Oversee the development, review and implementation of policies, directives, governance frameworks and codes of practice to ensure regulatory compliance, effective risk management, audit readiness and alignment with departmental and national prescripts. Facilitate strategic stakeholder engagement and partnerships with law enforcement agencies, intelligence structures and key stakeholders in support of the Department's mandate and operational objectives. Ensure the achievement of Branch performance targets, operational efficiency, effective service delivery and the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES : Ms Proby Reddy at (060) 976 7508 or Ms Sandra Mkhaliphi at (072) 527 6033

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at https://erecruitment.dha.gov.za, or via email to ccssrecruitment@dha.gov.za (limited to 2.5MB in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or delivered for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

POST 20/33 : **CHIEF FINANCIAL OFFICER REF NO: HRMC 34/26/5**
Branch: Finance and Supply Chain Management

SALARY : R1 885 710 - R2 124 237 per annum (Level 15), an all-inclusive salary package, structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

CENTRE : Headquarters: Head Office, Pretoria

REQUIREMENTS : A qualification in Accounting, Financial Accounting, Financial Management or in a related field at NQF level 8 as recognised by SAQA. 8 years' experience at a Senior Management level. Extensive experience in a Financial Management environment leading complex financial management functions, including Financial Governance, Audit- and Risk Management practices. Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage. Knowledge of the Constitution of South Africa. Knowledge of Public Service Regulatory Framework. Advanced knowledge and understanding of the Public Finance Management Act (PFMA) and Treasury Regulations, Modified Cash Standards, Auditing Standards and practices, the PPPF Act, and accounting systems, e.g. BAS, PERSAL and LOGIS. Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV). Understanding of all relevant human resources Legislative Framework, Regulations and prescripts. A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements

for the execution of official duties, as well as willingness to travel and work extended hours. Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services. Skills and competencies: Strong digital leadership capabilities, including the ability to drive innovation, embrace emerging technologies and lead business process transformation within a digital-first environment; including the modernisation of financial management processes and systems, digital governance controls and technology-enabled oversight mechanisms. Strategic leadership and execution capabilities, including strategic planning, decision-making, accountability and the ability to lead financial governance within a complex organisational environment. Advanced financial management and governance capabilities, including budgeting, financial planning, expenditure management, supply chain management, revenue management, audit compliance management, financial risk management and the interpretation and implementation of PFMA and Treasury Regulations. Strong analytical and operations management capabilities, including programme and project management, policy development, research, business process optimisation, problem-solving, planning and organising, and the ability to work effectively under pressure and meet organisational targets. Excellent stakeholder management and interpersonal capabilities, including influencing, networking, diplomacy, communication, presentation and business report writing skills, with the ability to engage effectively with executive management, oversight structures and strategic stakeholders. Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions. Strong numerical skills, high levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: Provide strategic and executive leadership to the Finance and Supply Chain Management Branch, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. Lead the modernisation and digital transformation of financial and supply chain management systems, processes and controls in alignment with Departmental priorities and national digital government objectives. Provide strategic leadership and direction to the Department on financial management, budgeting, accounting, expenditure management, revenue management, asset and fleet management, supply chain management and public-private partnership initiatives in accordance with the PFMA and National Treasury Regulations. Lead the Department's financial planning, forecasting and budgeting processes, including medium- and long-term financial strategy development, financial modelling, resource allocation, expenditure oversight and the optimisation of financial performance and sustainability. Provide strategic financial advice and support to the Accounting Officer and Executive Management on financial governance, fiscal planning, strategic investment decisions, financial risks and the financial implications of Departmental initiatives and reforms. Oversee the implementation of robust financial governance frameworks, including internal control systems, audit-readiness strategies, compliance management, financial risk-management practices, and consequence management measures, to achieve and sustain clean audit outcomes and strengthen the Department's financial maturity. Facilitate high-level stakeholder engagement and represent the Department in governance, audit and financial management structures, including leading Audit Committee engagements on behalf of the Department, to promote effective oversight, accountability and organisational performance. Lead the development, review and implementation of financial and supply chain management policies, directives, frameworks and operational standards aligned to national legislation, Treasury prescripts and Departmental priorities. Ensure the achievement of Branch performance targets, operational efficiency, effective service delivery and the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES : Ms Proby Reddy at (060) 976 7508 or Ms Sandra Mkhaliphi at (072) 527 6033

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at https://erecruitment.dha.gov.za, or via email to financerecruitment@dha.gov.za (limited to 2.5MB in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size

of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or delivered for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

ANNEXURE I

INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE

The Independent Police Investigative Directorate (IPID) is an equal opportunity and affirmative action employer. It is our intention to promote representatively in terms of race, gender and disability within the Department through the filling of posts.

APPLICATIONS	:	Independent Police Investigative Directorate) Hand deliver to Ground Floor 473 B Benstra Building, Stanza Bopape Street (Church Street), Arcadia, Pretoria,0002. Recruitment24@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail.
FOR ATTENTION	:	Ms. M Chauke Tel No: (012) 399 0210
CLOSING DATE	:	29 June 2026
NOTE	:	Applicants are not required to submit copies of qualifications and other relevant documents on applications but must submit Z83 and a detailed Curriculum Vitae. Applications quoting the correct reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents . Received applications using the incorrect application form (old Z83) will not be considered. Each application for employment form must be fully completed, signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. A recently updated, comprehensive CV as well as a fully completed and initialled new signed Z83 (Section A, B, C & D are compulsory and section E, F and G are not compulsory if CV it is attached). However, the question related to conditions that prevent re-appointment under Part-F must be answered. Non-RSA Citizens/Permanent Resident Permit Should you be in possession of a foreign qualification; it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) (only when shortlisted). All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend competency assessment using the mandated DPSA SMS competency assessment tools. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Due to the large number of applications we envisage to receive, applications will not be acknowledged, if you have not been contacted within three (3) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Correspondence will be limited to short-listed candidates only. Therefore, only shortlisted candidate for the post will be required to submit the documents on or before the date of the interview. The successful candidate will have to undergo security vetting. His / her character should be beyond reproach. The appointment is subject to security clearance, verification of qualifications and competency assessment (criminal record, citizenship, credit record checks, qualification verification and employment verification). Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event, that the person has been appointed such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security vetting process. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. The successful candidates will be appointed on a probation period of 12 months and will be required to sign a performance agreement. The suitable candidate will be selected with the intention of promoting representivity and achieving affirmative action targets as contemplated in the Department's Employment Equity Plan. The Independent Police Investigative Directorate reserves the right to fill or not fill the bellow-mentioned posts. Invitation to serve on Financial Misconduct Committee for the IPID **ERRATUM**: Kindly note that post of Assistant Director: Financial Accounting with Ref No: Q9/2026/30 advertised on Public Service Vacancy Circular 18 dated 29 May 2026 with a closing date of 12 June 2026, please note that the closing date has been extended to 22 June 2026. Apologies for any inconvenience caused.

OTHER POSTS

POST 20/34	:	**FINANCIAL MISCONDUCT COMMITTEE MEMBER REF NO: Q9/2026/36 (X3 POSTS)** Term of Office: The term of office will be 36 months from the starting date, subject to renewal at the discretion of the Department. Due to nature of committee work, meetings will be held in person unless circumstances require virtual meetings.
SALARY	:	Remuneration shall be in accordance with National Treasury Regulations 3.1.6, read with 20.2.3. Members will be remunerated for preparation, travelling and attendance of meetings.
CENTRE	:	National Office: Pretoria
REQUIREMENTS	:	Applicants for the Financial Misconduct Committee Member must be in possession of a matric plus a postgraduate degree or equivalent qualification as recognized by SAQA, with at least 10 years or experience in the following fields: Accounting, Auditing, Risk Management, Financial Management, Compliance, or Law/Investigation. Attributes: Financial Misconduct Committee applicants must have knowledge of the Public Sector and sound experience in Governance and Risk Management, Auditing, Legal with good understanding of Corporate Governance, Public Finance Management Act and Treasury Regulations, DPSA Guideline on National Departments PFMA Compliance and Reporting Framework. Applicants with extensive knowledge and background in the field of Investigations, as well as qualified as CA/SA), CIA, CISA, CFE, are encouraged to apply.
DUTIES	:	Successful Financial Misconduct Committee applicants will be required to exercise their oversight towards the IPID financial misconduct management through the effective execution of the Financial Misconduct Committee as outlined in the Terms of Reference in line with the PFMA, Treasury Regulations, Public Service Act, IPID Act and the PFMA Compliance and Reporting Framework. Independently investigate allegations of financial misconduct (unauthorized, irregular and fruitless and wasteful expenditure) and make recommendations on appropriate actions. Monitor the progress of disciplinary hearings against transgressors to ensure application of consequence management. The Financial Misconduct Committee will report to the Executive Director to strengthen its oversight responsibilities. The Committee will meet at least four times (4) per annum, with authority to convene additional meetings as circumstances require.
ENQUIRIES	:	Mr. T. Khashane Tel No: (012) 399 0187
POST 20/35	:	**FINANCIAL MISCONDUCT COMMITTEE CHAIRPERSON REF NO: Q9/2026/37 (X1 POST)** Term of Office: The term of office will be 36 months from the starting date, subject to renewal at the discretion of the Department. Due to nature of committee work, meetings will be held in person unless circumstances require virtual meetings.
SALARY	:	Remuneration shall be in accordance with National Treasury Regulations 3.1.6, read with 20.2.3. Chairperson will be remunerated for preparation, traveling and attendance of meetings.
CENTRE	:	National Office: Pretoria
REQUIREMENTS	:	Applicants for the Financial Misconduct Committee Chairperson must be in possession of a matric plus a postgraduate degree or equivalent qualification as recognized by SAQA, with at least 10 years or experience in the following fields: Accounting, Auditing, Risk Management, Financial Management, Compliance, or Law/Investigation. Attributes: Financial Misconduct Committee applicants must have knowledge of the Public Sector and sound experience in Governance and Risk Management, Auditing, Legal with good understanding of Corporate Governance, Public Finance Management Act and Treasury Regulations, DPSA Guideline on National Departments PFMA Compliance and Reporting Framework. Proven track record / membership of the following committees: Audit Committee, Risk Management Committee Ethics Committee and/or relevant Governance Body. Applicants with extensive knowledge and background in the field of Investigations, as well as qualified as CA/SA), CIA, CISA, CFE, are encouraged to apply.
DUTIES	:	Successful Financial Misconduct Committee Chairperson applicants will be required to exercise their oversight towards IPID financial misconduct

management through the effective execution of the Financial Misconduct Committee as outlined in the Terms of Reference in line with the PFMA, Treasury Regulations, Public Service Act, IPID Act and the PFMA Compliance and Reporting Framework. Independently investigate allegations of financial misconduct (unauthorized, irregular and fruitless and wasteful expenditure) and make recommendations on appropriate actions. Monitor the progress of disciplinary hearings against transgressors to ensure application of consequence management. The Financial Misconduct Committee will report to the Executive Director to strengthen its oversight responsibilities. The Committee will meet at least four times (4) per annum, with authority to convene additional meetings as circumstances require.

ENQUIRIES : Mr. T. Khashane Tel No: (012) 399 0187

ANNEXURE J

JUDICIAL INSPECTORATE FOR CORRECTIONAL SERVICES

The Judicial Inspectorate for Correctional Services (JICS) is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of JICS will be taken into consideration. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target. JICS reserves the rights to fill these positions.

APPLICATIONS	:	Applications to be submitted through following link: https://forms.gle/9z2RfEAGoCkMRkuz6 or hand delivered to Block C3, Eco Origins Office Park, Witch-hazel Street, Centurion, 0046.
FOR ATTENTION	:	Human Resources
CLOSING DATE	:	30 June 2026 at 16:00 (walk-in) and 20:00 (online)
NOTE	:	All attachments for online application must include an application form Z83 and CV only, in PDF and as one (1) document or attachment and saved with surname and initials. JPEG (picture/snapshot) applications will not be accepted. Failure to do so will result in your application being disqualified. Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. Received applications using the incorrect application for employment (old Z83) will not be considered. Each post(s) advert must be accompanied by its own application form for employment and must be fully completed, initialled and signed by the applicant as instructed below. Failure to fully complete, initial and sign the Z83 form will lead to disqualification of the application during the selection process. All applications must reach the Judicial Inspectorate for Correctional Services (JICS) on/or before the closing date and time. JICS cannot be held responsible for server delays. Applications submitted in any other way other than the published link or hand delivery will be treated as invalid. All fields of Section A, B, C and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83, it is acceptable for applicants to indicate “refer to CV” or “see attached”. However, the question related to conditions that prevent re-appointment under Part “F” must be answered and the declaration signed. Only an updated comprehensive CV (with detailed previous experience, if any) and a completed and signed new Z83 application form is required. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following the communication from Human Resources and such qualification(s) and other related document(s) will be in line with the requirements of the advert. Non-RSA Citizens/Permanent Resident Permit holders in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualification Authority (SAQA) (only when shortlisted). Applicants who do not comply with the abovementioned instructions/requirements, as well as applications received late will not be considered. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to shortlisted candidates only. All shortlisted candidates shall undertake a pre-entry practical exercise as part of the assessment method to determine the candidate’s suitability based on the posts’ technical and generic requirements. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA). Your information will be used for the sole purpose of this application and will not be shared with third parties without prior consent unless required by law. Due to the large number of responses anticipated, correspondence will be limited to short-listed candidates only. If you have not been contacted within three months of the closing date of the advertisement, please accept that your application has been unsuccessful. The JICS reserves the right not to make any appointment(s) to the below advertised post(s). The successful candidate will be required to enter into an employment contract and a performance agreement. All costs associated with an application will be borne by the applicant. The appointment will be made according to the Public Service Act of 1994. All shortlisted candidates, including the SMS, shall undertake two pre-

entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POST

POST 20/36 : **ASSISTANT DIRECTOR: MANDATORY REPORTING REF NO: JI 32/2026**
Directorate: Legal Services and Compliance Monitoring

SALARY : R487 107 per annum
CENTRE : Centurion
REQUIREMENTS : Applicants must be in possession of a Grade 12/Senior Certificate, BProc / LLB Degree, 5-year relevant working experience in the legal environment of which 3 years must be in a supervisory capacity. Computer literate, analytical skills, problem solving, communication skills, research and reporting writing and presentation skills are essential. In depth knowledge and understanding of the Constitution, Correctional Services Act, PAJA, POPIA, Criminal Procedure Act, Law of Evidence, interpretation of Statute and other legal framework governing the correctional environment and public service. Proficiency in English and at least one other official language. Ability to write analytically. Valid driver's license is essential and willingness to travel. Admission as an attorney or advocate will be an added advantage.
DUTIES : The successful candidate will be responsible to oversee that all mandatory reporting as per legislation are met by the Department of Correctional Services. Monitor, enquire and evaluate reports received on all inmates in terms of section 95D of the Correctional Services Act. Develop strategies/ policies (SOP) and systems of dealing with mandatory reports and record keeping. Write reports and make recommendations on systemic problems and practices, ensuring a good administration of mandatory reports by DCS. Train and educate staff on dealing with mandatory matters. Report on all activities of the unit to the Deputy Director Complaints and Mandatory Reporting. Manage, coordinate and foster relationships with external stakeholders. Supervise senior case officers and clerks in the unit and handle other tasks as directed by the Deputy Director or the Director.
ENQUIRIES : Mr R Mohlaba Tel No: (012) 321 0303

ANNEXURE K

DEPARTMENT OF LAND REFORM AND RURAL DEVELOPMENT

CLOSING DATE : 29 June 2026 at 16:00

NOTE : To apply, submit a completed Z83 form and detailed Curriculum Vitae (PDF document to a maximum of 10 megabytes) via e-mail or hand delivery. The Department will not be held responsible for server delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) where necessary and service certificates to support senior management experience to Human Resources before the interviews, including South African Qualifications Authority (SAQA) evaluation reports for foreign qualifications. Failure to comply will result in disqualification. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. Shortlisted applicants for the advertised vacancies will undergo two pre-entry assessments: a practical assessment and an integrity assessment, both of which form part of the selection criteria after the interview, the selection committee will recommend candidates for a generic management competency assessment, as per the Department of Public Service and Administration (DPSA) directives. The assessment will evaluate candidates' managerial competencies using standardised tools. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Applications submitted via email will be acknowledged via an automated response. Applications received manually will not be acknowledged due to high volumes of applications received. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DLRRD is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

MANAGEMENT ECHELON

POST 20/37 : **CHIEF DIRECTOR: PROVINCIAL COORDINATION REF NO: 3/1/1/1/2026/57**
Chief Directorate: Provincial Coordination

SALARY : R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Gauteng (Pretoria)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public

Administration / Public Management / Business Administration (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level in the relevant environment. Job related knowledge: Planning, resource allocation and performance management of department-wide outcomes. Develop and implement consistent corporate performance monitoring to focus on the delivery of Provincial Shared Service outcomes. Initiate and coordinate the implementation of strategic corporate projects to improve Provincial Shared Service Centre's ability to meet strategic outcomes and exercise appropriate discretion to achieve service delivery objectives and required outcomes. Develop and implement a Corporate Governance Framework and corporate activity process including planning, monitoring and reporting and ensuring that strategic priorities are assessed for risk and value through the application of governance principles and processes. Maintain, develop and implement a Corporate Governance Framework (CGF) to ensure high standards of accountability and the effective delivery of the department's objectives and community value. Job related skills: Financial management. Communication (verbal and written). Interpersonal relations and conflict management. Business management and development. Leadership qualities. Facilitation and presentation. Computer literacy. Problem solving. Analytical. A valid driver's licence and willingness to travel.

DUTIES : Oversee corporate governance, and performance management of outcomes of the Provincial Offices (PSSCS) through the Implementation of efficient Corporate Governance Frameworks. Provide strategic advice to the Deputy Director- General: Provincial Operations on all matters pertaining to coordination and management of Provincial Shared Services. Oversee the compilation of status report in terms of Provincial Shared Services Centres performance progress. Contribute to short, medium and long-term business planning, analysing the external environment and identifying opportunities that will support the overall business direction of the Provincial Shared Service Centres. Manage interface between the Provincial Shared Service Chief Directors and Deputy Director-General: Provincial Operations. Provide guidance and leadership in the implementation of decisions / directives from the Deputy Director-General to the Chief Director: Provincial Shared Service Centre. Manage and oversee the development of standardised integrated provincial operational plans and ensure the co-ordination of accurate reporting on outcomes and provincial performance. Ensure the development of standardised performance indicators for Provincial Shared Services Centres. Contribute to the corporate management of the Provincial Shared Services Centres including the development of the targets / objectives. Provide co-ordination support to branches in relation tom service delivery at Provincial Shared Services Centres. Ensure coordination and integration of delivery of the departmental programs. Coordinate the drafting of annual integrated operational plans to facilitate integrated delivery of the departmental programs at Provincial Shared Services Centre level. Ensure that designated duties are executed at all times in accordance with corporate policies and procedures. Oversee the implementation of provincial support services and develop service improvement plans and implement a service improvement programme in support of the Provincial Shared Service Centres operational planning objectives. Manage research on corporate support services to improve service delivery at the Provincial Shared Service Centres. Oversee the development and maintain performance dashboard. Oversee the development and maintenance of performance dashboard for the Provincial Shared Services Centres, ensure regular performance monitoring.

ENQUIRIES : Ms B Letompa Tel No: (012) 312 8112

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post57@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/38 : **CHIEF DIRECTOR: PROVINCIAL OFFICE REF NO: 3/1/1/1/2026/59**
Chief Directorate: Provincial Office

SALARY : R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE	:	Limpopo (Polokwane)
REQUIREMENTS	:	Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Public Management / Business Administration / Management (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Proven experience in Project Management. Job related knowledge: Ability to implement an outcome-based performance approach. Ability to coordinate the Provincial Office functions to achieve departmental objectives. Ability to initiate and coordinate the implementation of strategic DLRRD development projects to improve service delivery. Ability to develop and implement governance framework and ensure Provincial Office function effectively and efficiently. Ability to develop and implement corporate performance monitor programme. Ability to think conceptually when analysing data and designing concepts to modify and improve implementation of corporate policies, procedures and processes. Job related skills: Good monitoring and evaluation. Good problem-solving. Skills to design and implement change management programmes. Ensure good customer care. A valid driver's licence. Willingness to travel. Ability to interact at all levels within both management and Intergovernmental relations (IGR) context.
DUTIES	:	Manage, oversee and monitor the implementation of departmental services and programmes at provincial and district level. Coordinate the provision of land acquisition services. Coordinate land development support. Provide property management services. Coordinate implementation of land tenure and land rights programmes. Provide spatial planning and land use management services at provincial level. Manage and oversee the production and submission of programmes and projects reports. Facilitate the implementation of national development support initiatives. Facilitate the implementation of strategic land acquisition initiatives. Facilitate the implementation of property management initiatives. Facilitate the implementation of tenure reform initiatives. Render corporate and financial support services. Provide project management services. Collate and provide project data to the office of the Chief Director: Provincial Office. Direct and oversee the maintenance of response handling systems to facilitate requests and queries from DLRRD Head Office and external stakeholders. Facilitate the integration of planning, resource allocation and performance management of outcomes of the Provincial Office through the Corporate Governance Framework. Lead the development and implementation of consistent corporate performance monitoring and evaluation to focus on the delivery of Provincial Office annual performance outcomes. Ensure robust governance, effective decision making, value for money and appropriate benefits are achieved through corporate activity, policy and strategy frameworks. Provide assistance with the initiation, management coordination and the implementation of strategic corporate projects. Establish and maintain internal and external networks to monitor trends and best practice in corporate governance. Manage and oversee the rendering of financial, supply chain and corporate support services in the Provincial Office. Oversee human resource administration support. Oversee safety and security services within the province. Manage records information. Oversee information technology support services. Oversee communication and events management services. Monitor and mainstreaming of gender and transformation initiatives in development programme. Advise, liaise and coordinate with district corporate services on issues that may arise. Provide financial support services. Provide supply chain, facilities and office administration services. Liaise and interact with relevant stakeholders in the province. Oversee and provide support in community participation, community planning, corporate and operational planning, program performance reporting, corporate project, policy, strategy and infrastructure development and implementation and corporate governance development and implementation. Ensure provincial compliance through management of information, risk and audit. Monitor and track all departmental programmes and projects initiatives.
ENQUIRIES	:	Ms DT. Machoga Tel No: (015) 495 1955
APPLICATIONS	:	Applications can be submitted by hand delivery during office hours to: 61 Biccard street, Polokwane, 0700 or by email to Post59@dlrrd.gov.za
NOTE	:	EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/39	:	**CHIEF DIRECTOR: LAND RESTITUTION SUPPORT REF NO: 3/1/1/1/2026/62** Chief Directorate: Land Restitution Support
SALARY	:	R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
CENTRE	:	North West (Mmabatho)
REQUIREMENTS	:	Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Development Studies / Law or relevant equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Job related knowledge: Project management. Programme management. Strategic capability and planning. Budgeting. Expenditure reporting. Monitoring and evaluation. Human resources management. Financial management. Supply chain management. Job related skills: Networking. Project and programme management. Team management. Interpersonal relations and conflict management. Budget forecasting. Computer literacy. Problem solving and decision-making. Time management. Business. Communication (verbal and written). Organisation. A valid driver's licence. Willingness to travel.
DUTIES	:	Ensure the investigation and implementation with regard to restitution of land rights (pre-settlement). Coordinate research reports in terms of rule 3 and rule 5. Ensure valuations are undertaken. Lead and manage negotiations linked to settlement models. Ensure legal compliance. Develop submissions in terms of Section 42D of Restitution Act. Ensure efficient risk management and implementation of financial controls and manage financial and corporate administrative services. Provide input to the regional risk register. Manage the province specific risks. Ensure adherence to financial controls. Lead the research in respect of special projects such as expropriations and manage financial and corporate administrative services. Research special projects. Ensure compliance to Section 42E. Provide inputs with regards to the drafting of legal documents in respect of the Restitution Act, regulations and policies of the Commission and ensure compliance. Manage the provincial specific litigation. Ensure effective compliance are adhered to. Ensure restitution projects are included in municipalities independent development programmes and align priorities and financial resources. Participate in provincial and municipal Intergovernmental Relations (IGR) structures. Provide input to municipal and provincial development planning and programmes. Ensure that the Rural Economy Transformation Model (RETM) and / or relevant sector strategies are factored in all settlements. Coordinate settlement negotiations and packages linked to the RETM.
ENQUIRIES	:	Ms L Moruwe Tel No: (012) 407 4149
APPLICATIONS	:	Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post62@dlrrd.gov.za
NOTE	:	EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
POST 20/40	:	**CHIEF DIRECTOR: LAND RESTITUTION SUPPORT REF NO: 3/1/1/1/2026/63** Chief Directorate: Land Restitution Support
SALARY	:	R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
CENTRE	:	KwaZulu Natal (Pietermaritzburg)
REQUIREMENTS	:	Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Development Studies / Law or relevant equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Job related knowledge: Project management. Programme management. Strategic capability and planning. Budgeting. Expenditure reporting. Monitoring and evaluation. Human resources management. Financial management. Supply chain management. Job related skills:

Networking. Project and programme management. Team management. Interpersonal relations and conflict management. Budget forecasting. Computer literacy. Problem solving and decision-making. Time management. Business. Communication (verbal and written). Organisation. A valid driver's licence. Willingness to travel.

DUTIES : Ensure the investigation and implementation with regard to restitution of land rights (pre-settlement). Coordinate research reports in terms of rule 3 and rule 5. Ensure valuations are undertaken. Lead and manage negotiations linked to settlement models. Ensure legal compliance. Develop submissions in terms of Section 42D of Restitution Act. Ensure efficient risk management and implementation of financial controls and manage financial and corporate administrative services. Provide input to the regional risk register. Manage the province specific risks. Ensure adherence to financial controls. Lead the research in respect of special projects such as expropriations and manage financial and corporate administrative services. Research special projects. Ensure compliance to Section 42E. Provide inputs with regards to the drafting of legal documents in respect of the Restitution Act, regulations and policies of the Commission and ensure compliance. Manage the provincial specific litigation. Ensure effective compliance are adhered to. Ensure restitution projects are included in municipalities independent development programmes and align priorities and financial resources. Participate in provincial and municipal Intergovernmental Relations (IGR) structures. Provide input to municipal and provincial development planning and programmes. Ensure that the Rural Economy Transformation Model (RETM) and / or relevant sector strategies are factored in all settlements. Coordinate settlement negotiations and packages linked to the RETM.

ENQUIRIES : Ms L Moruwe Tel No: (012) 407 4149

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post63@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/41 : **DIRECTOR: FINANCIAL AND SUPPLY CHAIN MANAGEMENT REF NO: 3/1/1/1/2026/60**
Directorate: Financial and Supply Chain Management Services

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Limpopo (Polokwane)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Cost Management Accounting / Financial Management / Accounting / Public Finance / Auditing / Supply Chain Management / Logistics Management / Purchasing Management / Management (Logistics / Supply Chain Management) (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in the relevant environment. Job related knowledge: Extensive knowledge of Generally Accepted Accounting Principles, Treasury Regulations Generally Reviewed Accounting Principles. Job related skills: Coaching and Mentoring (though leadership). Prepare and deliver presentations. Analytical thinking. Adaptability and Flexibility. Customer service. Initiative. Innovation and creativity. Process improvement. Communication (verbal and written). Project management. Computer literate. Willingness to travel. A valid driver's licence.

DUTIES : Ensure compliance to financial management standards by adhering to policies and guidelines. Ensure compliance with Public Finance Management Act, Treasury Regulations and other related legislation and instructions. Ensure implementation of policies, systems, procedures, and processes to ensure sound financial management. Oversee financial support services within the provincial shared service centres. Manage financial accounting processes. Manage the departmental budget. Manage salaries and payroll. Maintenance of finance systems. Oversee supply chain, facilities and office administration. Manage the demand management plan and acquisition of goods, services and assets. Provide logistics, travel and transport services. Provide assets and facilities management. Oversee financial management support services.

Provide internal control and reporting services. Develop and maintain budget and reporting. Provide payment services. Provide asset revenue management. Provide lease revenue management.

ENQUIRIES : Ms DT. Machoga Tel No: (015) 495 1955

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 61 Biccard street, Polokwane, 0700 or by email to Post60@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/42 : **DIRECTOR: FINANCIAL AND SUPPLY CHAIN MANAGEMENT REF NO: 3/1/1/1/2026/61**
Directorate: Financial and Supply Chain Management Services

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Eastern Cape (East London)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Cost Management Accounting / Financial Management / Accounting / Public Finance / Auditing / Supply Chain Management / Logistics Management / Purchasing Management / Management (Logistics / Supply Chain Management) (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in the relevant environment. Job related knowledge: Extensive knowledge of Generally Accepted Accounting Principles, Treasury Regulations Generally Reviewed Accounting Principles. Job related skills: Coaching and Mentoring (though leadership). Prepare and deliver presentations. Analytical thinking. Adaptability and Flexibility. Customer service. Initiative. Innovation and creativity. Process improvement. Communication (verbal and written). Project management. Computer literate. Willingness to travel. A valid driver's licence.

DUTIES : Ensure compliance to financial management standards by adhering to policies and guidelines. Ensure compliance with Public Finance Management Act, Treasury Regulations and other related legislation and instructions. Ensure implementation of policies, systems, procedures, and processes to ensure sound financial management. Oversee financial support services within the provincial shared service centres. Manage financial accounting processes. Manage the departmental budget. Manage salaries and payroll. Maintenance of finance systems. Oversee supply chain, facilities and office administration. Manage the demand management plan and acquisition of goods, services and assets. Provide logistics, travel and transport services. Provide assets and facilities management. Oversee financial management support services. Provide internal control and reporting services. Develop and maintain budget and reporting. Provide payment services. Provide asset revenue management. Provide lease revenue management.

ENQUIRIES : Ms A van Vuuren Tel No: (043) 701 8127 or Ms A Kili Tel No: (043) 701 8186

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: Ocean Terrace, Block H, corner of Coutts and Moore Street, Quigney, East London or by email to Post61@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/43 : **DIRECTOR: QUALITY ASSURANCE AND ADMINISTRATION REF NO: 3/1/1/1/2026/64**
Directorate: Quality Assurance and Administration

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Eastern Cape (East London)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Public Administration / Business Management / Management / Commerce / Accounting / Finance / Internal Audit (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in Quality Assurance

/ Finance / Internal Audit / Public Administration and management environment. Job related knowledge: Knowledge of Restitution process. Financial management processes and procedures. Supply chain management processes and procedures. Human resources management. Risk management and its relevant legislations. Government budget processes. Job related skills: Proven managerial, supervisory and project management. Good planning, organising and problem-solving. Good communication (verbal and written). Computer literacy (Microsoft Office). A valid driver's licence.

DUTIES : Provide quality assurance of submissions on land claims with regard to content, completeness, accuracy by setting and implementing standards as well as reviewing files. Check policy and financial compliance for settlement of claims and finalisation thereof as per the Annual Performance Plan (APP) and Operational Plan. Conduct quality assurance on all operation submissions for approval i.e. research, verifications, valuations, offers, declarations, Section 42Ds and Section 26. Implement project management methodology for the management of land claims. Ensure effective and efficient risk management and implementation of internal legal and financial control. Ensure compliance to existing financial delegations. Regular review and implementation of existing control systems. Respond to requests for information (RFIs) and audit findings. Manage audit and risk issues. Ensure implementation of audit action plan. Ensure project on land claims are coordinated and settled in terms of Restitution Act, Public Finance Management Act (PFMA) and other applicable legislation and prescripts. Ensure effective and efficient management of allocated resources in order to prevent unauthorised, irregular, and fruitless expenditure. Coordinate the procurement function between Restitution Office and Shared Services Centre supply chain management. Ensure sound financial management in line with applicable policies and prescripts. Monitor and drive spending of the allocated budget. Ensure sound records and information management. Ensure proper control measures are in place regarding approval and authorisation of funds. Ensure compliance with all applicable legislations and departmental policies i.e. PFMA, Treasury regulations. Advice and assist the office on all issues of compliance regarding policy and legislation. Provide financial and operational plan reports. Coordinate preparations and submissions of quality assured reports as per APP and Operational Plan. Consolidate and compile the reports for management meetings.

ENQUIRIES : Mr Z Memela Tel No: (043) 700 6005

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post64@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/44 : **DIRECTOR: QUALITY ASSURANCE AND ADMINISTRATION REF NO: 3/1/1/1/2026/65**
Directorate: Quality Assurance and Administration

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Northern Cape (Kimberley)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Public Administration / Business Management / Management / Commerce / Accounting / Finance / Internal Audit (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in Quality Assurance / Finance / Internal Audit / Public Administration and management environment. Job related knowledge: Knowledge of Restitution process. Financial management processes and procedures. Supply chain management processes and procedures. Human resources management. Risk management and its relevant legislations. Government budget processes. Job related skills: Proven managerial, supervisory and project management. Good planning, organising and problem-solving. Good communication (verbal and written). Computer literacy (Microsoft Office). A valid driver's licence.

DUTIES : Provide quality assurance of submissions on land claims with regard to content, completeness, accuracy by setting and implementing standards as

well as reviewing files. Check policy and financial compliance for settlement of claims and finalisation thereof as per the Annual Performance Plan (APP) and Operational Plan. Conduct quality assurance on all operation submissions for approval i.e. research, verifications, valuations, offers, declarations, Section 42Ds and Section 26. Implement project management methodology for the management of land claims. Ensure effective and efficient risk management and implementation of internal legal and financial control. Ensure compliance to existing financial delegations. Regular review and implementation of existing control systems. Respond to requests for information (RFIs) and audit findings. Manage audit and risk issues. Ensure implementation of audit action plan. Ensure project on land claims are coordinated and settled in terms of Restitution Act, Public Finance Management Act (PFMA) and other applicable legislation and prescripts. Ensure effective and efficient management of allocated resources in order to prevent unauthorised, irregular, and fruitless expenditure. Coordinate the procurement function between Restitution Office and Shared Services Centre supply chain management. Ensure sound financial management in line with applicable policies and prescripts. Monitor and drive spending of the allocated budget. Ensure sound records and information management. Ensure proper control measures are in place regarding approval and authorisation of funds. Ensure compliance with all applicable legislations and departmental policies i.e. PFMA, Treasury regulations. Advice and assist the office on all issues of compliance regarding policy and legislation. Provide financial and operational plan reports. Coordinate preparations and submissions of quality assured reports as per APP and Operational Plan. Consolidate and compile the reports for management meetings.

ENQUIRIES : Dr M Du Toit Tel No: (053) 831 6501

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post65@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/45 : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/1/2026/66**
Directorate: Operational Management

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Eastern Cape (East London)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.

DUTIES : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate

the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations, communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and reviewal of restitution legislation and policies. Provide support to the legal unit and implementation of legislation.

ENQUIRIES : Mr SR Rasalanavho Tel No: (012) 407 4453

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post66@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/46 : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/1/2026/67**
Directorate: Operational Management

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Western Cape (Cape Town)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.

DUTIES : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations,

communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and reviewal of restitution legislation and policies. Provide support to the legal unit and implementation of legislation.

ENQUIRIES : Mr SR Rasalanavho Tel No: (012) 407 4453

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post67@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/47 : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/1/2026/68**
Directorate: Operational Management

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : Northern Cape (Kimberley)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.

DUTIES : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations, communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and reviewal of restitution

legislation and policies. Provide support to the legal unit and implementation of legislation.

ENQUIRIES : Mr SR Rasalanavho Tel No: (012) 407 4453
APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post68@dlrrd.gov.za
NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

OTHER POSTS

POST 20/48 : **SENIOR SUPPLY CHAIN PRACTITIONER: ASSET MANAGEMENT REF NO: 3/1/1/1/2026/58**
Directorate: Logistics and Asset Management

SALARY : R413 001 per annum (Level 08)
CENTRE : Gauteng (Pretoria)
REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a National Diploma in Financial Accounting / Commerce / Public Administration (Management) or related equivalent qualification. Minimum of 2 years working experience in asset management. Job related knowledge: Public Finance Management Act, Treasury Regulations, Preferential Procurement Policy Framework Act (PPPFA), Departmental Supply Chain Management Procedures and Policy, Asset management prescripts and Procedures. Job related skills: Computer literacy. Interpersonal relations and conflict management. General administration. Communication (verbal and written). Supervisory responsibility. A valid driver's licence. Teamwork.
DUTIES : Ensure effective management of asset additions. Ensure capturing newly procured assets. Physical barcode movable assets. Ensure that the acceptance form is duly completed and signed. Maintain an asset addition file with supporting documents. Ensure effective management of Asset Disposal Process. Identify and compile list of redundant, obsolete and damaged assets for disposal. Obtain approval through Disposal Committees. Facilitate the disposal of assets according to the recommendations of the Disposal Committee. Ensure that the asset register (BAUD) is updated for all assets approved by the Disposal Committee. Maintain a disposal file with supporting documents. Maintain a register for all lost assets supported by the relevant supporting documents. Compile and submit the asset disposal closeout report. Ensure effective management of the reconciliation between the asset register (BAUD) and expenditure (BAS). Extract BAS reports. Request payment batches from the province. Match the register for assets purchased against the payment batches. Compile and submit reconciliation report. Ensure effective management of the asset verification process. Draft the asset verification plan / Schedule. Perform asset verification and reconcile the physical count with the asset register. Investigate discrepancies detected after reconciliation and perform spot checks. Updating asset verification information and records. Compile the asset verification reporting. Ensure effective management of the BAUD System. User creations password reset. User terminations. Change user access rights Perform backups of asset register. System optimization and functionality.
ENQUIRIES : Mr S Mzamo Tel No: (012) 312 8206
APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post58@dlrrd.gov.za
NOTE : EE Targets: Coloured, Indian and White Males and Coloured, Indian and White Females and Persons with Disabilities.

POST 20/49 : **RECEPTIONIST / TELECOM OPERATOR REF NO: 3/1/1/1/2026/69**
Directorate: District Office

SALARY : R237 453 per annum (Level 05)
CENTRE : Northern Cape (ZF Mgcawu / Pixley Ka Seme District)
REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate. Job related knowledge: Computer literacy particularly Microsoft Excel. Job related skills: Excellent communication (verbal and written) and interpersonal relations. Good organisational and People. Telephone etiquette. Ability to communicate well with people at different levels and from different

backgrounds. Highly reliable. Ability to act with tact and discretion. Good grooming and presentation. Proficiency in at least 2 of the official languages in relevant province.

DUTIES : Facilitate telephonic and related administration. Keep and maintain incoming and outgoing documents register of the component. Attend to incoming telephone calls. Screen and forward calls. Receive telephone messages. Record telephone messages. Develop and maintain a database of contact numbers for officials. Administrate attendance register. Administrate telephone account. Facilitate switch board operation services. Receive requests from users by email. Arrange the new / movement / swap / block / unblocking of extensions. Programme the system for new / movement / swap / block / unblocking the system. Test the line after programming. Inform the user. Attend to clients with queries and provide information. Provide information to the clients and answer all general enquiries. Facilitate boardroom bookings. Manage and update calendar for boardroom bookings.

ENQUIRIES : Mr D Leberegane Tel No: (053) 830 4060

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: Magistrate Court Building, 6th floor, Knight Street, Corner of Stead Street, Kimberley, 8300 or by email to Post69@dlrrd.gov.za

NOTE : EE Targets: African, Coloured, Indian and White Males and African, Coloured, Indian and White Females and Persons with Disabilities.

ANNEXURE L

OFFICE OF THE CHIEF JUSTICE

The Office of the Chief Justice is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1)(i) of the Constitution of South Africa, 1996, the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act55) of 1998) and the relevant Human Resources policies of the Department will be taken into consideration and preference will be given to Women, Persons with Disabilities and youth.

APPLICATIONS	:	**National Office (Midrand):** Quoting the relevant reference number, direct your application to: The Director: Human Resources, Office of the Chief Justice, Private Bag X10, Marshalltown, 2107 or hand deliver applications to the Office of the Chief Justice, Human Resource Management, 188, 14th Road, Noordwyk, Midrand, 1685. **KwaZulu Natal/Pietermaritzburg/Durban:** Quoting the relevant reference number, direct your application to: The Provincial Head: Office of the Chief Justice, Private Bag X54314, Durban, 4000. Application can also be hand delivered to Office of the Chief Justice Durban High Court, Human Resource Office, Ground Floor, Corner Somsteu Road and Stalwart Simelane Street, Durban, 4000
CLOSING DATE	:	29 June 2026
NOTE	:	All applications must be submitted on a New Z83 form, which can be downloaded on internet at www.judiciary.org.za / www.dpsa.gov.za/dpsa2g/vacancies.asp or obtainable from any Public Service Department and should be accompanied by a recent comprehensive CV only; contactable referees (telephone numbers and email addresses must be indicated). Please send your documents in a PDF and put them in one folder. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Applicants could be required to provide consent for access to their social media accounts. Prior to appointment for SMS, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Each application form must be fully completed, duly signed and initialed on both pages by the applicant. The application must indicate the correct job title, the office where the position is advertised and the reference number as stated in the advert. Failure by the applicant to complete, sign and initial the application form will lead to disqualification of the application during the selection process. Applications on the old Z83 will unfortunately not be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Failure to submit all the requested documents will result in the application not

being considered during the selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointment. The Office the Chief Justice complies with the provisions of the Protection of Personal Information Act (POPIA); Act No. 4 of 2013. We will use your personal information provided to us for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for. In the event that your application was unsuccessful, the Office of the Chief Justice will retain your personal information for internal audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide requested information will render your application null and void. The Office of the Chief Justice will safeguard the security and confidentiality of all information you shared during the recruitment process.

OTHER POSTS

POST 20/50 : **DEPUTY DIRECTOR: ADMINISTRATION AND GOVERNANCE SUPPORT SERVICES REF NO: 2026/42/OCJ**

SALARY : R932 292 - R1 098 195 per annum (Level 11), all-inclusive package. consisting of 70%/ 75% basic salary and 30%/25% flexible portion that may be structured in terms of the applicable rules. The successful candidate will be required to sign a performance agreement.

CENTRE : National Office: Midrand

REQUIREMENTS : Applicants should be in possession of a National Diploma/ Bachelor's Degree or Advanced Diploma in Political Science/ Public Management and Governance/ Legal/ Public Administration or relevant qualification at NQF level 6/7, Minimum of 5 years' experience of which 3 years should be at ASD/Junior management level in parliamentary and governance environment, A driver's license. An LLB will serve added as an advantage. All shortlisted candidates shall undertake a pre-entry practical exercise as part of the assessment method to determine the candidate's suitability based on the post's technical and generic requirements Knowledge and skills: Knowledge of the Constitution of the Republic, extensive knowledge and experience in Parliamentary operations, knowledge of Legislative Framework, Medium Term Strategic Framework (MTSF), understanding of Treasury and PFMA Regulations, Government legislation, Monitoring and evaluation methods, Legislative drafting and National Development Plan, knowledge of government systems and structures, knowledge of relevant legislations and prescripts, computer Literacy, problem solving skills, verbal and written communication skills, analytical skills, interpersonal skills, negotiation skills, people and diversity management skills, strategic and analytical skills. sound financial management skills, report writing skills, presentation skills, research skills, project management skills, ability to work with diverse people, ability to interpret and apply policy.

DUTIES : Ensure administrative support to the Secretary General pertaining to committee programme: Serve as a central point of contact between OCJ Leadership, Ministry and Parliament, ensuring compliance with protocols and Parliamentary Committees programme: Tracking parliamentary debates, committee meetings and parliamentary questions related to OCJ and the Judiciary: Analyse questions, co-oordinate, draft and facilitate responses to Parliamentary questions posed to the Minister or Department ensuring the responses are timeously submitted and comply with parliamentary standards: Prepare briefings, presentation and reports (in consultation with relevant Units) for Parliamentary Committee meetings: Coordinate the attendance of parliamentary meetings, events and debates, Secretariat support to all OCJ Governance Structures and when required with ad-hoc management projects, Conduct research on governance best practices to ensure alignment and the highest standard of professionalism: Advise management on parliamentary procedures, policy matters and the implications of the legislative developments: Provide and maintain record management systems with respect to parliamentary questions, reports emanating from the engagements with parliamentary committees, policies and procedures: Manage the Sub Directorate to ensure good governance practises and compliance with relevant legislation and policies: Management of performance and development and undertake Human Resource and other related administrative functions.

ENQUIRIES	:	Technical Related Enquiries: Ms S Mpheshwa Tel No: (010) 493 2535 HR Related Enquiries: Mr K Mphela Tel No: (010) 493 2527
APPLICATIONS	:	Applications can be sent via email to 2026/42/OCJ@judiciary.org.za
NOTE	:	The Organisation will give preference to candidates in line with the Employment Equity goals.
POST 20/51	:	**JUDGE'S SECRETARY REF NO: 2026/45/OCJ** Re-advertisement, applicants who previously applied are encouraged to re-apply
SALARY	:	R338 106 – R398 277 per annum (Level 07). The successful candidate will be required to sign a performance agreement.
CENTRE		KwaZulu Natal Division of The High Court: Pietermaritzburg
REQUIREMENTS	:	Applicants should be in possession of an LLB Degree or a minimum of 20 modules completed towards an LLB, BA / BCom Law degree. A minimum of one (1) year secretarial experience. A valid driver's license will serve as an added advantage. All shortlisted candidates shall undertake a pre-entry practical exercise as part of the assessment method to determine the candidate's suitability based on the post's technical and generic requirements. Skills and competencies: Good communication skills (verbal and written), administration and organisational skills, exceptional interpersonal skills, ability to meet strict deadlines and to work under pressure, attention to detail, customer service skills and excellent typing skills including Dictaphone typing, confidentiality and time management, computer literacy (MS Word) and research capabilities.
DUTIES	:	Render Secretarial support to the Judiciary, diarise the appointments and meetings of the Judge, type and file the judgments, ensure the judgments that are handed down (delivered), signed draft orders granted in court or virtually are sent to the Typist for scanning, upload unto Case-lines/Court-Online and the Library, ensure that all visitors are received, screened and their queries are attended to, record all incoming and outgoing documents, order and collect stationery for the Judge, provide support functions to Civil, Criminal and review matters/courts and case allocations in chambers, collect the files before the commencement of a Criminal matter from the Registrar's office at the Criminal section keep update the register of reviews and sign on receipt to return the reviews to the Clerk, ensure that the register/template of the reserved judgement is updated and notify the Statistics Officer and the office of the Judge President when judgment has been handed down, ensure that the transcribed judgements from transcribers reach the Judges for approval and signature. Prepare court rolls for Opposed Motion and Urgent Court and distribute to stakeholders, ensure that the Heads of Arguments from various stakeholders are available to the Judge as per the filing that was done, provide support functions to civil / criminal courts. Administer the correct Oath ID or declaration in court, when required, ensure that the bench book of the Judge is prepared and files are taken by Ushers to Court before the commencement of the proceedings, ensure that all stakeholders involved are present in court before commencement of proceedings, ensure that all cases are called on record as per the court roll by means of calling the case number and the parties' names, before a Judge can allow parties to start with their matters, ensure that in the Criminal Court exhibits are handled, controlled and noted professionally, provide general administrative support to the Judiciary, ensure that all the travel, accommodation arrangements are in order and attend to sign the documents for approval, ensure that the Judge's logbook is submitted on or before the 5th of every month to the Transport Officer, ensure that the car is booked for either maintenance and service, receive the pre-authorisation for the Judge's vehicle, remind Judge of the invoices so that the submission of the S&T claims can be processed, ensure the submissions of Cell phone and 3G data claims for process purposes, ensure that all updates on the loose leafs in the Judges library are attended to.
ENQUIRIES	:	Technical Related Enquiries: Mr MN Zondi Tel No: (033) 345 8211 HR Related Enquiries: Ms SZ Mvuyana Tel No: (031) 4931723
APPLICATIONS	:	Applications can be sent via email to 2026/45/OCJ@judiciary.org.za
NOTE	:	The Organisation will give preference to candidates in line with the Employment Equity goals.

POST 20/52	:	**SECURITY SUPERVISOR REF NO: 2026/46/OCJ**
SALARY	:	R237 453 – R279 708 per annum (Level 05). The successful candidate will be required to sign a performance agreement.
CENTRE	:	KwaZulu Natal Local Division of The High Court: Durban
REQUIREMENTS	:	Applicants should be in possession of Grade 12. Grade B PSIRA certificate, a minimum of three (03) years Security related experience and a valid driver's license will serve as an added advantage. All shortlisted candidates shall undertake a pre-entry practical exercise as part of the assessment method to determine the candidate's suitability based on the post's technical and generic requirements. Knowledge and skills: Knowledge of the access control procedures for the control and movement of equipment and stores, prescribed security procedures (e.g., MIS, NISA, Protection of Information Act, etc.) and the authority of security officers under these documents. knowledge of the relevant emergency procedures. Security Policy and Procedures. Access to Public Premises and Vehicle Act. OHS Act, 85 of 1993. computer literacy (MS Office), Communication (verbal & written), supervisory, problem solving skills, decision making skills, good interpersonal relations, listening skills and planning and organising skills.
DUTIES	:	Authorise the equipments, documents and stores into or out of the building or premises, inspect and report all none functioning of security measures (e.g. X-Ray machines, walk-through metal detectors, security lights, CCTV, Biometrics, etc.). check incidents/occurrence books/registers, monitor and provide support in case of emergencies, monitor outcomes and institute the necessary corrective measures to address deviations from norms and standards, monitor access control to prevent unauthorised entry in buildings and other premises, identify risks and threats to the security of the department, provide information regarding incidents to investigating officers, conduct preliminary incident investigations and submit reports, report faulty equipment/systems, ensure systems are functioning optimally through scheduled services, monitor and respond to alarm system, supervise all control room activities. report all incidents and any identified non-compliance relating to security prescripts, review of footages upon request through proper procedure, update all registers for the incidents observed, determine rosters, shift schedules and overtime, control leave and related personnel matters in line with HR procedures and prescripts, administer key control system, monitor performance of employees and determine training needs. Contract management and management of outsourced security services. compile and submit monthly reports on security and OHS related matters.
ENQUIRIES	:	Technical Related Enquiries: Ms K Marias Tel No: (031) 492 5502 HR Related Enquiries: Ms SZ Mvuyana Tel No: (031) 493 1723
APPLICATIONS	:	Applications can be sent via email to 2026/46/OCJ@judiciary.org.za
NOTE	:	The Organisation will give preference to candidates in line with Employment Equity goals.

ANNEXURE M

OFFICE OF THE PUBLIC SERVICE COMMISSION

The Office of the Public Service Commission (OPSC) is an equal opportunity representative employer. Therefore, the OPSC is intentional in promoting representivity (race, gender and disability) in the Public Service through filling these positions in line with the approved Employment Equity Plan. All candidates whose appointment/transfer/promotion will promote representativeness are encouraged to apply. Preference will be given to Coloureds, Indians, Whites and persons with disabilities. An indication of representativeness profile by applicants will expedite the processing of applications.

APPLICATIONS	:	You can apply on www.psc.gov.za under "vacancies" or forward your application stating the relevant reference number to: The Director-General, Office of the Public Service Commission, Private Bag X121, Pretoria, 0001 or hand-deliver at Commission House, Office Park Block B, 536 Francis Baard Street, Arcadia, Pretoria.
FOR ATTENTION	:	Mr M Mabuza
CLOSING DATE	:	29 June 2026; 16h30
NOTE	:	Applications must consist of a) A fully completed and signed PDF Z83 application form which came into effect on 1 January 2021 and can be downloaded at www.dpsa.gov.za-vacancies). b) A recent comprehensive PDF CV with a minimum of three (3) contactable referees with their telephone numbers and email addresses. Only shortlisted candidates will be required to bring certified copies of ID, drivers' license and qualifications on or before the interviews. Should you be in possession of a foreign qualification(s), it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). The successful candidate will be required to obtain a top-secret clearance issued by the State Security Agency. The OPSC will verify the qualifications and conduct personnel suitability checks on recommended candidates. Correspondence will be limited to shortlisted candidates only, thus, if you have not been contacted within 3 months from the closing date of this advertisement, please accept that your application was unsuccessful. Please take note that late applications will not be considered and the OPSC will not be held liable. All shortlisted candidates including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Following the interview and technical exercise on SMS posts, the Selection Committee will recommend a candidate/s to attend a generic managerial competency assessment (in compliance with the DPSA Directives on the competency-based assessments). The competency will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Note (A pre-entry certificate (Nyukela) obtained from the National School of Government (NSG) prior appointment for all SMS appointments is required). Applicants are advised against the use of the old Z83 application form which was valid until 31 December 2020 because it will render such application/s invalid. All shortlisted candidates must avail themselves on the date and time determined by the OPSC. The OPSC reserves the right to fill or not fill any vacancy.

MANAGEMENT ECHELON

POST 20/53	:	**CHIEF DIRECTOR: PEOPLE MANAGEMENT PRACTICES REF NO: CD/PMP/05/2026** This is a re-advertisement, applicants who previously applied are encouraged to re-apply.
SALARY	:	R1 554 696 per annum, (all-inclusive remuneration package). The package includes a basic salary (70% of package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion of 30% that may be structured in terms of applicable rules. The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
CENTRE	:	Public Service Commission House, Pretoria
REQUIREMENTS	:	Ideal candidate's profile: The successful candidate must have an appropriate recognised Bachelor's Degree (NQF level 7) in Public Management / Public Administration / Human Resource Management / Industrial Psychology. A Nyukela certificate for entry into the Senior Management Service (SMS)

obtained from the National School of Government (NSG) should be submitted prior to appointment. 5 years' experience at the senior managerial level in Human Resource Management or Corporate Services. Thorough understanding and knowledge of the legislative framework governing human resources. Skills: Planning and organizing. Strategic capability and leadership. Communication. Honesty and integrity. Problem solving and analysis. Team leadership. Client orientation and customer focus. Knowledge management. Financial management. Programme & project management. Change management. Organizational development. Service delivery innovation. People management and empowerment. Microsoft Office Suite. A Valid driver's license (with exception of disabled applicants).

DUTIES : Ensure the provision of efficient Human Resource Management, Human Resource Development, Organisational Development and Transformation services to the clients of the organisation. Ensure the provision of a safe, secure and conducive work environment. Ensure the provision of internal and external communication services. Lead and direct the utilization of the resources allocated to the Chief Directorate.

ENQUIRIES : Mr B Saki Tel No: (012) 352 1196

OTHER POST

POST 20/54 : **SENIOR HUMAN RESOURCE PRACTITIONER: RECRUITMENT AND SELECTION: REF NO SHRP: R&S/06/2026**

SALARY : R413 001 per annum (Level 08)
CENTRE : Public Service Commission House, Pretoria
REQUIREMENTS : Ideal candidate profile: Applicants must be in possession of a Senior Certificate (NQF Level 4). A National Diploma (NQF level 6) in Human Resource Management / Human Resource Development / Labour Relations Management / Organisational Development. 3-4 years' experience as a Personnel Officer/Principal Personnel Officer or Human Resource Practitioner in the area of Recruitment and Selection, Human Resource Planning, Job Evaluation, Employment Equity and Conditions of Service. Introduction to PERSAL Certificate/PERSAL Administration Certificate/Job Evaluation Analyst Certificate. Knowledge of relevant HR prescripts including skills development Act, Labour Relations Act, Basic Conditions of Employment and others. Writing and verbal communications skills. Policy Development Skills. Presentations skills. Interpersonal skills. Project management skills. Must have a valid driver's licence with exception of people with disabilities.

DUTIES : Facilitate Recruitment and Selection. Facilitate and provide support to the Employment Equity Consultative Forum. Facilitate Human Resource Planning. Administer and process Conditions of Service and Employee Benefits. Facilitate the Job Evaluation process.

ENQUIRIES : Ms K Mothoagae Tel No: (012) 352 1051

ANNEXURE N

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

The Department of Public Works and Infrastructure is an equal opportunity, affirmative action employer. The intention is to promote representatively in the Public Service through the filling of these posts and with persons whose appointment will promote representatively, will receive preference. An indication by candidates in this regard will facilitate the processing of applications. If no suitable candidates from the unrepresented groups can be recruited, candidates from the represented groups will be considered. People with disabilities are encouraged to apply.

APPLICATIONS : **Head Office (Pretoria) Applications**: The Director-General, Department of Public Works and Infrastructure, Private Bag X65, Pretoria, 0001 or CGO Building, Corner Bosman and Madiba Street, Pretoria. For Attention: Ms NP Mudau

Cape Town Regional Office Applications: The Regional Manager, Department of Public Works, Private Bag X9027, Cape Town, 8000. Or Hand Deliver at Ground floor, Customs House, Lower Heerengracht Street, Cape Town. For Attention: Ms. C Rossouw

Mmabatho Regional Office Applications: The Regional Manager, Department of Public Works and Infrastructure, Private Bag X120, Mmabatho 2735, or hand deliver: 810 Corner Albert Luthuli Drive and Maisantwa Street. Unit 3, Mmabatho. For Attention: Mr. T. Oagile.

Gqeberha Regional Office Applications: The Regional Manager, Department of Public Works, Private Bag X3913, North End, Port Elizabeth, 6056. Hand delivery: Room 430, Corner. Hancock & Robert Street, North End, Port Elizabeth, 6056. For Attention: Ms S Mafanya/ Ms. P Buwa.

Polokwane Regional Office Applications: The Regional Manager, Department of Public Works Private Bag X9469, Polokwane, 0700 or Hand deliver at 78 Hans van Rensburg Street, Old Mutual Building, 1st Floor, Polokwane. For Attention: Mr. NJ Khotsa

CLOSING DATE : 03 July 2026 at 16H00

NOTE : Applications must be submitted on the prescribed Z83 application form (obtainable from any Public Service Department or on the DPSA website link: https:/www.dpsa.gov.za/newsroom/psvc/, which must be signed, initialled and dated by the applicant, and must be accompanied by a detailed curriculum vitae (CV) only. Candidates are not required to submit certified copies of qualifications and related documents on application. Only shortlisted candidates will be required to submit certified copies of qualification and other related documents on or before the date of interview, which should not be older than six months. Should an application be submitted using incorrect/old Z83 application form, such an application will be disqualified. Further take note of the following on completion of Z83 application form: PART A and PART B must be fully completed. PART C - PART G: Noting that there is a limited space provided applicants may refer to CV or indicate. This will be acceptable as long as the CV has been attached and provides the required information. Page 1 of the Z83 application form must be initialled and page 2 signed and dated by the applicant. Failure to comply with the above instructions may result in an application being disqualified. Applicants applying for more than one advertised post must submit separate Z83 application forms and CVs in respect to each post being applied for. Should an application be received where an applicant has applied for more than one posts on the same Z83 application form, the applicant will be considered for the first post indicated on the Z83 application form only. Applications will be received via post/courier services, hand deliveries or email. Late applications will not be considered. Regulation 57 (c) and 67 (9) of the Public Service Regulations 2016, as amended, requires the executive authority to ensure that he or she is fully satisfied of the claims being made and the finalisation of Personnel Suitability Checks in order to verify claims and check the candidate for purpose of being fit and proper for employment, respectively. Shortlisted candidates must be willing to undergo normal vetting and verification processes. Note: It is the responsibility of all applicants to ensure that foreign qualifications are evaluated by SAQA. Due to large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to shortlisted candidates only. Should you not have heard from us within three months from the closing

date, please regard your application as unsuccessful. Entry level requirements for SMS posts: in terms of the Directive on Human Resource Management and Development on Public Service Professionalisation Volume 1 a requirement for appointment into SMS posts is the successful completion of the Senior Management Pre-Entry programme as endorsed by the National School of Governance (NSG). The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: https: www.thensg.gov.za/training –course /sms-pre-entry programme/. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Note: For emailed applications, please submit a single PDF document or one attachment per application to the email address designated on the specific position. Kindly note that the emailed applications and attachments should not exceed 15MB. It remains the candidate's responsibility to ensure that their application is successfully submitted using the required single pdf document.

OTHER POSTS

POST 20/55 : **DEPUTY DIRECTOR: MONITORING AND EVALUATION REF NO: 2026/240**

SALARY : R932 292 per annum, (all-inclusive salary package), (Total package to be structured in accordance with the rules of the Middle Management service)

CENTRE : Head Office (Pretoria)

REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma in Social Sciences/ Auditing/ Public Administration/ Statistics or related field. Relevant years' experience should be at the Junior Management level (ASD equivalent Level) related to research, monitoring and evaluation and data analysis. Knowledge: Knowledge on Monitoring and evaluation processes; Research methodologies; Knowledge on governmental guidelines; Public Finance Management Act (PFMA); Policy Framework for the Government-wide Monitoring and Evaluation System; South African Statistical Quality Assessment Framework; National Evaluation Policy Framework (NEPF); Policy imperatives; Strategic Planning Guidelines; Administration of Service Level agreements; Procurement processes. Skills: Computer literacy; Effective communication (verbal and written); Planning and organisation; Relationship management; Programme and project management; Interpersonal and diplomacy skills; Analytical thinking; Problem solving skills; Decision making skills; Motivational skills; Negotiation skills; Conflict management; Presentation skills. Personal Attributes: Tenacity; Dedication; Honesty; Exceptional level of integrity; Innovation; Adaptability; Creative; Solution orientated – ability to design ideas without direction; Ability to work under stressful situations; Ability to communicate at all levels; People orientated; Hard-working; Highly motivated.

DUTIES : Manage the development the monitoring policies and tools: Conduct research and keep updated on the latest trends. Develop and review monitoring policies. Develop and review monitoring reporting templates. Ensure that reporting systems have structured monitoring and evaluation reporting framework, outlining indicators and tools. Contribute towards the continual review and improvement of monitoring systems and framework. Oversee the implementation of the departmental monitoring and reporting tools: Support data monitoring and reporting initiatives within the department. Manage the implementation of monitoring and evaluation system. Facilitate training of departmental business units and users. Manage the implementation of recommendations from monitoring reports. Manage the administration of sector coordination and management on performance information through NAPROV. Manage reporting training of performance management to the and convention of bilateral meetings with departmental business units and users. Monitor implementation of service standards and SDIPs. Monitor the implementation of EXCO and Cabinet Decisions. Train and engage Provinces through National and Provincial Planning Monitoring and Evaluation Forum. Ensure that all branches submit quarterly performance reports. Ensure that Provinces submit the Standardised Sector Indicators. Ensure provision of support services within Policy Research, Strategy, M & E branch: Participate in the unit's management forums and ad hoc committees as per senior management directive. Facilitate and present regular progress reports in line

with the structured reporting system – monthly quarterly/ mid-year and end-year reporting. Facilitate workshops and other related engagements with business units in relation to monitoring and evaluation of the reporting system. Provide support in Monitoring & Evaluation of budgetary alignment to program/project development: Analysis of TMC and other relevant reports. Verification of information against data sources [BAS, WCS, PMIS etc]. Alignment of findings to strategic and operational plans. Report quarterly, bi-annually and annually. Review and report on the budgetary finances of the unit. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems to meet performance expectations; Develop and manage the operational plan of the Directorate and report on progress as required; Manage performance and development of employees; Establish, implement and maintain efficient and effective communication arrangements; Compile and submit all required administrative reports; Quality control of work delivered by employees; Monitor the budget and expenditures for the Directorate.

ENQUIRIES : TK Sekgala Tel No: (012) 406 1301/
APPLICATIONS : For Head Office: Email to: Recruitment26-51@dpw.gov.za

POST 20/56 : **ASSISTANT DIRECTOR: USER DEMAND MANAGEMENT REF NO: 2026/241**

SALARY : R605 742 per annum
CENTRE : Cape Town Regional Office
REQUIREMENTS : A minimum of three year-tertiary qualification (NQF Level 06) / National Diploma in Public Administration, Management, Public Relations and Communication, Real Estate Management or Social Science. Relevant years of experience within stakeholder engagement, coordination in any field of property and a valid driver's license. The ideal candidate should have planning skills, programme management, and client relations skills. An understanding of different facets of the built environment and property industry is essential. Knowledge: Works Control System (WCS); Public Finance Management Act (PFMA); Treasury Regulations; knowledge of the built environment; project and programme management; construction regulations; occupational health and safety; Emerging Contractor Development Programme; sound budgeting; procurement processes and Government Immovable Asset Management Act (GIAMA). Skills: Advanced numeracy; organizing; interpersonal skills; diplomacy; ability to follow a pro-active and creative problem; solving approach; communication; advanced computer literacy. Personal Attributes: Innovative; creative; trustworthy; hardworking; self-motivated; ability to work under pressure; analytical thinking; facilitation; research. Willingness to adapt work schedule in accordance with office requirements. Committed to designated tasks.
DUTIES : Apply applicable policies, methods, best practices and standards as well as ensure compliance with relevant user demand management regulations. Facilitate the delivery of the accommodation services for Client Departments. Co-ordinate and monitor the budget and expenditure levels of clients Department. Supervise employees to ensure an effective service delivery. The incumbent will be responsible for Key Account Management as a contact point between the National Department of Public Works & Infrastructure and assigned client departments. Ensure monitoring and implementation of programmes for leased accommodation, capital works and planned maintenance services. Render assistance to assigned client departments in appropriately formulating accommodation requirements, asset plans and budget. Assist with the consolidation and compilation of accommodation related information in reporting to the client. Ensure efficient turnaround times on strategic initiatives and programme related reports. Facilitate, chair and minute regular forum meetings with client departments. Advice, interact with and source information from client departments and departmental service providers. Liaise with internal stakeholders in assisting external stakeholders with registered queries. Assist with the implementation and management of Service Level Agreements for client departments. Assist in the preparation of reports to top management and all relevant stakeholders. Give inputs towards the compilation and implementation of annual business plans for the Directorate. Conduct site visits to ensure that state owned properties are utilized efficiently and optimally. This post will require official travelling, working

overtime and the incumbent must be willing and be able to travel as and when required.

ENQUIRIES : Ms. B Ntoni Tel No: (021) 402 2020
APPLICATIONS : For Cape town regional office: Email to: RecruitCPT26-61@dpw.gov.za

POST 20/57 : **SENIOR FORENSIC INVESTIGATOR: [GOVERNANCE, RISK AND COMPLIANCE BRANCH] REF NO: 2026/242**
Key Purpose Statement: To assist with the planning, executing and reporting on assigned forensic investigations in a professional manner thereby ensuring cost effective forensic investigations on behalf of the Department of Public Works.

SALARY : R413 001 per annum
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma/Degree in Auditing, Financial Management, Law or Criminology. Possession of Certificate in Forensic and Investigative Auditing will be an added advantage. Good interpersonal, organisational and communication skills are also required. Valid Driver's licence.
DUTIES : The successful candidate will be responsible for the following duties in the office of the Director-Fraud Awareness and Investigations: To plan and implement forensic investigations, gather comprehensive and complete evidence of alleged serious mismanagement of resources or unprofessional conduct, and develop summary of findings report on investigations completed with clear findings, conclusions and recommendations
ENQUIRIES : Mr M. Mabotja Tel No: (012) 406 1328
APPLICATIONS : For Head Office: Email to: Recruitment26-52@dpw.gov.za

POST 20/58 : **SENIOR ADMINISTRATIVE OFFICER: PROPERTY DISPOSALS REF NO: 2026/243**

SALARY : R413 001 per annum
CENTRE : Cape Town Regional Office
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 6) / National diploma in Real Estate Management, Property Law or related field. Relevant working experience. Knowledge of PFMA, Financial administration, Procurement directives and procedures, Reporting procedures, GIAMA, DISPOSAL ACT, BBBEE, Treasury Regulations, The PIE Act and the Squatter Acts. Skills: Report writing, Accounts and numeric skills, Analytical thinking, Interpersonal skills, Problem solving, Organising and planning skills. A valid driver's license, willingness to travel.
DUTIES : Administer the disposal process of redundant and superfluous residential properties. Conduct research to obtain information for the disposal of property and compile reports, provide admin support in redressing of the property ownership problem through Land Reform, Liaise with Regional Land claims commission to check for claims against property to be disposed. Support the monitoring and evaluation of approved projects in the regional offices. Administer financial processes on the disposal of fixed assets, Facilitate the valuation of properties to be disposed, Compile budget review report on property disposal, Administrate the recovery of state funds, Prepare and present quarterly projections to the Supply Chain Management. Supervise employees to ensure an effective service delivery.
ENQUIRIES : Ms I Murundwa Tel No: (021) 402 2056
APPLICATIONS : For Cape town regional office: Email to: RecruitCPT26-62@dpw.gov.za

POST 20/59 : **EMPLOYEE HEALTH AND WELLNESS PRACTITIONER (HRM) REF NO: 2026/244**

SALARY : R413 001 per annum
CENTRE : Cape Town Regional Office
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National diploma/ Degree in Social Science or Behavioural related qualification. Registration with professional bodies such as SACSSP and HPCSA. Relevant years of experience in the field. Willing to adapt work schedule in accordance with professional requirements Knowledge of Employee health and wellness practices, knowledge and understanding of HIV as a developmental issue, specialized knowledge of counselling, people management and

empowerment, client orientation and customer focus, Structure and functioning of the Department and the sector. Language proficiency, effective communication, presentation skills, general management and organizational skills, interpretation of policies, ability to undertake research/gather information, ability to work independently. A valid driver's license and willingness to travel is essential.

DUTIES : HIV/AIDS and TB management: Mainstream HIV/AIDS and TB into the core functions of the department; Provide education, awareness and prevention programmes. Plan and conduct regular Health screenings. Distribution of wellness information material and articles. Health and Productivity Management Services: Coordinate Disease Management & Chronic illnesses awareness and education sessions, workshops; Support the department with incapacity cases. Organize Mental Health information sessions and distribution of articles on a regular basis. Liaise and make referrals to Mental Health institutions when required. Occupational Health and Safety Management: create awareness on occupational safety behaviour and provide information related to Injury on duty. Wellness management: Promote work life balance for employees. Provide support to Individuals through Wellness intervention (Psychosocial). Provide counselling to individual employees and their immediate family members. Conduct group counselling sessions for e.g. debriefing or trauma. Provide management with feedback through progress reports on referred cases while maintaining confidentiality. Support and advice managers on handling employees experiencing wellness related challenges. Promote individual Physical Wellness by encouraging sports activities. Plan and conduct retirement sessions. Facilitate and assist in the Medical Health Surveillance of employees placed in a hazardous environment.

ENQUIRIES : Ms C Rossouw Tel No: (021) 402 2014
APPLICATIONS : For Cape town regional office: Email to: RecruitCPT26-63@dpw.gov.za

POST 20/60 : **STATE ACCOUNTANT: ACCOUNTS PAYABLE REF NO: 2026/245**

SALARY : R338 106 per annum
CENTRE : Head Office Regional Office
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06)/ National Diploma in Financial Management or Cost and Management Accounting. Appropriate experience in financial accounting. Knowledge of Financial Systems, Financial Prescripts (GAAP and GRAP standards) and international standards. Working knowledge of Government financial systems (BAS, PERSAL, LOGIS). Knowledge and understanding of the PFMA, Treasury Regulations. Good communication skills, both verbal and written. Ability to work under pressure and meet deadlines.

DUTIES : Verification and processing of LOGIS payments. Verification and processing of sundry payments on BAS System. Ensure the safekeeping of payment vouchers. Manage tracking of invoices on Reapatala invoice tracking system. Ensure compliance to the Public Finance and Management Act and General Accounting Practices. Maintain a good working relationship with internal and external stakeholders.

ENQUIRIES : Ms R Ramphekwa at (064) 753 7740
APPLICATIONS : For Head Office: Email to: Recruitment26-53@dpw.gov.za

POST 20/61 : **ADMINISTRATIVE OFFICER: DISPOSALS: REAL ESTATE MANAGEMENT SERVICES REF NO: 2026/246**

SALARY : R338 106 per annum
CENTRE : Gqeberha Regional Office
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma in Property Management, Real Estate, Property Law, Financial Management or Project Management. Appropriate experience in Real Estate, Property Disposal or Immovable Asset Management. Knowledge of Public Financial Management Act, GIAMA, Disposal Act 48 of 1961 and all other relevant legislations, understanding of the built Environment. Computer literacy. Knowledge and understanding of government procurement processes, contractual policies and procedures. Understanding of the property market and its trends. Understanding of the derivatives of forms of disposal of property (expropriation, common law, prescriptions, etc.) negotiation skills. A valid driver's license is compulsory. Willingness to travel extensively.

DUTIES	:	Administer the disposal of immovable property that is superfluous to the state. Provide admin support in redressing of the property ownership problem through Land Reform. Liaise with Regional Land Claims Commission to check for claims against the property to be disposed of. Prepare submission to obtain Concurrence from the Minister of Rural Development and Land Reform. Prepare and present PSLDVC applications to support disposal of state properties. Administer financial processes on the disposal of fixed assets. Render administration support to the sub-directorate. Assist with the letting out of the state redundant properties and respond to general enquiries to purchase state properties, conduct site verification, present to committee and prepare for adjudication, signing of leases.
ENQUIRIES	:	Ms N Gqomo Tel No: (041) 408 2078
APPLICATIONS	:	For Gqeberha Regional Office: Email to: RecruitPE26-25@dpw.gov.za
POST 20/62	:	**ADMINISTRATIVE OFFICER: CONSTRUCTION PROJECT MANAGEMENT REF NO: 2026/247**
SALARY	:	R338 106 per annum
CENTRE	:	Gqeberha Regional Office
REQUIREMENTS	:	A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma) in Public/ Project Administration or equivalent qualification. Relevant years' experience in Office Administration/ Project Administration field. Knowledge of WCS. Computer Literacy.
DUTIES	:	Collect/ receive invoices from Registry Services; Capture invoice on Re-a-Patala system; Identify discrepancies related to payment certificates. Update payments on WCS; submit the invoice to the relevant stakeholders. Keep the Project Manager(s) abreast with the budget adjustments as Required; Liaise with the consultants regarding the project; attend, Respond and redirect enquiries related to the project; handle queries from Consultants and Contractors; Disseminate status reports on the Development of the project; Maintain and order stationary supplies; Administer office correspondence, documents and reports; Process Documents related to claims and payments relevant to the office; Update and maintain the WCS and Re-a-patala database; Liaise with the stakeholders relevant to the office and attend audit queries; Monitor the communication and administer the flow of information and documents in the office; Maintain the filing and records for projects documents and the unit where required; Render secretariat and logistical support service to the Committees and internal external meetings; Arrange meetings and workshops for the unit with internal and external stakeholders; Prepare and type documents presentations and reports; Draft agenda and record minutes/ decisions Communicate to relevant role-players and follow-up on progress made; Compile submissions and reports; Ensure that travel arrangements are well-coordinated and complete and submit S & T forms.
ENQUIRIES	:	Mr. S. Jikeka Tel No: (041) 408 2074
APPLICATIONS	:	For Gqeberha Regional Office: Email to: RecruitPE26-26@dpw.gov.za
NOTE	:	Ring-Fenced for women.
POST 20/63	:	**ADMINISTRATIVE OFFICER: CONSTRUCTION PROJECT MANAGEMENT REF NO: 2026/248**
SALARY	:	R338 106 per annum
CENTRE	:	Gqeberha Regional Office
REQUIREMENTS	:	A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma) in Public/ Project Administration or equivalent qualification. Relevant years of experience in Office Administration/ Project Administration field. Knowledge of WCS. Computer Literacy.
DUTIES	:	Collect/ receive invoices from Registry Services; Capture invoice on Re-a-Patala system; Identify discrepancies related to payment certificates. Update payments on WCS; submit the invoice to the relevant stakeholders. Keep the Project Manager(s) abreast with the budget adjustments as Required; Liaise with the consultants regarding the project; attend, Respond and redirect enquiries related to the project; handle queries from Consultants and Contractors; Disseminate status reports on the Development of the project; Maintain and order stationary supplies; Administer office correspondence, documents and reports; Process Documents related to claims and payments relevant to the office; Update and maintain the WCS and Re-a-patala database; Liaise with the stakeholders relevant to the office and attend audit

queries; Monitor the communication and administer the flow of information and documents in the office; Maintain the filing and records for projects documents and the unit where required; Render secretariat and logistical support service to the Committees and internal external meetings; Arrange meetings and workshops for the unit with internal and external stakeholders; Prepare and type documents presentations and reports; Draft agenda and record minutes/ decisions Communicate to relevant role-players and follow-up on progress made; Compile submissions and reports; Ensure that travel arrangements are well-coordinated and complete and submit S & T forms.

ENQUIRIES : Mr. S. Jikeka Tel No: (041) 408 2074
APPLICATIONS : For Gqeberha Regional Office: Email to: RecruitPE26-27@dpw.gov.za

POST 20/64 : **ADMINISTRATIVE CLERK: HELPDESK &COMPLAINTS (UDM) REF NO: 2026/249**

SALARY : R237 453 per annum
CENTRE : Polokwane Regional Office
REQUIREMENTS : A Minimum of Senior Certificate/ Grade 12 or equivalent. No previous experience is required. Computer literacy including Microsoft Office (word, excel, power point). Good verbal and communication skills. Record keeping skills, good interpersonal skills and telephone etiquette. Office administrative and organizational skills. ability to work under pressure, hardworking and a team player.
DUTIES : Attend and follow-up on all client complaints and queries. Maintain an active query register for the unit. Address enquiries or refer them to the necessary manager. Ensure resolutions of meetings are addressed within established timeframes. Administer the Archibus System as and when required. Render general clerical support services: Update and maintain electronic and physical records for procurement instructions. Furnish information for reports to internal and external stakeholders. Record, organise, store, capture, update and retrieve correspondence and data. Distribute documents/packages to various stakeholders as required. Keep and maintain the filing system for the component. Type basic letters and/or other correspondence when required. Keep and maintain the incoming and outgoing register of the component. Provide supply chain clerical support services within the component: Liaise with internal and external stakeholders in relation to procurement of goods and services. Obtain quotations, complete procurement forms for the purchasing of standard office items. Stock control of office stationery. Check correctness of subsistence and travel claims of officials and submit to manager for approval. Handle telephone accounts and petty cash for the component. Arrange travelling and accommodation. Maintain a leave register for the component. Provide a meeting management service to the sub-directorate: Plan the diary for the sub-directorate. Book a meeting venue. Arrange meetings and confirm attendance with stakeholders. Take minutes and distribute to meeting attendees.

ENQUIRIES : Mr. T.E. Maifo Tel No: (015) 293 8035
APPLICATIONS : For Polokwane Regional Office: Email to: RecruitPLK26-11@dpw.gov.za

POST 20/65 : **ACCOUNTING CLERK (BATCH CONTROLLER) REF NO: 2026/250**

SALARY : R237 453 per annum
CENTRE : Gqeberha Regional Office
REQUIEREMENTS : A minimum National Senior Certificate/ Grade 12/ equivalent qualification. Valid Driver's license will serve as added advantage. Knowledge of a financial environment will be advantages. Knowledge of relevant legislation, regulations and policies. Sound interpersonal and communication skills, computer literate, multi-tasked skills, self-driven, result orientated, motivated, meet deadlines and acceptance of responsibility.
DUTIES : Reporting to the State Accountant the incumbent of this position will take responsibility for: The main responsibility of this post relates to the safekeeping and management of documents (Batch Control) including the monitoring and controlling of the adherence to sound accounting and NPDW practices, prescribed policies and regulations in all transactions. Monitor and control all documents relating to the different transversal systems. Ensure correct allocation of expenditure and revenue. Draw financial and other BAS reports in support of the activities of the unit. It could be expected of the incumbent to assist in the budget formulation, compiling of a cash flow budget as well as the

monthly reporting. As well as performing duties related to the cashier's functions.

ENQUIRIES : Ms. M. Zito Tel No: (041) 408 2159
APPLICATIONS : For Gqeberha Regional Office: Email to: RecruitPE26-28@dpw.gov.za

POST 20/66 : **SUPERVISOR: CLEANING SERVICES REF NO:2026/251 (X3 POSTS)**
Re-advertisement- People who previously applied must re-apply.

SALARY : R201 093 per annum
CENTRE : Mmabatho Regional Office
Brits Magistrate Court (X1 Post)
Klerksdorp Magistrate Court (X1 Post)
Itsoseng Magistrate Court (X1 Post)
REQUIREMENTS : A minimum of Grade 10/ ABET level 4. Knowledge of Cleaning practices. Office Administration Operating cleaning equipment. Occupational health and safety. Personnel practices. Labour Relations Act.
DUTIES : Manage and control equipment and materials: identify resource requirements and special operational needs. monitor the condition and availability of equipment. Ensure replacement or repair of faulty/outdated equipment. Supervise the provisioning of housekeeping, cleaning, safeguarding & maintenance services: Ensure cleanliness, tidiness, hygiene and safety of all areas allocated for cleaning. Perform administration functions associated to housekeeping & cleaning services. Identify hazards in the buildings/offices related to fire and electricity. Perform physical inspection of cleaned areas-: Ensure the removal of refuse in the offices and around the buildings. Ensure the inspection of logistics and physical environment to ensure clean maintained environment adherence to OHS. Perform general supervision and support the administration of the Section: Identify staff requirements in terms of training and development. Review employees' performance.
ENQUIRIES : Mr. B Mabale Tel No: (018) 386 5357
APPLICATIONS : For Mmabatho regional office: Email to: RecruitMBT26-18@dpw.gov.za

POST 20/67 : **CLEANER: CLEANING SERVICES REF NO: 2026/252 (X7 POSTS)**

SALARY : R144 024 per annum
CENTRE : Mmabatho Regional Office
Koster Magistrate Court (X1 Post)
Klerksdorp Magistrate Court (X2 Posts)
Zeerust Magistrate Court (X1 Post)
Rusternburg Magistrate Court (X1 Post)
Itsoseng Magistrate Court (X1 Post)
Potchefstroom Magistrate Court (X1 Post)
REQUIREMENTS : A minimum Grade 09 /ABET level 4 or equivalent qualifications. No experience required. Good interpersonal skills, basic communication and literacy. Ability to perform cleaning routine tasks. Knowledge on usage of cleaning materials and equipment.
DUTIES : Effective cleaning of buildings, empty dustbins, Dust and polish furniture, clean windows and walls, Wash floors and vacuum carpets. Cleaning court offices and cells. Deep cleaning of toilets, Refill toilets dispensers with toilet papers and hands washing soap. Cleaning kitchen utensils. Report defects encountered during cleaning, Alert working staff of slippery floors. Offloading delivered materials and arranging the storeroom accordingly.
ENQUIRIES : Mr. B Mabale Tel No: (018) 386 5357
APPLICATIONS : For Mmabatho regional office: Email to: RecruitMBT26-19@dpw.gov.za

POST 20/68 : **CLEANER: FACILITIES MANAGEMENT REF NO: 2026/253 (X2 POSTS)**

SALARY : R144 024 per annum
CENTRE : Groblersdal Magistrate Court (X1 Post)
Thabazimbi Magistrate Court (X1 Post)
REQUIREMENTS : A minimum Grade 09/ABET level 4 or equivalent qualifications. No experience required. Good interpersonal skills, basic communication and literacy. Ability to perform routine cleaning tasks. Ability to work physically for long hours. Exposure to cleaning chemicals and hazardous working conditions. Ability to handle cleaning equipment and conduct stock count.
DUTIES : The effective cleaning of buildings-: Empty dustbins, Dust and polish wood tables and other wooden furniture, Refill water bottles with fresh water, Clean

windows and walls, Wash floors and vacuum carpets. The effective cleaning of toilets: Deep cleaning of toilets, Refill toilets dispensers with toilet papers and hands washing soap, Wash toilet floors. The effective cleaning of kitchens- Wash kitchen floors, Cleaning of kitchen utensils, Assist with tea and coffee during forums and other meetings. The rendering of assistance regarding the general safety of buildings- report defects encountered during cleaning, Alert working staff of slippery floors and stairs, Alert supervisor of failed light bulbs and locks not working.

ENQUIRIES : Ms. M.P. Morudu Tel No: (015) 291 8035
APPLICATIONS : For Polokwane Regional Office: Email to: RecruitPLK26-12@dpw.gov.za

ANNEXURE O

DEPARTMENT OF SOCIAL DEVELOPMENT

It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of these posts and candidates whose transfer/promotion/appointment will promote representivity will receive preference.

APPLICATIONS : Please forward your application, quoting the relevant reference number, to the Director-General, Department of Social Development, Private Bag X901, Pretoria, 0001. Physical Address: HSRC Building, 134 Pretorius Street In the event of hand delivery of applications, applicants must sign an application register book as proof of submission. Applicants may also email their applications to the following email addresses:
For Research Policy Manager – e-recruit.RPM@dsd.gov.za
Deputy Director: Systems Development – e-recruit.DDSD@dsd.gov.za
Project Coordinator: Sector Infrastructure – e-recruit.PCSI@dsd.gov.za
Branch Coordinator – e-recruit.BC@dsd.gov.za
Social Work Policy Developer Grade 1 – e-recruit.SWPDCP@dsd.gov.za
Assistant Director: HIV and AIDS Capacity Building – e-recruit.ADHACB@dsd.gov.za
Assistant Director: Systems Development – e-recruit.ADSD@dsd.gov.za
Project Administrator – e-recruit.PAPMO@dsd.gov.za

FOR ATTENTION : Mr S Boshielo

CLOSING DATE : 30 June 2026

NOTE : Curriculum vitae with a detailed description of duties and the names of two referees must accompany your signed application for employment (Z83). If applying for more than one position, applicants must submit separate applications for each position. Shortlisted candidates for a post will be required to submit certified copies of qualifications and identity documents on the date of the interview. Applicants are advised that from 1 January 2021, a new application for employment (Z83) form is effective and must be completed in full, failure to use the new Z83 will result in disqualification. The new form can be downloaded online at www.dpsa.gov.za-vacancies. Applicants applying for SMS posts are required to successfully complete the Certificate for entry into the SMS (submitted prior to appointment) and full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Applicants are expected to pay for the course and may enroll for it at a cost of R400.00. The duration of the course is 120 hours. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine the candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate will sign an annual performance agreement, complete a financial discloser form and will also be required to undergo a security clearance. Candidates nominated for posts on salary levels 2 - 12 may be subjected to a competency assessment during the selection process. If the candidate is applying for an OSD post, certificates of service must be submitted on the date of the interview. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Personnel suitability checks will be conducted on shortlisted candidates, and the appointment is subject to positive outcomes of the checks. Correspondence will be limited to shortlisted candidates only. The selection of candidates will be done with due regard to the relevant aspects of the selection process as set out in the Public Service Amendment Regulations, 2023, Regulation 67. Applications received after the closing date will not be taken into consideration. If you have not been contacted within three months after the closing date of this advertisement, please accept that your application was unsuccessful. Candidates requiring additional information regarding the advertised post may direct their enquiries to the person as indicated above. Internal applicants must submit and register their employment applications at the register book in the DSD reception area for the attention of Mr R Khobatha.

DSD reserves the right to cancel the filling/ not to fill a vacancy that was advertised during any stage of the recruitment process.

OTHER POSTS

POST 20/69 : **RESEARCH PROJECT MANAGER REF NO: O1/A/2026**
Directorate: Population Research and Information

SALARY : R1 101 468 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules.

CENTRE : HSRC Building, Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Social Science including Population Studies and Demography Plus 3-5 years' experience at a junior management level. A Postgraduate qualification in Social Science will be an added advantage. Knowledge and understanding of Public Service Regulations and Public Service Act. Knowledge and understanding of the Constitution of South Africa. Knowledge and understanding of the Public Service Statutory Framework. Knowledge and understanding of the Population Policy White Paper. Knowledge and understanding of the Programme of Action of the International Conference on Population Development. Knowledge and understanding of the POPIA. Knowledge and understanding of ethical frameworks within government. Knowledge and understanding of the Public Finance Management Act programmes. Knowledge and understanding of social development sector policies. Knowledge and understanding of research methodology. Knowledge and understanding of the public management and administration principles. Knowledge and understanding of the National Development Plan including Medium Term Development Plan. Knowledge and understanding of the management strategic plans and budgeting. Knowledge and understanding of the financial prescripts of the public service, costing methodologies and performance management. Competencies needed: Strategic capability and leadership skills. Quantitative and qualitative data collection, analysis and interpretation skills. Proposal and research report writing skills. Programme and project management skills. Financial management skills. Policy Analysis and development skills. Information and knowledge management skills. Communication skills. Problem-solving and change management skills. People management and empowerment skills. Stakeholder management skills. Computer literacy, including data analysis software skills. Planning and coordination skills. Presentation and facilitation skills. Risk management skills. Monitoring and evaluation skills. Quality management skills. Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creative. Ability to work in a team and independently. Adaptability. Emotional intelligence. Independent thinker. Cost consciousness. Honesty and integrity. Time Management. Attention to details. Ethical conduct.

DUTIES : Manage the design, development and implementation of research frameworks and methodologies aligned to Population policy priorities and departmental strategic objectives. Manage the implementation of capacity development on population and social development research. Coordinate stakeholder engagement and partnerships on matters of technical support and implementation of programmes. Manage and report on the performance of the sub-directorate in line with the set of regulations and prescripts.

ENQUIRIES : Ms M Golden Tel No: (012) 312-7831

POST 20/70 : **DEPUTY DIRECTOR: SYSTEMS DEVELOPMENT REF NO: O1/B/2026**
Directorate: Systems Development

SALARY : R932 292 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules.

CENTRE : HSRC Building, Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Business Information Systems/ Information Technology in Software Development and Systems Development / Computer Sciences Plus 3-5 years' experience at a junior management level. Knowledge and understanding of Digital Transformation Strategy of the Public Services. Knowledge and understanding of Public Service Act and Regulation. Knowledge and understanding of the relevant

Public Service Regulatory Frameworks such as MISS, SDLC, MIOS, National Archives and Records Service Act, PAJA, PAIA and ECT. Knowledge and understanding of the DPSA Corporate Governance for ICT Policy Framework. Knowledge and understanding of Information and Communication Technology frameworks. Knowledge and understanding of business systems. Knowledge and understanding of database and development standards. Knowledge and understanding of business process principles, practices, techniques and tools. Knowledge and understanding of business concepts and requirements. Knowledge and understanding of database development. Knowledge and understanding of Information security principles and practices. Knowledge and understanding of Network management. Knowledge and understanding of IT Infrastructure Principles. Knowledge and understanding of vendor management and contract negotiation. Knowledge and understanding of system development methodology and project management. Knowledge and understanding of information technology business systems. Knowledge and understanding of ASP.net, VB.net, SQL, XML, HTML, JavaScript. Competencies needed: Database development skills. Systems development skills. Communication skills. Policy analysis and development skills. People management. Project management skills. Problem-solving skills. Computer literacy skills. Facilitation and presentation skills. Stakeholder and client liaison skills. Monitoring skills. Report writing skills. Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creative. Ability to work in a team and independently. Adaptability. Emotional intelligence. Independent thinker. Cost consciousness. Honesty and integrity. Assertiveness.

DUTIES : Develop, review and implement systems database and development plans, policies and strategies to align with business needs, policies, legislative requirements, norms and standards. Develop databases, computerized systems, software applications and integrations to meet specific information systems requirements. Maintain and support all databases, computerized systems, software applications to ensure their availability, reliability, and security. Monitor the implementation and utilization of systems and processes in line with relevant standards, data security policies, and regulatory requirements, and compile performance reports. Manage, and report on human resources, and performance in line with the set regulations and prescripts.

ENQUIRIES : Ms M Nkhethoa Tel No: (012) 312-7108

POST 20/71 : **PROJECT COORDINATOR SECTOR INFRASTRUCTURE REF NO: O1/C/2026**
Chief Directorate: HIV Care, Prevention and Sector Infrastructure

SALARY : R932 292 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules.

CENTRE : HSRC Building, Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Infrastructure Management/ Environmental Sciences/ Built Management/ Environmental Studies Plus 2-3 years' experience at a junior management level. Knowledge and understanding of Public Service Act and Regulation. Knowledge and understanding of Public infrastructure project management frameworks (GIAMA, Infrastructure Delivery Management Systems (IDMS). Knowledge of Infrastructure Reporting Mode (IRM). Knowledge and understanding of Treasury Regulations, PFMA and SCM prescripts. Knowledge and understanding of Social Development Sector. Knowledge and understanding of Municipality Infrastructure Bylaws. Knowledge and understanding of Spatial Planning and Land Usage Management Act. Knowledge and understanding of User Asset Management Guidelines and Frameworks. Knowledge and understanding of White Paper on the Rights of Persons with Disabilities. Competencies needed: Project and programme management skills. Policy development and analysis skills. Financial administrations and reporting skills. Communication skills (written and verbal). Stakeholder management and intergovernmental coordination skills. Research, analytical and report writing skills. Computer literacy (MS Office, Project management software, IRM). People management skills. Problem-solving skills. Planning and organizing skills. Facilitation and presentation skills. Attributes: Good interpersonal relations. Innovative and creative. Ability to work under pressure. Ability to work

in a team and independently. Adaptability. Emotional intelligence. Independent thinker. Cost consciousness. Honesty and integrity. Assertiveness.

DUTIES : Facilitate and coordinate sector-wide infrastructure planning processes. Develop and review Infrastructure Policy and Guidelines. Coordinate the implementation of the National Infrastructure Projects. Monitor compliance of Social Development Infrastructure facilities and centres with applicable infrastructure norms and standards.

ENQUIRIES : Mr N Skosana Tel No: (012) 312-7904

POST 20/72 : **BRANCH COORDINATOR REF NO: O1/D/2026**
Branch: Comprehensive Social Security

SALARY : R932 292 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules.

CENTRE : HSRC Building, Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Office Administration/ Public Administration/ Business Management or Financial Management. Knowledge and understanding of the relevant Public Service Act and Public Service Regulations. Knowledge and understanding of relevant PFMA and Treasury Regulations. Knowledge and understanding of administrative process. Knowledge and understanding of records management. Knowledge and understanding of PAIA and POPIA. Basic knowledge of Promotion of Administrative Justice Act (PAJA). Knowledge and understanding of Batho Pele principles. Competencies needed: Communication (verbal and written) skills. Policy analysis and development skills. Planning and organising skills. People management skills. Project coordination skills. Problem solving skills. Computer literacy. Facilitation and presentation skills. Stakeholder and client liaison skills. Monitoring skills. Report writing skills. Financial management skills. Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creative. Ability to work in a team and independently. Adaptability. Diplomacy. Independent thinker. Emotional intelligence. Cost consciousness. Honesty and integrity. Assertiveness.

DUTIES : Manage the provision of strategic and executive administrative support services to the branch. Coordinate the development and analyses of branch APPs, Operational, Strategic and Risk management plans. Manage and monitor the utilisation of the branch budget in line with the set regulations and prescripts. Coordinate key branch projects, stakeholder and intersectoral coordination. Manage and report on the human resources, and performance in line with the set regulations and prescripts.

ENQUIRIES : Ms B Sibeko Tel No: (012) 741-6803

POST 20/73 : **ASSISTANT DIRECTOR: HIV AND AIDS CAPACITY BUILDING REF NO: O1/F/2026**
Directorate: HIV/AIDS Care and Support

SALARY : R487 197 per annum

CENTRE : HSRC Building, Pretoria

REQUIREMENTS : An appropriate qualification at NQF Level 6 as recognised by SAQA in Social Sciences/ Development Studies/ Social Work Plus 2-3 years' experience in HIV and AIDS field, and experience in capacity building, training and development. Knowledge and understanding of Social Development Sector. Knowledge and understanding of Public Service, departmental policies, procedures and regulations. Knowledge and understanding of PFMA and Treasury Regulations. Knowledge and understanding of relevant legislations and policies in the HIV and AIDS field and Skills Development Act. Knowledge and understanding of the DSD HIV and AIDS Comprehensive Strategy. Knowledge and understanding of legislations, policies and strategies pertaining to HIV. Knowledge and understanding of guidelines and frameworks for Psychosocial Support in context of HIV. Knowledge and understanding of POPIA, PAIA and PAJA. Knowledge in SAQA, QCTO and SETA processes. Competencies needed: Computer literacy skills. Analytical Skills. Policy analysis and development skills. Project management skills. Financial management skills. Communication (written and verbal) skills. Problem-solving skills. Client orientation and customer focus skills. Presentation and facilitation skills. Report writing. Planning and organising skills. Monitoring and evaluation skills. Programme management skills. Attributes: Analytical thinker. Ability to work

under pressure. Ability to work in a team and independently. Friendly and trustworthy. Systematic and logical. Adaptable. Disciplined. Diplomacy. Assertive and persuasive. Emotional intelligence.

DUTIES : Develop, implement and monitor HIV and AIDS policies, procedures and programmes in line with the national legislation, norms and standards. Coordinate HIV/AIDS capacity building programmes. Facilitate accreditation of capacity building programmes developed by the Directorate, with relevant bodies such as the South African Council for Social Service Professionals. Coordinate and manage capacity building stakeholders for HIV&AIDS in the country. Develop a database of all beneficiaries or participants capacitated on programmes developed by the Directorate.

ENQUIRIES : Dr L Nziyane Tel No: (012) 312-7110/ 7300

POST 20/74 : **ASSISTANT DIRECTOR: SYSTEM ANALYST REF NO: O1/G/2026**
Directorate: Systems Development

SALARY : R487 197 per annum
CENTRE : HSRC Building, Pretoria
REQUIREMENTS : An appropriate qualification at NQF Level 6 as recognised by SAQA in Business Information/ Information Technology in Software Development and Systems Development/ Computer Sciences Plus 2-3 years' experience at supervisory level. Knowledge and understanding Public Service Act and Regulation. Knowledge and understanding of Digital Transformation Strategy of the Public Services. Knowledge and understanding of the relevant Public Service regulatory frameworks such as MISS, SDLC, MIOS, National Archives and Records Service Act, PAJA, PAIA and ECT. Knowledge and understanding of Information and Communication Technology frameworks. Knowledge and understanding of DPSA Corporate Governance ICT policy Framework. Knowledge and understanding of business systems. Knowledge and understanding of database and development standards. Knowledge and understanding business process principles, practices, techniques and tools. Knowledge and understanding of business concepts and requirements. Knowledge and understanding of database development. Knowledge and understanding of Information security principles and practices. Knowledge and understanding of Network Management. Knowledge and understanding of IT Infrastructure Principles. Knowledge and understanding of system development methodology and project management. Knowledge and understanding of information technology business systems. Knowledge and understanding of ASP.net SQL, XML, HTML, JavaScript. Knowledge and understanding of Business Processes principles, practices, techniques and tools. Competencies needed: Computer literacy skills. Analytical Skills. Policy analysis and development skills. Project management skills. Financial management skills. Communication (written and verbal) skills. Problem-solving skills. Client orientation and customer focus skills. Presentation and facilitation skills. Report writing. Planning and organising skills. Monitoring and evaluation skills. Programme management skills. Attributes: Analytical thinker. Ability to work under pressure. Ability to work in a team and independently. Friendly and trustworthy. Systematic and logical. Adaptable. Disciplined. Diplomacy. Assertive and persuasive. Emotional intelligence.

DUTIES : Detail system requirements and develop databases, computerised systems, software applications and integrations to meet specific information systems requirements. Design and implement technical solutions. Facilitate and manage technical feasibility and integration with existing systems. Manage, and report on the human resources, and performance in line with the set regulations and prescripts.

ENQUIRIES : Mr T Chele Tel No: (012) 312-7459

POST 20/75 : **SOCIAL WORK POLICY DEVELOPER GRADE 1: CHILD PROTECTION REF NO: O1/E/2026**
Directorate: Child Protection

SALARY : R471 330 per annum
CENTRE : HSRC Building, Pretoria
REQUIREMENTS : An appropriate recognised Bachelor's Degree in Social Work or equivalent qualification. Registration with the South African Council for Social Service Professions (SACSSP) as a Social Worker, plus eight (8) years' appropriate experience in social work after registration as a Social Worker with the

SACSSP. Knowledge of childcare and protection legislation, child protection policies, vulnerable children, and the provision of prevention and early intervention services. Willingness to travel. Competencies needed: Programme development, Project management skills. Planning and organising skills. Networking skills. Communication (written and verbal) skills. Professional counselling skills. Policy analysis and development skills. Financial management skills. Presentation and facilitation skills. Report writing. Monitoring and evaluation skills. People management skills. Ability to compile complex reports. Attributes: Ability to work under pressure. Ability to work in a team and independently. Innovative and creative. Friendly and trustworthy. Integrity.

DUTIES : Develop, implement and maintain child protection policies. Monitor, interpret and review legislation, policies and procedures to determine whether legislation, policies and procedures are still relevant and comply with current requirements. Develop proposals to amend/maintain the relevant acts, policies and procedures and develop new policies/procedures where required. This includes costing the policies. Develop programmes to implement the relevant policies. Facilitate, monitor, and evaluate the implementation of community-based prevention and early intervention services for vulnerable children (Risiha). Facilitate the funding of a national body to provide services to vulnerable children. Keep up to date with new developments in the social work field. This would, inter alia, entail the following: (i) Study professional journals and publications to ensure that cognisance is taken of new developments. (ii) Monitor and study the social services, legal, and policy framework continuously. (ii) Liaise/attend meetings with other departments, non-government institutions and relevant stakeholders to take cognisance of the latest developments in the relevant fields. Engage in continuous professional development activities as prescribed. Research and development. Perform the administrative functions required in the unit.

ENQUIRIES : Ms B. Sambo Tel No: (012) 312-7178

POST 20/76 : **PROJECT ADMINISTRATOR REF NO: O1/H/2026**
Directorate: Enterprise Project Management (PMO)

SALARY : R413 001 per annum
CENTRE : HSRC Building, Pretoria
REQUIREMENTS : An appropriate NQF level 6 as recognised by SAQA in Project Management/ Business or Public Administration Plus 1 to 2 years' experience in project management environment. Knowledge and understanding of the relevant Public Service regulatory framework such as MISS, National Archives and Record Service Act, PAJA, PAIA. Knowledge and understanding of DPSA Corporate Governance ICT Policy Framework. Knowledge and understanding of Information and Communication Technology framework. Knowledge and understanding of PFMA and Treasury Regulations. Knowledge and understanding of project administration. Knowledge and understanding of project management discipline and life cycle (PMBOK, PRINCE2). Knowledge and understanding of project management tools and techniques. Competencies needed: Communication (written and verbal) skills. Planning and Organising skills. Problem solving skills. Policy analysis and implementation skills. Computer literacy. Client management and administration skills. Project administration skills. Analytical skills. Report writing skills. Facilitation and presentation skills. Attributes: Accuracy. Ability to work under pressure. Ability to work in a team and independently. Friendly and trustworthy. Diplomacy. Self-stater. Confidentiality. Systematic.

DUTIES : Administer all IMST departmental projects in line with the project management framework and prescripts. Coordinate and manage project documentation and correspondence. Coordinate projects meetings. Provide support in the implementation of the project plan.

ENQUIRIES : Ms C Mamatlepa Tel No: (012) 312-7077

ANNEXURE P

DEPARTMENT OF SPORT, ARTS AND CULTURE (DSAC)

APPLICATIONS	:	Applicants must use this link or QR code below to access DSAC E-Recruitment System. https://erecruit.dsac.gov.za/public/login_test.php Hand delivery: Sealed envelope addressed to Chief Director: Human Resource Management and Development, Sechaba House, 202 Madiba Street, Pretoria Central. Postal mail to The Chief Director: Human Resource Management and Development, Private Bag X897, Pretoria, 0001.
CLOSING DATE	:	29 June 2026, 16:00
NOTE	:	Please create a user profile by completing all required personal information and setting up your login credentials. Once registration is complete, log in to the system and you will be directed to the "Welcome Page". From the Welcome Page, you may browse all vacant positions opportunities listed below. Applicants are strongly advised to complete all information required for the electronic Z83 form on the system before applying for any position. The Z83 form has been adopted into the system, and applications cannot be processed unless all mandatory fields are completed. After completing your profile and Z83 information, you may apply for any relevant advertised position through the system. Ensure that your application is fully completed and submitted before the closing date, as incomplete or late applications will not be considered. Once submitted, the system will provide a confirmation message indicating that your application has been successfully received. The e-Recruitment portal is also accessible via smartphones and other mobile devices. Correspondence will be limited to shortlisted candidates only. Only shortlisted candidates will be required to bring certified copies of ID, Driver's licence (where required) and qualifications on or before the interview. Should you be in possession of any foreign qualification(s), it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA); Applicants must be South African citizens. Shortlisted candidates must avail themselves for a virtual or in-person panel interview at a date and time determined by DSAC. The applicant should make own arrangement for access to internet connectivity and equipment for this purpose. Applicants must note that pre-employment checks and references will be conducted once they are shortlisted. The appointment is also subject to a positive outcome on these checks, including security clearance, security vetting, qualification/study verification, citizenship verification, financial/asset record check, previous employment verification and criminal record. If an applicant wishes to withdraw an application, it must be done in writing. We encourage all applicants to declare any criminal and/or negative credit records. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment, the logistics of which will be communicated by the Department. The successful candidate will be required to enter into an employment contract and sign an annual performance agreement. The Department of Sport, Arts and Culture is an equal opportunity, affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department to achieve its Employment Equity targets. It is the Department's intention to promote equity (race, gender and disability) through the filling of these posts. The Department reserves the right not to make an appointment and to use other recruitment processes, thus withdrawing this advert by notice on its communication channels. Prior to appointment for SMS post, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by the DPSA, which is an online course endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced from the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/.If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. We thank all applicants for their interest.

MANAGEMENT ECHELON

POST 20/77 : **DIRECTOR: HUMAN RESOURCE UTILISATION AND DEVELOPMENT REF NO: DSAC-07/06/2026**

SALARY : R1 317 384 per annum, an all-inclusive remuneration package, consisting of a basic salary (70% of the total remuneration package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion that may be structured in terms of applicable rules and guidelines.

CENTRE : Pretoria

REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; An undergraduate qualification (NQF level 7) as recognised by SAQA in Human Resource Development / Public Management/ Industrial Psychology or any relevant in qualification in Human Resource Management; Successful completion of Pre-entry Certificate for Public Sector Senior Management Leadership as endorsed by the National School of Government (NSG); 5 years of experience at a Middle/ Senior Managerial level in Human Resource utilisation and development or any training and development environment; A valid driver's license and willingness to travel; PERSAL Certificate; Knowledge of performance management and HRD policies and procedures; Knowledge and understanding of relevant human resource frameworks; Understanding of workplace skills development and performance management development system; Knowledge and understanding of e-learning platforms and digital learning solutions; Knowledge of and understanding of the Public Finance Management Act, Labour Relations Act, Public Service Act and Regulations, Basic Conditions of Service Act, Employment Equity Act and Skills Development Act and Regulations; Flexibility; Team and results orientated.

DUTIES : The purpose of this post is to manage human resource utilisation and development within the Department; Manage the human Resources Development Strategy-Develop and implement Departmental HRD strategies aligned to organizational objectives; Oversee regular skills audits and training needs analyses to identify competency gaps within the Department; Assess the impact of skills development on departmental performance and recommend improvements; Monitor the implementation of talent and Skills Development in the Department; Manage the compilation of training and monitoring reports; Develop and review bursary guidelines for the Department; Facilitate bursary scheme in the department to build internal capacity; Manage the allocation and transfer of bursary funding for employees to academic institutions; Develop and Implement the Annual Training Plan; Promote a culture of continuous learning within the Department; Ensure alignment of training initiatives with the National Skills Development Strategy (NSDS) and other relevant frameworks; Manage relationships with training providers and relevant stakeholders (e.g., NSG, SETAs); Respond to audit queries; Manage the development and implementation of training and development programmes-Design and oversee implementation of learning and development programmes, including leadership development and scarce skills interventions; Manage coordination of Learnership and Internship Programmes within the Department; Introduce e-learning platforms and digital learning solutions; Provide support structures for learners and interns throughout their placement; Monitor and track the progress made by learnerships and internships programmes; Ensure compliance on all training and development programmes and evaluate the impact of training using data analytics; Coordinate and facilitate Induction programme for new and existing employees; Lead the development and implementation of AI-enabled HRD initiatives to enhance learning, skills development, performance, and workforce productivity. Drive Departmental readiness for digital transformation and emerging technologies. Utilise HR analytics and AI-driven insights to support workforce planning, skills forecasting, and decision-making. Promote digital literacy, AI awareness, and future skills development across the Department. Manage the implementation of Performance Management Development System (PMDS) framework-Ensure implementation of PMDS framework aligned to organisational strategy; Ensure integration of performance management with organisational planning and service delivery objectives; Provide strategic leadership on performance management practices across the department; Oversee the implementation of PMDS across all levels; Monitor compliance with performance agreements, reviews, and assessments; Provide guidance and support to management on

performance-related matters; Lead the adoption of Artificial Intelligence (AI)-driven performance management systems to enhance efficiency and objectivity; Monitor performance outcomes and provide strategic interventions where required; Drive the integration of Artificial Intelligence (AI) and digital technologies into performance management processes to improve efficiency, consistency, and decision-making. Utilise AI-powered analytics and dashboards to monitor organisational performance trends, identify risks, and support evidence-based management decisions. Manage compilation of report on poor performance; Manage the development and implementation of HR utilisation and development policies and strategies-Oversee the development, implementation and review of HRD and PMDS policies; Oversee the development and implementation of the Annual Training Plan strategy; Monitor questionnaire for HRD Strategic Framework in Public Service; Monitor and ensure compliance with relevant legislation, regulation and public service frameworks; Provide strategic advice to senior management and employees on PMDS and HRD Policy matters; Translate research findings into practical policy recommendations; Manage the Directorate-Plan and coordinate the work of the Directorate; Manage the Directorate's budget and ensure effective and efficient utilisation of resources; Ensure compliance with legislative frameworks and audit requirements; Provide strategic reports HRD&U performance including AI driven insights; Manage the risks in your environment and ensure sound governance practices.

ENQUIRIES : Ms Z Lamati Tel No: (012) 441 3831

POST 20/78 : **DIRECTOR: HUMAN LANGUAGE TECHNOLOGIES REF NO: DSAC-08/06/2026**

SALARY : R1 317 384 per annum, an all-inclusive remuneration package, consisting of a basic salary (70% of the total remuneration package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion that may be structured in terms of applicable rules and guidelines.

CENTRE : Pretoria

REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification. An Undergraduate qualification (NQF level 7) as recognised by SAQA specialisation in Languages/ Information Technology/ Human Language Technology/ Applied Linguistics or any relevant Language/Technology qualification; Successful completion of the Pre-entry Certificate for the Senior Management Service (SMS) as endorsed by the National School of Government; 5 years of experience at a Middle/ Senior Managerial level in project management dealing with language technology, computational linguistics or any relevant environment. Project Management Certificate; Knowledge and understanding of human language technologies (machine translation, speech recognition, corpus development, etc.); Knowledge and understanding of Public Finance Management Act and relevant Regulations; Use of Official Languages Act, PanSALB Act, etc. Knowledge and understanding of language policies, ICT policies, digital transformation strategies and procedures; Analytical and problem-solving skills; Strategic capability and leadership; Planning and organising skills; Quality and action orientation; People management and empowerment.

DUTIES : The purpose of this post is to manage and promote access to service, information and modernisation of South African languages through the coordination and facilitation of Human Language Technologies (HLT) projects and activities; Monitor and Evaluate Human Language Technology projects; Monitor and evaluate the impact of HLT initiatives on language development and access to information; Initiate projects and create partnerships for Human Language Technology projects such as development of translation memory, terminology management tools, speech data technology, etc; Intervene and engage with project managers to address project challenges and risks; Supervise evaluation processes of project outputs/deliverables; Develop and maintain Human Language Technology strategies. Provide leadership and guidance in the development and promotion of official languages and implementation of Human Language Technology Strategy; Develop and implement policies, strategies, and frameworks for the use of Human Language Technologies in government and society; Align HLT initiatives with National Language policies, the Use of Official Languages Act, and the National Development Plan; Provide expert advice to the Department and other Government Entities on HLT solutions to ensure they address the needs of

persons with disabilities Identify areas of most urgent needs for Human Language Technology projects; Drive the process of locating Human Language Technology within broader Information Society; Manage Human Language Technology engagement with relevant stakeholders including project stakeholders; Build and strengthen partnerships with local and international stakeholders in the technology and language sectors; Negotiate with National and International role players for critical information, permission to access relevant databases, to collect data in the different languages of SA; Monitor Human Language Technology trends locally and internationally.; Collaborate with PanSALB, SADiLaR, research councils, and ICT bodies to mainstream HLT and popularise the concept of HLT industry Manage Subordinates and the Directorate-Reporting in terms of the Performance Management.

ENQUIRIES : Ms L Combrinck Tel No: (012) 441 3144

OTHER POSTS

POST 20/79 : **DEPUTY DIRECTOR: HUMAN RESOURCE PLANNING AND SYSTEMS REF NO: DSAC-09/06/2026**

SALARY : R932 292 per annum, an all-inclusive remuneration package, consisting of a basic salary (70/ 75% of the total remuneration package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion that may be structured in terms of applicable rules and guidelines.

CENTRE : Pretoria

REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; A minimum three-year National Diploma (NQF level 6)/ Degree (NQF level 7) as recognised by SAQA in Human Resource Management / Public Management / Public Administration/ Industrial Psychology or any relevant Human Resource Management qualification. 3-5 years relevant experience, at least 3 years at an Assistant Director level in HR Planning, HR Systems, Employment Equity and Policy development or any relevant HR governance environment; PERSAL Personnel Control exposure; Knowledge and understanding of the Employment Equity Act, Public Service Act, Public Service Regulations, Labour Relations Act, Skills Development Act, PFMA, Basic Conditions of Employment Act, transformation and related legislation; Knowledge and understanding of Human resource governance, policies and plans; Knowledge and understanding of Employment Equity and processes and procedures; Understanding of Medium-Term Expenditure Framework; Ability to work under pressure; Ability to work as a team and independently; High level of integrity, ethics and accountability.

DUTIES : The purpose of this post is to provide human resource planning, information systems and reporting mechanisms; Coordinate and ensure development of Human Resource Plan-Coordinate the development and implementation of human resource and plan; Ensure compliance with human resource planning framework; Integrate workforce analytics and forecasting models to identify capacity gaps and inform strategic workforce planning; Conduct analysis on human resource management prescripts and working environment to identify barriers to equity and inclusivity and recommend interventions; Analyse current and future skills demand to support reskilling, upskilling and succession planning initiatives; Monitor and report on the implementation of human resource plans; Coordinate and maintain Human Resource Information Systems (HRIS)-Maintain human resource and staff establishment information system; Manage and monitor PERSAL control and other human resource digital platforms; Conduct an analysis of human resource information and produce reports; Research, recommend, and implement human resource digital innovations; Collaborate with ICT to integrate human resource systems with automation, predictive analytics, and chatbot-enabled employee self-services; Produce human resource analytics reports that drive data-informed governance, policy review, and operational improvement; Facilitate the development and review of Employment Equity (EE) Plan-Facilitate the development implementation and review of the employment equity plan; Use data-driven tools analytics to track representation, monitor equity targets, and forecast future equity trends; Generate interactive employment equity dashboards to support compliance reporting and transformation initiatives; Compile, analyse and submit statutory employment equity reports; Coordinate and participate in employment equity and Skills Development

Forum/Committee; Provide advisory support to management and employees with regards to employment equity and transformation; Promote awareness and training programmes on employment equity within the department; Oversee Compensation and Workforce Costing-Maintain and monitor the Compensation of Employee (CoE) costing model in collaboration with the Management Accounting unit; Ensure alignment between the approved staff establishment, funded posts and compensation budget; Model salary, benefits and allowance impacts, and OSD adjustments to support budget planning; Monitor and report on vacancy over-/under-spending trends and provide recommendations to management; Conduct analyses to assess the financial implications of organisational changes, implementation of human resource plans and policy directives; Validate compensation data for accuracy, completeness and audit compliance; Coordinate the development and review of Human Resource Management Policies and Governance-Keep abreast with changes and public service trends in the human resource environment; Provide advice to relevant unit on the development and review of human resource policies; Coordinate the review process of human resource policies; Disseminate the approved human resource policies to departmental employees; Ensure policies align with digital transformation objectives, human resource technology standards, and data privacy requirements (POPIA).

ENQUIRIES : Ms Z Maloka Tel No: (012) 441 3730

POST 20/80 : **CONSTRUCTION PROJECT MANAGER GRADE A REF NO: DSAC-10/06/2026**

SALARY : R914 517 - R975 582 per annum, (total package), as outlined in terms of the Occupation-specific Dispensation for Engineering professions and related occupations)

CENTRE : Pretoria

REQUIREMENTS : Senior Certificate / Matric Certificate / Grade 12 Certificate / NQF 4 or equivalent qualification; A minimum three-year National Diploma (NQF level 6) as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or any relevant Built Environment qualification with a minimum of four (4) years and six (6) months certified experience in Built Environment / A BTech qualification (NQF level 7) as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or any relevant Built Environment qualification with a minimum of four (4) years certified experience in Built Environment / Honours Degree (NQF level 8) as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or any relevant Built Environment qualification with a minimum of three (3) years certified experience in Built Environment; Compulsory registration as a Professional Construction Project Manager with the South African Council for the Project and Construction Management Professions (SACPCMP) on appointment; A Code 08 driver's license; Willingness to travel; Knowledge of the Regulatory framework applicable to Public Infrastructure; Knowledge and understanding of the Project management principles and methodologies; Knowledge and understanding of System (IDMS) and Government Immovable Assets Management Act (GIAMA) etc. Knowledge and understanding of legal compliance; Knowledge of the sporting and cultural environment in South Africa.

DUTIES : The purpose of this post is to provide technical and management support to municipalities and other infrastructure related projects to ensure compliance with Norms and standards; Manage and co-ordinate all aspects of projects-Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology; Develop, execute and review project work plans to meet changing needs and requirements; Identify resources needed and assign individual responsibilities; Manage day-to-day operational aspects of a project and scope; Effectively apply methodology and enforce project standards to minimize risk on projects; Review project designs; Conduct site inspections; Conduct conditional assessment of existing projects; Manage project budget and financial resources in consultation with the Project Manager-Monitor and report project progress to Project Manager; Manage project budget and resources; Attend progress site meetings; Ensure utilisation of financial resources allocated effectively; Provide administration support to tender processes-Provide inputs to other professionals with tender administration; Liaise and interact with

service providers, clients and management; Contribute to human resources and related activities; Maintain the record management system and the architectural library; Conduct research, development and ensure compliance; Ensure laws and regulations on design, construction and building procedures; Ensure Implementation and monitoring of Infrastructure projects within the Department; Keep up with new technologies and procedures; Research/ literature on new developments on project management methodologies; Liaise with relevant bodies/ councils on project management matters; Supervise subordinates-Advise and lead subordinates regarding all aspects of the work; Ensure compliance with governance, risk, and performance management requirements.

ENQUIRIES : Ms N Tshivhase Tel No: (012) 441 3013

POST 20/81 : **ASSISTANT DIRECTOR: TERMINOLOGY COORDINATION (X3 POSTS)**

SALARY : R605 742 per annum (Level 10)
CENTRE : **Pretoria:**
Afrikaans Ref No: DSAC-11/06/2026
Siswati Ref No: DSAC-12/06/2026
Isindebele Ref No: DSAC-13/06/2026

REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; A minimum three-year National Diploma (NQF level 6)/ Degree (NQF level 7) as recognised by SAQA in Language Practice/ Linguistics/ Translation and Interpreting Studies/ BA /BEd with a major in a relevant source language qualification; 2-3 years relevant experience with at least 2 years as a Language Practitioner in a terminological or lexicographical environment; Knowledge of Public Service Regulations; Knowledge of terminological and lexicographical principles; Knowledge of relevant prescripts and Regulations; Knowledge and understanding of Language policies and procedures; Knowledge of Terminology Management System; Strong editing, proofreading, and writing skills; Excellent command of at least two official languages (including English); Project Management skills; advanced computer skills; Problem solving and Analysis; Presentation skills; Good Communication and interpersonal relations.

DUTIES : The purpose of these positions is to ensure that a multilingual technical terminology service is rendered in the department through source text development; target text development; compilation of front and back matter; project management; stakeholder collaboration; development of national terminology policy and implementation; publication and dissemination of terminology lists; recording of minutes; translation-oriented terminography; conducting terminology research; management of the Terminology Management System (TMS); management of the National Terminology Register and the National Term Bank; conducting training on principles of terminology management and people management. Collaboration with other language stakeholders and continuous liaison with institutions and members of language communities; Supervise subordinates.

ENQUIRIES : Dr H Machaba Tel No: (012) 441 3251

POST 20/82 : **ASSISTANT DIRECTOR: TRANSLATION AND EDITING (X3 POSTS)**

SALARY : R605 742 per annum (Level 10)
CENTRE : **Pretoria:**
Xitsonga Ref No: DSAC-14/06/2026
Sepedi Ref No: DSAC-15/06/2026
Isindebele Ref No: DSAC-16/06/2026

REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; A minimum three-year National Diploma (NQF level 6)/ Degree (NQF level 7) as recognised by SAQA in Language Studies/ Linguistics/ Translation and Interpreting Studies/ majoring in a relevant language and/or translation, or relevant language qualification; 2–3 years relevant experience at least 2 years as a Language Practitioner in the translation environment; Successful completion of a departmental translation and editing test in the relevant official language; Knowledge of Public Service Regulations; Knowledge and understanding of relevant language policies and prescripts; Knowledge of translation/ editing/ language administration; Excellent command of at least two official languages including English; Strong editing, proofreading and writing skills; Ability to translate and edit text electronically;

Good communication interpersonal relations; Planning and organising skills; Computer literacy; Research skills.

DUTIES : The purpose of this position is to promote access to information by providing translation and editing services; Translating official documents from English into the relevant official language and vice versa; Receive and review official documents for translation requirements; Study, analyse and excerpt problematic terms from source documents; Translate documents from English into the relevant official language; Translate documents from the relevant official language into English; Consult with subject matter experts or language specialists when necessary; Editing official documents written in the relevant official language and editing, checking and proofreading official documents translated into the relevant official language; Editing official documents written in [Xitsonga/Sepedi/Isindebele, depending on the position applied for]; Checking and verifying the accuracy of edited documents; Proofreading final versions of official documents translated into [Xitsonga/Sepedi/Isindebele, depending on the position applied for]; Ensuring quality and consistency in all translated and edited materials; Performing quality checks on all documents before final approval; Conduct research and develop terminology;-Conduct research and consultation on translation issues; Review and revise existing terminology for clarity and accuracy Provide administrative support and liaison service; Archiving all translated and edited documents electronically; Reporting on progress; Liaise with stakeholders; Carry out tasks as requested by the supervisor; Assist and give advice to clients on language matters; Supervision of subordinates-Supervise translation activities of subordinates.

ENQUIRIES : Ms PM Gaffane Tel No: (012) 441 3256

POST 20/83 : **ASSISTANT DIRECTOR: STRATEGIC COMMITTEES (EMINENT PERSONS GROUP (EPG) REF NO: DSAC-17/06/2026**

SALARY : R487 197 per annum (level 09)
CENTRE : Pretoria
REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; A minimum three-year National Diploma (NQF 6)/ Degree (NQF level 7) as recognised by SAQA in Public Administration, Office Management, Business Administration, Business Management, Office Management and Technology or any relevant Administration qualification; 2-3 years relevant experience at least 2 years as an Administration Officer in secretariat support of sport transformation initiatives for EPG or any relevant administration / office support environment; Knowledge of Relevant Public Service Regulation. Transformation Charter and Prescripts; Understanding of office procedures, administrative systems and policies; Understanding of Sport Federations; Knowledge and understanding of the Sport sector in South Africa; Knowledge and understanding of EPG initiatives; Data analytical skills; Client Orientation and Customer Focus; Presentation skills; Good communication and Interpersonal relations; Computer literacy; Planning and organising skills; Strong Minute taking skills; Problem solving skills; Analytical skills; Research skills; knowledge management skills, document management skills; meticulous and attention to detail.

DUTIES : The purpose of this post is to provide administrative and logistical support to the Eminent Persons Group (EPG) and its Secretariat by coordinating sport transformation initiatives; Capture, verify and cross check data received from Federations; Distribute data sheets to National Federations; Receive completed Data Sheets from National Federations; Follow up on outstanding data sheets from Federations; Capture Data Received from Federations into Master Sheet; Conduct research to assist in report writing; Submit Cross Checked Master Sheet Data to Federations for verification; Ensure all Master Sheet information submitted to Federations are returned and verified; Communicate regularly with Federations to clarify discrepancies and support data accuracy; Identify and resolve data anomalies, inconsistencies, and missing information; Monitor federations adherence to timelines and reporting standards; Compile reports highlighting data quality issues and areas for improvement; Maintain and approve verified Master Data Sheets; Record and track all anomaly resolution activities for audit and reporting purposes; Provide regular progress updates and feedback to relevant stakeholders; Ensure data is correct and up to date for annual audit; Assist in developing and maintaining Master Comparative Data Sheet, Comparative Barometer Tables, and Prepare graphs, tables, data interpretation and data analysis; Provide administrative

support services to the unit and the EPG Committee; Liaise with the EPG Chairperson and Members to coordinate and schedule meeting dates for the financial year; Attend and provide secretariat support to the EPG Committee; Attend EPG meetings virtually and in person, both internal and external; Take minutes of meetings and circulate to all stakeholders; Ensure all meeting minutes are completed with accuracy and submitted timeously; Track and follow up on action items and resolutions from meetings; Serve as a point of contact between the EPG Secretariat and stakeholders; Maintain filing systems (electronic and manual) and ensure records are properly managed and easily retrievable; Prepare relevant documents, minutes, correspondence, reports, submissions, memos and briefing notes as required; Ensure timely dissemination of information and documentation; Handle confidential documents with discretion and maintain data integrity; Provide support to the Director and the EPG Committee members in terms of Transformation Reports-Consolidate and provide support in terms of writing the EPG Report; Assist with proof-reading the report; Assist with issues related to printing the report.; Ensure all logistics are in place for the release of the report; Distribute the EPG Transformation report to internal and external stakeholders; Coordinate travel for the EPG Director and EPG committee and assist with financial administration activities within the Directorate-Monitor expenditure against the allocated budget and report variances; Make travel arrangements for the Director and EPG Committee members; Prepare and assist in processing travel claims for EPG Committee members and reconcile expenditure in line with financial policies; Assist with documentation for procuring a service provider if required; Maintain records of financial transactions and ensure compliance with relevant policies.

ENQUIRIES : Ms S Dawad Tel No: (012) 441 3000

POST 20/84 : **ASSISTANT DIRECTOR: GEOGRAPHICAL NAMES (ADMINISTRATON AND RESEARCH REF NO: DSAC-18/06/2026**

SALARY : R487 197 per annum (Level 09)
CENTRE : Pretoria
REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; Three-year Degree/ National Diploma (NQF level 6)/ Degree (NQF level 7) as recognised by SAQA in Geography/ Heritage Studies or any relevant Heritage qualification; 2-3 years relevant experience at least 2 years at a Heritage Officer level in research, geographical names, information or data analysis, and data processing or any related environment; A valid driver's licence; Knowledge of South African Geographical Names Council Act, 1998; Knowledge and understanding of South African Heritage Sector; Knowledge of Heritage and cultural policy frameworks; Knowledge of Public Service legislation and regulations; Ability to operate at a national, provincial, and local levels; Understanding of language developments and orthography rules; Computer literacy; Research and presentation skills; Good communication and interpersonal relations; Analytical and critical thinking skills; Knowledge and understanding of ArcView, ArcMap and Visual basics will be added advantage; Problem solving skills; Planning and organising skills; Knowledge of basics of Project Management.

DUTIES : The purpose of this post is to provide coordination, and administrative support in the South African Geographical Names Council (SAGNC); Facilitate the standardization of geographical names in the country-Assist with liaising with Provincial Geographical Names Committees to receive geographical name applications; Ensure geographical names applications comply with the Councils SOP's; Assist to compile and circulate calendars for SAGNC meetings, awareness and stakeholder engagements; Draft responses to general requests and queries; Drive evidence-based research and analysis on geographical names, heritage, history, and linguistic dimensions to support national standardization processes on receipt of geographical names. Participate in documenting indigenous knowledge, orthography, and place-name heritage to strengthen informed decision-making and academic collaboration. Provide Secretariat Support to the South African Geographical Names Council-Arrange logistics for SAGNC and subcommittee meetings (venue, catering, travel bookings); Prepare, record and distribute minutes and meeting documentation of subcommittee and council meetings; Assist with filing and management of SAGNC records; Coordinate processing of payments and travel claims for SAGNC members; Assist in drafting memos and

submitting necessary documents to Supply Chain Management for budget and financial Reconciliation; Provide administrative support in the establishment of the South African Geographical Names Council (SAGNC)-Assist with the nomination, appointment and general setting up of the new SAGNC members; Coordinate induction programme and ensuring reconciliation; File documents related to the nomination and the appointment process of the council; Arrange awareness campaigns and monitor Stakeholder Liaison-Assist with organising awareness campaigns and outreach initiatives; Arrange logistics for awareness campaigns; Assist communication with National, Provincial, local authorities and stakeholders.

ENQUIRIES : Mr WG Kasibe Tel No: (012) 441 3033

POST 20/85 : **ADMINISTRATIVE OFFICER: MAINTENANCE, HEALTH AND SAFETY REF NO: DSAC-19/06/2026**

SALARY : R338 106 per annum (Level 07)
CENTRE : Pretoria
REQUIREMENTS : Senior Certificate/Matric Certificate /Grade 12 Certificate/ NQF level 4 or equivalent qualification. A minimum three-year National Diploma (NQF 6)/ Degree (NQF level 7) in Environmental Health/ Safety Management/ Facilities Management as recognised by SAQA or any other relevant qualification. Completed Community Service. Valid driver's licence. Registration with HPCSA or any relevant organization. 1-2 years relevant experience in maintenance, facilities or Occupational Health and Safety environment or any related environment field. Knowledge of facilities maintenance processes and Occupational Health Safety principles. Basic understanding of the Occupational Health and Safety Act, Maintenance and related legislations. Understanding of administrative processes and records management skills. Computer literacy. Good report writing skills. Good communication and interpersonal relations. Planning and organizational skills. Problem-solving and coordination skills.

DUTIES : Report defects, compile job cards and liaise with the landlord. Monitor and ensure that all maintenance and repairs are completed timeously. Liaise with internal stakeholders and external service providers regarding maintenance issues. Oversee cleaning services. Manage the procurement and distribution of toilet and cleaning consumables. Manage minor repairs via the handyman services. Compile maintenance reports and statistics for management. Monitor turnaround times and follow up on outstanding maintenance tasks. Manage the Meeting Room Booking (MRBS). Oversee the preparation of meeting rooms. Oversee the cleaning of the Pause areas. Supervise the printing production services. Conduct inspections of buildings and ensure compliance with the Health and Safety procedures and quality standards. Assist with the coordination of occupational health and safety activities in addressing emerging environmental risks. Monitor hygiene and housekeeping at all departmental sites. Investigate and report incidents and complaints. Liaise and work closely with the health and safety representatives at all Departmental sites. Assist with coordination of the emergency preparedness exercises at all sites. Assist with maintaining a healthy and safe working environment to ensure compliance. Provide administrative support for the implementation of OHS policies, procedures and programmes. Maintain OHS registers, incident/ accident records and compliance documentation. Ensure confidentiality and integrity of records and information. Manage the contracts for building maintenance such as but not limited to Toilet consumables, Air fresheners, DSTV and TV licences. Prepare submission and memos for approval to procure. Liaise with internal stakeholders and external service providers. Compile the terms of reference and specifications. Monitor services rendered by all contractors. Check and ensure all payments are affected timeously. Provide general administrative support including correspondence, filing, compliance documents, and certificates. Assist and schedule meetings, prepare agendas and record minutes related to maintenance and OHS matters. Coordinate training sessions, inductions and awareness programmes for employees and contractors. Assist with procurement administration related to maintenance and OHS services and supplies. Support compliance with the Occupational Health and Safety Act, Maintenance and related regulations. Assist in monitoring contractor compliance with safety and maintenance requirements. Allocate work and monitor progress. Provide overall supervision and guidance to subordinates. Provide training and development of

subordinates. Manage discipline. Ensure all requirements of performance management system are met. Enable a healthy and efficient working environment with subordinates.

ENQUIRIES : Ms Philiswa Mthembu Tel No: (012) 441 3147

ANNEXURE Q

STATISTICS SOUTH AFRICA

Stats SA provides scientific knowledge that enables society to understand complex socio-economic phenomena. It draws its mandate from the Statistics Act, 1999 (Act No 6 of 1999). Stats SA strives to excel in the following five competencies: Intellectual capability to lead the scientific work of statistics, Technological competence for purposes of large-scale processing and for complex computations and accessibility of information to the public, Logistical competence for deployment of (forward and reverse) logistics of large-scale field operations and for strategic choices regarding operational efficiency and cost-effectiveness, Political competence in understanding the political environment without being political or Politicised (commitment of delivery without fear or favour), Administrative competence: The ability of bringing it all together.

APPLICATIONS	:	All applications must be submitted online on the following link: www.statssa.gov.za/recruitment
CLOSING DATE	:	29 June 2026
NOTE	:	Applications must be submitted online and must be completed in full on all fields including the declaration part. Clear indication of the post and reference number that is being applied for must be selected. The application must include only completed and signed new Form Z83, obtainable from any Public Service Department or on the internet at www.gov.za, and a detailed Curriculum Vitae. Submission of certified copies of Identity Document, Senior Certificate and the highest required qualification as well as a driver's license where necessary are optional but will only be submitted by shortlisted candidates to HR on or before the day of the interview date. General information: Females, youth and people with disabilities are targeted for these positions and are hereby encouraged to apply. All shortlisted candidates for SMS posts will be subjected to two pre-entry technical exercises and a competency assessment that intend to test both the technical and generic managerial competencies of the job, the logistics of which will be communicated by the Department. The shortlisted candidate(s) will be required to undergo a Competency Assessment and must be available for interviews at a date and time determined by Statistics South Africa. One of the minimum entry requirements for SMS positions is the pre-entry certificate submitted prior to appointment. For more details on the pre-entry course visit: https://www.thensg.gov.za/training-course/smspre-entry-programme/. The successful candidate(s) will be required to sign an annual performance agreement, disclose his/her financial interests and be subjected to security clearance. Applications that do not comply with the requirements will not be taken into consideration. If you have not received a response from this Department within three months of the closing date, please consider your application unsuccessful. NOTE: Statistics South Africa reserves the right to fill or not fill the below-mentioned post.

MANAGEMENT ECHELON

POST 20/86	:	**CHIEF DIRECTOR: BUSINESS REGISTER REF NO: 02/06/26HO**
SALARY	:	R1 554 696 per annum (Level 14), (all-inclusive remuneration package)
CENTRE	:	Head Office
REQUIREMENTS	:	A Bachelor's degree/ NQF 7 in Business Management/ Economics/ Statistics/ Data Science Training in Total Quality Management , Project Management, Financial Management, Data Science, 5 years' of experience at senior managerial level in the statistical production processes, Extensive experience in data collection, statistical analysis, business classification, managing and supervising a team, A good understanding of the South African business environment and including the understanding of VAT/TAX legislation, Knowledge of MS Office Suite, Financial Management, Business Management, Economics, Statistics, Business registration and Taxation, Management, analytical, problem-solving, verbal and written communication and conceptualising skills, Good organiser, good communicator and negotiator, customer oriented, Strategic thinking and planning and performance management, leadership, skills, Ability to work under pressure, ability to handle multiple and complex tasks and projects, ability to pay attention to detail and strong focus on service delivery, A valid driver's license.

DUTIES : Lead and direct the profiling of large and complex businesses, Lead and manage the maintenance of all identified statistical business units, Lead, manage and monitor the quality of the statistical business register, Lead innovation, and methodological development for the business register, Lead and manage the classification of businesses in respect of both economic activities as well as institutional sector, Lead the development of policies and procedures; processes; and plans, Direct and manage staff and other resources of the chief directorate.

ENQUIRIES : Ms M Montsho Tel No: (012) 310 4889

POST 20/87 : **CHIEF DIRECTOR: PROVINCIAL OFFICE (X2 POSTS)**

SALARY : R1 554 696 per annum (Level 14), (all-inclusive remuneration package)
CENTRE : Eastern Cape (Kugompo City) Ref No: 03/06/26EC
KwaZulu Natal (Durban) Ref No: 04/06/26KZN

REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Demography/ Geography/ Population Studies; Training in Leadership and Management, Project Management, Research and Survey Methodology; Computer software packages e.g. Microsoft Office Suite, Customer / Marketing focus, Financial and Asset Management, Labour Relations, Strategic Management, Change Management; 5 years of relevant experience at senior managerial level, Experience in Managerial or project management, Data collection by fieldwork, analysis and report writing and experience in Census taking activities, Knowledge of national and international standards and practices, Survey Methodologies, Project Management, Computer Software packages, Government Acts, Knowledge of profiles of users and stakeholders and their specific requirements. Knowledge of Marketing, Labour Relations, Financial Management and Strategic planning, A valid driver's license, Skills in Monitoring field operations, Analytical and strategic thinking, Decision-making, Research skills, Identify special development needs. Teamwork, Leadership skills, Presentation skills, Language Proficiency, Statistical analysis and financial management and proven general management skills, conflict management, data analytics tools, Willingness to work long hours to meet deadlines and travel.

DUTIES : Direct and manage the fieldwork operations and data collection, Drive and direct marketing, dissemination and user information services, Direct and coordinate the development of the Provincial National Statistics System (NSS), Lead the development and implementation of strategies, policies, processes and procedures, Direct and manage financial and human resources within the provincial office.

ENQUIRIES : Ms M Montsho Tel No: (012) 310 4889

POST 20/88 : **DIRECTOR: BASIC SERVICES AND INFRASTRUCTURE SECTOR STATISTICS REF NO: 05/06/26HO**

SALARY : R1 317 384 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Head Office

REQUIREMENTS : A Bachelor's degree/ NQF 7 in Data Science/ Statistics/ Demography/ Population Studies/ Development Studies/ Geography/GIS, Training in Project Management, Statistical Analysis, Training in SAS or other statistical packages, 5 years of experience at a middle/ senior managerial level and exposure in the relevant field, Extensive knowledge in official and national statistics, Experience in census/surveys or administrative data collection/ registers, Extensive knowledge of statistical and other related legislations, Extensive knowledge of data quality & management, Extensive knowledge of monitoring and evaluation systems and indicator development, Extensive Knowledge of Census, Survey and administrative data methodologies; Training on Project management, Statistics Analysis, SAS Training or training in another statistical package; An innovative thinker with diversity awareness, creativity, assertiveness, open for change and improvement, self-driven, result-driven and team player.

DUTIES : Establish and manage partnership with stakeholders within the Basic Services and Infrastructure Sector, Manage capacity building to Entities of the NSS, Manage and address data, quality and capacity gaps for all data producing entities; Ensure the implementation of clearance protocol for Basic Services and Infrastructure Sector Statistics, Ensure development and review of sector strategies and plans, Manage staff and other resources of the directorate.

ENQUIRIES : Ms S Twala Tel No: (012) 310 8326

POST 20/89 : **DIRECTOR: ECONOMIC STATISTICS ASSESSMENT REF NO: 06/06/26HO**

SALARY : R1 317 384 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Head Office
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Accounting/ Economics/ Econometrics; Training in official statistics, data quality including the use of SASQAF, MS Office suite and MS Project; 5 years of experience at a middle/ senior managerial level and exposure of the following: statistical production process in the field of economic surveys and data quality assessment using SASQAF, Knowledge of the Fundamental principles of official statistics, Statistics Act and legislations, Various statistical standards and classification systems, Knowledge of statistical processes and the statistical value chain/generic statistical business process model, Knowledge of international guidelines and methodologies as applicable to the field of economic statistics such as national accounts, price statistics, labour market statistics, and government finance statistics, etc. Planning and time management skills, Conceptualising, interpretation and communication skills, Problem identification and developing solutions, must be able to work with deadlines, Ability to do extensive reading and web research, attending work sessions (internally or externally) and willingness to travel.
DUTIES : Manage data quality assessment for economic statistics products, Ensure the development of independent quality assessment reports for economic statistics products, Manage and coordinate the process of certifying statistics as official, Ensure the development and review of data quality instruments and tools, Ensure the development of policies and procedures; processes; and plans, Manage staff and other resources of the Directorate.
ENQUIRIES : Ms S Twala Tel No: (012) 310 8326

POST 20/90 : **DIRECTOR: ECONOMIC SECTOR STATISTICS REF NO: 07/06/26HO**

SALARY : R1 317 384 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Head Office
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Data Science/ Statistics/ Economics/ Econometrics; Training in Project Management, Statistics Analysis, Training in SAS or other statistical packages, 5 years of experience at a middle/ senior managerial level and exposure in the relevant field; Extensive knowledge in official and national statistics, Experience in census/surveys or administrative data collection/ registers; Extensive knowledge of statistical and other related legislations; Extensive knowledge of data quality & management; Extensive knowledge of monitoring and evaluation systems and indicator development; Extensive knowledge of Census, Survey and administrative data methodologies; Ability to articulate abstract concepts simply to stakeholders, high level of conceptual and abstract thinking, excellent problem solving and analytical skills, report writing skills, An innovative thinker with diversity awareness, creativity, assertiveness, open for change and improvement, self-driven, result-driven and team player.
DUTIES : Establish and manage partnership with stakeholders within the Economic Statistics Subsystem, Manage capacity building to Entities of the NSS, Manage and address data, quality and capacity gaps for all data producing entities, Ensure the implementation of clearance protocol for Economic Statistics Subsystem, Ensure development and review of sector strategies and plans, Manage staff and other resources of the Directorate.
ENQUIRIES : Ms S Twala Tel No: (012) 310 8326

POST 20/91 : **DIRECTOR: MULTI-DIMENSIONAL POVERTY STATISTICS REF NO: 08/06/26HO**

SALARY : R1 317 384 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Head Office
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Economics/ Econometrics/ Demography/ Development Studies, Training in MS Office Suite, STATA, SAS or other statistical analysis software, 5 years of experience at a middle/ senior managerial level in data analysis and writing statistical and thematic reports, Knowledge of Mathematics, Statistics, Econometrics, Economics, Development Studies, Demography and Population Studies; Knowledge of

Alkire-Foster methodology for computation of multidimensional poverty, Knowledge of the Statistical Value Chain/business-mapping process of the organisation; Knowledge of statistical standards across the survey value chain, Analytical, numeric, report writing skills, basic programming skills, Conceptualising, interpretation and presentation skills, Planning and time management skills, Innovative and analytical thinker, good communicator, Ability to work with team- members (interpersonal skills), Consistent, committed, strategic thinker and organised.

DUTIES : Manage the development of multidimensional poverty data items and indicators; Manage training and quality assurance on multidimensional poverty content; Manage the production of multidimensional poverty products; Manage stakeholder needs and data requests relating to multidimensional poverty statistics; Ensure the development of policies and procedures; processes; and plans; Manage staff and other resources.

ENQUIRIES : Ms S Twala Tel No: (012) 310 8326

OTHER POSTS

POST 20/92 : **DEPUTY DIRECTOR: DISTRICT MANAGEMENT (X3 POSTS)**

SALARY : R1 101 468 per annum (Level 12), (all-inclusive remuneration package)

CENTRE : Eastern Cape: Nelson Mandela Bay District Office Ref No: 14/06/26HO
North-West: Ngaka Modiri Molema District Office Ref No: 15/06/26HO (X2 Posts)
Dr Ruth Segomotsi Mompati District Office Ref No: 16/06/26HO

REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Mathematics/ Demography/ Geography/Financial Management/ Accounting/ Human Resource Management/ Public Management/ Public Administration/ Business Administration/ Facilities Management/ Security Management/ Logistics. Training in research, sampling techniques, survey methods, financial management, marketing, stakeholder relations, customer focus, fleet management, logistics management, risk management, report writing, SASQAF Training. 3-4 years' experience as an Assistant Director in relevant fields such field operations, statistical support and coordination and Corporate Services. Knowledge of survey methodologies, project management, financial management, strategic management, risk management, HR management, facilities management, asset management, public management, Communication, decision-making, presentation, strategic thinking, interviewing, conflict resolution, leadership, map reading, report writing, supervisory and team management skills, skills in monitoring field operations. A creative, energetic, self-driven, results driven, assertive and innovative worker who has diversity awareness and emotional intelligence, is open to change and improvement, a good listener, is oriented towards service delivery, has consistency and integrity and stress management skills, A valid driver's license and ability to drive.

DUTIES : Develop district tactical and operational plans. Manage fieldwork operations/ services in the district. Manage Corporate Services in the district. Conduct stakeholder engagements to communicate, market and disseminate Stats SA products and services at district level. Manage staff and other resources.

ENQUIRIES : Mr G Parkins at 082 904 9771

POST 20/93 : **PRINCIPAL SYSTEMS ANALYST: SYSTEM ANALYSIS AND DESIGN REF NO: 09/06/26HO**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)

CENTRE : Head Office, Pretoria

REQUIREMENTS : A Bachelor's degree/ NQF 7 in Information Technology (IT), Computer Science, and Information System; Training Agile software development methodologies, ITIL/ COBIT certification, DevOps, Project Management, 5 - 7 years' experience in practicing systems analysis and design in the general software development lifecycle; Training in solutions architecture and design, Application of agile software development methodologies, Handling multiple projects simultaneously, Competence to use design and project management tools (MS Project, Visio); Knowledge of Data modelling/processing, End-to-end technology, data and applications operations, Understanding of Technology trends; Good interpersonal, conceptual, leadership, planning, numerical,

communication, analytical, presentation, Ability to pay attention to detail, Ability to work under pressure and handle multiple and complex tasks and projects.

DUTIES : Conduct system analysis and planning; Refine the draft design artefacts based on the solution design; Conduct analysis and design during solution delivery; Facilitate systems maintenance and support.

ENQUIRIES : Mr N Jones Tel No: (012) 310 4880

POST 20/94 : **PRINCIPAL SYSTEMS DEVELOPER: APPLICATION ARCHITECTURE REF NO: 10/06/26HO (X2 POSTS)**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Information Technology (IT), Computer Science, and Information System; 5 – 7 years' experience in practicing systems development in the general software development lifecycle; Training in Agile software development methodologies, ITIL/ COBIT certification, DevOps, Project Management, SAS/Statistical training, Training in solutions architecture and design, Application of agile software development methodologies, Handling multiple projects simultaneously, Competence to use design and project management tools (MS Project, Visio), Knowledge of Data modelling/processing, End-to-end technology, data and applications operations, Understanding of Technology trends; Good interpersonal, conceptual, leadership, planning, numerical, communication, analytical, presentation, Ability to pay attention to detail, Ability to work under pressure and handle multiple and complex tasks and projects.

DUTIES : Review the development and maintenance of new analytical/statistical solutions; Conduct application changes on the management framework; Review the maintenance of existing the analytics systems; Review the accuracy, reliability, and optimal performance of analytics systems, programs, and data processes

ENQUIRIES : Mr N Jones Tel No: (012) 310 4880

POST 20/95 : **PRINCIPAL SYSTEMS DEVELOPERS: SOLUTIONS DEVELOPMENT REF NO: 11/06/26HO (X2 POSTS)**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Information Technology (IT)/ Computer Science/ and Information System; 5-7 years' experience in practicing systems development and support in the software development lifecycle; Training in solutions architecture and design, Website management, Application of agile software development methodologies, Handling multiple projects simultaneously, Software development in web and windows, Agile software development methodologies, Project management skills; Knowledge of Data modelling, Web infrastructure, Relational Databases, Understanding of Technology trends; Good interpersonal, conceptual, leadership, planning, numerical, communication, analytical, presentation, coordination and liaison skills with a strong focus on service delivery, customer needs and process and product quality, Ability to pay attention to detail, Ability to work under pressure and handle multiple and complex tasks and projects.

DUTIES : Conduct software planning; Develop front-end software solutions and interfaces; develop back-end services for software solutions; Implement code quality activities and practices; Provide technical support for production software solutions.

ENQUIRIES : Mr N Jones Tel No: (012) 310 4880

POST 20/96 : **PRINCIPAL DATABASE ADMINISTRATOR REF NO: 12/06/26HO**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Information Technology (IT)/ Computer Science/ Information Systems. Training in Agile Software development methodologies, ITIL/ COBIT certification, DevOps, Database certificate, and Project Management. At least 5 – 7 years' experience in practising database administration and design in the general software development lifecycle, Training in solution architecture and design, Application of agile software development methodologies, ability to handle multiple projects simultaneously,

competence in using design and project management tools (MS Project, Visio). Knowledge of Data modelling/processing, End-to-end technology, data and applications operations, Understanding of Technology trends. Must have good interpersonal, conceptual, leadership, planning, numerical, communication, analytical, presentation skills, Ability to pay attention to detail, Ability to work under pressure and handle multiple and complex tasks and projects.

DUTIES : Refine database design and architecture. Maintain and upgrade database/application servers. Deploy approved changes and resolve complex issues. Resolve application/database issues.

ENQUIRIES : Ms LC Dooka Tel No: (012) 336 0106

POST 20/97 : **DEPUTY DIRECTOR: DATA VALIDATION AND ADMINISTRATION SUPPORT REF NO: 13/06/26HO**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Demography/ Econometrics/ Economics/ Development Studies; 3-4 years' experience at ASD level in a Statistics environment; Training in Project management; Statistical analysis, SAS Training or training in other statistical packages; Knowledge of statistical and related legislation, Data management, Data quality and Indicator development. Ability to articulate abstract concepts simply to stakeholders, High-level of conceptual and abstract thinking; excellent problem-solving, analytical skills, interpersonal and report-writing skills. An innovative thinker with diversity awareness, creativity, assertiveness, open for change and improvement, self-driven, result-driven and team player.

DUTIES : Guide the implementation of statistical plans in accordance with Integrated Indicator Framework (IIF); Monitor and coordinate statistical data flow between South Africa and other countries and international agencies; Guide the validation of data emanating from entities within the NSS intended for national and international consumption; Coordinate the development, application and review of new validation Standards; Develop and review frameworks; Manage staff and other resources.

ENQUIRIES : Ms L Dooka Tel No: (012) 336 0161

POST 20/98 : **DEPUTY DIRECTOR: STANDARDS DEVELOPMENT REF NO: 17/06/26HO**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics/ Demography/ Data Science/ Economics/ Econometrics; Training in Project Management, writing skills course, Suite of standards development courses, Advanced Management Course, Policy Development, Quality Management, Survey Methodology, Official Statistics, 3- 4 years' experience at Assistant Director level in the statistical or related field; Knowledge of the following is required: Fundamental principles of official statistics, Statistics Act and other legislations, Various statistical standards and classification systems, Knowledge of statistical processes and the statistical value chain, Survey Methodology, Various frameworks governing production of population and social statistics, and economics statistics, Government legislation/policies and how the Public Sector operates, Understanding of the role of statistics in government, Quality management systems and quality assessment frameworks, Interpretation of international guidelines and methodologies as applicable to the field of population and social statistics, and economic statistics. Planning and time management skills, Conceptualising, interpretation of international guidelines and methodologies as applicable to the field of population and social statistics and economic statistics, Planning, time management, report writing and communication skills, Analytical thinking and complex problem-solving skills, Decision-making skills, Project management skills, High degree of computer literacy, Stakeholder management, Facilitation skills, Ability to conduct research. An innovative, analytical-oriented thinker, an independent thinker, a good communicator, accurate and attention to details and must be able to work in a team, should be organised, able to think strategically, be committed, able to show perseverance, be consistent, balanced and communicate processes effectively.

DUTIES : Monitor and coordinate the alignment of standards development initiatives with organisational and national priorities; Monitor and coordinate the development,

review, and updating of statistical standards, classifications, concepts and definitions in Stats SA and statistical units within entities of the NSS (economics, social and environmental sectors); Monitor the development and maintenance of statistical standards-related policies, technical documentation, guidelines, and metadata templates; Monitor and coordinate environmental scanning activities to ensure informed development of national, regional, and international standards; Develop and review frameworks; Manage staff and other resources

ENQUIRIES : Ms L Dooka Tel No: (012) 336 0106

POST 20/99 : **DEPUTY DIRECTORS: PRICE STATISTICS COMPILATION REF NO: 18/06/26HO (X2 POSTS)**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A Bachelor's degree/ NQF 7 in Statistics, Econometrics,/ Mathematics/ Data science; Three to four (3- 4) years at Assistant Director level in similar field; Knowledge of the Statistical, and Economic fields are essential; Computer literacy – Ms Excel, Ms Word, PowerPoint, Project Management and SAS or any other statistical package; Managerial skills, High level of numeracy, Computer literate in MS suite, Software Programming, Strong problem solving skills, Attention to detail, Good written and verbal communication skills, Good interpersonal skills, Conflict management skills; The ability to work with people in a team environment, The ability to communicate effectively, Strong numerical and analytical skills, The ability to work on his/her own, The ability to take initiative and lead teams.
DUTIES : Monitor and coordinate the compilation of price indices programmes; Monitor the data analysis process for Price Statistics Compilation; Monitor and coordinate editing and validation of price stats data; Monitor, Maintenance and Enhancement of Price Statistics Compilation Systems; Monitor the compilation and dissemination of the Price Statistics; Manage staff and other resources.
ENQUIRIES : Ms S Khoza Tel No: (012) 310 8097

POST 20/100 : **SYSTEMS DEVELOPER: SOLUTIONS DEVELOPMENT REF NO: 19/06/26HO (X2 POSTS)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A National Diploma (NQF 6) in Information Technology/ Computer Science/ Information Systems, Training in Agile software development methodologies, COBIT/ ITIL/ TOGAF Frameworks, Project Management, 3-4 years' experience in practicing systems development and support in the software development lifecycle, Knowledge of technology trends, web infrastructure, data modelling and relational database, Training in solution architecture and design, Skills in website management, Application of agile software development methodologies, software development in web and windows, Agile software development methodologies and project management, Ability to handle multiple projects simultaneously, Ability to pay attention to detail, Ability to work under pressure and handle multiple and complex tasks and projects, A hard worker with good interpersonal, conceptual, leadership, planning, numerical, communication, analytical, presentation, coordination and liaison skills with a strong focus on service delivery, customer needs and process and product quality.
DUTIES : Conduct feature planning. Develop front-end software feature interfaces. Develop back-end software services for software features. Provide technical support for production software features.
ENQUIRIES : Ms S Khoza Tel No: (012) 310 8097

POST 20/101 : **SYSTEM DEVELOPER: DATA ARCHITECTURE REF NO: 20/06/26HO (X2 POSTS)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A National Diploma (NQF 6) in Information Technology (IT), Computer Science and Information Systems. Training in Agile Software Development Methodologies, Scrum Fundamentals understanding Agile development environments, Systems Development Life Cycle, SAS/Statistical training.3-4

years of experience in a software development life cycle. Rational database design skills, Analytical and problem-solving skills, Good communication and documentation skills, Familiarity with Agile/Scrum practices, Competency to use design and project management tools (MS Project, Vision). Knowledge of requirement gathering techniques, Understanding of technology trends. A hard worker who is detailed oriented and through, Collaborative and team focused, Organized and time conscious and eager to learn and adapt to new tools, Ability to work under pressure.

DUTIES : Develop and maintain analytical/statistical solutions. Maintain and support of analytics systems. Implement systems. Test systems.

ENQUIRIES : Ms S Khoza Tel No: (012) 310 8097

POST 20/102 : **ASSISTANT DIRECTOR: ECONOMICS REF NO: 21/06/26HO**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A National Diploma/ A Bachelor's degree/ NQF 7 in Economics/ Statistics/ Accounting. Training in System of National Accounts (SNA), as well as other international guidelines and methodologies as applicable to the work area, e.g. System of Environmental Economic Accounting (SEEA-Central Framework and SEEA-Ecosystem Accounting) and other subject specific manuals. Training in SAS, Introduction to Project Management, Introduction to economic indicators and analysis, Labour Relations and Financial Management, 3-4 years' experience in a similar field. Knowledge of the System of National Accounts (SNA), System of Environmental Economic Accounting (SEEA-Central Framework and SEEA-Ecosystem Accounting) and various relevant classification systems, Ability to plan, work and meet timelines, Innovative, analytical thinker and good communicator that works well in a team, Should be organised and able to think strategically and communicate processes effectively, Competence in the use of office software packages such as MS Office, specifically Excel, Word and Power Point, Excellent verbal and written communication skills and strong numeric and analytical skills.

DUTIES : Coordinate the partnerships with role players outside of the South African National Statistics System (SANSS), Coordinate and innovate the production of Environmental Economic Accounts (EEA) and Ecosystem Accounts (EA) data, Coordinate the collection of EEA and EA data, Coordinate the analysis of economic, social and environment data indicators, Coordinate the compilation of EEA and EA statistics, Conduct mapping and project planning, Supervise staff and other resources of the directorate.

ENQUIRIES : Ms S Khoza Tel No: (012) 310 8097

POST 20/103 : **DEMOGRAPHER: MID-YEAR POPULATION ESTIMATES AND PROJECTIONS REF NO: 22/06/26HO**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office, Pretoria
REQUIREMENTS : Bachelor's degree (NQF 7) in Demography, Population Studies, Statistics, Economics, Geography, or a related field; 1-2 years' experience at supervisory level/experience in the field of statistics / Population studies. Experience in data collection, analysis, and interpretation in population studies. Strong analytical, report writing and presentation skills to effectively communicate demographic findings to stakeholders. Experience in working with Census data, household surveys, and administrative records. Familiarity with demographic methods such as population projections, fertility and mortality analysis, and migration studies. Knowledge of Demographic Methods & Techniques, Population Projection Models & Tools e.g. SPECTRUM), Statistical Software Training (e.g. SAS, R, STATA, SPSS etc.). Report writing, and presentation skills to effectively communicate demographic findings, teamwork & time management, communication skills and the ability to work under pressure and meet deadlines.

DUTIES : Assess, validate and triangulate data, Develop National, Provincial and District mid-year estimates, Develop local municipal and household estimates, Develop short, medium and long-term estimates, Identify areas of collaboration to Promote the use of Mid-Year Population estimates.

ENQUIRIES : Mr C Mokonyane Tel No: (012) 310 4604

POST 20/104 : **STANDARDS DEVELOPER REF NO: 23/06/26HO (X3 POSTS)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A National Diploma (NQF 6) in Statistics / Demography / Data Science/ Economics / Econometrics; Training in Official Statistics, MS Office Suite, Survey Methodology, Quality Management, Policy Development, Suite of standards development courses, Training Skills Course, 0-12 months' experience in the statistical production process or related field; Conceptualising, interpretation, report writing, excellent communication, stakeholder management skills, good interpersonal, facilitation, analytical thinking, complex problem-solving, Ability to write, interpret and present the contents of statistical standards, Ability to advocate for standardisation, High degree of computer literacy, Ability to conduct research, Skills in interpretation of international guidelines and methodologies as applicable to the field of population and social and economic statistics, Knowledge of Fundamental principles of official statistics, Statistics Act and other legislations, Various statistical standards and classification systems, Knowledge of statistical processes and statistical value chain, Knowledge of the development, maintenance and implementation of standards, Knowledge of various frameworks governing production of population and social statistics and economic statistics, A good understanding of government policies and initiatives and the role of statistics in government decision-making, Knowledge of quality management systems and quality assessment frameworks, Knowledge of stakeholder management and consultation.
DUTIES : Align standards development initiatives with organisational and national priorities; Develop, review and update the statistical standards-related policies, technical documentation, guidelines, and metadata templates; Conduct and support environmental scanning activities to inform the development of national, regional, and international standards.
ENQUIRIES : Ms T Moalusi Tel No: (012) 3376435

POST 20/105 : **STANDARDS ADVOCACY COORDINATOR REF NO: 24/06/26HO**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office, Pretoria
REQUIREMENTS : A National Diploma (NQF 6) in Statistics / Demography / Social Sciences / Economics; 0-12 months' experience in the statistical production process or related field; Training in Official Statistics, MS Office Suite, Survey Methodology, Quality Management, Policy Development, Suite of standards development courses, Training Skills Course , Conceptualising, interpretation, report writing, excellent communication, stakeholder management skills, good interpersonal, facilitation, analytical thinking, complex problem-solving, Ability to write, interpret and present the contents of statistical standards, Ability to advocate for standardisation, High degree of computer literacy, Ability to conduct research, Skills in interpretation of international guidelines and methodologies as applicable to the field of population and social and economic statistics, Knowledge of Fundamental principles of official statistics, Statistics Act and other legislations, Various statistical standards and classification systems, Knowledge of statistical processes and statistical value chain, Knowledge of the development, maintenance and implementation of standards, Ensuring buy-in to standards and standards development processes, Knowledge of various frameworks governing production of population and social statistics and economic statistics, A good understanding of government policies and initiatives and the role of statistics in government decision-making, Knowledge of quality management systems and quality assessment frameworks, Knowledge of stakeholder management and consultation.
DUTIES : Facilitate training and capacity-building initiatives for Stats SA and NSS statistical units across economic, social and environmental sectors; Develop standards advocacy materials, campaigns, publications, and messaging on official statistics, Develop and enhance the digital instruments and tools used for standards advocacy; Facilitate and implement statistical standards advocacy programmes within Stats SA and within entities of the NSS, Facilitate communication between standards owners, users, and implementing entities.
ENQUIRIES : Mr O Marubyane Tel No: (012) 336 0151

ANNEXURE R

DEPARTMENT OF TOURISM

The Department of Tourism is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender, and disability) in the Department through the filling of these posts.

APPLICATIONS : Applications, quoting the relevant reference number, must be forwarded to the attention of Chief Director: HR Management and Development at Department of Tourism, Private Bag X424, Pretoria, 0001, or hand delivered at Tourism House, 17 Trevenna Road, Sunnyside, Pretoria, or by email as provided.

CLOSING DATE : 29 June 2026 by 16:30 (Late applications will not be considered)

NOTE : Application must include a Z83 form and CV only. The electronic application must be in PDF format and made up of a single document file. Indicate the correct job title and the reference number of the post on the subject line of your email. Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. Received applications using the incorrect application for employment (old Z83) will not be considered. Each post(s) advert must be accompanied by its own application form for employment and must be fully completed, initialled, and signed by the applicant as instructed below. Failure to fully complete, initial, and sign the Z83 form will lead to the disqualification of the application during the selection process. All fields of Section A, B, C, and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83, it is acceptable for applicants to refer to their CV or see attached. However, the question related to conditions that prevent re-appointment under Part "F" must be answered, and the declaration signed. Only an updated comprehensive CV (with detailed previous experience, if any) and a completed and signed new Z83 application form are required. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview, following the communication from Human Resources, and such qualifications (s) and other related documents (s) will be in line with the requirements of the advert. Applicants in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA) (only when shortlisted). Applicants who do not comply with the abovementioned instructions/ requirements, as well as applications received late, will not be considered. Correspondence will be limited to shortlisted candidates only. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements, and the other must be an integrity (ethical conduct) assessment. Candidates will further be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification, and employment verification). Some of the interviewed candidates for Senior Management level vacancies may be subjected to a 2-day competency assessment that will test generic competencies. Appointment validity will be conditional on the signing of the employment contract, performance agreement, and annual financial disclosure, and the applicant must attain a security clearance (vetting) applicable to the post. The Department reserves the right not to make an appointment. You are consenting to the Department of Tourism processing your personal information, subject to POPIA, by applying for this post.

MANAGEMENT ECHELON

POST 20/106 : **CHIEF DIRECTOR: TOURISM ENHANCEMENT REF NO: DT40/2026**
The purpose of this role is to manage and increase the competitiveness of South Africa's tourism industry through the development, enhancement and diversification of existing and potential tourism resources.

SALARY : R1 554 696 per annum, (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund, and a flexible portion that may be structured.)

CENTRE : Pretoria

REQUIREMENTS : A minimum SAQA recognised qualification at NQF level 7 plus proven strategic management and leadership experience. Minimum of 5 years' working experience in a Senior Management position. Essential Knowledge and skills:

Knowledge of policy formulation and implementation. Knowledge of the holistic concept of the tourism economy. Understanding of the PFMA and other Government acts and prescripts. Programme and project management skills. Ability to interact with stakeholders at all levels. Project management skills. Leadership and management skills. High level of computer literacy. Problem-solving skills. Conceptual and Analytical Skills. Communication and Financial Management skills. Possession of a valid driver's license and willingness to travel. One of the minimum entry requirements for SMS is the pre-entry certificate. For more details on the pre-entry course, visit: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The candidate must complete the SMS pre-entry certificate prior to any appointment.

DUTIES : Reporting to the Deputy Director-General: Destination Development, the successful candidate will manage the following Directorates: Product Development, Experience and Route Development and Tourism Integration. Key functions include: Provide leadership and strategic direction in the Chief Directorate: Establish strategic direction of the component to ensure alignment with departmental strategic objectives. Monitor and ensure the implementation of the strategic and business plans. Oversee the development of Operational Plans to give strategic direction to business components/ units. Align individual performance to the strategic business objectives. Implement and report on strategic frameworks in the area of functional responsibility. Monitor the attainability & sustainability of performance standards as per departmental objectives. Provide maintenance, development and enhancement of infrastructure and tourism products: Manage the maintenance, development and enhancement of tourism products. Manage the identification and improvement of technology needs of product development. Manage the development of plans and programmes for tourism product development. Manage the enhancement of tourism products of state-owned assets. Facilitate maintenance, development and enhancement of tourism experiences: Design route which includes the identification of product development and investment opportunities. Manage the design, development and enhancement of tourism experiences. Monitor trade facilitation and networking. Manage the identification and development of routes and Niche products. Manage partnerships for experience and route development. Manage geographic spread through new experiences and route development. Facilitate maintenance and enhancement of tourism products of State Owned Assets: Manage the process of conducting infrastructure and product audits. Manage the identification of infrastructure and product development priority needs. Manage the implementation of product and infrastructure enhancement projects. Facilitate integration of tourism with other sectors: Manage the integration of tourism and other related sectors. Manage the integrated link between tourism and creative industries. Manage all the resources, operations, systems and processes of the Chief Directorate.

ENQUIRIES : Dr S Chettiar schettiar@tourism.gov.za

APPLICATIONS : email application: Recruitment4026@tourism.gov.za

NOTE : EE: Coloured and White candidates as well as People living with disabilities are encouraged to apply.

POST 20/107 : **DIRECTOR: TOURISM INTEGRATION REF NO: DT41/2026**
The purpose of this role is to integrate tourism with other related sectors.

SALARY : R1 317 384 per annum, (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund, and a flexible portion that may be structured)

CENTRE : Pretoria

REQUIREMENTS : A minimum SAQA recognised qualification at NQF level 7 in Tourism Management or an equivalent qualification. A minimum of 5 years' experience in an appropriate field at a Middle/Senior Management position. Essential Knowledge and skills: Understanding of the PFMA and Treasury Regulations. Ability to interact with high-level stakeholders. Understanding of tourism trends. Sound understanding of the NDP, NTSS. Computer Literacy. Coordination skills. Financial management skills. Change management skills. People Management and empowerment skills. Strategic capacity and leadership skills. Communication and interpersonal skills. Negotiation skills. Incumbent should be honest, possess integrity, tact and diplomacy. Possession of a valid driver's license and willingness to travel. One of the minimum entry requirements for

SMS is the pre-entry certificate. For more details on the pre-entry course, visit: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The candidate must complete the SMS pre-entry certificate prior to any appointment.

DUTIES : Reporting to the Chief Director: Tourism Enhancement, the successful candidate will be responsible for the following key functions: Provide leadership and strategic direction in the Directorate: Establish strategic direction of the component to ensure alignment with departmental strategic objectives. Monitor and ensure the implementation of the strategic and business plans. Oversee the development of Operational Plans to give strategic direction to business components/ units. Align individual performance to the strategic business objectives. Implement and report on strategic frameworks in the area of functional responsibility. Monitor the attainability & sustainability of performance standards as per departmental objectives. Manage the integration of tourism and other related sectors: Provide effective coordination and management of the integration of tourism and the other related sectors (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Facilitate consultations both internally and externally with the related sectors. Render and monitor an integrated advisory service for tourism objectives to be implemented. Monitor integrated project coordination. Monitor co-ordinated product implementation. Develop, maintain and monitor the database in respect of consultations in respect of related sectors (national, provincial, local departments and state-owned entities). Manage the integration of tourism, culture and heritage: Provide effective coordination and management of the integration of tourism and the culture and heritage sectors (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Facilitate consultations both internally and externally with the transport sector. Render and monitor an integrated advisory service for tourism objectives to be implemented. Monitor integrated project coordination. Monitor co-ordinated product implementation. Manage the integration of tourism and the creative industries: Provide effective coordination and management of the integration of tourism and the creative industries (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Monitor consumers' role in the development of creative industries and experiences. Monitor business development of the core sector (Creative Industries). Monitor emerging sectors and creative hubs. Monitor tourism demand and supply in creative industries. Formulate and manage the component's resources against its strategic objectives: Ensure that the preparations of the budget are in line with strategic plans & department objectives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Ensure that spending is maximised in line with the strategic objective. Manage Human Resources. Monitor and report on the utilisation of equipment. Coordinate memorandum of understanding, service level agreements and expenditure review.

ENQUIRIES : Dr S Chettiar schettiar@tourism.gov.za

APPLICATIONS : email application: Recruitment4126@tourism.gov.za

NOTE : EE: Coloured and White candidates as well as People living with disabilities are encouraged to apply.

OTHER POST

POST 20/108	:	**PERSONAL ASSISTANT: OFFICE OF THE CFO REF NO: DT 42/2026**
SALARY	:	R338 106 per annum (Level 07), excluding benefits.
CENTRE	:	Pretoria
REQUIREMENTS	:	A Secretarial Diploma (NQF 6) or equivalent qualification. Three (3) years' experience in rendering a support service to senior management. Skills and Attributes: Knowledge of relevant legislation / policies / prescripts and procedures. Basic knowledge of financial administration. Computer literate. Basic written and communication skills. High level of reliability. Sound organisational skills. Good telephone etiquette. Language skills and the ability to communicate with people at different levels and different backgrounds. Ability to act with tact and discretion. Good grooming and presentation. Self-management and motivation.
DUTIES	:	The successful candidate will be responsible for receiving telephone calls in an environment where, in addition to the calls for the senior manager, discretion is required to decide to whom the call should be forwarded; performing advanced typing work; operating and ensuring that office equipment are in good working order; recording engagements of the senior manager; utilising discretion to decide whether to accept/ decline or refer to other employees requests for meetings, based on the assessed importance and urgency of the matter; coordinating with and sensitising/advising the manager regarding engagements; compiling realistic schedules of appointments; ensuring the effective flow of information and documents to and from the office of the manager; ensuring the safekeeping of all documentation in the office of the manager in line with relevant legislation and policies; scrutinising routine submissions / reports and making notes and/or recommendations for the manager; responding to enquiries received from internal and external stakeholders; drafting documents as required; filling of documents for the manager and the unit where required; collecting, analysing and collating information requested by the manager; clarifying instructions and notes on behalf of the manager; ensuring that travel arrangements are well coordinated; prioritising issues in the office of the manager; managing the leave register and telephone accounts for the unit; handling the procurement of standard items like stationery, refreshments, etc., for the activities of the manager and the unit; obtaining the necessary signatures on documents like procurement advice and monthly salary reports; scrutinising documents to determine actions / information / other documents required for meetings; collecting and compiling all necessary documents for the manager to inform him/her on the content; recording minutes/decisions and communicating to relevant role-players, following up on progress made; preparing briefing notes for the manager as required; collecting and coordinating all documents that relate to the manager's budget; assisting the manager in determining funding requirements for purposes of MTEF submissions; keeping record of expenditure commitments, monitoring expenditure, and alerting the manager of possible over- and underspending; checking and correlating BAS reports to ensure that expenditure is allocated correctly; identifying the need to move funds between items, consults with the manager, and compiling draft memos for this purpose; comparing the MTEF allocation with the requested budget and informing the manager of changes; supervising human resources/ staff; remaining up to date with regard to the prescripts/policies and procedures applicable to work terrain to ensure efficient and effective support to the manager; remaining abreast with the procedures and processes that apply in the office of the manager.
ENQUIRIES	:	Ms M Maponya mmaponya@tourism.gov.za
APPLICATIONS	:	email application: Recruitment4226@tourism.gov.za
NOTE	:	EE: Coloured and White candidates, Youth as well as People living with disabilities are encouraged to apply.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

APPLICATIONS : Applications can be submitted: Via e-mail to applications@thedtic.gov.za (Ref no. must appear in subject-line – if no reference no. is provided the application may not be considered), by post to The Director: Human Resources Management, Private Bag X84, Pretoria, 0001; Hand-delivered to the dtic Campus, corner of Meintjies and Robert Sobukwe Streets, Sunnyside, Pretoria.

CLOSING DATE : 30 June 2026

NOTE : The application must include a completed and signed new Z83 Form, obtainable from any Public Service Department, the dtic website or on the internet at www.gov.za, and a detailed Curriculum Vitae. Applications received that do not comply with this requirement will not be considered. Certified copies of qualifications and Identity Document or any other relevant documents are to be submitted by only shortlisted candidates to HR on or before the day of the interview date. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection panel for Senior Management Services (SMS) positions will further recommend candidates to attend a generic managerial competency-based assessment. The Senior Management Pre-Entry Programme (Nyukela Programme) as endorsed by the National School of Government (NSG) must be completed before an appointment on SMS level can be considered. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link:https://www.thensg.gov.za/training-course/sms-pre-entry-programme. No appointment on SMS level will take place without the successful completion of the pre-entry certificate and submission of proof thereof. Background verification, social media checks and security vetting will form part of the selection process and successful candidates will be subjected to security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Applications received after the closing date will not be considered. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. the dtic reserves the right not to fill any advertised position(s). the dtic is an equal opportunity and affirmative action employer, and candidates whose appointment will promote representivity, will be given preference.

ERRATUM: Kindly note that the following posts was advertised in Public Service Vacancy Circular 18 dated 22 May 2026, Deputy Director: Public Entity Performance Monitoring & Reporting Ref No: ODG 073; Senior Legal Administration Officer (MR6) Ref No: CMSB-014 (X2 Posts); Assistant Director: Investment Information Ref No: IIAF&A05; Assistant Director: America Bilateral Relations Ref No: Trade-056 (X2 Posts); Assistant Director: Middle East Bilateral Relations Ref No: Trade-05; Assistant Director: Multilaterals Ref No: Trade-070; Executive Office Manager: Office of the Deputy Director-General Ref No: Trade-003; B-BBEE Compliance And Advocacy Officer REF NO: SID&ET-119 (X3 Posts; B-BBEE Investigations And Enforcement Officer Ref No: SID&ET-117 (X2 Posts); Personal Assistant Ref No: CMSB-007; the closing date has been extended to 17 June 2026.

MANAGEMENT ECHELON

POST 20/109 : **CHIEF DIRECTOR: INVESTMENT AND DEVELOPMENT REF NO: CP&EP-013**

Overview: To lead the development and strategic implementation of investment policies fostering sustainable growth through transformation and a competitive market through regulatory coordination and private sector support

SALARY : R1 554 696 per annum (Level 14), (all-inclusive remuneration package)

CENTRE : Sunnyside, Pretoria

REQUIREMENTS : A qualification at NQF level 7 as recognised by the SAQA in Business Management / Investment / Finance / Economics / Competition Law or relevant

qualification. 5 years of senior managerial experience in Investment / Market analysis / Finance in the private or public sector or regulatory environment. Key Requirements: Senior managerial experience in investment, market analysis, finance or regulatory environments. Experience in developing, reviewing and monitoring policy frameworks and investment guidelines. Strong strategic capability and leadership, with experience managing people, finances and operational plans. Experience in stakeholder management with private sector, regulators, government departments and industry bodies. Experience in market access, competition integration, facilitation and barriers to-entry interventions. Strong analytical, research and report-writing skills with ability to produce evidence-based recommendations. Computer literacy (MS Office) and project management experience; familiarity with regulatory frameworks and public interest commitments. Willingness to travel and work overtime as required; able to obtain the required security clearance.

DUTIES : Oversee the development, review, and monitor the implementation of Policy Frameworks: Align domestic and international investment policy frameworks with the Competition Act to promote market inclusivity; Draft and update sectoral investment guidelines to reflect evolving global economic trends; Carry out impact assessments on proposed policy changes to assess their effect on small and medium enterprises (SMEs); Advise the dtic on aligning policies with the Competition Act public interest commitments. Competition: Integration: Collaborate with the Competition Commission to evaluate how large-scale investments influence market concentration and verify adherence to the Competition Act; Establish formal protocols for information sharing between investment promotion units and competition regulators; Review and provide strategic recommendations on merger proposals to ensure 100% alignment with national industrial and transformation policy objectives; Review Framework Agreements to support evolving policy on transformation. Barriers to entry: Identify and address regulatory or market barriers that hinder new private sector investment and domestic competition; Advise on the drafting of competition-related legislative reforms that simplify licensing and permitting processes for new market entrants; Design “re-tape reduction” initiatives to streamline the investment journey for foreign and local entities; Advise the dtic red-tape reduction team on competition-related reduction initiatives. Market access and regulatory coordination: Facilitate investor engagement with Competition Authority application processes by coordinating closely with relevant competition authorities; Present investment opportunities to the IDC, PIC, DBSA and NEF; Advise the dtic in the implementation of the Public Interest Commitments Framework Agreements; Act as a mediator between private investors and government departments to resolve cost-cutting regulatory bottlenecks. Strategic Facilitation: Monitor global and domestic investment trends to identify sectors requiring competitive intervention of incentive-based support; Facilitate Public-Private sector joint investments that support industrial localisations; Develop investment value propositions specifically targeted at high-growth emerging industries; Actively participate in the hosting of bilateral investment forums to connect international investors with local industrial opportunities; Advise the dtic on the implementation of the ESOP programme. Stakeholder and Inter-Governmental relations: Facilitate engagements with key stakeholders, including regulators (Competition Commission, Tribunal), other government departments, and industry bodies. Represent the department at relevant policy, technical, and intergovernmental forums Oversee consultations in negotiating merger remedies or public interest conditions with multinational firms and investors; Facilitate alignment of South Africa’s competition enforcement approach with regional/continental frameworks (e.g. AfCFTA); Facilitate stakeholder buy-in and commitments in merger negotiations, engage directly with firms to promote public interest conditions. Chief Directorate Management: Oversee the management of financial resources and assets of the unit; Oversee the management of staff; Oversee the strategic planning of the unit and execution of the operational plan.

ENQUIRIES : Ms U Pitse Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103 / V Mazibuko Tel No: (012) 394 5608

NOTE : In terms of the dtic's EE requirements, preference will be given to African male, Coloured female and male, White male and persons with disabilities.

POST 20/110 : **CHIEF DIRECTOR: COMPETITION OVERSIGHT REF NO: CP&EP-019**
Overview: To oversee and manage the synergy between government economic development policies and the function of competition authorities

SALARY : R1 554 696 per annum (Level 14), (all-inclusive remuneration package)
CENTRE : Sunnyside, Pretoria
REQUIREMENTS : A qualification at NQF level 7 as recognised by the SAQA Law/ Finance/ Public Management/ Economics or relevant qualification. 5 years' experience at a senior managerial level in an economic environment in the public/private sector. Key Requirements: Senior managerial experience in economic, regulatory or competition environments. Experience overseeing performance monitoring, reporting and governance processes for entities or authorities. Strong strategic leadership, financial management and people management skills. Experience in policy development, implementation and regulatory interventions. Stakeholder management with competition authorities, NEDLAC, government entities and industry groups. Strong analytical, research and report-writing skills, including evidence-based performance analysis. Knowledge of the Competition Act and public service legislative and regulatory frameworks. Ability to travel, work overtime and obtain the required secret security clearance.

DUTIES : Provide strategic advice and report on the performance of the competition authorities: Oversee the development and execution of compliance legislation for the competition authorities; Oversee the analysis and report on competition authorities' strategic plans, annual performance plans, quarterly and annual reports; Provides leadership in coordinating that competition authorities uphold principles of good corporate governance; Oversee the regular consultation and reporting with competition authorities. Advise and report to the Minister on the performance of competition authorities Manage the provision of advice to the department on the regulatory interventions required to enhance accountability and performance by the competition authorities: Lead and oversee effective planning, budgeting, government, and financial management within the competition authorities; Facilitate that the competition authorities' mandate aligns with the priorities and mandate of the Department; Oversee and coordinate that the competition authorities' delivery targets are aligned with the Department's APP and objectives; Oversee the development and review of competition policies and legislative frameworks; Provide leadership on any interventions to promote and support regulations, where applicable Stakeholder management: Lead and strategically identify and foster collaborations with various stakeholders (Competition authorities, other government entities, NEDLAC, Advocacy, and Industry lobby groups); Provide strategic guidance and advise, and facilitate the dtic's inputs to ensure policy coherence and alignment to promote the government's policies amongst key stakeholders; Oversee strategic engagements, forums, and bilateral meetings to address competition oversight matters; Oversee consultation processes on competition policy, market inquiries, and regulatory interventions; Oversee communication of findings, decisions, and recommendations to relevant stakeholders. Monitoring and evaluation: Oversee the development and implementation of monitoring and evaluation frameworks for competition oversight programmes, investigations, and interventions; Lead the monitoring of compliance with competition legislations, regulations, and policy directives across identified markets and sectors; Lead the evaluation of the effectiveness and impact of competition enforcement actions and policy interventions; Oversee and champion the development of evidence-based reports with findings, trends, risks and recommendations for senior management and oversight structures. Chief Directorate Management: Oversee the staff/personnel, Oversee the management of financial resources and assets of the Unit; Oversee the strategic planning of the Unit and execution of the operation plan.

ENQUIRIES : Ms U Pitse Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103 / V Mazibuko Tel No: (012) 394 5608

NOTE : In terms of the dtic's EE requirements, preference will be given to African male, Coloured female and male, White male and persons with disabilities.

OTHER POST

POST 20/111	:	**INTERNAL AUDITOR: PERFORMANCE AUDIT REF NO: ODG-555** This post is being re-advertised with the corrected salary level and a revised reference number. Candidates who are still interested to be considered must please re-apply. Overview: To independently assess management measures in place to ensure Economy, Efficiency and Effectiveness of operations, and make recommendations in this respect.
SALARY	:	R413 001 per annum (Level 08), (Commencing salary)
CENTRE	:	Sunnyside, Pretoria
REQUIREMENTS	:	Qualification in Internal Auditing, Accounting with majors in Auditing or Accounting or related fields at NQF Level 6. 1–2 years in performance auditing in the public/private sector. Key Requirements: Experience in conducting performance audits and applying audit standards and methodologies. Ability to gather and evaluate audit evidence, formulate findings and compile reports. Strong understanding of PFMA, Treasury Regulations and performance information auditing. Proficient in audit planning, execution, reporting, and follow-up. Familiarity with SMART principles in performance planning and APP evaluation. Attention to detail, analytical thinking and ability to communicate audit results clearly. Proficiency in MS Office and electronic audit tools (e.g. Teammate). Strong administrative and records management skills. Ability to work independently and collaboratively within an audit team.
DUTIES	:	Prepare engagement documentation and analyse background information. Identify focus areas, audit objectives and compile planning memos. Perform control tests and compile working papers with audit evidence. Raise informal queries and participate in audit fieldwork. Compile draft reports, obtain comments, and follow up on audit findings. Participate in audit steering committees and submit executive summaries. Assess APP planning and evaluate quarterly/annual performance reporting. Submit accurate timesheets and maintain audit files per the dtic standards.
ENQUIRIES	:	Ms U Pitse Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103 / V Mazibuko Tel No: (012) 394 5608
NOTE	:	In terms of the dtic's EE requirements, preference will be given to African male, Coloured female and male, Indian male, White male and persons with disabilities.

DEPARTMENT OF TRADITIONAL AFFAIRS

It is the Department's intention to promote equity (race, gender and disability) through the filling of positions with a candidate whose transfer/promotion/appointment will promote representivity in line with the numeric targets as contained in the department's Employment Equity plan.

APPLICATIONS	:	Applications may be posted to: Human Resource Management, Department of Traditional Affairs, Private Bag X22, Arcadia, 0083 or Hand deliver to: 509 Pretorius Street, Arcadia, 2nd Floor, Pencardia 1 Building or email to DTARecruit202608@cogta.gov.za
FOR ATTENTION	:	Director: Human Resource Management
CLOSING DATE	:	30 June 2026
NOTE	:	The successful candidate's appointment will be subject to a security clearance process and the verification of educational qualification certificates. Applications must quote the relevant reference number and must be completed on the NEW Z83 form obtainable from any Public Service department and signed when submitted. From 1 January 2021 should an application be received using the incorrect application for employment (Z83), the application will not be considered. Only shortlisted candidates will submit relevant documents. Applicants should submit CV and Z83 only. Shortlisted candidates will be required to submit certified copies a day before the interview date. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Persons with a disability are encouraged to apply. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation only when shortlisted. Incomplete applications or applications received after the closing date will not be considered. It is important to note that it is the applicant's responsibility to ensure that all information and attachments in support of the application are submitted by the due date. Due to the large number of responses anticipated, correspondence will be limited to short-listed candidates only. If you have not been contacted within three months of the closing date of the advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill the advertised position.

OTHER POST

POST 20/112	:	**DEPUTY DIRECTOR: FINANCIAL ACCOUNTING & REPORTING REF NO: 2026/08**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive remuneration package. The package includes a basic salary (70% of package) and a flexible portion that may be structured in terms of the applicable guidelines.
CENTRE	:	Pretoria
REQUIREMENTS	:	A three year Bachelor's degree in Accounting or Financial Management or equivalent qualification at NQF level 7 plus 5 years' experience at junior management / Assistant Director level with relevant experience in the financial field. A valid driver's licence. Core competencies: Strategic Capacity and leadership, Financial Management, Programme and Project Management; change management. Process Competencies: Knowledge management, Service delivery innovation, Problem solving and analysis, People management and empowerment, Client orientation and customer focus, computer literacy and communication, Communication (Verbal and written). Technical competencies: Knowledge and understanding of the Public Finance Management Act (PFMA), Treasury Regulations, General Accepted Accounting Practices (GAAP), Basic Accounting System (BAS), PERSAL system, General ledger reconciliation and analysis, compilation of financial statements, revenue management and debtors control and creditors payments.
DUTIES	:	The successful candidate will perform the following duties: Develop and facilitate the review of financial accounting policies and internal controls. Management Departmental revenue collection; debt management; bank account and reconciliation of key accounts. Implementation of all accounting and bookkeeping functions. Manage the Department's expenditure and

payment systems. Render salary administration and cash flow management. Render effective internal financial controls and implementation of financial policies and procedures. Manage month-end and financial year closures and payroll. Prepare Annual Financial Statements of the Department. Attend and respond to audit queries and accounting queries by National Treasury. Manage and supervision of officials. The successful candidate will also support the National House of Traditional & Khoi-San Leaders.

ENQUIRIES : Mr L Motlhabedi Tel No: (012) 065-3440

ANNEXURE U

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
CLOSING DATE : 30 June 2026 at 12:00 pm (Midday)
NOTE : Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. It should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/, prior to finalisation of appointment, is a requirement for all SMS positions. For SMS positions certain candidates may be required to undergo additional Psychometric Assessments. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to the National Treasury processing your information for Human Resources Management purposes. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za .The National Treasury is compliant with the requirements of POPIA.

ERRATUM: Kindly note that the following post of Data Analyst: Administrative Data and Research with Ref No: S070/2026 was erroneously placed with a requirement of minimum of 2 years' experience obtained in an economic, data analysis and research environment in Public Service Vacancy Circular 19 dated 05 June 2026, the correct requirement is minimum of 3 years' experience obtained in an economic, data analysis and research environment. The closing date has been extended to 29 June 2026 at 12:00 pm (Midday).

OTHER POSTS

POST 20/113 : **DEPUTY DIRECTOR: NATIONAL GOVERNMENT ACCOUNTS REF NO: S072/2026**
Division: Budget Office (BO)
Purpose: To provide accurate and reliable financial data related to the national sphere of government for the analysis, policy formulation and reporting in compliance with legislation, and local and international reporting standards, as well as to provide advice to national departments on reporting standards.

SALARY : R1 101 468 per annum, (Incl. benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required with a minimum of Bachelor's degree (equivalent to NQF Level 7) in Accounting or Public Finance or Economics or Business Economics or Management. A Minimum 4 years' experience is required of which 2 years should be at an Assistant Director level or equivalent obtained in the budgeting process. Knowledge of utilising the economic reporting format, and the International Monetary Funds' Government Finance Statistics system of classification. Knowledge of utilising the Microsoft Suite of products, with emphasis on Excel spreadsheets.
DUTIES : Develop national departments' financial outcome data sets as well as reporting on departmental receipts: Administer the compilation of a database of annual financial statement actual expenditure and receipts in line with accounting and economic standards. Verify the data and prepare the relevant summaries. Consolidate the preliminary receipts and outcome numbers for national departments at year-end. Attend the monthly Section 32 meetings and discuss any inconsistencies with the Office of the Accountant-General to ensure correctness of data to be published. National department datasets and tables for MTBPS, AENE, ENE and Budget Review: Compile datasets and tables required for MTBPS, AENE, ENE and Budget Review. Compile a Departmental receipts summary table for MTBPS and ENE. Develop and update ENE checklist and analysis tool to verify the technical accuracy of the Budget database. Prepare ENE summary tables. Reconcile national departments' history data published by Statistics SA and SARB with the numbers published in the Budget Review. Government statistics of all national departments for inclusion in the budget publications: Do a trend analysis for the MTBPS and Budget Review. Assist with the verification of the MTBPS and Budget Review chapters in the week before publication. Analyse Budget databases and inform budget analysts of inconsistencies. Arrange and attend weekly ENE Data Central Team meetings and provide inputs. Reconcile all function shifts between departments. Provide datasets for various cross cutting reporting and planning projects.
ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 20/114 : **DEPUTY DIRECTOR: TERTIARY SECTOR REF NO: S068/2026**
Division: Economic Policy and International Cooperation (EPIC)
Purpose: To monitor, evaluate and provide advice on economic developments in the tertiary sector, pertaining to provision of services to transport, finance, tourism, etc. in the analysis of socio-economic impacts on industrial policy proposals in conjunction with stakeholders in government.

SALARY : R1 101 468 per annum, (Incl. benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) in Economics or Econometrics. An NQF level 7 to 10 will be an added advantage. A minimum 4 years' experience of which 2 years' should be on an Assistant Director level or equivalent obtained in an economic policy analysis environment. Knowledge and experience of applied microeconomics. Knowledge and experience of the latest trends on research tools. Knowledge and experience in the dissemination and interpretation of economic policy outcomes.
DUTIES : Analysis of Research Findings: Compile impact reports on sector developments in the tertiary sector and identifying through research implications for the economy. Research and analyse factors that drive growth in the tertiary sector for enhancement and engagement with stakeholders. Initiate research and provide an in-depth analysis on the socio-economic

impact of industrial policy proposals for consultation prior to implementation, thereof. Compile draft speaking notes and speeches based on research conducted in developments on current affairs in the tertiary sector. Develop databases of micro-economic and macro-economic indicators to assist in the estimation and projection of future costs and benefits within the sector. Provision of Policy Advice and Guidance: Provide inputs to draft briefing notes and memos on real economy and industrial policy issues for consideration by DG and Minister of Finance. Provide inputs into policy discussions and documents for consultation with stakeholders. Provide inputs on real economic and industrial policy matters developed in conjunction with other stakeholders and represent National Treasury on stakeholder fora. Analysis, Benchmarking and Research: Perform research and provide assistance with factors influencing growth in the tertiary environment. Analyse research results on economic developments and initiating benchmarking exercises in line with international institutional best practices and trends. Perform market analysis on the feasibility of the provision of services pertaining to transport, finance, and other stakeholders. Engage stakeholders within the tertiary sectors on policies which influence the economy. Project Management Support: Provide inputs to project plans and coordinate projects on the financial feasibility impact of the tertiary sectors. Develop measures on the safekeeping of information pertaining to expenditure commitments and monitoring trends within the tertiary sectors.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 20/115 : **DEPUTY DIRECTOR: COMMITTEE SUPPORT REF NO: S076/2026**
Division: Office of The Director-General (ODG)
Purpose: To coordinate effective communication, administrative support and seamless management of organisational tasks related to management meetings within the Office of the Director-General.

SALARY : R932 292 per annum, (Incl. benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required with a minimum National Diploma (equivalent to NQF Level 06) in Public Administration or Business Management. A Bachelor's degree (equivalent to NQF Level 7) will be an added advantage. A minimum of 4 years' experience of which 2 years should be on an Assistant Director level or equivalent obtained in the management and administration of an executive office. Knowledge and experience of the broader Public Service Policy Framework pertaining to finance and human resource related practices. In-depth knowledge and experience of the operational set-up of an executive office. Knowledge and experience of policy analysis and interpretation.

DUTIES : Strategic Administrative Coordination: Management of the committees' schedules, organisation of meetings, compiling and assembling of documentation for the meetings, and maintaining accurate records. Facilitating effective communication channels. Assist with proof reading and quality control of documents submitted for documentation submitted for presentation at committee meetings. Coordination and oversight of committee decisions to ensure that organisational goals are met. Provide research if required related to matters addressed to assist with recommendations for further actions. Budget Coordination: Assist budget manager with the collation of budgetary documents for processing in conjunction with stakeholders to determine the required funding for the MTEF cycle. Provide inputs to expenditure commitments and advice on possible under or overspending. Facilitate the electronic maintenance and procurement. Legislation, Policies and Prescripts: Apply the correct prescripts and other legislation in compliance with prescribed policies and procedures. Initiate the implementation of cost containment measures in compliance with directives and prescripts. Keep abreast of changes to procedures, policies and processes. Stakeholder Engagement and Projects: Coordinate projects in conjunction internal stakeholders involved in the planning, development and implementation.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

ANNEXURE V

DEPARTMENT OF WATER AND SANITATION

APPLICATIONS : All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/

CLOSING DATE : 30 June 2026

NOTE : Other related documentation such as copies of qualifications, identity document, driver's license etc need not to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date in line with DPSA circular 19 of 2022. With reference to applicants bearing professional or occupational registration, fields provided in Part B on the online Z83 must be completed as these fields are regarded as compulsory. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualifications (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. All shortlisted candidates pertaining to Senior Management Services (SMS) posts will be subjected to a technical and competency assessment and a pre-entry certificate obtained from the National School of government is required prior to the appointment. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Candidates will be required to complete a financial disclosure form and undergo security clearance. Foreigners or dual citizenship holders must provide a police clearance certificate from country of origin (only when shortlisted). The Department of Water Sanitation is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996) the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Correspondence will be limited to short-listed candidates only. If you do not hear from us within three (3) months of this advertisement, please accept that your application has been unsuccessful. Faxed applications will not be considered. The department reserves the right not to fill these positions. Women and persons with disabilities are encouraged to apply and preference will be given to the EE Targets.

MANAGEMENT ECHELON

POST 20/116 : **DEPUTY DIRECTOR GENERAL: WATER RESOURCE MANAGEMENT REF NO: 300626/01**
Branch: Water Resource Management

SALARY : R1 885 710 per annum (Level 15), (all-inclusive salary package)

CENTRE : Pretoria Head Office

REQUIREMENTS : A Postgraduate qualification (NQF level 8) in Water Resource Management. Eight (8) years of experience at a senior managerial level. A Nyukela Public Service SMS Pre-entry certificate submitted prior to appointment. Knowledge and understanding of Public Service Regulations, National Water Act, Water Services Act, National Water Resources Strategy, Public Finance Management Act (PFMA) and Access to Information Act. Knowledge of human resources policies and prescripts. Understanding of corporate governance, scientific research methodologies and scientific standards. Knowledge of strategic capability and leadership. Understanding of programme and project management. Understanding of financial, change and knowledge management. Service delivery and innovation. Problem solving and analysis. People management and empowerment. Client orientation and customer focus. Excellent communication skills both (verbal and written). Accountability and ethical conduct.

DUTIES : Oversee the development and maintenance of the National Water Resource Strategy and plan for adequate water resource availability. Monitor and support the implementation of the National Water Resource Strategy and catchment

management strategies. Lead the strategic direction in monitoring and providing water resource information. Oversee the establishment, maintenance and monitoring of surface and ground water information. Oversee the development and implementation of measures for protection and conservation of water resources. Provide strategic direction in the source directed research. Oversee the establishment, monitoring and support of entities responsible for water resource management. Lead the development of policies, strategies and systems to drive strategic deliverables within the Branch.

ENQUIRIES : Dr Sean Phillips Tel No: (012) 336 7573

OTHER POSTS

POST 20/117 : **CHIEF ENGINEER GRADE A REF NO: 300626/03**
Branch: Infrastructure Management: Head Office
CD: Infrastructure Development
Dir: Capital Projects

SALARY : R1 317 108 – R1 504 797 per annum, (OSD), (all-inclusive OSD salary package). This appointment will be made on the minimum notch of the salary range, however, a higher notch within the salary range of Grade A/B will be considered based on experience and qualification in line with the provisions of the Public Service Regulations 2016, i.e. provision of the candidate's current salary advice.

CENTRE : Pretoria Head Office

REQUIREMENTS : An Engineering Degree (B Eng / BSc Eng) in Civil or relevant qualification. Six (6) years post qualification experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's licence. Registration with the South African Council for Project and Construction Management Professions (SACPCMP) as a Professional Construction Project Manager (Pr. CPM) or a Project Management Professional Certification (PMP) with the Project Management Institute (PMI) will serve as an added advantage. Minimum of ten (10) years' experience in the planning, design, and construction of water resources infrastructure projects will serve as an added advantage. Understanding of the complete project life cycle from initial planning stages through to completion. Extensive experience in project management especially in the project management of large infrastructure projects will be beneficial. Extensive contract management experience. A detailed understanding of construction procurement processes. Sound knowledge of construction law contracts such as GCC, FIDIC and NEC. Detailed knowledge of Treasury Regulations, Public Finance Management Act (PFMA). Experience in financial planning and financial management. Knowledge of project risk analysis and risk management. The ability to relate with associated professional field in a multi-disciplinary team. Additional studies in Water Resources Engineering are recommended. High-level communication skills both (verbal and written). Conflict management, contract dispute resolution, and negotiation skills. Problem solving and analysis skills. Computer proficiency (such as MS Office, MS Projects, etc). Ability to work independently, and be self-motivated, responsible, and reliable.

DUTIES : Manage and oversee all aspects of project implementation. Coordinate the implementation of a portfolio of mega-projects. The Chief Engineer's responsibilities span a broad spectrum, covering all areas of project management including planning, cost and time management, quality management, contract administration and management, risk management, social aspects, stakeholder management (internal and external), environmental and safety management. The Chief Engineer will be required to ensure that the project is technically sound, that all activities associated with managing the project workflow and performance are met and to provide the necessary management and leadership skills to ensure the project team deliver including the provision of leadership and performance management of subordinates. Coordinate water users, institutions, and stakeholders' input for decision-making on infrastructure projects. Promote the Department's interests in projects implemented by external bodies. Ensure compliance with legal requirements, timeframes and approved budgets during the project implementation. Manage the commissioning and takeover of the infrastructure.

Ensure good work ethic Promote transformation. Promote a culture of innovation and performance.

ENQUIRIES : Ms P Moodley Tel No: (012) 336 6929

POST 20/118 : **DEPUTY PROJECT MANAGER REF NO: 300626/04**
Branch: Water and Sanitation Services Management EC
CD: Provincial Operations: Eastern Cape

SALARY : R1 101 468 per annum (Level12), (all-inclusive salary package)
CENTRE : Qonce
REQUIREMENTS : A relevant qualification in Civil Engineering at NQF level 7 with a certificate in project management. Five (5) years of managerial experience in engineering project management environment. The disclosure of a valid unexpired driver's license. Understanding of contract administration, business principles and business law. A broad understanding of each engineering discipline. Computer skills: Microsoft Office Software (MS Word, Excel and PowerPoint), Lotus Notes, and other Company and discipline-specific software applications. Financial Management. Programme and project management. Knowledge of policy development and implementation. Public Finance Management Act (PFMA), Division of Revenue Act (DoRA), National Water Act. (NWA), Water Services Act (WSA) and related legislation. Understanding of legislative and policy frameworks governing the water sector. Understanding of legislative and policy frameworks governing the public sector. Good communication, presentations, report writing, and networking skills. Accountability and ethical conduct. Knowledge of Conflict Management tools and methodologies.

DUTIES : Provide support in the implementation of water services infrastructure grant programmes. Ensure co-ordination and analysis of strategic inputs and budget planning. Preparation of the implementation plan and project costing. Facilitate various water sector consultations on water issues. Ensure the needs of business sectors are catered for in the water service infrastructure grant programmes. Implement water policies for water services infrastructure grants programmes in the Provincial Operations. Research/literature on new developments in project management methodologies. Monitor technical due diligence and all environmental and social issues. Render technical advisory support on the integrated Infrastructure Planning Processes. Make inputs with the Assessment on the integrated Infrastructure planning processes. Formulation of the project objective(s) and strategic alignment. Support the development and evaluation of the Implementation Readiness Study reports, Feasibility Studies, and Business Plans for water infrastructure grant programmes by all water sectors. Full project management function, costs, quality, and time control. Contribute inputs to the development of project planning in the design and/or testing phases. (Project initiation, project scope, activities and objectives, measures to be evaluated to ensure completion. Facilitate the development and implementation of policies and frameworks. Promote partnership between the government, public entities, the private sector, and civil society regarding the water services infrastructure grant programme. Participates in the Collaborative process with other public sector agencies and the private sector to ensure effective consultation and inclusion regarding bulk infrastructure programmes. Ensure water supply availability for all business sectors. Avail raw water supply for all municipalities. Consultations on water issues are communicated with all key stakeholders and various water sectors. Needs of business sectors catered for on bulk infrastructure programme. Manage the water services infrastructure, grant programmes, budget planning, monitoring, and reporting. Assure that water services infrastructure grant programmes are budgeted for in medium term expenditure framework. Compile budget for building water services infrastructure grant programmes. Ensure that budgeted funds are used efficiently and effectively. Develop and implement early warning management system. Ensuring adherence to financial prescripts, monitoring compliance with financial regulations, Ensure effective monthly and quarterly reporting, and information dissemination. Effectively manage the MTEF project budget and ensure ongoing monitoring and reporting of financial performance. Monitor and evaluate the implementation of all water services infrastructure development programmes. Regularly review the quality of work completed to ensure standards are met. Conduct regular visits to ensure that project deliverables are on time, within budget, and meet the required quality standards. Monitoring and Evaluation Assessment reports on budget and expenditure outcomes are

affirmed through physical verification of infrastructure Projects Develop forms and records to document and file project activities and ensure that project information is appropriately documented and secured. Monitor project and programme progress and make necessary adjustments to ensure successful project completion. Establish a communication schedule to update stakeholders, including appropriate staff in the organization, on project progress. Management of resources. Human resources, Work allocation, discipline, performance management. Equipment, Recommendation, allocation.

ENQUIRIES : Mr N Nonjuzana Tel No: (043) 604 5413

POST 20/119 : **ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: 300626/05**
Branch: Infrastructure Management: Southern Operations
Dir: Operations Southern

SALARY : R487 197 per annum (Level 09)
CENTRE : Port Elizabeth (Gqeberha)
REQUIREMENTS : A relevant tertiary qualification at NQF level 7 in Supply Chain Management or relevant qualification. Three (3) years related supply chain management supervisory experience. The disclosure of a valid unexpired driver's license. Understanding of Supply Chain Management policies and procedures, principles and practice of financial accounting. Practical experience in SAP system with computer literacy skills. Must be able to work under pressure, be self-motivated, responsible, and reliable. Behavioural competencies: people and diversity management. Client orientation and customer focus. Efficient communication skills both (verbal and written). Accountability and ethical conduct. Knowledge and understanding of Public Finance Management Act (PFMA), Treasury Regulations, Preferential Procurement Policy Framework (PPPFA and all applicable SCM guidelines, policies, practices, and procedures. Knowledge of equal opportunities and affirmative action guidelines and laws. Knowledge of administrative clerical procedures and government financial systems. Knowledge of learning, teaching procedures and techniques. Framework for managing performance information. Knowledge of implementing policies of PMDS. Problem solving and Analysis. People and diversity management. Client orientation and customer focus. Accountability and ethical conduct.

DUTIES : Coordinate, review, research, analyse and plan the procurement needs of the Cluster. Coordinate, review, collect and gather information for the annual demand management plan/procurement plan of the Cluster. Manage and review specifications received from end users. Implement and maintain the updating of the vendor data on SAP. Coordinate, review and execute the bidding process. Coordinate and review the compilation and invitation of quotations from Central Supplier Database as per the National Treasury Thresholds. Serve as the secretariat for all Cluster Bids & Specification Committees. Manage, supervise, monitor, analyse and determine actions to ensure proper contract administration. Manage, supervise, monitor contract compliance by determining whether products/services are delivered at the right time, quantity, products, place, conditions, quality, and price according to the contract. Manage, supervise and monitor supplier performance according to the contract and Service Level agreement. Coordinate and review the process of requisition of goods and services. Coordinate the safe keeping and distribution of goods. Manage and supervise employees to ensure an effective Supply Chain Management service and undertake all administrative functions required regarding financial and HR administration. Control and safeguard all Supply Chain documentation. Supervise and undertake risk management assessments. Manage, supervise and implement fraud and abuse prevention strategy for SCM. Manage and supervise performance assessment of the value chain in SCM function. Participate in the development of risk and performance management policies processes and procedures. Manage assets within the section. Ensure and assist staff with development and training needs.

ENQUIRIES : Mr. N Khan Tel No: (041) 508 9700

POST 20/120 : **ASSISTANT DIRECTOR: INTERNAL AUDITOR REF NO: 300626/06**
Branch: Director-General
CD: Internal Audit
Dir: Forensic Investigations and Quality Assurance

SALARY : R487 197 per annum (Level 09)
CENTRE : Pretoria Head Office
REQUIREMENTS : An NQF level 7 qualification in Accounting / Auditing (Internal or External Auditing /Forensic Investigations/ Fraud Examination) / LLB Degree (forensic stream). Three (3) to five (5) years' experience in Auditing/ Forensic Investigations. The disclosure of a valid unexpired driver's license. A post graduate qualification in Auditing/Investigations/Forensic Auditing or certification as a CFE, CIA, CA, FP(SA) will serve as an added advantage. Sound knowledge and understanding of the Public Finance Management Act, Treasury Regulations, Generally Recognised Accounting Principles (GRAP), Protected Disclosures Act (PDA), Prevention Organised Crimes Act (POCA), Protection of Access to information Act (PAIA), Public Service Anti-Corruption Strategy and Anti- Corruption and Fraud Prevention measures and other public service legislative framework. Computer Literacy. Efficient communication skills both (Written and Verbal). Presentation and analytical skills. People Management. Problem solving and analysis. Client orientation and customer focus. Administrative, clerical procedures and systems. Knowledge of government financial systems. Willingness and ability to travel. Willingness to work long/extended hours.
DUTIES : Conduct fraud awareness campaigns. Conduct forensic investigations on assigned cases in compliance with the approved forensic investigations methodology and ACFE standards. Report on investigation results accordingly. Represent the Department by testifying in disciplinary, criminal or civil recovery proceedings when required. Supervise and review the work of forensic investigation teams. Provide guidance on investigative approach to forensic investigations teams. Monitor forensic investigation teams' work progress ensuring compliance with project timelines. Prepare, consolidate and keep investigation progress/status reports up to date for monthly and quarterly reporting to management and relevant committees. Follow-up on implementation of investigation recommendations. Liaise with other directorates and law-enforcement agencies on referred matters. Ensure constant update of Team-mate files and compliance with Quality Assurance standards/requirements. Ensure proper case administration on the Team-mate audit system. Provide input and contribute to the development and implementation of the Department's Fraud Prevention and Anti-Corruption strategy. Assist the Directorate with Financial management, management of Human Resources, Project Management and Performance Management.
ENQUIRIES : Ms SR Toto Tel No: (012) 336 8228

POST 20/121 : **ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT (TENDER ADMINISTRATION) REF NO: 300626/07**
Branch: Finance Main Account
CD: Supply Chain Management
Dir: Acquisition

SALARY : R487 197 per annum (Level 09)
CENTRE : Pretoria Head Office
REQUIREMENTS : An NQF level 7 qualification in Supply Chain Management, Purchasing Management, Logistics Management, Public Management, Procurement, or related qualification. Three (3) years relevant Supply Chain Management experience at supervisory level in Acquisition Management. The disclosure of a valid unexpired driver's licence. Knowledge and understanding of Human Resource Management legislation, policies, practices, and procedures. Understanding of Public Finance Management Act (PFMA), Treasury Regulations, and guidelines. Public Service Anti-Corruption Strategy and anti-corruption and fraud prevention measures. Knowledge of equal opportunities and affirmative action guidelines and laws. Knowledge of administrative and clerical procedures and systems. Departmental policies and procedures. Governmental financial systems. Principles and practice of financial accounting. Knowledge of Broad Based Black Economic Empowerment Act 53 of 2003. Knowledge of National Treasury CSD system and e-tender portal. Framework for managing performance information. Business strategy

transaction and alignment. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Efficient communication skills, accountability and ethical conduct.

DUTIES : Allocate duties and perform quality control and compliance on the work delivered by supervisees. Advise and lead supervisees with regard to all aspects of the work. Coordinate (synergise), review and execute the bidding process. Provide secretariat services to the Bid Evaluation Committee and Bid Adjudication Committee (includes obtaining approval). Review the terms of reference received from Demand Management for accuracy and completeness before assigning them to a practitioner for advertisement. Invite service providers for an expression of interest. Manage the end-to-end bidding process (above R1 million), from invitation to award, including reports, requests processed through deviations and those sourced from the departmental panel of service providers, irrespective of the threshold. Perform quality check/control on all submissions from the Tender unit. Supervise employees to ensure an effective acquisition management service and undertake all administrative functions required with regard to financial and HR administration. Ensure that all supervisees are trained and developed to be able to deliver work of the required standard efficiently and effectively.

ENQUIRIES : Ms N Mokoni Tel No: (012) 336 6829

POST 20/122 : **SENIOR OCCUPATIONAL HEALTH AND SAFETY OFFICER REF NO: 300626/08**
Branch: Infrastructure Management: Southern Operations
Dir: Operations Southern

SALARY : R413 001 per annum (Level 08)
CENTRE : Uitkeer (somerset East)
REQUIREMENTS : A relevant NQF level 6 qualification in Occupational Health and Safety. Three (3) to four (4) years' experience in Occupational Health and Safety environment. The disclosure of a valid unexpired driver's license. Knowledge and understanding of the OHS Act 85 of 1993 and related regulations and policies. Compensation for Occupational Injuries and Diseases Act 30 of 1993. Understanding of government legislation. Good planning and organizational skills. Computer proficiency (MS Office, Word, Ms Excel, MS PowerPoint and Outlook). Good analytical and problem-solving skills. Presentation and facilitation skills. Creativity and innovative skills, self-motivation and assertiveness. Ability to function under pressure and handle high work volume. Ability to plan and prioritize work. Ability to work independently. Accountability and ethical code. Attention to details. Good communication skills both (verbal and written).

DUTIES : Promote safe and healthy environment through monitoring and management of occupational health and safety risks within the office. Conduct occupational health and safety inspections and audits. Coordinate incident reporting and preliminary investigations. Oversee facility compliance with relevant occupational health and safety requirements, legislation, codes of practice, standards, and norms. Maintain compliance documentation. Facilitate establishment of OHS committee and ensure functionality thereof. Train employees and render an advisory role to the employer on OHS matters. Ensure effective administration of occupational health and safety activities. Prepare monthly and quarterly reports.

ENQUIRIES : Mr. SF Cannon Tel No: (042) 243 6150 / (063) 500 6215

POST 20/123 : **SENIOR SUPPLY CHAIN PRACTITIONER (SCM ACQUISITION: QUOTATIONS) REF NO: 300626/09**
Branch: Finance Main Account
CD: Supply Chain Management
Dir: Acquisition

SALARY : R413 001 per annum (Level 08)
CENTRE : Pretoria Head Office
REQUIREMENTS : An NQF level 6 qualification (National Diploma) in Supply Chain Management / Purchasing Management / Public Administration / Procurement / Financial Management or relevant qualification. Three (3) years' experience in Supply Chain Acquisition Management. The disclosure of a valid unexpired driver's licence. Knowledge of procurement administration procedure. Knowledge of financial legislation. Knowledge of BAS, SAP, and GAAP. Knowledge of PFMA,

PPPFA and BBEE Policy. Knowledge of supply chain management. Knowledge of procurement policies and legislation. Disciplinary knowledge of labour law. Knowledge of treasury regulations. Knowledge of dispute resolution policies. Understanding Social and Economic development issues. Basic Financial Management. Knowledge Management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Efficient communication skills, accountability and ethical conduct.

DUTIES : Review the acquisition and demand procedures for efficiency and compliance. Perform various SCM duties in accordance with legislative prescripts applicable in the Public Service. Receive approved specifications/Terms of References (TORs) for invitation of quotations. Review the terms of reference/specifications received from Demand Management for accuracy and completeness before assigning them to a practitioner for invitation of quotations. Issue out requests for quotations when required. Adhere to relevant policies and regulations in the procurement of goods and services. Provide support in Acquisition management. Review and approve the recommended supplier. Update the spreadsheet with details of the winning supplier on regular basis with information on, QSE, EME and Transformation status of companies. Compilation /verification of all monthly SCM reports. Manage the process of sourcing of quotations up to R1 000 000.Tracking and addressing supply chain risks and performance. Support in developing SCM risk management assessments.

ENQUIRIES : Ms N Mokoni Tel No: (012) 336 6829

POST 20/124 : **SUPPLY CHAIN PRACTITIONER REF NO: 300626/10**
Branch: Finance Main Account
CD: Supply Chain Management
Dr: Acquisition

SALARY : R338 106 per annum (Level 07)
CENTRE : Pretoria Head Office
REQUIREMENTS : An NQF level 6 qualification (National Diploma) in Supply Chain Management / Purchasing Management / Public Administration / Procurement / Financial Management or relevant qualification. One (1) year experience in Supply Chain Acquisition Management. The disclosure of a valid unexpired driver's licence. Knowledge of procurement administration procedure. Knowledge of financial legislation. Knowledge of BAS, SAP and GAAP. Knowledge of PFMA, PPPFA and BBEE Policy. Knowledge of supply chain management. Knowledge of procurement policies and legislation. Disciplinary knowledge of labour law. Knowledge of treasury regulations. Knowledge of dispute resolution policies. Understanding Social and Economic development issues. Basic Financial Management. Knowledge Management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Efficient communication skills, accountability and ethical conduct.

DUTIES : Render supply chain demand and acquisition Processes. Follow relevant policies and regulations in procurement activities. Facilitate the procurement of goods and services through formal tender process. Provide a Secretarial support function to Bid-Committees. Provide administrative duties during the tender/bid briefing sessions. Assist with the tender compilation of bid documents and confirm if it is in line with applicable SCM prescripts and processes. Provide assistance in the review of the scope of the Terms of Reference (TOR). Assist with the monitoring of validity period of closed tenders. Assist in the co-ordination and execution of the bidding process-: Arrange and attend bid Evaluation committee meeting. Prepare register for bidders. Check the compliance with SCM prescripts and processes. Respond to specific queries during the tender/bid briefing sessions. Open bid documents and check the responsiveness and non-responsiveness of documents. Prepare scoring model/tender recommendation and evaluation reports. Preparation/ screening of recommendation for Adjudication. Render administrative services to supply chain Acquisition Management. Assist in implementation of SCM policies, processes, and procedures.

ENQUIRIES : Ms N Mokoni Tel No: (012) 336 6829

POST 20/125 : **PERSONAL ASSISTANT REF NO: 300626/11**
Branch: Infrastructure Management
CD: Construction Management

SALARY : R338 106 per annum (Level 07)
CENTRE : Pretoria Head Office
REQUIREMENTS : A Secretarial Diploma or equivalent qualification. Three (3) to five (5) years 'experience in rendering a support service to Senior Management. Excellent computer literacy skills. Advanced proficiency in Microsoft Office suite. Good office management skills and knowledge of administrative procedures. Sound organizational skills. Good people skills. High level of reliability. Ability to act with tact and discretion. Ability to research and analyse documents and situations. Good grooming and presentation skills. Self-management and motivation. Knowledge of dispute resolution process. Knowledge of basic financial management. People and Diversity management. Problem solving and Analysis. The successful candidate must be highly reliable, self-motivated, flexible, creative, client and customer focused. Remains up to date regarding the prescripts, policies and procedures applicable to her / his work terrain to ensure efficient and effective support to the manager. Excellent communication skills (verbal and written). Good accountability and ethical conduct.
DUTIES : Provide a secretarial / receptionist support service to the manager. Implement administrative procedures for the component. Receive telephone calls and visitors on behalf of the manager. Implement policies and procedures. Engage supplier regarding purchased materials. Develop implementation plan. Ensure that financial procedures are observed in the section. Compile monthly reports and present to the managers. Do early warning systems. Liaise with travel agencies to make travel arrangements for the DDG office. Arrange meetings and events for the manager and staff in the unit. Process all invoices that emanate from the activities of the work of the manager including the travel and subsistence claims for the unit. Draft routine correspondence and reports including records of basic minutes of the meetings of the manager where required. Administer matters like leave registers and telephone accounts and proper filing of documents. Receive, record and distribute all incoming and outgoing documents. Collect all relevant documents to enable the manager to prepare for meetings. Provide feedback on identified administrative gaps. Provide records on goods and services procured and handle all the procurement items for the office.
ENQUIRIES : Ms MM Maraka Tel No: (012) 336 7073

POST 20/126 : **CHIEF SECURITY OFFICER REF NO: 300626/12**
Branch: Infrastructure Management: Central Operations
Dir: Operations Central
Re-advertisement, applicants who have previously applied must re-apply.

SALARY : R338 106 per annum (Level 07)
CENTRE : Vaal Dam
REQUIREMENTS : A relevant NQF level 4 or Senior/Grade 12 Certificate. A valid Security Grade A PSIRA Certificate. National Diploma in Security Management will serve as an added advantage. National Key Point Certificate, A valid SAPS Firearm Competency for Rifle, Shotgun and Pistol. Three (3) years' supervisory experience in the NKP environment will serve as an added advantage. The disclosure of a valid unexpired driver's license. Computer literacy and skills in MS Office Software package. Knowledge of prescribed security legislation e.g. MISS, Protection of Information Act, etc. Knowledge and experience of emergency procedures. Knowledge of Occupational Health and Safety. Sound knowledge in interpretation and application of security code of conduct, security legislations and directives. Good listing, communication, and interpersonal skills. Ability to interact with people at all levels and work in a team environment. Analytical thinking. Problem-solving and analysis. Ability to handle conflicts and excellent report writing skills. Work under pressure, willingness to travel throughout the Area Office and work extended hours.
DUTIES : Implement security polices in line with relevant acts and national directives as determined. Monitor threats and risk analysis Ensure firearm regulation is implemented accordingly. Manage deployment and the functioning of security operations. Implement emergency contingency and procedures. Conduct site inspections on official residence and offices. Safeguard Departmental assets. Conducts investigations of security incidents and breaches. Liaise with

National Intelligence Agency (NIA), South African Police Services (SAPS), other security agencies and DWS National Security Manager Coordinate security awareness and training Ensure the safe custody and protection of officials, assets and information through the implementation and adherence to the MISS/MPSS. Supervision of human resources. Manage and evaluate staff performance on an on-going basis. Manage private security service provider's contracts. Provide operational and administrative assistance regarding security activities, forums, training, vetting, risk assessments and security reports. Conduct investigations where necessary.

ENQUIRIES : Mr. CM Mokone Tel No: (016) 880 0919
NOTE : Candidates may be required to complete a practical and theoretical test.

POST 20/127 : **WATER PLANT SUPERINTENDENT (TEAM LEADER) REF NO: 300626/13 (X2 POSTS)**
Branch: Infrastructure Management: Southern Operations
Dir: Operations Southern

SALARY : R280 278 per annum (Level 06)
CENTRE : Berg River Dam
REQUIREMENTS : An NQF level 4 qualification. Five (5) years' experience in water infrastructure operations and maintenance environment. The disclosure of a valid unexpired driver's license. Knowledge of operation and maintenance of pump stations, pipelines, dams, reservoirs, and associated infrastructure. Knowledge of Occupational Health and Safety Act, National Water Act, and relevant government legislation. Experience in supervision of staff and implementation of maintenance programmes. Understanding of water distribution systems, flood control, and emergency response procedures. Computer literacy and ability to compile operational reports. Effective communication skills both (written and verbal). Leadership, problem-solving, and interpersonal skills. Ability to work shifts, overtime, and standby duties.
DUTIES : Coordinate and supervise the operation and maintenance of pump stations, dams, pipelines, reservoirs, and associated infrastructure. Monitor plant and infrastructure performance to ensure uninterrupted operations. Coordinate preventative and corrective maintenance activities. Supervise operational staff, manage attendance, discipline, and performance. Ensure implementation of Occupational Health and Safety standards and legal compliance. Compile operational and maintenance reports. Conduct inspections and report infrastructure defects. Possess good administrative skills. Participate in emergency response and flood control activities. Maintain asset records, maintenance schedules and ensure proper housekeeping, and security at facilities.
ENQUIRIES : Mr M Tom Tel No: (023) 348 5600
NOTE : Preference will be given to candidates from the Geographical Area.

POST 20/128 : **SWITCHBOARD OPERATOR REF NO: 300626/14**
Branch: Infrastructure Management: Southern Operations
Dir: Operations Southern

SALARY : R201 093 per annum (Level 04)
CENTRE : Breede / Gouritz (Worcester – Western Cape)
REQUIREMENTS : A Senior/Grade 12 Certificate. Knowledge of administrative and clerical procedure. Knowledge of word processing. Operate telecommunication system. Report faulty telephone system and other extensions within the organisation. Managing files and records. Understanding of Public Service Regulations. Telephone etiquette and interpersonal skills. Knowledge in operating telecom operations. Framework for managing telephone etiquette. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Effective communication skills both (verbal and written). Accountability and ethical conduct.
DUTIES : Render switchboard services. Attend to incoming and outgoing telephone calls. Maintain switchboard system. Transfer calls to relevant extensions.
ENQUIRIES : Ms H Horn Tel No: (023) 348 5600
NOTE : Preference will be given to candidates from the Geographical Area.

POST 20/129	:	**AUDIT COMMITTEE MEMBER (ICT SPECIALIST) REF NO: 300626/02** (03 Year Contract)
SALARY	:	The compensation of members of the Audit Committee Members is determined at an hourly tariff based on South Africa Institute of Chartered Accountants (SAICA) / Auditor General South Africa (AGSA) rates.
CENTRE	:	Pretoria Head Office
REQUIREMENTS	:	An appropriate three-year qualification at NQF 7 in any of the following fields: Information and Communication Technology (ICT)/ Legal/ Risk Management/ Accounting and Auditing. (A higher qualification will serve as an added advantage). Applicants should have executive management experience in the audit, governance and risk management for more than ten (10) years. Preference will be given to someone with ICT experience. Previous Audit Committee and/or oversight committees experience (mainly in Public Sector). Relevant work experience in Accounting, Internal Audit, Governance, Legal, Information and Communication Technology, Performance Management and Risk Management. Knowledge of the Water Sector and legislation governing the Water Sector will serve as an added advantage. Knowledge of the PFMA and the Public Sector will serve as an advantage. Must possess the following qualities: An enquiring and analytical mind-set; Good communication skills; independence and integrity; and an understanding of the regulatory framework within which National Departments operate within the Public Sector.
DUTIES	:	The audit committee is an advisory committee that assists the department by performing oversight in respect of internal controls, risk management and governance processes. The committee reports to the Executive Authority on a quarterly basis. The committee carries out its responsibilities as legislated by the Public Finance Management Act and Treasury Regulations and operates according to the approved Audit Committee Charter.
ENQUIRIES	:	Mr M Motsatsi Tel No: (012) 336 7905 / (082) 610 9861
NOTE	:	Preference will be given to a woman and person with a disability. In terms of Section 77 of the Public Finance Management Act, Act No. 1 of 1999 (PFMA), the Department of Water and Sanitation calls for qualified and interested person to serve on its Audit Committee for a three-year period.

PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF HEALTH

APPLICATIONS : Applications should be submitted strictly online, applicants should quote the relevant reference number and submit through the following email address: TMRH.Vacancies@gauteng.gov.za No hand-delivered, faxed applications will be accepted.

CLOSING DATE : 30 June 2026

NOTE : Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the completed CV and new updated Z83 form obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. Received applications using the incorrect application for employment (old Z83) will not be considered. Each (Z83) application for employment must be fully completed, initialled, and signed by the applicant as per Circular no 3 of 2025. Failure to complete will lead to disqualification during the selection process. Section A, B, C and D must be completed in full. Section E, F and G: Noting that there's a limited space provided applicants often indicate "refer to Curriculum Vitae (CV) or see attached" after having completed to the maximum the actual Z83, this is acceptable - If the CV has been attached and provides the required information. On the CV all experience should be in a chronological order indicating the employer, position and employment period. On the CV indicate the starting and ending period (DD/MM/YYYY). CV must have details of name of attended schools/institutions and area. The Information on the new Z83 must be in sync with the Curriculum Vitae. (Reference checks)- Provide at least 3 off which one must be immediate supervisor, the Department shall reserve the right to conduct verification beyond names provided, where necessary. Failure to submit all the relevant information preceding the statement above will result in disqualifying the candidate. The question that relates to conditions that prevents re-appointment under part F must be answered. Declaration must be completed and signed). Only shortlisted candidates will be required to submit certified copies of qualifications and other relevant documents on or before the day of the interview. Please ensure that the specific reference number is quoted correctly. Only emailed applications will be considered. Correspondence will be entered with shortlisted candidates only. If you have not been contacted within three (3) months after closing date of this advertisement, please accept that your application was unsuccessful. The employer reserves the right not to fill this post. It is legislative requirement that all newly appointed staff members be subjected to and pass Personnel Suitability Check (PSC) - Verification, upon appointment within the department. This verification processes entails reference checks, identity verification, qualification verification, criminal records checks etc. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) (only when shortlisted). The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act 5/1993. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 20/130 : **HEAD OF UNIT (HOU) REF NO: TMRH/AHOU/06/2026 (X1 POST)**
Directorate: Anaesthesia

SALARY : Grade 1: R2 168 145 per annum, (all-inclusive package)
Grade 2: R2 370 741 per annum, (all-inclusive package)

CENTRE : Thelle Mogoerane Regional Hospital

REQUIREMENTS : Grade 12. Appropriate postgraduate qualification that allows for registration with the HPCSA as Medical Specialist. A minimum of 3 years appropriate experience as Specialist Anesthetist after registration with the HPCSA as Medical Specialist in Anaesthetic. Outstanding clinical skills in the field preferably in the public service environment. Experience in undergraduate and postgraduate training, including research. Understanding of basic Human

Resource matters including labour relations and ORW. Understanding of basic Finance matters such as cost drivers and budget allocations. Knowledge of relevant health & labour legislation. Proven leadership skills. Understanding of basic Supply Chain matters such as developing demand and procurement plans for the unit. Knowledge of legislative prescripts governing public service. Managerial and problem-solving skills. Good communication and supervisory skills. Stress-tolerance and the ability to work in a team.

DUTIES : Assist the clinical manager with management and administrative duties within the anaesthetic department, and participate in hospital committees and Departmental activities. Teaching and training at an undergraduate and post graduate level. Supervision and delivery of anaesthesia services at Thelle Mogoerane Regional Hospital and its cluster as appropriate. Engagement in outreach activities of the department. Human capital management and other administrative duties as allocated. Participation in the research and publication agenda of the academic department. Comply with the Performance Management and Development System (Contracting, reviews and final assessment).

ENQUIRIES : Dr. D. Mdluli Tel No: (011) 891 7000

POST 20/131 : **MEDICAL SPECIALIST: PSYCHIATRY REF NO: TMRH/MSPSYCH/06/2026 (X1 POST)**
Directorate: Psychiatry Department

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive package)
Grade 2: R1 592 274 per annum, (all-inclusive package)
Grade 3: R1 844 151 per annum, (all-inclusive package)

CENTRE : Thelle Mogoerane Regional Hospital

REQUIREMENTS : Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a medical specialist in psychiatry. Master of Medicine in Psychiatry (MMedPsych) and or a Fellowship of the College of Psychiatrists of South Africa (FCPsychSA). The ability to teach, train, do research and supervise research for academic degree purposes. Willingness to teach and train undergraduate and postgraduate students and other health care workers. **Grade 1:** experience not applicable, registration with HPCSA as Medical Specialist Psychiatry. **Grade 2:** 5 years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist in Psychiatry. **Grade 3:** 10 years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Psychiatry.

DUTIES : Management of psychiatry at Thelle Mogoerane Regional Hospital in the provision of clinical care to mental health care users, teaching of under- and post-graduate students. Manage own service delivery. Clinical service delivery: evaluation, management, care, treatment and rehabilitation of mental health care users in an acute psychiatric unit in a general hospital setting as well as outreach services where appropriate. Ensure patient care is promoted to meet the National Core Standards for health, Batho Pele Principles and the Mental Health Care Act, 17 of 2002, and other relevant medico-legal regulations, aligning the needs of the population served with facilities in the hospital. Supervision of a multi-disciplinary group of mental health care providers and other relevant staff members. Manage and run the Specialist Psychiatry Outpatients Clinic. Lead the multi-disciplinary ward rounds for in-patients. Consultations for patients outside the psychiatry unit. Review and audit patients' medical records. Administration: Perform administrative tasks related to patient management and student training. Address patient complaints. Attend scheduled meetings with hospital management. Contribute to electronic databases for research purposes. Coordinate duty lists and staff allocations in the department. Ensure recruitment and retention of staff in the department. Liaise with other departments and with other hospitals, district mental health services where required. Academic: Provision of teaching and learning to ensure that both under- and post graduate students are taught the required skills and are provided with opportunities to learn in a safe environment. Assist in coordination of academic programs. Conduct appropriate research: Develop own interest and publish appropriately. Support post-graduate students with research projects. Be willing to undergo continuous training and development programs. Attend meetings and training as approved by supervisor. Comply with the Performance Management and Development System (Contracting, reviews and final assessment).

ENQUIRIES	:	Dr. N. Sibisi Tel No: (011) 891 7000
POST 20/132	:	**MEDICAL SPECIALIST (PHYSYCIAN) – CRITICAL CARE REF NO: TMRH/MSCC/06/2026 (X1 POST)** Directorate: Critical Care Department
SALARY	:	Grade 1: R1 395 528 per annum, (all-inclusive package) Grade 2: R1 592 274 per annum, (all-inclusive package) Grade 3: R1 844 151 per annum, (all-inclusive package)
CENTRE	:	Thelle Mogoerane Regional Hospital
REQUIREMENTS	:	Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist (physician) with Critical Care certificate. Appropriate tertiary qualification in the Health Science (MBChB). Current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in the required discipline. **Grade 1:** experience not applicable, registration with HPCSA as Medical Specialist Critical Care. **Grade 2:** 5 years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist in Critical Care. **Grade 3:** 10 years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Critical Care. A postgraduate qualification in Management will be an added advantage. Good communication skills (written and verbal), as well as computer literacy. Must have a strong record of clinical expertise and clinical governance, research and experience of training and teaching at both undergraduate and postgraduate levels. Strong people management skills, analytical thinking, problem-solving, decision-making and ability to work in a multi-disciplinary team.
DUTIES	:	Clinical & Service Delivery: Manage own service delivery and provide clinical evaluation, care, management, and treatment of patients in the Critical Care Department at Thelle Mogoerane Regional Hospital. Provide leadership for critical care services across hospital and academic platforms. Ensure high-quality, evidence-based intensive care, strengthen clinical governance, improve patient outcomes, and ensure adherence to national policies, safety standards, Batho Pele Principles, National Core Standards, and ICU protocols. Lead multi-disciplinary ward rounds and supervise multi-disciplinary teams and relevant staff. Teaching, Training & Research: Coordinate and support teaching, training, and supervision of undergraduate and postgraduate students, including registrars rotating through ICU. Conduct and support departmental research; develop own research interests and publish appropriately; contribute to electronic research databases. Support postgraduate students with research projects. Administration & Governance. Perform administrative tasks related to patient management and address patient complaints. Attend scheduled meetings with hospital management and liaise with other departments and hospitals as required. Comply with the Performance Management and Development System: contracting, reviews, and final assessment. Other: Participate in after-hours ICU cover, call duties, and other institutional responsibilities as required. Undergo continuous training and development; attend meetings and training as approved by supervisor. Comply with the Performance Management and Development System (Contracting, reviews and final assessment).
ENQUIRIES	:	Dr. N. Sibisi Tel No: (011) 891 7000

PROVINCIAL TREASURY

It is the department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required.

APPLICATIONS	:	Applications should be submitted online at: https://jobs.gauteng.gov.za/
CLOSING DATE	:	29 June 2026 @00:00 midnight
NOTE	:	Applications must be submitted on a duly New signed Z83 form, obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. The Completed and signed form should be accompanied by a recently updated CV only specifying all experience indicating the respective dates (MM/YY) as well as indicating three reference

persons with the following information: name and contact number(s), email address and an indication of the capacity in which the reference is known to the candidate. Only shortlisted candidates will be required to submit certified documents on or before the interview date following communication from HR. Suitable candidates will be subjected to Personnel Suitability Checks (criminal record, citizen, credit record checks, qualification, and employment verification). Confirmation of final appointment will be subject to a positive security clearance. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. The persons appointed to this position will be subjected to a security clearance. SMS candidates will be required to undergo a Competency Assessment as prescribed by the DPSA. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be a practical exercise, and the other will be an Integrity (Ethical Conduct) Assessment. Gauteng Provincial Treasury (GPT) reserves the right to utilise practical exercises/tests for non-SMS positions and during the recruitment process (candidates who are shortlisted will be informed accordingly) to determine the suitability of candidates for the post(s). GPT also reserves the right to cancel the filling / not to fill a vacancy that was advertised during any stage of the recruitment process. Prospective applicants must please use the new Z83, which is effective as of 01 January 2021. Pre-entry SMS certificate is compulsory for SMS appointments. To access the SMS pre-entry certificate course and for further details, please click on the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. For more information regarding the course, please visit the NSG website: www.thensg.gov.za.

OTHER POSTS

POST 20/133 : **DEPUTY DIRECTOR: DATA MANAGEMENT REF NO: REFS/049930**
Directorate: Sustainable Fiscal Resource Management

SALARY : R932 292 per annum, (all-inclusive package), consists of 70% Basic salary and 30% flexible portion that may be structured in terms of the applicable rules.

CENTRE : Johannesburg

REQUIREMENTS : NQF level 7 qualification, e.g., a degree in Information Management / Statistics / Econometrics related to the job content. 3-5 years' experience at junior management level (ASD) in Statistics / Information Management / Econometrics and/or related field.

DUTIES : Coordinate the reporting process for provincial departments and entities, ensuring consolidation of in-year monitoring (IYM) reports and Medium-Term Expenditure Framework in compliance with reporting frameworks. Manage and deliver training on budgeting and reporting frameworks and reforms, including the IYM model, budget database and personnel model. Develop, maintain and implement data models to support monthly and quarterly reporting on revenue, expenditure and personnel. Manage the compilation of reports and the development of analytical tools during budget implementation and monitoring, including ad hoc data as required. Translate strategic direction into actionable operational plans. Manage stakeholder relationships. Oversee administrative support functions. Manage and lead a team of employees.

ENQUIRIES : Mr. Tebogo Thobejane – email: tebogo.thobejane@gauteng.gov.za

POST 20/134 : **DEPUTY DIRECTOR: MUNICIPAL ACCOUNTING AUDITING AND REPORTING REF NO: REFS/049931**
Directorate: Municipal Finance Management

SALARY : R932 292 per annum, (all-inclusive package), consists of 70% Basic salary and 30% flexible portion that may be structured in terms of the applicable rules.

CENTRE : Johannesburg

REQUIREMENTS : NQF Level 7 Degree in Accounting/ Auditing/ Internal Auditing/ Cost Management or Cost Accounting.3 - 5 years supervisory and or people management experience (junior management level). 5 years working experience in municipal accounting and financial reporting or the fields of Accounting/ Auditing/ Internal Auditing. At least 3 years working experience in local government or Provincial Treasuries' MFMA Unit in a similar role.

DUTIES : To monitor compliance with the financial management and annual reporting framework in the municipal sphere of government in live with the Municipal Finance Management Act and related Legislations by local authorities. Provide leadership with the management of the sub-directorate. Manage the monitoring of the implementation of the accounting standards (GRAP and others) and review and report on the quality of the annual financial statements. Implement Frameworks, Standards and Guidelines by ensuring compliance with all standards and legislation and value add in internal audit activities. Coordinate the provision of accounting services and support to municipalities and municipal entities. Effective participation in intergovernmental relations structures (internally and externally).

ENQUIRIES : Mr. Tebogo Thobejane – email: tebogo.thobejane@gauteng.gov.za

POST 20/135 : **ASSISTANT DIRECTOR: MUNICIPAL BUDGET ANALYSIS REF NO: REFS/049932**
Directorate: Municipal Finance Management

SALARY : R487 197 per annum, (plus benefits)
CENTRE : Johannesburg
REQUIREMENTS : A three-year tertiary qualification (NQF level 7) as recognised by SAQA in Financial Management/Financial Accounting/Management Accounting. 3-5 years' experience in accounting and financial management in local government environment at a functional level. Skills Analytical, Organising, Numeracy, Advanced Excel, Presentation and Report Writing.

DUTIES : Coordinate reports on non-compliance with relevant legislations, regulations, and other initiatives by designated municipalities to the relevant supervisor. To assistance in the monitoring of grants spending of designated municipalities and submit report to the relevant supervisor. To provide assistance in the preparation of ad hoc reports and presentations on budget performance in prescribed format for designated municipalities. Provide assistance in the evaluation of the budgets and budget supporting documents for designated municipalities and coordinate the advice/written comments to the municipality. Provide assistance in monitoring the preparation of the budgets for compliance. with the MFMA, Municipal Budget Reporting Regulations (MBRR), relevant NT circulars and on best practices (incl. advice to Council on its oversight role over the budget process). To provide assistance in the analysis the quarterly outcome of municipalities' budgets and financial performance including Section 72 report and provide input into the quarterly 'Municipal Finance Quarterly Review (MFQR)', in the prescribed format for designated municipalities ensuring accuracy of numbers and quality of report.

ENQUIRIES : Mr. Teneko Bangelo email: teneko.bangelo@gauteng.gov.za

POST 20/136 : **ASSISTANT DIRECTOR: PUBLIC ENTITIES REF NO: REFS/049933**
Directorate: Financial Governance

SALARY : R487 197 per annum, (plus benefits)
CENTRE : Johannesburg
REQUIREMENTS : A three-year tertiary qualification (NQF level 7) as recognised by SAQA in Auditing/Accounting//Compliance or Risk Management. A Postgraduate Diploma in Compliance will be an added advantage. Appropriate 3-5 years' experience in the public sector in areas of Auditing, Compliance Management and or risk management at a functional level. Understanding of the Public Finance Management Act, Treasury Regulations, Public Service Act. Demonstrated ability to apply governance frameworks, interpret legislation, and support organisational accountability through structured compliance oversight.

DUTIES : To facilitate the creation of GPG Public Entities, Trading Entities and Government Components as well as to monitor and report on compliance with good governance component. Support Entities in Compliance Management; Provide guidance for the development of a compliance universe and the categorization of acts within it for the GPG entities; Assist in reviewing and finalizing Compliance Risk Management Plans (CRMP); Coordinate PFMA requests by providing advice to the Head of Department through a formal letter; Facilitate the establishment of new entities; Review and Improve Banking and Governance Arrangement; Provide oversight on the Implementation of governance framework for Public Entities operating in Provincial sphere: Assist with tracking and monitoring the implementation of Compliance Risk

		Management Action plans and the AGSA Audit recommendations for GPG Entities; Provide training to GPG Entities as requested or as identified by the unit; Legislative Review & Compliance Risk Management; Capacity Building & Awareness, Stakeholder Engagement & Advisory Support and eLearning Compliance Training; Management of the unit.
ENQUIRIES	:	Ms. Baleseng Sedibe Email: baleseng.sedibe@gauteng.gov.za
POST 20/137	:	**PERSONAL ASSISTANT TO DIRECTOR: COMPLIANCE AND DIRECTOR: TRANSVERSAL RISK MANAGEMENT REF NO: REFS/049934 (X2 POSTS)** Directorate: Financial Governance
SALARY	:	R338 106 per annum, (plus benefits)
CENTRE	:	Johannesburg
REQUIREMENTS	:	Matric and a three-year tertiary qualification (NQF level 6) as recognised by SAQA in Secretarial Diploma or equivalent qualification. 3 – 5 years' experience in office management or similar role. Language skills and the ability to communicate well with people at different levels and from different backgrounds. Good telephone etiquette. Computer literacy.
DUTIES	:	Remains up to date with regards to the prescripts/policies and procedures applicable to his/her work terrain to ensure efficient and effective support to the manager. Compares the MTEF allocation with the requested budget and informs the manager of changes. Scrutinizes documents to determine actions/ information/other documents required for meetings. Handles the procurement of standard items like stationary, refreshments etc for the activities of the manager and the unit. Utilizes discretion to decide whether to accept/decline or refer to other employees' requests for meetings, based on the assessed importance and urgency of the matter.
ENQUIRIES	:	Ms. Baleseng Sedibe Email: baleseng.sedibe@gauteng.gov.za

ANNEXURE X

PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF HEALTH
"We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department".

APPLICATIONS : All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

CLOSING DATE : 03 July 2026

NOTE : All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

OTHER POSTS

POST 20/138 : **HEAD CLINICAL UNIT REF NO: HCU NEURO (X1 POST)**
Department: Neurology

SALARY : Grade 1: R2 168 145 per annum, (all-inclusive Salary package), excluding commuted overtime.

CENTRE : Inkosi Albert Luthuli Central Hospital (IALCH)

REQUIREMENTS : MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Neurology and current registration as a Medical Specialist Neurology with the HPCSA. Minimum 5 years' post-registration experience as a specialist Neurologist. Additional qualifications: PHD will be an added advantage. Mmed or equivalent higher degree. Subspecialty expertise (e.g. neurophysiology, stroke, epilepsy, neuromuscular, neuroimmunology). Experience in a tertiary/quaternary academic setting. Experience in clinical governance, service development, and academic leadership. Knowledge, Skills and Competencies: Expertise in the management of acute and chronic neurological disorders including neurological emergencies. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills.

Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.

DUTIES : Lead and manage the Neurology Clinical Unit as delegated by the Head Clinical Department of Neurology in the following areas: Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and neurology emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols (e.g. stroke, neuroimmunology). Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional neurology services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources. Collaborate with UKZN, CMSA, health system partners and other neurology units at provincial, national and international levels. Promote and support research and academic development as delegated by the Head Clinical Department, aligned with the policies of UKZN and the College of Neurology.

ENQUIRIES : Prof. TC Hardcastle Tel No: (031) 240 2389

POST 20/139 : **HEAD CLINICAL UNIT TRAUMA & BURNS REF NO: HCU T&B/01/2026 (X1 POST)**
Department: Trauma and Burns

SALARY : Grade 1: R2 168 145 per annum, (all-inclusive Salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Surgery and Current registration with the HPCSA as a Medical Specialist or in a recognised sub-specialty. Plus 5 years' post-registration experience as a specialist in Trauma and Burns. Additional Qualifications & Experience: Applicants must be in possession of an appropriate higher surgical qualification (FCS(SA) and/or MMed Surgery), completion of Cert Trauma (SA) or equivalent, and currently registered with HPCSA for independent practice in the Trauma surgery discipline. As per HPCSA rules: DSTC instructor and ATLS instructor status required. Calls will include cover of Burns and Trauma Unit. Completion of ATLS required. eFAST course, MIMMS and, or ACLS/PALS. Burns experience. Teaching and research experience and evidence of publication. Knowledge, Skills and Competencies: Expertise in the management of acute and chronic neurological disorders including neurological emergencies, Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics, Strong clinical decision-making, communication, and interpersonal skills Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital, ability to teach, supervise, and mentor trainees, junior staff and allied staff, Knowledge of research principles with ability to drive academic output Leadership, administrative, and conflict resolution skills.

DUTIES : Report to the Head Clinical Department Trauma and burns. Provide leadership of the clinical trauma and burns services (incl. Trauma ICU, Burns and Trauma Resuscitation),inter-disciplinary in-house coordination of the management of the patients:, supervision of the fellows, specialists and surgical trainees / medical officers rotating through the trauma and burns:, ensuring the highest standards of clinical, fiscal, professional, and ethical behaviour: assist with clinical governance and in teaching of undergraduate medical students, postgraduate surgical trainees:, conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in trauma prevention and community awareness and Physical presence on arrival of scene calls and unstable cases expected.

ENQUIRIES : Prof T C Hardcastle Tel No: (031) 240 1000 ext 2389 or speed dial 6195

POST 20/140 : **MEDICAL SPECIALIST REF NO: MEDSPEC RHEUM/1/2026 (X1 POST)**
Department: Rheumatology

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : MBChB and FCP(SA) or equivalent qualifications. Registration certificate with the HPCSA as a Medical Specialist Physician and current registration as a Medical Specialist Physician with the Health Professions Council of South Africa (HPCSA). **Grade 1:** No experience required. The appointment to Grade 1 requires appropriate qualification plus registration with the Health Professions Council of South Africa as a Specialist Physician. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the Health Professions Council of South Africa as Specialist Physician. **Grade 3:** requires appropriate qualification, registration certificate plus 10 years' experience or more after registration with the Health Professions Council of South Africa as a Specialist Physician. Additional Experience Required: Candidates who are seeking to join the rheumatology training programme will be given special consideration. A specialist physician and an interest in rheumatology will be considered for this position.

DUTIES : To efficiently execute duties which support the aims and objectives of Department of Rheumatology. To participate and contribute to providing specialist care for in-patients and outpatients in the Department of Rheumatology. To supervise the training of medical students and registrars in Internal Medicine, and sub-speciality trainees in Rheumatology. To participate in the undergraduate and postgraduate training program in the Department of Internal Medicine. To participate in the quality assurance activities and administrative responsibilities of the Department of Rheumatology. To participate in the education, training, outreach and research activities of the unit. The incumbent is expected to perform after-hours calls and relief duties and be part of multi-disciplinary team when necessary.

ENQUIRIES : Dr Keith J Chinniah Tel No: (031) 240 1306

POST 20/141 : **MEDICAL SPECIALIST REF NO: MEDSPECGI/1/2021 (X1 POST**
Department: Gastroenterology

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : MBChB Degree or equivalent qualifications. Registration Certificate as a Specialist Physician with the Health Professions Council of South Africa (HPCSA). Current Registration with HPCSA as a Specialist Physician. Experience: **Grade 1:** No experience required. The appointment to Grade 1 requires appropriate qualification plus registration with the Health Professions Council of South Africa as a Specialist Physician. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the Health Professions Council of South Africa as Specialist Physician. **Grade 3:** requires appropriate qualification, registration certificate plus 10 years' or more experience after registration with the Health Professions Council of South Africa as a as Specialist Physician. Additional Experience: Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa as Medical Specialist – Physician. Knowledge, Skills, Training and Competencies Required: Ability to teach and supervise junior staff. Middle Management Skills. Research principles. Good administrative, decision making and communication skills. Registration with the HPCSA as a subspecialist in medical gastroenterology will be an added advantage.

DUTIES : Participate in training to acquire and apply cognitive and technical skills in the sub-specialty of Gastroenterology. This includes endoscopic procedures and other procedures related to the practice of gastroenterology as directed by the Head of Clinical Unit. Control and management of clinical services as delegated by the Head of Clinical Unit. Maintain satisfactory clinical, professional and ethical standards related to these services. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertain to the unit. Conduct, assist and stimulate research. Provide training of undergraduate and postgraduate medical students and allied Health personnel. Participate in formal teaching as required by the department. Promote community orientated services and participation in departmental outreach programs. Conduct outpatient clinics and provide expert opinion where required. Contribute and participate in the academic program of the Division of Internal Medicine and Department of Gastroenterology. Duties as directed by the Head of Clinical Unit when necessary.

ENQUIRIES : Dr VG Naidoo Tel No: (031) 240 1000 / 083 233 0662

POST 20/142 : **MEDICAL SPECIALIST REF NO: MEDSPECNEPH/1/2026 (X1 POST)**
Department: Nephrology

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : IALCH and Durban functional region (DFR)

REQUIREMENTS : MBChB or equivalent, FCP (SA). Current Registration with HPCSA as a Specialist Physician. Registration Certificate as a Specialist Physician with the Health Professions Council of South Africa (HPCSA). Experience: **Grade 1:** No experience required. **Grade 2:** Five (5) years post registration experience as a Specialist Physician. **Grade 3:** Ten (10) years post registration experience as a Specialist Physician. Knowledge, Skills, Training and Competency Required: Drivers License and own transport. Strong clinical knowledge in nephrology and internal medicine. Competence in acute and chronic dialysis management. Experience or interest in interventional nephrology procedures. Ability to teach and supervise registrars, medical officers, interns, students, nursing, and allied health staff. Good leadership, administrative, decision-making, and communication skills. Knowledge of clinical governance, quality improvement, and clinical audit processes. Experience in clinical research and academic activities. Sound understanding of medical ethics and professional practice.

DUTIES : The successful candidate will function as a Specialist Physician undergoing advanced training and development in Nephrology within a central academic environment. Provision of comprehensive inpatient and outpatient nephrology care. Management of: general nephrology services, chronic peritoneal dialysis programmes, acute and chronic haemodialysis services, kidney transplant outpatient services, Participation in the management of haemodialysis services at: Inkosi Albert Luthuli Central Hospital (IALCH), DFR. Performance and development of procedural skills including: native and transplant kidney biopsies, vascular haemodialysis access procedures, percutaneous Tenckhoff catheter insertions. Supervision and support of junior medical staff, nursing staff, and allied healthcare professionals. Participation in departmental administrative, clinical governance, and operational activities. Active involvement in the academic and research programme of the Department of Nephrology. Participation in clinical audits, quality improvement initiatives, and service development projects. Contribution to undergraduate and postgraduate academic activities at the Nelson R Mandela School of Medicine, including: student teaching, registrar training, undergraduate and postgraduate examinations. Participation in after-hours, overtime, and on-call duties in accordance with departmental service requirements.

ENQUIRIES : Prof Assounga Tel No: (031) 240 1258

POST 20/143 : **MEDICAL SPECIALIST VASCULAR OR GENERAL SURGERY REF NO: MEDSPECVASCULAR/1/2026 (X1 POST)**
Department: Vascular Surgery

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : MBChB Degree; Specialist qualification in General Surgery with the Health Professions Council of South Africa (HPCSA. Current registration with (HPCSA) as a certified vascular specialist or a General surgeon. Experience: **Grade 1:** No experience required Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa.as Medical Specialist (General Surgery). **Grade 2:** Five (5) Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (General Surgery). **Grade 3:** Ten (10) Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (General Surgery). Knowledge Skills And Experience Required: Sound knowledge and experience in surgery. Ability to teach and supervise junior staff. Middle Management Skills. Research principles. Good administrative, decision-making and communication skills. Additional Experience: Candidates with an intention to train as a vascular surgeon.

DUTIES : Provide vascular service to all departments at Albert Luthuli Hospital as well as in the relevant Durban Metropolitan State Hospitals. Control and management of these services as delegated. Maintain clinical, professional and ethical standards related to these services. Provide after-hour care in accordance with the commuted overtime contract. Training of undergraduate medical students, and allied personnel and participate in formal teaching as required by the department. Promote community-oriented services. Conduct outpatient clinics, and provide Expert opinion where required in consultation with senior specialists. Participate in the Quality Improvement Programmes of the Department. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the unit. Conduct, assist and stimulate research. Organise both academic and clinical service functions of the Department, including ward rounds, outpatient's clinics, and clinical training ward rounds. Participate in clinical research and academic programmes in the respective clinical department. Train postgraduate students, both bedside training and classroom training at the hospital. Provide academic and clinical administrative leadership. Form part of the senior management in the hospital.

ENQUIRIES : Prof. B. Pillay (Clinical Head) Tel No: (031) 240 1000

POST 20/144 : **MEDICAL SPECIALISTS REF NO: MEDSPECANAE/1/2026 (X3 POSTS)**
Department: Anaesthetics

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Senior Certificate (Matric). MBCHB or equivalent qualification registered with the HPCSA. FCA (SA) or MMEd (Anaes) Plus Current Registration with the Health Professions Council of South Africa as a "Specialist Anaesthesiologist". Candidates who have completed their period of registrar training as registrars may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa. Additional experience in providing a specialist service as a senior anaesthetist in the sub-specialty areas of Anaesthesia will be considered an advantage. Experience Required: **Grade 1:** No experience required. The appointment to Grade 1 requires appropriate qualification plus registration with the Health Professions Council of South Africa as a Specialist

Anaesthesiology. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the Health Professions Council of South Africa as Specialist Anaesthesiology. **Grade 3:** requires appropriate qualification, registration certificate plus 10 years' experience or more after registration with the Health Professions Council of South Africa as a Specialist Anaesthesiology. Knowledge, Skills, Training and Competencies: Knowledge and skills in Clinical Anaesthesia, including Emergency, Medical and Surgical Care and Acute and Chronic Pain. Demonstrate the ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team. Proven management ability, sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.

DUTIES : Provide a specialist anaesthesia service and assist the Anaesthetic head of department and heads of clinical units with effective overall management of the provision of Anaesthetic services based at IALCH. Assist with management of patients with acute and chronic pain in the wards and Pain Clinic. Provide a consultative service and expert opinion on Anaesthesia related matters at IALCH within the staffing norms. Provide after-hours (nights, weekends, public holidays) Anaesthetic consultative service for the theatres and units based at IALCH within the commuted overtime contract. Assist with preoperative assessment of patients in the wards or in the pre-anaesthetic clinic. Maintain clinical, professional and ethical standards related to these services. Assist the head of department and heads of clinical units with the development and implementation of guidelines, protocols and clinical audits, revising as needed to optimise patient care in the theatres and wards with the resources available. Assist with auditing the activity and outcomes of service of the Anaesthetic Department. Be part of the multi-disciplinary team to optimise patient care and use of Human and other resources. Be actively involved in the Departmental undergraduate and post- graduate teaching programmes. Participate in both academic and clinical administrative activities. Participation in commuted overtime is compulsory.

ENQUIRIES : Dr L Cronjé Tel No: (031) 240 1805/1804

POST 20/145 : **MEDICAL SPECIALIST REF NO: MEDSPEC GERIATRICS/1/2026 (X1 POST)**
Department: Geriatrics

SALARY : Grade 1: R1 395 528 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 2: R1 592 274 per annum, (all-inclusive salary package), excluding commuted overtime
Grade 3: R1 844 151 per annum, (all-inclusive salary package), excluding commuted overtime

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : MBChB and FCP(SA) or equivalent qualifications. Registration certificate with the HPCSA as a Medical Specialist Physician and current registration as a Medical Specialist Physician with the Health Professions Council of South Africa (HPCSA). **Grade 1:** No experience required. The appointment to Grade 1 requires appropriate qualification plus registration with the Health Professions Council of South Africa as a Specialist Physician. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the Health Professions Council of South Africa as Specialist Physician. **Grade 3:** requires appropriate qualification, registration certificate plus 10 years' experience or more after registration with the Health Professions Council of South Africa as a Specialist Physician. Additional Experience Required: A specialist physician and an interest in Geriatrics will be considered for this position. Candidates who are seeking to join a Geriatrics training programme will be given special consideration.

DUTIES : To efficiently execute duties which support the aims and objectives of Department of Geriatrics. To participate and contribute to providing specialist care for in-patients and outpatients in the Department of Geriatrics. To supervise the training of medical students and registrars in Internal Medicine. To participate in the undergraduate and postgraduate training program in the Department of Internal Medicine. To participate in the quality assurance activities and administrative responsibilities of the Department of Geriatrics. To

participate in the education, training, outreach and research activities of the unit. The incumbent is expected to perform after-hours calls and relief duties and be part of multi-disciplinary team when necessary.

ENQUIRIES : Dr S Singh Tel No: (031) 240 1034

POST 20/146 : **PRINCIPAL PSYCHOLOGIST REF NO: PRINC PSYCH/1/2026 (X1 POST)**
Department: Clinical Psychology

SALARY : Grade 1: R1 295 388 per annum
CENTRE : Inkosi Albert Luthuli Central Hospital (IALCH)
REQUIREMENTS : Master's degree in Clinical Psychology. Registration certificate with HPCSA and Current registration as a clinical psychologist. At least 3 years post registration work experience as a Clinical Psychologist. Knowledge, Skills, Training and Competence Required: Psychodiagnostic and psychotherapeutic competencies of working with adults and children within a hospital setting particularly applicable to level of care rendered at the IALCH. Knowledge and experience in behavioural medicine. In-depth knowledge of policies, protocols and procedures as is applicable to the profession and the hospital. Supervisory experience. Knowledge and competence in neuropsychology assessment and report writing. Administrative and organisational skills. Good verbal and written communication skills. Computer literacy. Good interpersonal, decision-making and problem-solving abilities. Adaptable, empathetic, assertive, self-motivated and flexible. Experience intervening with Burn Patients, Pain Management, Renal and Oncology patients and Palliative care will be an added advantage. Management experience, including drawing up relevant policies and clinical protocols, financial management and HR knowledge. Strong Work ethic.

DUTIES : To ensure effective and efficient management of all persons referred for psychological intervention at IALCH and thereby promote access to high quality psychology services. To manage and lead the Department of Clinical Psychology and ensure that safe and effective policies and procedures are in place and fully implemented to meet minimum quality standards as well as improve patient experience of care rendered by the Department. To manage training and development of staff, including orientation and induction of psychologists, capacity building and skills transfer to subordinates and other personnel at IALCH. Engage in effective communication and interaction between subordinates, other departments, personnel, consultants, colleagues, suppliers, and other service providers. To develop preventative and promotive psychological health programmes. Incumbent must be a team player who is able to participate in multidisciplinary management of complex oncology and renal patients. To participate in clinical governance programmes of the hospital. Enquiries: Dr S Singh Tel No: (031) 240 1059

POST 20/147 : **RADIATION ONCOLOGY RADIOGRAPHER (RADIOTHERAPIST) REF NO: RADRADIOONCO/1/2026 (X4 POSTS)**
Department: Radiation Oncology

SALARY : Grade 1: R510 906 per annum, Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements
Grade 2: R598 260 per annum, Plus 13th Cheque, Medical Aid optional and Housing Allowance: Employee must meet prescribed requirements
Grade 3: R703 785 per annum, Plus 13th Cheque, Medical Aid optional and Housing Allowance: Employee must meet prescribed requirements.

CENTRE : EThekwini Oncology complex (Inkosi Albert Luthuli Central Hospital and Addington Hospital)

REQUIREMENTS : Diploma or Bachelor degree in Radiography. Registration with HPCSA as Radiographer oncology, Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology). Knowledge, Skills, Training and Competences Required: Knowledge of radiotherapy standard techniques, dose protocols, equipment and accessories associated with relevant techniques and including specialized techniques. Knowledge of basic quality assurance in Radiotherapy, radiation effects & Radiation protection on patients. Anatomy vs tumour treatment vs effects on physiology care patterns for patients. Taking and evaluating of Portal images / C.T. scans and MRI scans for treatment planning purposes. Knowledge of Radiotherapy Planning. Good interpersonal skills and basic supervisory skills. Must have the ability to perform effectively in a team. Knowledge of basic patient care.

DUTIES : Undertake all basic radiation planning and treatment preparation including the tumor localization, graphic planning, radiation dose calculation and the necessary data preparation needed for treatment accessory construction. Undertake Brachytherapy Planning and treatment procedure. Liaise with the Physicist, Oncologist, Oncology nurses, relatives and the patient. Safely operate, care and construct accessories and immobilization devices used in the planning and treatment of the patient. Dosimetry checks done before delivery of treatment. Ensure accurate records kept of the course of Radiotherapy treatment delivered. Serve as Health and Safety Representative. Provide afterhours duties and rotate between Inkosi Albert Luthuli Central Hospital Radiotherapy department and Addington Hospital Radiotherapy department when needed.

ENQUIRIES : Ms. T. Hlengwa Tel No: (031) 240 1857

POST 20/148 : **PROFESSIONAL NURSE: (SPECIALTY NURSING STREAM PNB 1) ADVANCED MIDWIFERY AND NEONATAL CARE REF NO: PN (SPEC NURS OBS&GYNAE) 1/2026 (X1 POST)**
Department: Obstetrics & Gynaecology

SALARY : Grade 1: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
Grade 2: R607 350 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Grade 12/ Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse and Midwifery. Certificate of registration with SANC as a Professional Nurse and midwife. One (1) year post-basic qualification in Midwifery and Neonatal Nursing Science (Advanced Midwifery) accredited by SANC. Current registration with SANC as General Nurse, Midwife and Neonatal Nursing Science (Advanced Midwifery) (SANC receipt 2026). A minimum of 4 years appropriate/recognisable post-registration experience as a General Nurse. NB: Proof of Current and Previous Experience (Certificate of service) stating the relevant experience endorsed and stamped by HR Department will be requested only to the shortlisted candidates. Experience: **Grade 1:** A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC is required. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC is required. At least 10 years of the period referred to above must be appropriate/recognizable experience in Advanced Midwifery and Neonatal Care after obtaining the 1 year post basic qualification in Advanced Midwifery and Neonatal Care. Knowledge, Skills, Training and Competencies Required: Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. In-depth knowledge on procedures, policies, prescripts related to nursing care. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to prioritize matters related to work and patient care Skills: Leadership, organizational, decision-making, problem-solving abilities within the limits of the public sector and interpersonal skills. Personal attributes: responsiveness, communication skills for dealing with patients, professionalism, supportive, assertive, writing of reports when required and must work within multi-disciplinary team.

DUTIES : Provision of optimal, holistic specialized nursing care with set standards within professional/legal framework. Display concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements. Work as part of a multidisciplinary team to ensure good nursing care that is cost-effective, equitable and efficient. Perform quality comprehensive clinical nursing practice in accordance with the scope of practice and nursing standards determined by IALCH and relevant prescripts. Implementation of programs that promote maternal, women and neonatal positive health outcomes. Internal rotation of staff within the relevant speciality will be exercised according to patients need. Maintain professional growth/ethical standards and self-development. Provide a therapeutic environment for patient's staff and public. Ensure unit compliance with infection

prevention and control as well as Occupational health and safety. Maintain accreditation standards by ensuring compliance with Norms and Standards, Ideal hospital framework and make me look like hospital project. Attend meetings, workshops and training as assigned by supervisor. Participate in quality cycles and quality improvement projects to improve patient outcomes Be cognisant of measures to prevent patient safety incidents and litigation. Act as shift leader when necessary or as delegated by supervisor Participate in staff development using EPMDS System and other work-related programs and training. Implementation of shift work and night duty according to institutional and relevant prescripts.

ENQUIRIES : Mrs G.F. Mncwango AMN Tel No: (031) 2401083

POST 20/149 : **PROFESSIONAL NURSE: SPECIALTY NURSING STREAM – ONCOLOGY REF NO: PN (SPEC NURS) ONCO/1/2026 (X3 POSTS)**
Department: Oncology

SALARY : Grade 1: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
Grade 2: R607 350 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Grade 12/ Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse and 1 year post-basic qualification in Oncology Nursing (R212). Registration with SANC as Professional Nurse and Oncology Nursing Speciality. Current registration with SANC as Professional Nurse and Oncology Nursing Speciality. A minimum of 4 years appropriate/recognisable post registration experience as a General Nurse. NB: Proof of Current and Previous Experience (Certificate of service) stating the relevant experience endorsed and stamped by HR Department will be requested only to the shortlisted candidates. Experience: **Grade 1:** A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required. At least 10 years of the period referred to above must be appropriate/recognisable experience in the Oncology Nursing Speciality after obtaining the 1 year post basic qualification in the relevant speciality. Additional Qualifications: Diploma in Basic Midwifery will be an added advantage. Knowledge, Skills, Training and Competencies Required: Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multi-disciplinary team including the writing of reports when required. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to plan and organise own work and that of support personnel to ensure proper nursing care.

DUTIES : Work as part of a multi-disciplinary team to ensure good nursing care that is cost-effective, equitable and efficient. Perform a quality comprehensive clinical nursing practice in accordance with the scope of practice and nursing standards determined by IALCH and relevant prescripts. Implementation of all programs that promote good health outcomes in oncology nursing. Internal rotation of staff within the relevant speciality will be exercised according to patients need. Night duty will be implemented. Acts as shift leader in Unit when necessary. Perform duties as delegated by the supervisor of the area.

ENQUIRIES : Mrs. G.F. Mncwango AMN Tel No: (031) 2401083

POST 20/150 : **PROFESSIONAL NURSE: SPECIALTY NURSING STREAM – PAEDIATRICS REF NO: (SPEC NURS) PAEDS 1/2026 (X1 POST)**
Department: Paediatrics

SALARY : Grade 1: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
Grade 2: R607 350 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Grade 12/ Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma / degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse and Midwifery. Certificate of registration with SANC as a Professional Nurse and midwife. One (1) year post basic qualification in Paediatric Nursing Science/Child Nursing Science accredited by SANC. Current registration with SANC as General Nurse, Midwife and Paediatric Nursing Science /Child Nursing Science Nursing (SANC receipt 2026). A minimum of 4 years appropriate/recognisable post registration experience as a General Nurse. NB: Proof of Current and Previous Experience (Certificate of service) stating the relevant experience endorsed and stamped by HR will be requested only to the shortlisted candidates. Experience: **Grade 1:** A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required. At least 10 years of the period referred to above must be appropriate/recognisable experience in the Paediatric Nursing Science/Child Nursing Science Speciality after obtaining the 1 year post basic qualification in the relevant speciality. Additional Qualifications: Diploma in Basic Midwifery will be an added advantage. Knowledge, Skills, Training and Competencies Required: Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. In-depth knowledge on procedures, policies, prescripts related to nursing care. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to prioritize matters related to work and patient care. Skills: Leadership, organizational, decision making, problem solving abilities within the limits of the public sector and interpersonal skills. Personal attributes: responsiveness, communication skills for dealing with patients, professionalism, supportive, assertive, writing of reports when required and must work within multi-disciplinary team. Knowledge of IMAM, ETAT, PMTCT, EPI and CHIPP guidelines.

DUTIES : Render optimal holistic quality specialised nursing care as directed by the scope of practice and service standards. Provide a safe, therapeutic and hygienic environment for patients, visitors and staff. Maintain quality standards by ensuring compliance with Regulated Norms and Standards and Ideal Hospital Realization and Maintenance. Effective and efficient management of all resources. Manage generated data as per data management policy. Be well versed with management of major incident procedure. Display competency in resuscitation and actively involved in in-service education to accumulate CPD points. Promote ethics and professionalism in the work environment. Participate in quality circles and quality improvement projects to improve patient outcomes. Be cognisant of measures to prevent patient safety incidents and litigation. Assume shift leader role when necessary or as delegated by supervisor. Assist in supervision and development of all nursing staff. Ensure effective participation in all hospital and Paediatric programs e.g. IPC, Health and safety EPI. CHIPP etc.

ENQUIRIES : Mrs G.F. Mncwango AMN Tel No: (031) 2401083

POST 20/151 : **PROFESSIONAL NURSE: (SPECIALTY NURSING STREAM)-CRITICAL CARE REF NO: PN (SPEC NURS STREAM) CRIT CARE1/2026 (X4 POSTS)**
Department: Critical Care

SALARY : Grade 1: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
Grade 2: R607 350 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Grade 12/ Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma / degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Certificate of registration with SANC as a Professional Nurse. One (1) year post basic qualification in Critical Care Nursing Science accredited by SANC. Current registration with SANC as General Nurse and Critical Care Nursing Science. A minimum of 4 years appropriate/recognisable post

registration experience as a General Nurse. NB: Proof of Current and Previous Experience (Certificate of service) stating the relevant experience endorsed and stamped by HR will be requested only to the shortlisted candidates. Experience: **Grade 1:** A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required. At least 10 years of the period referred to above must be appropriate/recognisable experience in the Critical Care Nursing Science Speciality after obtaining the 1 year post basic qualification in the relevant speciality. Additional Qualifications: Diploma in Basic Midwifery will be an added advantage. Knowledge, Skills, Training and Competencies Required: Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. In-depth knowledge on procedures, policies, prescripts related to nursing care. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to prioritize matters related to work and patient care. Skills: Leadership, organizational, decision making, problem solving abilities within the limits of the public sector and interpersonal skills. Personal attributes: responsiveness, communication skills for dealing with patients, professionalism, supportive, assertive, writing of reports when required and must work within multi-disciplinary team.

DUTIES : Provision of Optimal, Holistic Specialized Nursing Care. Deliver high-quality, holistic, and specialized nursing care in line with professional/legal frameworks. Display concern for patients by promoting and advocating proper treatment and care. Provide a therapeutic environment for patients, staff, and the public. Nurse critically ill patients (ventilated, on Haemodialysis, CVVHD). Advocate for quality patient care. Be cognisant of measures to prevent patient safety incidents and litigation. Effective Utilization of Resources Ensure cost-effective, equitable, and efficient service delivery. Support multidisciplinary teamwork to optimize outcomes. Ensure unit compliance with infection prevention, control, and occupational health and safety. Participation in Training and Research Participate in training programmes, workshops, and meetings as assigned. Engage in research and evidence-based practice to improve patient outcomes. Participate in quality cycles and quality improvement projects. Provision of Support to Nursing Services. Provide professional and clinical support to nursing services. Assume the shift leader role when necessary or as delegated. Maintain accreditation standards by ensuring compliance with Norms and Standards, Ideal Hospital Framework and Office of Health Standards Compliance. Professional Growth, Ethics, and Self-Development. Maintain professional growth and self-development through continuous professional development. Strengthen ethics and professionalism in practice. Participate in staff development using the PMDS system and other training initiatives.

ENQUIRIES : Mrs G.F. Mncwango AMN Tel No: (031) 2401083

POST 20/152 : **CLINICAL TECHNOLOGIST / ECHOCARDIOGRAPHER REF NO: ECHOCARDIO/1/2026 (X2 POSTS)**
Department: Cardiology

SALARY : Grade 1: R413 121 per annum
Grade 2: R482 499 per annum
Grade 3: R564 822 per annum
Plus a 13th cheque, medical aid, optional homeowner's allowance. The employee must meet prescribed requirements.

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Diploma / B Tech Degree in Clinical Technology (Cardiology). Current registration with the Health Professions Council of South Africa as a Clinical Technologist (Cardiology). Registration with (HPCSA) in Cardiology Independent Practitioner). Experience: **Grade 1** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. One year relevant experience after registration with the Health Professional Council of South Africa as a Clinical Technologist in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade**

2: Minimum 10 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum 20 year relevant experience after registration with the HPCSA as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Knowledge, Skills, Training and Competencies: Sound knowledge of echocardiographic procedures and ultrasound equipment. Knowledge of relevant Health and Safety policies. Sound planning and organizational skills. Sound communication and problem solving skills with computer literacy. Additional Knowledge: both adult and paediatric diagnostic and interventional procedures. Experience in advanced echocardiography.

DUTIES : Perform all echocardiograms, report independently on echo findings and assist with procedures in the Echo Laboratory. Perform procedures in the invasive and non-invasive laboratories on a rotational basis. Key areas include the cardiac catheterization theatres, including pacing + electrophysiology, exercise stress testing, holter monitoring and cardiac nuclear scans. Participate in all areas of cardiac technology services, including maintaining accurate statistics and participating in research. Perform after hour's emergency call-out duties including on weekends and public holidays as per the duty roster. Perform any other duties relevant to the work situation, which may be allocated by the supervisor or the Head of Department, including departmental outreach and teaching programmes.

ENQUIRIES : Prof S. Khan Tel No: (031) 240 1524

POST 20/153 : **PHYSIOTHERAPIST REF NO: PHYSIO/1/2026 (X2 POSTS)**
Department: Physiotherapy

SALARY : Grade 1: R413 121 per annum, Plus 13th cheque, Medical Aid –Optional & Housing Allowance: Employee must meet prescribed requirements
Grade 2: R482 499 per annum, Plus 13th Cheque, Medical Aid –optional and Housing Allowance- Employee must meet prescribed requirement
Grade 3: R564 822 per annum, Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirement

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : National Senior certificate. Bachelor's degree in Physiotherapy. Registration with Health Professions Council of South Africa (HPCSA) as a Physiotherapist (Independent Practitioner). Current Annual Registration with the HPCSA as a Physiotherapist. Knowledge, Skills and Competencies Required: Expertise in all Critical Care areas and Specialised Rehabilitative services. Proficiency in the evaluation, diagnosis and skillful use of treatment modalities and equipment. Sound knowledge of relevant legislation guiding the provision of clinical health care in the public sector e.g., Patients' Rights Charter, Ideal Hospital; OHSC; Batho Pele etc. Knowledge of patient referral pathways. Good communication (written and verbal) skills. **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist in respect of RSA qualified employees who performed Community Service as required in South Africa. One-year relevant experience after registration with the Health Professional Council of South Africa as a Physiotherapist in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as a Physiotherapist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA in Physiotherapy in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum of 20 years relevant experience after registration with the HPCSA as a Physiotherapist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA in Physiotherapy in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa.

DUTIES : Assessment, planning and treatment of patients referred for physiotherapy. Responsible for co-ordination & provision of high quality up to date physiotherapy service. Participate in quality improvement and skills development programs. Assist in safeguarding and evaluating the management of equipment and infrastructure, as well as stock control management. Contribute towards planning, budgeting, procurement processes. Support the supervisor in all transformative changes and additional supervisory tasks. Participate in EPMDS, clinical & document audits. Maintain up to-date clinical records and daily statistics. Participate in all departmental committees. Required to work a 40-hour week & perform weekend overtime & stand by duties on a rotational basis. Provide mentorship and guidance to community service therapists and 4th year Physiotherapy students.

ENQUIRIES : Ms L.E. Gilbert Tel No: (031) 240 1447

POST 20/154 : **DIETICIAN REF NO: DIET/1/2026 (X1 POST)**
Department: Dietetics

SALARY : Grade 1: R413 121 per annum, Plus 13th cheque, Medical Aid–Optional & Housing Allowance: Employee must meet prescribed requirements.
Grade 2: R482 499 per annum, Plus 13th Cheque, Medical Aid –optional and Housing Allowance- Employee must meet prescribed requirement
Grade 3: R564 822 per annum, Plus 13th Cheque, Medical Aid-optional and Housing Allowance- Employee must meet prescribed requirement

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Dietician in respect of RSA qualified employees who performed Community Service as required in South Africa. One-year relevant experience after registration with the Health Professional Council of South Africa as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as a Dietician in respect of RSA qualified employees who performed Community Service as required in South Africa Minimum 11 years relevant experience after registration with the HPCSA in Dietician in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum of 20 years relevant experience after registration with the HPCSA as a Dietician in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA in Dietician in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa.

REQUIREMENTS : Bachelor of Science Degree in Dietetics or equivalent / Post graduate diploma in Dietetics or have completed a 4 year integrated course in Dietetics/Nutrition. Registration with Health Professions Council of South Africa (HPCSA) as a Dietician. Current Registration with the HPCSA as a Dietician. Knowledge, Skills, Training and Competence Required: Broad understanding of a broad range of therapeutic/nutrition conditions in both adults and paediatric clients which he/she must be able to identify/treat/follow up and educate for home. Knowledge on the treatment of patients with varying disease conditions. Sound insight into physical assessment of patient. A sound clinical knowledge of Human Nutrition and associated therapeutic nutrition interventions must be demonstrated.

DUTIES : Ensure all referred patients are seen timeously. Evidence-based nutrition therapy is practiced. Patient interventions are recorded on hospital information system. Ward rounds are attended. Attend & participate in accredited CPD activities. In-services to wards and relevant health professionals. Assist with administration, foodservice/catering/ special diets; stores & stock; MBFI, meeting attendance, clinical governance, health & safety. Training & supervision of postgraduate dietetic students. In-services to wards and other health professionals.

ENQUIRIES : Mrs Astrid Wichmann Tel No: (031) 240 1642

POST 20/155 : **CLINICAL TECHNOLOGIST / NEUROPHYSIOLOGY REF NO: CLINTECHNEURO/1/2026 (X1 POST)**
Department: Neurology

SALARY : Grade 1: R413 121 per annum

Grade 2: R482 499 per annum
Grade 3: R564 822 per annum
Plus a 13th cheque, medical aid, optional homeowner's allowance. The employee must meet prescribed requirements.

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Diploma / B Tech Degree in Clinical Technology Neurophysiology. Independent Practice Registration with HPCSA as a Clinical Technologist in the category Neurophysiology. Current registration and good standing with the Health Professions Council of South Africa. Experience: **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. One year relevant experience after registration with the Health Professional Council of South Africa as a Clinical Technologist in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** Minimum 10 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum 20 year relevant experience after registration with the HPCSA as a Clinical Technologist in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA as a Clinical Technologist in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Knowledge, Skills, Training and Competencies Required: Competency and skills in independently performing Electroneurodiagnostic studies for neonatal, paediatric and adult populations: including routine, mobile/bedside and long term EEG, transcranial Doppler ultrasound, visual- auditory- and somatosensory evoked potentials, basic and advanced nerve conduction studies and assisting physicians with EMG examinations. Diagnostic and therapeutic sleep study procedures. Experience in advanced neurophysiology procedures will be advantageous. Technical report writing skills for previously mentioned procedures. Willingness to learn additional skills, such as autonomic testing. Additional experience in high density EEG testing and intraoperative monitoring will be an advantage. Good communication, organisational and interpersonal skills. Ability to work independently and in a team. Knowledge of ethical code of conduct, patient's right and Batho Pele Principles. Prior experience in training and assessments of students will be advantageous. Additional Knowledge: CPD Compliant as per national regulations. Candidates currently enrolled in BHS with qualification date prior to start of service may apply. Masters level post graduate qualification in Clinical Technology Neurophysiology will be beneficial in the setting of training. Experience working with electronic patient records and networked equipment systems will be advantageous. Experience in training provision will be beneficial.

DUTIES : Work in an active clinical and training Neurophysiology unit. Independent performance and reporting of all clinical technology neurophysiology procedures under the direction and supervision of the Assistant Director. Ensure high quality and technically sound recordings of tests performed. Ensure accuracy of all patient reports and detailed history taking. Ensure integrity of the recording systems, data storage management, patient care statistics, stock control, and general day to day operational tasks in the department. Actively participate in teaching and training of students and neurology registrars in clinical neurophysiology, including theory instruction and practical demonstrations. Promote Batho Pele principles in order to promote effective service delivery. Technical knowledge and skill in equipment function and setup. Maintain and check equipment regularly in order to comply with safety requirements. Exercise patient care and expertise when performing procedures.

ENQUIRIES : Ms Christelle van der Walt Tel No: (031) 240-1633/4

POST 20/156	:	**PROFESSIONAL NURSE: GENERAL STREAM REF NO: PN GEN/1/2026 (X15 POSTS)** Department: Nursing
SALARY	:	Grade 1: R337 359 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional). Grade 2: R411 978 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional). Grade 3: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	Grade 12/Matric/Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with SANC as a Professional Nurse. Certificate of registration with SANC as a Professional Nurse. Current registration with SANC as a General Nurse. NB: Certificate of Service from previous and current employer endorsed and stamped by HR. Experience: **Grade 1:** No experience required. **Grade 2:** A minimum of 10 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required. **Grade 3:** A minimum of twenty (20) years appropriate/recognizable nursing after registration as a professional nurse with SANC in Nursing. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework. Sound knowledge of the scope of practice in the area of performance. Code of conduct, Patients' Right Charter, Batho Pele Principles. Good communication skills. Report writing skills. Computer skills; Coordination skills, problem solving skills. Planning and organizing. Additional Knowledge: Currently utilising Meditech System in Public Sector.
DUTIES	:	Execute duties and functions with proficiency within prescripts of the applicable legislation. Provide safe therapeutic environment. Monitor patient activities. Perform standard procedures in terms of policies and procedures. Adopt multidisciplinary approach to promote holistic care. Maintain accurate and complete records. Maintain client satisfaction through quality service innovation and professional nursing care by upholding Batho Pele Principles and patients' rights. Ensure efficient and effective utilization of resources. To take overall responsibility of the unit in the absence of the operational manager. Evaluate staff performance by adhering to the set standards of the EPMDs.
ENQUIRIES	:	Ms. G.F. Mncwango Tel No: (031) 240 1063 Acting. Nurse Manager
POST 20/157	:	**PROFESSIONAL NURSE: GENERAL STREAM REF NO: PN GEN/2/2026 (X25 POSTS)** Department: Nursing
SALARY	:	Grade 1: R337 359 per annum plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional). Grade 2: R411 978 per annum plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional). Grade 3: R495 423 per annum, plus 13th cheque, Housing Allowance (employees must meet the prescribed requirement), Medical Aid (Optional).
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	Grade 12/Matric/Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with SANC as a Professional Nurse. Certificate of registration with SANC as a Professional Nurse. Current registration with SANC as a General Nurse. NB: Certificate of Service from previous and current employer endorsed and stamped by HR. Experience: **Grade 1:** No experience required. **Grade 2:** A minimum of 10 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required. **Grade 3:** A minimum of twenty (20) years appropriate/recognizable nursing after registration as a professional nurse with SANC in Nursing. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework. Sound knowledge of the scope of practice in the area of performance. Code of conduct, Patients' Right Charter, Batho Pele Principles. Good communication skills. Report writing skills. Computer skills; Coordination skills, problem solving skills. Planning and organizing.

DUTIES	:	Execute duties and functions with proficiency within prescripts of the applicable legislation. Provide safe therapeutic environment. Monitor patient activities. Perform standard procedures in terms of policies and procedures. Adopt multidisciplinary approach to promote holistic care. Maintain accurate and complete records. Maintain client satisfaction through quality service innovation and professional nursing care by upholding Batho Pele Principles and patients' rights. Ensure efficient and effective utilization of resources. To take overall responsibility of the unit in the absence of the operational manager. Evaluate staff performance by adhering to the set standards of the EPMDs.
ENQUIRIES	:	Ms. G.F. Mncwango Tel No: (031) 2401063 Acting. Nurse Manager
POST 20/158	:	**SESSIONAL MEDICAL SPECIALIST REF NO: MED SPEC SESS TRANS/1/2026 (X1 POST)** Department: Transplant Surgery No of Sessions Per Week: 20 (Each Session is equivalent to 1 hour) Nature of Appointment: Sessional – Not exceeding 12 months; subject to annual review
SALARY	:	Grade 1: R671.00 hourly rate per session Grade 2: R766.00 hourly rate per session Grade 3: R887.00 hourly rate per session
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	MBChB Degree or equivalent qualifications. Current registration with Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Surgery. Registration certificate with the (HPCSA) as a Medical Specialist in Surgery. **Grade 1:** No experience required. The appointment to Grade 1 requires appropriate qualification plus registration with the Health Professions Council of South Africa as a Specialist Surgery. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the Health Professions Council of South Africa as Specialist Surgery. **Grade 3:** requires appropriate qualification, registration certificate plus 10 years' or more experience after registration with the Health Professions Council of South Africa as a Specialist Surgery. Knowledge, Skills, Training and Competence Required: An in-depth knowledge of the functioning of the Transplant Unit. The applicant will be expected to manage donor and recipient surgery as well as oversee the surgical access for dialysis patients on the transplant programme (adult and paediatric). Ability to perform appropriate specialised procedures, particularly kidney transplants and all access surgery. Proven academic capabilities and training experience. Sound knowledge of management and human resources. Sound knowledge of current health and Public Service legislation and policy. Good communication and supervisory skills. Ability to work within a team. Stress tolerance. Self-confidence. Capacity to build and maintain relationships. Good communication skills. Leadership and decision making skills. Address access surgery related complications and assist both adult and paediatric nephrology with difficult access cases. Additional Experience: Previous experience in an accredited renal transplant unit or access surgery skills. Management experience will be an added advantage. Experience in Renal Transplantation and/ or Access Surgery would be preferred.
DUTIES	:	Assist the head of clinical unit with management of Renal transplant programme for the province. Provide access to surgical services to patients on the transplant programme. Conducting of clinics, operating theatre, angiosuite lists and consultations with other disciplines. Drawing up of protocols for patient perioperative patient management. Conducting and supervising relevant research. Performing regular audits of the departmental activities. Liaising with the hospital management and other agencies to ensure the efficient provision of clinical services at IALCH. Providing consultative/support services to peripheral institutions as part of the department's outreach program. Afterhours cover is mandatory to assist in the running of a successful transplant unit.
ENQUIRIES	:	Dr SL Pillay Tel No: (031) 240 2431/ 0761856050

POST 20/159 : **SESSIONAL MEDICAL SPECIALIST REF NO: MEDSPECANAEST/1/2026 (X2 POSTS)**
Department: Anaesthetics
No of Sessions Per Week: 10 Sessions per person – (Each session is equivalent to 1 hour)
Nature of Appointment: Sessional – not exceeding 12 months - subject to annual review

SALARY : Grade 1: R671.00 hourly rate per session
Grade 2: R766.00 hourly rate per session
Grade 3: R887.00 hourly rate per session

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Senior Certificate (Matric), MBCHB or equivalent qualification registered with the HPCSA. FCA (SA) or MMEd (Anaes) Plus Current Registration with the Health Professions Council of South Africa as a "Specialist Anaesthesiologist". Additional Experience: Additional experience in providing a specialist service as a senior anaesthetist in the sub-specialty areas of Anaesthesia will be considered an advantage. Candidates who have completed their period of registrar training as registrars may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa. **Grade 1:** Requires appropriate qualification plus registration with the Health Professions Council of South Africa. Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the HPCSA as a Medical Specialist in Anaesthesiology. **Grade 2:** Requires appropriate qualification, registration certificate plus 5 years' or more experience after registration with the HPCSA as a Medical Specialist in Anaesthesiology. **Grade 3:** Requires appropriate qualification, registration certificate plus 10 years' or more experience after registration with the HPCSA as a Medical Specialist in Anaesthesiology. Knowledge, Skills, Training and Competencies: Knowledge and skills in Clinical Anaesthesia, including Emergency, Medical and Surgical Care and Acute and Chronic Pain. Demonstrate the ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team. Proven management ability, sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.

DUTIES : Provide a specialist anaesthesia service on a sessional basis. Provide perioperative anaesthesia care for a variety of specialised and complex sub-disciplines within IALCH. Provide a consultative service and expert opinion on Anaesthesia related matters at IALCH within the staffing norms. Assist with preoperative assessment of patients in the wards or in the pre-anaesthetic clinic. Maintain clinical, professional and ethical standards related to these services. Comply with the guidelines, protocols and clinical audits, in the department as to optimise patient care in the theatres and wards with the resources available. Assist with auditing the activity and outcomes of service of the Anaesthetic Department. Be part of the multi-disciplinary team to optimise patient care and use of Human and other resources. Be actively involved in the Departmental undergraduate and post- graduate teaching programmes. Participate in both academic and clinical administrative activities.

ENQUIRIES : Dr L Cronjé Tel No: (031) 240 1805/1804

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer and Women and people with disabilities are encouraged to apply.

APPLICATIONS : Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV online.
Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs." OR Direct your application quoting the reference number of the post you are applying for:

Head Office Posts: Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to Director: Human Resource Management Department of Public Works & Infrastructure, Private Bag x9142 Pietermaritzburg 3200, for attention Mrs. ZJ Hlongwane. Alternatively, applications can be delivered to 191 Prince Alfred Street, Pietermaritzburg

Ethekwini Region Posts: Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to The Regional Director, Department of Public Works & Infrastructure, Private Bag X54336, Durban 4000 for attention Ms NT Phewa or alternatively hand delivered to 455A Jan Smuts Highway, Mayville, Durban.

North Coast Region Posts: Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to The Regional Director, Department of Public Works & Infrastructure, Private Bag X42, Ulundi, 3838 for attention Mr S Zulu, Alternatively, Applications can be delivered to King Dinuzulu Highway, LA Administrative Building, Ulundi.

CLOSING DATE : 30 June 2026

NOTE : Applications must be submitted individually on the prescribed new approved Z83 form, the form is available from the website www.kznworks.gov.za or can be obtainable from any Public Service department, and must be accompanied by a comprehensive Curriculum Vitae (CV). Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted candidates only. Faxed or electronic copies will not be considered. Candidates are urged to view the guidelines available to all prospective candidates applying for vacant position on the departmental website before completing applications for posts. Candidates are also advised not to send their applications through registered mail, as the Department will not take responsibility for non-collection thereof. It is the applicants' responsibility to have foreign qualifications assessment for equivalent by the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned instructions will be disqualified. Please note that the Department reserves the right not to fill the post. Recommended candidate's personal information will be subject to vetting prior to an offer of appointment being made. Candidates are expected to be available on the date set for the interviews or they may be disqualified. Should you not have been contacted by this office within 3 months of the closing date of the advertisement, kindly consider your application being unsuccessful. Please note that further communication shall be restricted to those candidates who will have been shortlisted. The appointed candidate shall be required to sign a performance agreement. Please note that reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment to facilitate this. The filling of this post will be guided by the Department's Employment Equity targets. Please note that requests for higher salaries will not be entertained for the advertised posts, however it may only be considered for posts falling within the Occupational Specific Dispensation (OSD) subject to the existing provisions. Candidates applying for advertised posts in the Department, will be deemed to have granted consent to their personal information being used to determine suitability in terms of the POPIA Act, 4 of 2013. Please note that employment verifications shall be undertaken for all experience which has been recognized for shortlisting purposes, experience in the public service will need to be supported with a signed job description and PERSAL service record history and experience from the private sector needs to be supported by a certificate of service confirming the name of company, position held, periods of employment and duties performed. Experience that cannot be verified will result in the applicant being disqualified. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

MANAGEMENT ECHELON

POST 20/160	:	**CHIEF DIRECTOR: IMMOVABLE ASSET MANAGEMENT REF NO: HO/CDIAM/062026**
SALARY	:	R1 554 696 per annum (Level 14), (all-inclusive), to be structured in accordance with the rules for Senior Management Services [SMS]
CENTRE	:	Head Office: Pietermaritzburg
REQUIREMENTS	:	A NQF Level 7 qualification in Immovable Asset Management / Built Environment / Commerce / Business Administration plus 5 years relevant experience at a senior management level in relevant field. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence and an appropriate and applicable SMS Pre-entry (Nyukela) Certificate to be submitted prior to appointment.
DUTIES	:	Manage and Facilitate Acquisition and Disposal. Manage and Facilitate Provincial Information, Property Development and valuations. Manage and develop strategies and ensure the formulation and development of policies and procedures relevant to Immovable Asset management. Manage the resources within the Chief Directorate.
ENQUIRIES	:	Dr V Govender (Head of Department) Tel No: (033) 355 5533
POST 20/161	:	**DIRECTOR: PROVINCIAL EPWP REF NO: HO/D/EPWP/062025**
SALARY	:	R1 317 384 per annum (Level 13), (all-inclusive), to be structured in accordance with the rules for Senior Management Services [SMS]
CENTRE	:	Head Office: Pietermaritzburg
REQUIREMENTS	:	An appropriate NQF 7 qualification in Development Studies/Public Administration/Public Management/Community Development/Built Environment plus a minimum of 5 years middle/ senior management experience in the Empowerment/Development Environment/Built Environment. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid drivers licence and an appropriate and applicable SMS Pre-entry (Nyukela) Certificate to be submitted prior to appointment.
DUTIES	:	Manage and facilitate EPWP Provincial co-ordination. Manage and coordinate municipal monitoring and evaluation. Manage and facilitate provision of technical support to all EPWP stakeholders and Public Bodies. Manage the development and implementation of policies. Manage the resources of the Directorate.
ENQUIRIES	:	Dr V Govender (Head of Department) Tel No: (033) 355 5533

OTHER POSTS

POST 20/162	:	**DEPUTY DIRECTOR: SECURITY SERVICES REF NO: HO/DDSS/062026**
SALARY	:	R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Middle Management Services [MMS]
CENTRE	:	Head Office: Pietermaritzburg
REQUIREMENTS	:	An appropriate and recognized NQF level 6 qualification in Security/ Police Management plus 3 years relevant experience at a junior management level in Security Management. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
DUTIES	:	Manage the provision of physical security support services for Personnel, Asset, and Building. Develop and implement vetting and classified documents policies and procedures. Ensure information security management. Develop policies and strategies aimed at improving service delivery. Manage the resources of the Sub-Directorate.
ENQUIRIES	:	Ms N Mngomezulu Tel No: (033) 355 5443
POST 20/163	:	**DEPUTY DIRECTOR: LOGISTICS: SUPPLY CHAIN MANAGEMENT REF NO: HO/DDSCM/062026**
SALARY	:	R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Middle Management Services [MMS]
CENTRE	:	Head Office: Pietermaritzburg
REQUIREMENTS	:	An appropriate and recognised NQF level 7 qualification plus 3 years relevant experience at a junior management level in related logistics management.

		Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
DUTIES	:	Manage stock count. Manage the issuing, receiving and distribution process. Manage replenishment of stock. Develop policies and strategies aimed at improving service delivery. Manage the resources of the Sub-Directorate.
ENQUIRIES	:	Dr M Mbili Tel No: (033) 355 5495
POST 20/164	:	**PROFESSIONAL CONSTRUCTION PROJECT MANAGER REF NO: PCPM/NCR/062026** This is a re-advertisement; candidates are encouraged to re-apply.
SALARY	:	R914 517 per annum, (all-inclusive salary package)
CENTRE	:	North Coast Region (Ulundi)
REQUIREMENTS	:	An appropriate NQF7 qualification in the built environment. A minimum of 3 years relevant project management experience in the built environment. Relevant experience will be determined based on the qualification of the applicant as per the OSD. A valid driver's licence and compulsory registration with the SACPCMP as a Professional Construction Project Manager.
DUTIES	:	Commensurate with duties applicable to the above-mentioned occupation as prescribed in the OSD.
ENQUIRIES	:	Mr ZE Mahaye Tel No: (035) 874 2394
POST 20/165	:	**ENGINEER (PRODUCTION) GRADE A (ELECTRICAL) REF NO: ENG/CS/HO/062026 (X1 POST)** This is a re-advertisement; candidates are encouraged to re-apply.
SALARY	:	R914 517 per annum, (all-inclusive salary package)
CENTRE	:	Head Office (Pietermaritzburg)
REQUIREMENTS	:	An appropriate Bachelor's degree, 3 years post-qualification engineering experience, compulsory registration with ECSA as a Professional Engineer and a valid driver's licence.
DUTIES	:	Commensurate with duties applicable to the above-mentioned occupation as prescribed in the OSD.
ENQUIRIES	:	Mr TL Mchunu: Acting DDG: IMTS Tel No: (033) 260 3714
POST 20/166	:	**ASSISTANT DIRECTOR: BUDGETARY CONTROL REF NO: ER/ADBPR/062026**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Ethekwini Region (Durban)
REQUIREMENTS	:	An appropriate and recognized NQF level 7 qualification in Financial Management plus 3 years relevant experience at a supervisory. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
DUTIES	:	Manage and control the budget. Co-ordinate and consolidate estimates and cash flows. Manage and monitor compliance as per Treasury Regulations, Practice Notes and MTEF. Manage and control revenue collection. Manage the resources of the Component.
ENQUIRIES	:	Ms Phakathi at 082 344 9003
POST 20/167	:	**ADMINISTRATIVE OFFICER: PROCUREMENT ADMINISTRATION SERVICE AND BBBEE REF NO: HO/AOPA/062026**
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Head Office: Pietermaritzburg
REQUIREMENTS	:	A Grade 12 or equivalent plus 3 years' relevant experience in Supply Chain Management environment. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
DUTIES	:	Plan and coordinate briefings for internal and external stakeholders. Monitor and Coordinate the appeals process and maintain Departmental Appeals Register. Ensure BBEEE Compliance and Reporting. Ensure the implementation of Sector score cards. Supervise staff.
ENQUIRIES	:	Ms N Zulu Tel No: (033) 355 5563
NOTE	:	NB. Recommended candidates will be subjected to a security clearance, competency assessment and will also be required to disclose their financial

interests and will also be subjected to a technical assessment during the selection process.

ANNEXURE Y

PROVINCIAL ADMINISTRATION: LIMPOPO
DEPARTMENT OF CO-OPERATIVE GOVERNANCE, HUMAN SETTLEMENTS AND TRADITIONAL AFFAIRS

The Department of CoGHSTA is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department to achieve its employment equity targets. It is the Department's intention to promote equity (race, gender, youth, and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan. In filling of vacant posts, the objectives of Section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) section 15 (Affirmative Action measures) and 20 (Employment Equity Plan) and relevant Human Resources Policies and HR Plan of the department will be taken into consideration. In line with the commitment to promoting representivity in the filling of entry-level positions, preference may be given to unemployed youth and CoGHSTA's interns and learners who have successfully completed their respective skills development programmes.

APPLICATIONS : Applications should be submitted online through http://erecruitment.limpopo.gov.za Hand delivered applications should be submitted to 28 Market Street (Next to UNISA) Registry Office (First Floor by 16h00 daily) or alternatively post to The Director: HRMA&EW; Department of Co-operative Governance, Human Settlements and Traditional Affairs, Private Bag X9485, Polokwane, 0700.

CLOSING DATE : 03 July 2026.

NOTE : The Department of Co-operative Governance, Human Settlements & Traditional Affairs would like to invite suitably qualified candidates who are creative, energetic, self-driven, and hardworking and have a passion for improving the standard of living of citizens of Limpopo, to apply for the positions as they appear below. Applications should be submitted on a New Z83 form obtainable from all Public Service Departments or at www.dpsa.gov.za (must be completed in full), and a comprehensive copy of your Curriculum Vitae only (Certified copies of ID matric certificate, drivers' license and qualifications will be requested from shortlisted candidates only). The specific reference number for the post must be quoted. SMS candidates are required to produce proof of completion of National School of Government Senior Management Pre-Entry Programme prior to appointment. The course is obtainable on link: https://www.thensg.govza/training-course/sms-pre-entryprogramme. Short-listed candidates for the above posts will be subjected to a Security clearance and verification of qualifications. Certified copies of educational qualifications (or any other required certificates and/or results on the post), academic records, identity documents and a valid driver's license (where required) will only be submitted by shortlisted candidates to HR on or before the day of the interview date, failure to produce the requested certified copies on the day of the interview process, will result in an automatic disqualification from the process. As per the DPSA directive on Human Resources Management & Development for Public Service Professionalization Volume 1, number 1.32.1, "All shortlisted candidates including SMS shall undertake two (2) pre-entry assessments. One (1) will be a technical exercise, and the other one (1) will be an Integrity (Ethical Conduct) Assessment. Following the interview process, the selection panel will recommend SMS candidates to attend a psychometric assessment as part of selection processes and competency assessment after assumption of duty. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA). Successful incumbents will be expected to sign a performance agreement within one month after assumption of duty. The successful candidate will also be required to disclose their financial interest in accordance with the prescribed regulations. Failure to comply with the requirements will result in the applicants being disqualified. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to seek reasons for the above administration action in terms of Promotion of Administrative Justice Act (PAJA), Act No.3 of 2000 The Department reserves the right NOT to make any appointment to the posts advertised. The employment decision shall among other determinations be informed by the Employment Equity Plan of the Department.

MANAGEMENT ECHELON

POST 20/168 : **DEPUTY DIRECTOR GENERAL: TRADITIONAL AFFAIRS REF NO: COGHSTA 01/26**
Branch: Traditional Affairs

SALARY : R1 885 710 per annum (Level 15), (all-inclusive salary package)
CENTRE : Polokwane
REQUIREMENTS : Matric plus a qualification at NQF Level 8 in Anthropological Services/Social Sciences, Law, Public Administration or related as recognized by SAQA. Minimum Eight (8) Years of relevant experience at a senior managerial level and valid driver's license (with exception of person with disability). SMS Pre-Entry (Nyukela) Certificate prior to appointment. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, TKLA, legislations governing the institution of traditional leadership, legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Generic Competencies: Strategic Capability and Leadership; People Management and Empowerment; Programme and Project Management; Financial Management. Change Management; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Client Orientation and Customer Focus; Communication (Verbal and written). Technical competencies: Legislation interpretation; Secretariat of Statutory structures; Coordination and monitoring skills; Legislation and/or Policy implementation.
DUTIES : Provide strategic direction and management to the Traditional Affairs Branch; Oversee the establishment and functionality of Traditional Leadership Institutions; Oversee the management and provision of administrative support to various institutions of traditional leadership; Oversee, manage and monitor the administration of initiation school; Oversee and coordinate the recognition and events of traditional leaders. Manage resources (human, financial, equipment/assets); Evaluate the performance of the branch on a continuing basis against pre-determined key measurable objectives and standards; Manage performance of staff and ensure assessment of their performance; Build and lead a high-performing team by ensuring provision of mentorship, coaching, and discipline of staff; Set clear goals and performance expectations for the team and ensuring alignment with organizational objectives.
ENQUIRIES : Mr. Ramagoshi Phuti Tel No: (015) 294 2225
NOTE : EE Target: African Female, Coloured Female, White Female, Indian Female, Persons with Disability

POST 20/169 : **CHIEF DIRECTOR: COOPERATIVE GOVERNANCE SUPPORT REF NO: COGHSTA 02/26**
Branch: Cooperative Governance

SALARY : R1 554 696 per annum (Level 14), (all-inclusive salary package)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 7) in Public Administration / Management/Social Science or related field as recognized by SAQA. Minimum 5 Years of relevant experience at senior managerial level in the local government field and valid driver's license (with exception of person with disability). SMS Pre-Entry (Nyukela) Certificate prior to appointment. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Generic Competencies: Strategic Capability and Leadership; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Client Orientation and Customer Focus; Communication (Verbal and written). Technical competencies: Legislation interpretation; Coordination and monitoring skills; Legislation and/or Policy implementation.
DUTIES : Facilitate support and oversight to enhance Municipal financial viability; Ensure monitoring and evaluation of the performance of municipalities; Develop and implement capacity building programs to improve institutional, administrative and technical capabilities in municipalities. Ensure availability of systems and processes in municipalities to improve governance and service delivery.

Coordinate collaboration and partnerships among various stakeholders to support municipalities. Manage resources (human and physical).

ENQUIRIES : Mr. Ramagoshi Phuti Tel No: (015) 294 2225
NOTE : EE Target: African Female, Coloured Female, White Female, Indian Female, Persons with Disability

POST 20/170 : **CHIEF DIRECTOR: FINANCIAL ADMINISTRATION AND ACCOUNTING. REF NO: COGHSTA 03/26**
Branch: Financial Management Services

SALARY : R1 554 696 per annum (Level 14), (all-inclusive salary package)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 7) in Accounting/Financial Management/Cost and Management Accounting or Auditing as recognized by SAQA. Minimum 5 Years of relevant experience at senior managerial level in the financial management field and valid driver's license (with exception of person with disability). SMS Pre-Entry (Nyukela) Certificate prior to appointment. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, track record in preparation and management of strategic plans, Knowledge of budget management processes and administration, ability to implement and internal systems and controls to ensure sound financial management, well vested in the PFMA and knowledge of the legislative framework governing the public service e.g., Procurement policies, Public Service Act, Understanding of the public services environment, Government systems and structures, Financial management, Strategic leadership. Generic Competencies: Strategic Capability and Leadership. People Management and Empowerment. Programme and Project Management. Financial Management. Change Management. Knowledge Management, Service Delivery Innovation. Problem Solving and Analysis. Client Orientation and Customer Focus, Communication (Verbal and written). Technical competencies: Legislation interpretation, Coordination and monitoring skills; Policy formulation & implementation.
DUTIES : To oversee the management and provision of financial management within the Department; Oversee Financial Accounting and Reporting in line with applicable prescripts: Ensure accurate compilation of departmental annual budget, MTEF budget, and maintaining effective standard chart of accounts for the department; Prepare Annual and Adjustment Budgets for the Department; Ensure efficient, economic, and effective control and management of budget and expenditure; Ensure that full and proper records of the financial affairs of the Department are kept in accordance with any prescribed norms and standards; Oversee the preparation, analysis and submission of Departmental monthly and quarterly expenditure reports and annual Financial Statements; Oversee the preparation and submission of Departmental Oversight Financial Reports to Provincial Legislature, Provincial Treasury; Manage resources (human, financial, equipment/assets). Evaluate the performance of the Chief Directorate on a continuing basis against pre-determined key measurable objectives and standards; Manage performance of staff and ensure assessment of their performance; Build and lead a high-performing team by ensuring provision of mentorship, coaching, and discipline of staff. Set clear goals and performance expectations for the team, ensuring alignment with organizational objectives.
ENQUIRIES : Mr. Ramagoshi Phuti Tel No: (015) 294 2225
NOTE : EE Target: African Female, Coloured Female, White Female, Indian Male & Female, Persons with Disability

POST 20/171 : **DIRECTOR: MANAGEMENT ACCOUNTING. REF NO: COGHSTA 04/26**
Branch: Financial Management Services

SALARY : R1 317 384 per annum (Level 13), (all-inclusive salary package)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 7) in Financial Management/Financial Accounting/Cost & Management Accounting as recognized by SAQA. Minimum 5 Years of experience at middle/senior managerial level in the financial management field and valid driver's license (with exception of person with disability). SMS Pre-Entry (Nyukela) Certificate prior to appointment. Core and Process Competencies: Sound and in-depth knowledge of PFMA and the broader government framework on financial

management, relevant prescripts, application of the legislative framework governing the public service e.g., Procurement policies, Public Service Act, understanding of the public services environment, Government systems and structures, Financial management, Strategic leadership, knowledge and experience of the budget policy framework and their due processes. Knowledge of public service financial management systems (BAS, PERSAL and Vulindlela). Knowledge of transfer payment regulations. Knowledge of GAAP and GRAP. Strategic financial planning. Financial reporting and analysis. Generic Competencies: Strategic Capability and Leadership. People Management and Empowerment. Programme and Project Management. Financial Management. Change Management. Knowledge Management, Service Delivery Innovation. Problem Solving and Analysis. Client Orientation and Customer Focus, Communication (Verbal and written). Technical competencies: Computer literacy, Policy formulation and implementation; Adaptability to meet the goal during changes, Innovative thinking.

DUTIES : Manage the budgeting process; Manage compilation of Interim Financial Statements (IFS) and Annual Financial Statements (AFS) in line with Modified Cash Standards. Development and implementation of Financial Accounting and Reporting measures; Manage revenue and expenditure management and provide financial administration and accounting services; Manage 100% reconciliation of general ledger towards a zero balance on the suspense accounts and accurate expenditure interface, through monthly reconciliations. Manage the entire payments and receipts sections including the reporting aspects; Align financial plans with departmental strategic objectives and Annual Performance Plans (APP); Coordinate budget hearings and engagements with Provincial Treasury and oversight bodies, Manage financial reporting and compliance services; Manage preparation of monthly, quarterly, and annual financial reports, Ensure accurate and timely submission of In-Year Monitoring (IYM) reports; Manage resources (human, financial, equipment/assets). Manage performance of staff and ensure assessment of their performance. Build and lead a high-performing team by ensuring provision of mentorship, coaching, and discipline of staff. Set clear goals and performance expectations for the team, ensuring alignment with organizational objectives.

ENQUIRIES : Ms. Mokhomole Makgano Tel No: (015) 294 2270

NOTE : EE Target: African Female, Coloured Female, White Female, Indian Female, Persons with Disability

POST 20/172 : **DIRECTOR: LAND USE, DEEDS & STATUTORY BODIES REF NO: COGHSTA 05/26**

Branch: Cooperative Governance

SALARY : R1 317 384 per annum (Level 13), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 7) in Regional and Town Planning or related as recognized by SAQA. Minimum 5 Years of experience at a middle/senior managerial level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, Application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Generic Competencies: Strategic capability and leadership, Programme and project management, Financial management, Change Management, Knowledge management, Service delivery innovation, Problem solving and analysis, People management and empowerment, Client orientation and customer focus, Communication.

DUTIES : Oversee Land Use Management; Oversee Deeds Services. Oversee Statutory Bodies; Manage resources (Financial, human and physical).

ENQUIRIES : Ms. Mokhomole Makgano (015) 294 2270

NOTE : EE Target: African Female, Coloured Female, White Female, Indian Female, Persons with Disability.

POST 20/173 : **DIRECTOR: HOUSE OF TRADITIONAL LEADERS REF NO: COGHSTA 06/26**

Branch: Traditional Affairs

SALARY : R1 317 384 per annum (Level 13), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 7) in Social Science / Public Management / Public Administration and Governance or related as recognized by SAQA. Minimum 5 Years of relevant experience at middle/senior managerial level and valid driver's license (with exception of person with disability). SMS Pre-Entry (Nyukela) Certificate prior to appointment. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts; application of the legislative framework governing the public service e.g. Public Service Act, TKLA, Labour Relation Act, PFMA; strong and dynamic strategic leadership and communication skills; an understanding of the operational environment of the Department and its delivery service imperatives; possess experience in the stakeholder management; negotiation and corporate governance; knowledge on the relevant policies/prescripts and procedures. Generic Competencies: Strategic Capability and Leadership; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management. Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Client Orientation and Customer Focus; Service delivery Innovation (SDI); Communication (Verbal and written). Technical competencies: Legislation interpretation; Coordination and monitoring skills; Strong organizational and conflict management skills; Legislation and/or Policy implementation, Adaptability during changes to meet the goals.

DUTIES : Provide effective secretarial services for the Provincial House of Traditional Leaders; Manage the formulation and implementation of programmes, policies and laws affecting house of traditional leaders; Manage the establishment of provincial and local houses of traditional leaders; Establish, maintain and ensure a good working relationship within the department and relevant stakeholders; Manage resources (human, financial, equipment/assets); Manage performance of staff and ensure assessment of their performance. Build and lead a high-performing team by ensuring provision of mentorship, coaching, and discipline of staff.

ENQUIRIES : Ms. Mokhomole Makgano Tel No: (015) 294 2270

NOTE : EE Target: African Female, Coloured Female, White Female, Indian Female, Persons with Disability

OTHER POSTS

POST 20/174 : **CHIEF CONSTRUCTION PROJECT MANAGER REF NO: COGHSTA 07/26 (X3 POSTS)**
Branch: ISHS

SALARY : R1 317 108 per annum, (all-inclusive salary package), (OSD)

CENTRE : Mopani, Capricorn & Sekhukhune

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Built Environment field as recognized by SAQA. Minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP; and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of knowledge of programme and project management; knowledge of Town planning application of the legislative framework governing the public service; National Building Regulations & standard; SANS 10400 Building Regulations; Occupational Health & safety Act, Human Settlement Planning & Design, National Housing Code, PFMA etc. Project design and analysis; legal and operational compliance as well as the creation of a high-performance culture; Applicable legislation and prescripts in the Project Management field; Civil and Construction industries. Generic Competencies: Strategic capability and leadership; People Management and Empowerment; Programme & Project Management; Financial Management; Change Management; Knowledge Management; Client orientation & Customer focus; Problem Solving & Analysis, Communication (verbal & written). Technical competencies: Coordination and monitoring skills; Analytic skills; Strong organizational and conflict management skills; Facilitation skills; Legislation and/or Policy implementation.

DUTIES : Manage construction projects; Conduct technical and Integrity inspections on various construction assets. Ensure that construction projects are implemented in line with the NHBRC requirements and standards; Ensure that appointed consultants manage the quality of work within their professional scope and responsibility; Ensure that contractors timeously receive all relevant

specifications and details to construct. Adjudicate all applications of variation orders and extensions of time and make recommendations to the approving authority within the Department. Monitor the performance of Project Managers under his/her supervision. Mentor, develop and offer technical support to improve performance.

ENQUIRIES : Mr. Monkoe Mphodi Tel No: (015) 294 2223
NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/175 : **DEPUTY DIRECTOR: MUNICIPAL INSTITUTIONAL CAPACITY BUILDING REF NO: COGHSTA 08/26**
Branch: Cooperative Governance

SALARY : R1 101 468 per annum (Level 12), (all-inclusive salary package)
CENTRE : Capricorn District
REQUIREMENTS : Matric plus an undergraduate qualification (NQF 6) in Public Management/Municipal Administration or related as recognized by SAQA. A minimum of 5 years' experience within the environment of which three (3) years MUST be at Assistant Director/Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Extensive knowledge of Municipal and Public Service Regulations and related Legislative Frameworks Generic Competencies: Negotiation skills, Presentation skills, Strategic management, Project management, Managerial skills, Communications skills, Innovation, Creative and analytical thinking, Financial Management, Report writing, Sound organizational skills, High level of reliability.
DUTIES : Develop/review and implementation of municipal provincial capacity building framework; Strengthening institutional capacity and support municipalities through implementation of the Professionalization Framework of the Public Sector. Manage the implementation of municipal staff regulations. Conduct training and provide on-going support towards the roll out of Municipal Staff Regulations; Monitor municipal staff establishment; Manage the extent to which anti-fraud and corruption measures are implemented in municipalities; Manage municipal workplace skill plans.
ENQUIRIES : Mr. Monkoe Mphodi Tel No: (015) 294 2223
NOTE : EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/176 : **DEPUTY DIRECTOR: LOCAL ECONOMIC DEVELOPMENT REF NO: COGHSTA 09/26**
Branch: Cooperative Governance

SALARY : R1 101 468 (Level 12), (all-inclusive salary package)
CENTRE : Capricorn District
REQUIREMENTS : Matric plus an undergraduate qualification (NQF 6) in Public Administration, Project Management/ Developmental Studies/Economics as recognized by SAQA. A minimum of 5 years' experience within the environment of which three (3) years must be at Assistant Director /Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, National/LED framework, MSDP; Municipal LED strategies, Provincial Spatial Rationale, PFMA/MFMA, Constitution. White Paper on Local Govt, National Development Plan & Limpopo Development Plan; Generic Competencies: Negotiation skills, Presentation skills, People management skills, Time management, Communication, both formal, and informal; Project mgt skill, Leadership skill, Financial mgt skill, People Management skill, Analytic skills, Investment Analysis Research skills.
DUTIES : Coordinate and manage functionality of Municipal and Provincial LED forum; Manage the development and review of Municipal LED strategies; Coordinate the implementation of LED initiatives and intervention; Monitor the development and roll-out of public employment programme (Community Work Programme & EPWPP within the Province). Support implementation of Small-Town revitalization programme and Integrated Urban Development Framework.
ENQUIRIES : Mr. Monkoe Mphodi Tel No: (015) 294 2223

NOTE	:	EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/177	:	**CONTROL GIS TECHNOLOGIST REF NO: COGHSTA 10/26** Branch: Cooperative Governance
SALARY	:	R958 776 per annum, (all-inclusive salary package), (OSD).
CENTRE	:	Capricorn District
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in GIS as recognized by SAQA. Minimum three years post qualification GISc professional experience required and a valid driver's license. Compulsory registration with the PLATO. Core and Process Competencies: Sound and in-depth knowledge of Geographical Information System, application of the legislative framework governing the public service e.g., PAIA, Spatial Data Infrastructure Act, SITA, SPLUMA, SDF, NSDP, PGDS, PFMA, etc. Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication.
DUTIES	:	Design, plan and perform advanced GISc analysis to address organizations strategic objective; Maintain GIS unit effectiveness; Provide governance services; Provide project and financial management service; Manage stakeholder issues.
ENQUIRIES	:	Ms. Monyela Hlokammoni Tel No: (015) 294 2073
NOTE	:	EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/178	:	**DEPUTY DIRECTOR: SECRETARIAT OF THE HOUSE OF TRADITIONAL LEADERS REF NO: COGHSTA 11/26** Branch: Traditional Affairs
SALARY	:	R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Public Management/ Office Admin / Public Administration and Governance or related as recognized by SAQA. A minimum of 5 years' experience within the environment of which three (3) years must be at Assistant Director / Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, Limpopo House of Traditional Leaders and Traditional Leadership ACT 4, etc. Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication.
DUTIES	:	Manage and coordinate activities of the executive committee of the Houses; Manage and monitor the activities of portfolio committees; Manage the implementation of legislation and programmes of the houses; Manage and coordinate the establishment of provincial and local houses; Manage and facilitate sittings of the members of local and provincial houses; Manage and maintain cooperative intergovernmental relations within the department and other stakeholders.
ENQUIRIES	:	Mr. Monkoe Mphodi Tel No: (015) 294 2223
NOTE	:	EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/179	:	**DEPUTY DIRECTOR: DEVELOPMENTAL PROGRAMMES & RPL REF NO: COGHSTA 12/26** Branch: Corporate Services
SALARY	:	R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Human Resource Management/ Human Resource Development/ Management of Training/Public Administration as recognized by SAQA. A minimum of 5 years' experience within the environment of which three (3) years must be at Assistant Director /

Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Cabinet EXCO`s Decision: Cabinet Minute No 5.5 April 25,2001, Constitution of the Republic of South Africa, Growth and Development Summit Agreement,2003, Human Resource Development Strategy,2001, Human Resource Development Strategy for the Public Service,2002-2006, National Skills Development Strategy for NSDS 2001-2005, National Skills Development Strategy for NSDS 2006-2010, Public Service Act,103 of 1994, Public Service Regulations,2001, Skills Development Act, No 97 of 1998, Skills Development Levies Act, No 9 of 1999, The South African Qualification Act,58 of 1995, Toolkit for Recruitment and Selection, Labour Relations Act, Basic Conditions of Employment Act. Generic Competencies: People Management and Empowerment, Talent management; Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication.

DUTIES : Develop and review learnerships and internships policies and strategies; Manage the internship and experiential learning programme; Manage the learnership programme; Manage the mentorship program; Manage recognition of prior learning programme.

ENQUIRIES : Mr. Monkoe Mphodi Tel No: (015) 294 2223

NOTE : EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/180 : **DEPUTY DIRECTOR: BATHO PELE REF NO: COGHSTA 13/26**
Branch: Corporate Services

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Management/Public Administration or Equivalent as recognized by SAQA. A minimum of 5 years' experience within the Service Delivery Improvement Mechanisms/Interventions environment of which three (3) years must be at Assistant Director / Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Batho Pele Principles, PFMA, Performance Management, Public Service Regulations. Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication.

DUTIES : Manage the development and review of Service Standards; Charter and Citizens' report; Manage the Development and review of Service Standards and Service Delivery Charter; Publish the approved Service Standards and Service Charter on the website; and monitor compliance with Service Standards; provide support and input on the monitoring and evaluation report of Service Standards and Charter for submission purposes; Monitor community and coalface engagements, plan and implement public service week/month/day, coordinate the implementation of service delivery awards programmes, including Service Excellence Awards or similar, implement and ensure all relevant documentation is submitted for entry into the awards, implement SMS deployments and site visits (Khaedu), plan and liaise with HRM&D to conduct Batho Pele training for newly appointed staff, conduct unannounced visits to service delivery sites.

ENQUIRIES : Ms. Mokhomole Makgano Tel No: (015) 294 2270

NOTE : EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/181 : **DEPUTY DIRECTOR: HR PLANNING, INFORMATION & SYSTEMS REF NO: COGHSTA 14/26**
Branch: Corporate Services

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/ Human Resources Management as recognized by SAQA. PERSAL results / certificate. Valid PERSAL Controller certificate will be an

added advantage. A minimum of 5 years' experience within the environment of which three (3) years must be at Assistant Director / Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Experience in condition of services / Establishment Management and PERSAL system. Sound and in-depth knowledge and understanding of government policies, public service regulations, PFMA, treasury regulations as well as the legislative framework governing the public service. Knowledge of Public Service Act (PSA), Public Service Regulation (PSR), Employment Equity Act (EEA), Labour Relations Act (LRA), Basic Conditions of Employment Act (BCEA) and in-depth knowledge of PERSAL and BAS. GENERIC COMPETENCIES: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication. Technical competencies: PERSAL, Computer, Organizing and planning. Knowledge of PERSAL.

DUTIES : Manage and ensure proper utilization of the HRM systems. Monitor Human Resources information system. Oversee HR databases (e.g. PERSAL), ensuring data quality, coordinating system upgrades and maintenance. Manage and monitor PERSAL activities in the department, including personnel and salary controllers, activities on PERSAL system. Register and maintain user profiles for all users and allocate functions in line with individual scope of work as per the job description. Monitor the suspense and transaction files as well as follows up all questionable transactions. Manage risk, audit and resources. Manage the implementation of the Human Resource Plan; Manage and review the Employment Equity (EE) plan; Manage retention and career management strategy; Manage departmental staff establishment; Manage the updating of HR Information Management System (HRIMS).

ENQUIRIES : Ms. Mokhomole Makgano Tel No: (015) 294 2270

NOTE : EE Target: African Female, Coloured Male & Female, White Male, Indian Male & Female, Persons with Disability.

POST 20/182 : **DEPUTY DIRECTOR: ICT SYSTEM DEVELOPMENT REF NO: COGHSTA 15/26**

Branch: Corporate Services

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Information Communication Technology as recognized by SAQA. Minimum of 5 years' experience within the ICT environment of which three (3) years must be at Assistant Director / Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts and the legislative framework governing the public service, including: Public Service Act, Labour Relations Act, Public Finance Management Act (PFMA), Business process analysis and modelling, System development lifecycle (SDLC) and IT governance frameworks (COBIT, ITIL, ISO 27001) Experience in project leadership and management. Demonstrable proficiency in software languages and multi-tier architectures (e.g., C#, ASP.NET, Java, HTML5, Oracle, and MS SQL). Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication. Technical Skills: Advanced System Development Life Cycle (SDLC) methodologies (Agile, Scrum, Kanban), ICT project management, IT service management, and software architecture, Expertise in database design, backup and recovery, and data security frameworks, Business process analysis, System development and administration, ICT project management, Database management.

DUTIES : Manage analysis of the departmental business strategic needs; Manage maintenance and enhancement of systems in the department; Manage the development and implementation of systems; Manage the detailed design of the solution to guide the development phase; Implement enhancements for all customised software Applications; Monitor the maintenance of all customized software applications; Engage with other ICT teams to deliver ICT solutions.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/183	:	**DEPUTY DIRECTOR: SALARIES REF NO: COGHSTA 16/26** Branch: Financial Management Services
SALARY	:	R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Financial Management, Accounting, Commerce, Cost & Management Accounting or related as recognized by SAQA. Minimum of 5 years' experience within the Finance environment of which three (3) years must be at Assistant Director /Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., BAS, PFMA, PPPFA, Treasury regulation, Batho Pele principles, DORA, public service act, computer literacy and delegation of authority. Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication skills (written & verbal). Technical Skills: knowledge of BAS, PERSAL
DUTIES	:	Monitor payroll services; Manage reconciliation of allowance and deductions; Manage processing of salary freeze and recalls; Manage misallocation on BAS.
ENQUIRIES	:	Ms. Monyela Hlokammoni Tel No: (015) 294 2073
NOTE	:	EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/184	:	**DEPUTY DIRECTOR: STRATEGIC PLANNING REF NO: COGHSTA 17/26** Branch: Corporate Services
SALARY	:	R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Strategic Management/ Business Administration/ Business Management/ Public Management or Public Administration or related as recognized by SAQA. Minimum of 5 years' experience within the strategy and planning environment of which three (3) years MUST be at Assistant Director / Junior Management level and valid driver's license (with exception of person with disability). Core and Process Competencies: Experience in the development, monitoring, and reporting of indicators at the project/sub-program or program level. Sound and in-depth knowledge of relevant prescripts, legislative framework governing the public service e.g. Public Service Act, Labour Relation Act, PFMA, Knowledge and understanding of the regulatory requirements that impact planning in the Human Settlements, Local Government and Traditional Affairs sectors. Knowledge and understanding of government planning practices, Understanding of the public services environment, Strategic Management. Generic Competencies: People Management and Empowerment, Programme & Project Management, Financial Management, Change Management, Knowledge Management, Client orientation & Customer focus, Problem Solving & Analysis, Communication.
DUTIES	:	Manage the process of reviewing Strategic Plan; Manage the process of reviewing APP; Manage the compilation of the annual departmental operational plan; Manage the development of Service Delivery Improvement Plan (SDIP); Manage the audit process for pre-determined objectives.
ENQUIRIES	:	Ms. Monyela Hlokammoni Tel No: (015) 294 2073
NOTE	:	EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/185	:	**CONSTRUCTION PROJECT MANAGER: HUMAN SETTLEMENTS PROJECTSREF NO: COGHSTA 18/26** Branch: ISHS
SALARY	:	R914 517 per annum, (all-inclusive salary package), (OSD).
CENTRE	:	Capricorn District
REQUIREMENTS	:	Matric plus an undergraduate qualification–National Diploma in (Built Environment Field) (NQF Level 6) with a minimum of 4 years and six months certified experience. BTech (Built Environment Field) (NQF Level 7) with a

minimum of 4 years certified managerial experience. Honours degree in any Built Environment field with a minimum of 3 years' experience. Valid driver's license. Compulsory registration with the SACPCMP as a Professional Construction Project Manager on appointment. Core and Process Competencies: Sound and in-depth knowledge of Town planning, application of the legislative framework governing the public service e.g., Ability to manage multiple projects under pressure, National Building Regulations & standard, SANS 10400 Building Regulations, Occupational Health & Safety Act, Human Settlement Planning & Design, National Housing Code, PFMA etc. Skills & Competencies: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Oversee and direct construction projects from conception to completion. Manage project cost overruns daily and ensure a balance between project non-financial and financial performance. Meet contractual conditions of performance. Ensure adherence to all health and safety standards and report issues. Undertake contract reviews on a regular basis and take necessary consequence management where performance is not satisfactory. Develop and manage project implementation plans, budgets, risk registers and progress reports. Coordinate technical inputs from built-environment professionals and specialists. Management of Intergovernmental relations between key stakeholders in the built industry and municipality.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/186 : **ASSISTANT DIRECTOR: COMMUNITY DEVELOPMENT PROGRAMME REF NO: COGHSTA 19/26**
Branch: Cooperative Governance

SALARY : R605 742 per annum (Level 10)

CENTRE : Vhembe District

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/Social Science or related as recognized by SAQA; Minimum (3) years relevant experience at supervisory level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of human resources as well as understanding of the legislative framework governing the Public Service such as: Employment Equity Act, Skills Development Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Administrative Justice Act, Promotion of Access of Information Act, Public Service Regulations and various Bargaining Council Resolutions. Skills and Knowledge: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Coordinate the integrated development interventions in partnership with other relevant stakeholders; Coordinate community development service delivery area(s) to ensure that efficient and effective community development service is delivered; Coordinate research on community development. Support municipalities to respond to community concerns; Manage the team and undertake all administrative functions required and report on progress as required; Develop implement and maintain processes to ensure proper control of work.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/187 : **ASSISTANT DIRECTOR: MUNICIPAL INSTITUTIONAL CAPACITY BUILDING REF NO: COGHSTA 20/26**
Branch: Cooperative Governance

SALARY : R605 742 per annum (Level 10)

CENTRE : Capricorn District

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/Management/Municipal Administration or related as recognized by SAQA; Minimum (3) years relevant experience at supervisory level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of human resources as well as understanding of the legislative framework governing the Public Service, Extensive knowledge of Municipal and Public Service Regulations and related Legislative Frameworks. Skills and Knowledge: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Coordinate the development/review and implementation of municipal provincial capacity building framework; Coordinate the implementation of municipal staff regulations; Provide support on municipal staff establishment; Coordinate the extent to which anti-fraud and corruption measures are implemented in municipalities; Coordinate municipal workplace skill plans.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/188 : **ASSISTANT DIRECTOR: STRATEGIC STATUTORY PLANNING REF NO: COGHSTA 21/26**

Branch: Cooperative Governance

Re-advertisement, those who have applied previously need to re-apply

SALARY : R605 742 per annum (Level 10)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Development/Urban/Statutory/Town & Regional/Built Environmental Planning including Information Administration & Technology or related as recognized by SAQA. Minimum (3) years relevant experience at supervisory level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, SPUMA, Proclamation R 293/62, 45 of 1990, Deeds Registries Act,47 of 1937 and Proclamation 45 of 1990. Skills and Knowledge: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Facilitate stakeholder engagement and satisfaction; Facilitate the establishment and operational efficiency of municipal planning tribunals; Ensure compliance and quality assurance in land development applications; Facilitate operational effectiveness and compliance of municipal planning and appeal tribunals; Ensure assessment and information gathering for land development applications; Coordinate administrative support for municipal planning tribunal meetings.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/189 : **ASSISTANT DIRECTOR: SUBSIDY ADMINISTRATION REF NO: COGHSTA 22/26**

Branch: ISHS

SALARY : R605 742 per annum (Level 10)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Management/Administration or related as recognized by SAQA; Minimum (3) years relevant experience at supervisory level and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Housing Act no. 107 of 1997, Breaking new grounds,

Social Housing Act, Flisp, National Housing Code of 2009, Rental Housing Act, Housing Code, Military Veterans Act, First Home Finance policy framework, Housing Subsidy System. Skills & Competencies: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Coordinate the administration of subsidy application processes; Coordinate the Housing Demand Database; Coordinate the Housing Subsidy System (HSS) and National Housing Needs Register (NHNR); Coordinate and ensures that correct beneficiaries occupy the correct houses approved in line with the status report; Coordinate the implementation of the ministerial prioritized programmes.

ENQUIRIES : Ms. Monyela Hlokammoni Tel No: (015) 294 2073

NOTE : EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/190 : **ASSISTANT DIRECTOR: ACQUISITION SERVICES REF NO: COGHSTA 23/26**

Branch: Financial Management Services

Re-advertisement, those who have applied previously need to re-apply

SALARY : R487 197 per annum (Level 09)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Supply Chain Management or related as recognized by SAQA. Minimum (3) years relevant experience at supervisory level in SCM environment and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Skills & Competencies: People Management; Financial Management; Planning and organizing skills; Interpersonal skills. Client orientation & Customer focus; Problem Solving & Analysis; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Coordinate (synergise), review and execute the bidding process; Coordinate, review and compile the list of prospective providers for quotations; Coordinate, review and sourcing quotations from the database according to the threshold value determined by National Treasury; Supervise employees to ensure an effective acquisition management service and undertake all administrative functions required with regards to financial and HR administration.

ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094

NOTE : EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/191 : **ASSISTANT DIRECTOR: MISCONDUCT AND DISPUTES REF NO: COGHSTA 24/26**

Branch: Corporate Services

SALARY : R487 197 per annum (Level 09)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Labour Relations/Labour Law/LLB as recognized by SAQA. Minimum (3) years relevant experience at supervisory level in Labour Relations environment and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge and understanding public service legislations, regulations & labour laws (LRA, BCEA, EEA, Skills Development Act, COIDA, OHSA, Public Service Act & Regulations), Conciliation & Arbitration processes; PCSBC & GPSSBC Resolutions, Rules for the Conduct of proceedings before the CCMA/ GPSSBC. Skills and Knowledge: Computer literacy; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills. Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Co-ordinate the Investigation of misconduct & conduct disciplinary hearings; Coordinate investigations on grievances and disputes; Compile investigation

reports and make recommendations to the Deputy Director for further processing; Facilitate grievance resolution during grievance meetings; Conduct training on grievances and disputes; Represent the department on the disputes referred to GPSSBC, CCMA, PSCBC, and the Labour Court; Co-ordinate the Drafting of legal opinions on Labour matters; Co-ordinate awareness programmes on the Code of Conduct.

ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/192 : **ASSISTANT DIRECTOR: ICT INFRASTRUCTURE REF NO: COGHSTA 25/26**
Branch: Corporate Services

SALARY : R487 197 per annum (Level 09)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Information Systems/ Information Infrastructure as recognized by SAQA. CompTIA A+ and N+ will be an added advantage. Minimum (3) years relevant experience at supervisory level in ICT environment and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g. Public Service Act, Labour Relation Act, PFMA, COBIT, ITIL, etc. Business process analysis and modelling, Experience in project leading and management. Skills and Knowledge: Computer literacy; Good communication skills (verbal & written); Planning and organizing skills; Interpersonal skills. Ability to work under pressure and be self-motivated; Attention to details.
DUTIES : Develop Infrastructure plans for the Department; Maintain server environment within the Department and Municipalities; Maintain network infrastructure for the Department and Municipalities.
ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/193 : **LOCAL COORDINATOR REF NO: COGHSTA 26/26/1-3 (X3 POSTS)**
Branch: Cooperative Governance

SALARY : R413 001 per annum (Level 08)
CENTRE : Musina Ref No: CoGHSTA 26/26/1
Makhado Ref No: CoGHSTA 26/26/2
Ephraim Mogale Ref No: CoGHSTA 26/26/3
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Community Development, Public Admin/related as recognized by SAQA. Minimum 2 years in Community Development Programme and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of human resources as well as understanding of the legislative framework governing the Public Service such as: Employment Equity Act, Skills Development Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Administrative Justice Act, Promotion of Access of Information Act, Public Service Regulations and various Bargaining Council Resolutions. Skills and Knowledge: Good communication skills (verbal & written; Planning and organizing skills; Interpersonal skills; Ability to work under pressure and be self-motivated; Attention to details.
DUTIES : Facilitate compilation of ward profile; Facilitate identification of service delivery cases; Facilitate identification of community concerns; Monitor household visits.
ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability **(Musina 26/-26/1)**. EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability **(Makhado 26/26/2)**. EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability **(Ephraim Mogale 26/26/3)**

POST 20/194	:	**SENIOR ADMIN OFFICER: ACQUISITION SERVICES REF NO: COGHSTA 27/26** Branch: Financial Management Services
SALARY	:	R413 001 per annum (Level 08)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Supply Chain Management or related as recognized by SAQA. Minimum of 2 years in Supply chain Management field and valid driver's license (with exception of disabled applicants). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, Broad Based Black Management Act, SCM Framework, Preferential Procurement Regulations, Bid Committee Process. Skills and Knowledge: Computer literacy; Good communication skills; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Interpersonal relations; Ability to work under pressure and be self-motivated; Attention to details; Time management; Presentation skills; People management skills.
DUTIES	:	Facilitate and administer sourcing of quotations and bids; Administer receipt and safekeeping of bid documents; Provide secretariat and logistical support to bid committees.
ENQUIRIES	:	Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE	:	EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/195	:	**CAPACITY DEVELOPMENT FACILITATOR: TRAINING AND CAPACITY DEVELOPMENTREF NO: COGHSTA 28/26** Branch: Corporate Services
SALARY	:	R413 001 per annum (Level 08)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Human Resource Management/Management Training/Public Administration as recognized by SAQA. Minimum of 2 years relevant experience and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts and the legislative framework governing the public service, including: Constitution of the Republic of South Africa, State of the Nation Address {SONA}, State of the Province Address {SOPA}, MEC's Address, Provincial Growth and Development Strategy, National Human Resource Development Strategy, Provincial Human resources Strategy, Departmental Human Resource Strategy, National Skills Development for NSDS, Public Service Regulations, 2001, Skills Development Act, No 97 of 1999, Skills Development Levies Act, No 9 of 1999, The South African Qualification Act,58 of 1995, White Paper on HRD, Labour Relations Act, Basic Conditions of Employment Act. Skills and Knowledge: Good interpersonal relations; Presentation/Facilitation/coordination skills; Computer literacy; Planning and organizing skills; Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details; Report writing.
DUTIES	:	Administer the compilation, consolidation, approval, and implementation of the Workplace Skills Plan. Administer the registration and professional interviews with the Professional bodies; Administer orientation and induction of employees; Administer the internal bursaries; Administer Skills Audit; Administer Recognition of Improved Qualification
ENQUIRIES	:	Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE	:	EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability
POST 20/196	:	**SENIOR ADMIN OFFICER-ASSET SERVICES REF NO: COGHSTA 29/26** Branch: Financial Management Services
SALARY	:	R413 001 per annum (Level 08)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Supply Chain /Financial or Asset Management or related as recognized by SAQA. Minimum of 2 years relevant experience and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth

knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Skills and Knowledge: Skills and Competencies: Computer literacy; Good communication skills; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Facilitate the updating of asset register; Facilitate and conduct assets verification process; Facilitate process of assets disposal.

ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094

NOTE : EE Target: African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/197 : **SENIOR ADMIN OFFICER: HUMAN SETTLEMENT PERFORMANCE REPORTING REF NO: COGHSTA 30/26**
Branch: ISHS

SALARY : R413 001 per annum (Level 08)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/Management/Development Studies or related as recognized by SAQA; Minimum of 2 years relevant experience and valid South African driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts; application of the legislative framework governing the public service; Comprehensive understanding of Housing Legislation, Policy and other related directives, Understanding of the payment method and procedures of the Department; Good understanding of finance; administration and information management processes; National Housing Code. Skills & Competencies: Report Writing, Computer literacy; Good communication skills; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Facilitate the program progress reports; Administer and validate happy letter; Update progress milestones on HSS; Internal Job Creation (EPWP Incentive Grant); External Job Creation (Infrastructure projects); Capture Business plan on Table B5(project list); Update the non-financials and financials on IRM after the approval of business plan.

ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094

NOTE : EE Target: African Male & Female, Coloured Male & Female White Female, Indian Male & Female, Persons with Disability.

POST 20/198 : **MONITORING AND EVALUATION PRACTITIONER REF NO: COGHSTA 31/26**
Branch: Cooperative Governance

SALARY : R413 001 per annum (Level 08)

CENTRE : Mopani District

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Local Government/Public Management/ Administration or related as recognized by SAQA; Minimum of 2 years relevant experience and valid South African driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service, Understanding of the public service environment, Municipal Structures Act, Municipal Systems Act, Municipal Finance Management Act, Public Finance Management Act, Integrated Development Planning, Performance Monitoring and Evaluation, General Management, Strategic Planning, Service Delivery, Governance Issues, Relevant Legislation, Financial Management, Development and Planning. Skills and Knowledge: Negotiation skills, Presentation skills; Time management; Computer literacy; Good communication skills; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Interpersonal relations; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Facilitate the MEC reports on the state of municipalities; Facilitate the monitoring and evaluation of the performance of municipalities on a periodic basis in compliance with the MSA & MFMA; Facilitate the implementation of PMS of PMS by municipalities on annual basis; Support municipalities with the

implementation of the individual PMS; Facilitate the monitoring of the employment contracts of s57 Managers.

ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE : EE Target: African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/199 : **HOUSING SUBSIDY SYSTEMS ANALYST REF NO: COGHSTA 32/26**
Branch: ISHS

SALARY : R413 001 per annum (Level 08)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/ Financial Accounting or related as recognized by SAQA; Minimum of 2 years relevant experience and valid South African driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relations Act, PFMA, etc. Housing Act no. 107 of 1997, Breaking new grounds, Social Housing Act, Flisp, National Housing Code of 2009, Rental Housing Act, Housing Code, Military Veterans Act, First Home Finance policy framework. Housing Subsidy Systems. Skills And Knowledge: Negotiation skills; Presentation skills; People management skills; Time management; Communication, both formal, and informal; Computer Literacy.
DUTIES : Co-ordinate and implement the effective running of Housing Subsidy System, Housing Subsidy Portal and National Housing Needs Register. Analyze HSS and identify areas for improvement and propose new or enhanced solutions. Provides training to end-users on HSS, HSS Online, NHNR and offers ongoing support.
ENQUIRIES : Ms. Palmer Olivia Tel No: (015) 294 2094
NOTE : EE Target: African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/200 : **ADMIN OFFICER: ACQUISITION SERVICES REF NO: COGHSTA 33/26 (X2 POSTS)**
Branch: Financial Management Services

SALARY : R338 106 per annum (Level 07)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Supply Chain Management or related as recognized by SAQA. Minimum of 1 year in Supply chain Management field and valid driver's license (with exception of disabled applicants). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Skills and Knowledge: Computer literacy; Planning and organizing skills; Administration, Report writing, Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details; Time management. Good communication skills; Interpersonal skills. Communication Interpersonal relations.
DUTIES : Sourcing and administration of quotations; Administration of bid documents; Render secretariat support to bid committees.
ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224
NOTE : EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/201 : **PRINCIPAL PERSONNEL OFFICER: RECRUITMENT AND SELECTION REF NO: COGHSTA 34/26**
Branch: Corporate Services

SALARY : R338 106 per annum (Level 07)
CENTRE : Polokwane
REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Human Resource Management/ Personnel Management or Public Administration as recognized by SAQA; Minimum of 1-year relevant experience and valid South African driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, Knowledge and understanding public service legislations, Public Service Act,

Public Service Regulation, Labour Relations Act, Basic Conditions of Employment Act, Human Resource Directives and Determinations. Skills and Knowledge: Presentation/Facilitation, Report Writing, Computer literacy; Time management, Communication skills (verbal & written); Analytical PERSAL administration, Secretarial; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Administering of advertised vacant posts on the structure; Coordinate selection processes; Facilitate PERSAL appointments; Coordination of placements; Facilitate acting appointments and transfers.

ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224

NOTE : EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/202 : **STATE ACCOUNTANT: HOUSING FINANCE & CONTRACTUAL PAYMENT REF NO: COGHSTA 35/26 (X2 POSTS)**
Branch: Financial Management Services

SALARY : R338 106 per annum (Level 07)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Financial Management or equivalent qualification as recognized by SAQA; Minimum of 1 year experience and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service, e.g., BAS, PFMA, PPPFA, Treasury regulation, Batho-Pele principles, Dora, Public Service Act, Computer literacy and delegation of authority. Skills and Knowledge: Time management; Computer skills, Numeracy skills; Conflict resolution skills; Computer literacy; Planning and organising skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Receive, register and verify payment claims from Claims and Contract Management; Check and verify availability of accompanying documents; Verify beneficiaries' lists with HSS approved status report; Reporting; safekeeping of claims for audit purposes.

ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224

NOTE : EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/203 : **ADMIN OFFICER: DISASTER RISK ASSESSMENT & REDUCTION REF NO: COGHSTA 36/26 (X2 POSTS)**
Branch: Cooperative Governance

SALARY : R338 106 per annum (Level 07)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Disaster Management or related as recognized by SAQA. Minimum of 1 year experience and valid driver's license (with exception of disabled applicants). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, Disaster and emergency services, Disaster Management Act, Legislation and regulations, Local government and environment. Skills & Competencies: Computer literacy; Coordination skills, Office management; Interpersonal skills. Communication skills (verbal & written); Administration skill; Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Ensure the compilation of integrated disaster risk management plans; Conduct risk assessment services; Implement disaster risk reduction plans and programmes

ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224

NOTE : EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability

POST 20/204 : **ADMIN OFFICER: ASSURANCE SERVICES REF NO: COGHSTA 37/26**
Branch: Financial Management Services

SALARY : R338 106 per annum (Level 07)

CENTRE : Polokwane

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Financial Accounting / Internal Auditing as recognized by SAQA. Minimum of 1 year

experience. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, Accounting and auditing standards, Public Finance and Auditing, Public Administration, Relationship management, Communication, Performance management. Skills and Knowledge: Accounting & auditing, Computer literacy; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.

DUTIES : Implement internal control plans and framework; Provide administrative assurance services; Facilitate with Treasury, Internal Audit, Auditor-General and other Stakeholders.

ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224

NOTE : EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

POST 20/205 : **COMMUNITY DEVELOPMENT WORKER REF NO: COGHSTA 38/26/1-10 (X10 POSTS)**
Branch: Cooperative Governance

SALARY : R338 106 per annum (Level 07)

CENTRE : Blouberg Ward 06 Ref No: CoGHSTA 38/26/1
Lepelle-Nkumpi Ward 19 Ref No: CoGHSTA 38/26/2
Mogalakwena Ward 01 Ref No: CoGHSTA 38/26/3
Mogalakwena Ward 09 Ref No: CoGHSTA 38/26/4
Greater Giyani Ward 19 Ref No: CoGHSTA 38/26/5
Greater Letaba Ward 11 Ref No: CoGHSTA 38/26/6
Makhuduthamaga Ward 09 Ref No: CoGHSTA 38/26/7
Makhuduthamaga Ward 20 Ref No: CoGHSTA 38/26/8
Collins Chabane Ward 32 Ref No: CoGHSTA 38/26/9
Makhado Ward 03 Ref No: CoGHSTA 38/26/10

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Public Administration or related as recognized by SAQA/National Certificate in Community Development. Minimum of 1 year relevant experience and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, Batho Pele principles, the Public Service Act, computer literacy, Dynamics, culture and language of the target community. Skills & Competencies: Computer literacy; Negotiation skills; Presentation skills; Planning and organizing skills; Time management; Communication skills (verbal & written); Interpersonal skills; Computer skills.

DUTIES : Compile ward profiling; Identification of service delivery cases; Identification of community concerns; Conduct household visits.

ENQUIRIES : Ms. Malahlela Nora Tel No: (015) 294 2224/ Ms. Mabina Reneilwe Tel No: (015) 294 2046

NOTE : Applicants for the positions must attach proof of residence. EE Target: Youth, African Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability (Blouberg 38/26/1)
EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability Lepelle-Nkumpi 3//26/2, Mogalakwena 38/26/3 & 38/26/4, Greater Giyani 38/26/5, Greater Letaba 38/26/6, Makhuduthamaga 38/26/7 & 38/26/8, Collins Chabane 38/26/9
EE Target: Youth, African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability (Makhado 38/26/9)

POST 20/206 : **PERSONAL ASSISTANT REF NO: COGHSTA 39/26/1-4 (X4 POSTS)**
Branch: Corporate Services, ISHS & Cooperative Governance

SALARY : R338 106 per annum (Level 07)

CENTRE : Strategy Management Services (Polokwane) Ref No: CoGHSTA 39/26/1
Human Settlement Administration & Property Management (Polokwane) Ref No: CoGHSTA 39/26/2
Human Settlements Programme & Project Management Region B (Polokwane) Ref No: CoGHSTA 39/26/3
Municipal Infrastructure (Polokwane) Ref No: CoGHSTA 39/26/4

REQUIREMENTS : Matric plus an undergraduate qualification (NQF Level 6) in Secretarial/Office Management / Management Assistant as recognized by SAQA. Minimum of 1 year experience in Office Management. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the

		legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Skills & Competencies: Negotiation skills; Computer literacy; Presentation skills; People management skills; Time management, Communication skills (written & verbal); Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.
DUTIES	:	Provide secretarial support; Manage the office; Manage the filing system; Maintain the Chief Director's diary; Management of telephone enquiries; Manage and monitor the budget of the Chief Directorate.
ENQUIRIES	:	Ms. Malahlela Nora Tel No: (015) 294 2224/ Ms. Mabina Reneilwe Tel No: (015) 294 2046
NOTE	:	EE Target: Youth, African Male & Female, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.
POST 20/207	:	**PERSONNEL OFFICER: CONDITIONS OF SERVICES AND REMUNIRATION REF NO: COGHSTA 40/26** Branch: Corporate Services
SALARY	:	R280 278 per annum (Level 06)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Public Administration/Human resource Management or related as recognized by SAQA and valid driver's license (with exception of person with disability). Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Public Service Regulations, PFMA, BCEA, EEA, Labour Relations Act, Determination and Directive of Leave of Absence in the Public Service, GEP Law, PILIR, PSCBC Resolutions and other HR Legislations, PERSAL. Skills & Competencies: Communication and Interpersonal skills, Organizational and Time management Skills, Problem-Solving skills, Attention to Detail, Proficiency in HR Systems, Leadership and Team Management Skills.
DUTIES	:	Administer the processing of leaves; Administer processing of pension benefits; Administer the processing of compensation and employees benefits.
ENQUIRIES	:	Ms. Mabina Reneilwe Tel No: (015) 294 2046
NOTE	:	EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.
POST 20/208	:	**DISABILITY ASSISTANT: SPECIAL PROGRAMMES REF NO: COGHSTA 41/26** Branch: Corporate Services
SALARY	:	R280 278 per annum (Level 06)
CENTRE	:	Polokwane
REQUIREMENTS	:	Matric plus an undergraduate qualification (NQF Level 6) in Social Science or related as recognized by SAQA and valid driver's license. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts, application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, White Paper on the rights of Persons with Disabilities, Reasonable Accommodation of persons with Disabilities and United Nation convention on the Rights of Persons with Disabilities etc. Skills & Competencies: Negotiation skills, Presentation skills, People management skills, Conflict resolution, Decision making, Time management, Communication, both formal, and informal.
DUTIES	:	Provide disability support services; Provide administration services.
ENQUIRIES	:	Ms. Mabina Reneilwe Tel No: (015) 294 2046
NOTE	:	EE Target: Youth, African Female, Coloured Male & Female, White Female, Indian Male & Female.
POST 20/209	:	**ADMIN CLERK: CLAIMS MANAGEMENT REF NO: COGHSTA 42/26 (X2 POSTS)** Branch: ISHS
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Polokwane
REQUIREMENTS	:	Grade 12 /Matric / NQF level 4 as recognized by SAQA. Core and Process Competencies: Sound and in-depth knowledge of relevant prescripts,

		application of the legislative framework governing the public service e.g., Public Service Act, Labour Relation Act, PFMA, etc. Skills & Competencies: Computer literacy; Planning and organizing skills; Interpersonal skills. Communication skills (verbal & written); Ability to work under pressure and be self-motivated; Attention to details.
DUTIES	:	Registration of contractors and engineers; Arrangement of meetings between department and stakeholders; Collate information and compile database for the development and implementation of housing contracts; Maintain record management and database of contractors and engineers; Processing of claims.
ENQUIRIES	:	Ms. Mabina Reneilwe Tel No: (015) 294 2046
NOTE	:	EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.
POST 20/210	:	**CLEANER: FACILITIES REF NO: COGHSTA 43/26** Branch: Corporate Services
SALARY	:	R144 204 per annum (Level 02)
CENTRE	:	Polokwane
REQUIREMENTS	:	ABET / AET qualification. Skills and Competencies: Communication Skills; interpersonal skills; Planning skills and Initiative; Ability to recognize safety hazards; Operation of the office equipment and problem solving; Ability to work in a team.
DUTIES	:	Provision of cleaning services; Keep and maintain cleaning materials and equipment; Request cleaning materials.
ENQUIRIES	:	Ms. Mabina Reneilwe Tel No: (015) 294 2046
NOTE	:	EE Target: Youth, African Male, Coloured Male & Female, White Female, Indian Male & Female, Persons with Disability.

ANNEXURE Z

PROVINCIAL ADMINISTRATION: MPUMALANGA
OFFICE OF THE PREMIER

The Office of the Premier is an equal opportunity employer. It is our intention to promote respresentativity in respect of race, gender and disability through the filling of these positions and that the candidature of persons, whose transfer/promotion/appointment will promote representativeness, will receive preference.

APPLICATIONS	:	Please forward your applications, quoting the relevant reference number to: erecruitement.mpg.gov.za
CLOSING DATE	:	30 June 2026
NOTE	:	The Office of the Premier is looking for dynamic, innovative, experienced and suitable candidates to fill the following posts, listed in the various Units below. The minimum entry requirement for Senior Management Services (SMS) posts is a Pre-entry Certificate that is obtainable through a course named Certificate for entry into SMS submitted prior to appointment, and the full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. (SMS Pre-entry Certificate submitted prior appointment). All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The recommended candidates for Senior Management Level (SMS) and Middle Management Level (MMS) posts shall be subjected to a competency assessment. All appointments are subject to security clearance, security vetting, employment reference checks, qualification verification and signing of performance agreements. Applications should only be submitted online through the link: erecruitment.mpg.gov.za on the new Z83 form and should be accompanied by a comprehensive CV. Only short-listed candidates will be required to submit certified copies of qualifications. If no correspondence is received within two months of the closing date, applicants must accept that their applications have been unsuccessful.

MANAGEMENT ECHELON

POST 20/211	:	**DIRECTOR: PUBLIC SERVICE TRANSFORMATION REF NO: D-PST/OTP/01**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Chief Director: Human Rights and Transformation.
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate Bachelor's Degree/Advanced National Diploma in Public Administration/ Public Management/ Operations Management (NQF Level 7). A minimum of five (05) years of experience at Middle/ Senior management level. Experience in Public Service Transformation will be an added advantage. Essential skills will include the following: Knowledge and understanding of the Operations Management Framework, Batho Pele Programmes and Transformation Agenda of Government, Public Service Act, Public Service Regulations, Public Finance Management Act, White Paper on Transforming Public Service Delivery and Change Management Strategy Framework.
DUTIES	:	Oversee the coordination, monitoring and evaluation of the Provincial Service Delivery Improvement Plans. Oversee the coordination, monitoring and evaluation of Batho Pele projects. Oversee the coordination and monitoring of the implementation of Cascading Batho Pele programme to local municipalities and District Municipalities. Oversee the coordination, monitoring and evaluation of the Batho Pele Change engagement management Programme. Oversee the coordination, development and monitoring of Service Standards in Provincial Departments. Local Municipalities and District Municipalities. Manage the provision of administrative support services. Managing human, financial and physical resources, as well as information.
ENQUIRIES	:	should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/212	:	**DIRECTOR: YOUTH DEVELOPMENT REF NO: D-YD/OTP/02**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Chief Director: Human Rights Transformation.
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate Bachelor's Degree or Advanced National Diploma in Social Science/Developmental studies (NQF level 7) or related fields. A minimum of five (5) years' experience at Middle/ Senior Management level. Experience in the field of youth development programmes would be an added advantage. Essential skills will include the following: Proven experience in Strategic Capability and Leadership, People Management and Empowerment, Programme and Project Management, Planning and Organising Skills, Financial Management, Change Management, Computer literacy (Ms Word, Excel, PowerPoint, Outlook), Communication and Presentation, Report Writing, Analytical thinking and Decision making, Able to interpret and apply policies. Knowledge in Human Resource Management, Public Service prescripts and Youth Development Policy Frameworks.
DUTIES	:	Manage and monitor the implementation of policy and procedures pertaining to youth development. Manage the development of sector youth policy and its implementation in line with national policy. Oversee the implementation provincial policies and plans. Develop an effective project plan for Youth within government departments and ensure the implementation thereof. Oversee the management and promotion of youth development projects and programs. Monitor the mainstreaming of youth development programmes and projects in the province. Coordinate the provision of necessary support to youth development initiatives. Monitor effective project plan and implementation. Develop an engagement model that ensures interaction and integration of youth programs in the provincial government. Facilitate and coordinate youth development imperatives. Conduct needs analysis for the youth of the province. Facilitate the identification of economic opportunities for the youth. Develop database for unemployed youth and their skills. Identify and collaborate with public and private sectors in supporting youth with skills development and economic opportunities. Develop intervention strategy to address any challenges identified. Manage the provision of administrative support services. Managing human, financial and physical resources, as well as information.
ENQUIRIES	:	should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

OTHER POSTS

POST 20/213	:	**DEPUTY DIRECTOR: PROTOCOL SERVICES REF NO: DD-PS/OTP/03** Re-advertisement
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Integrated Security Management.
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate Bachelor's Degree/Advanced National Diploma in International Relations / Protocol / Public Management (NQF 7) or related fields. A minimum of three (3) years' experience at a Junior Management level with experience in an environment rendering protocol matters and a valid driver's license. Essential skills will include the following: Protocol Services. Strategic Capability and Leadership. Financial Management. Change Management. Report Writing and Presentation. Knowledge Management. People Management and Empowerment. Programme and Project Management. Service Delivery Innovations. Client Orientation and Customer Focus. Problem Solving and Analysis. Communications.
DUTIES	:	Developing and implementing the Provincial protocol policy. Rendering protocol support to the Premier and the Executive Council. Rendering ceremonial services and state visits matters. Co-ordinating Provincial protocol services. Compile and present reports on protocol matters. Managing human, financial and physical resources, as well as information. Manage the provision of administrative support services.
ENQUIRIES	:	should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/214	:	**DEPUTY DIRECTOR: MONITORING AND EVALUATION - MPUMALANGA PROVINCIAL AIDS COUNCIL REF NO: D-PST/OTP/04**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Mpumalanga Provincial AIDS Council.
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate Bachelor's Degree/ Advanced National Diploma in Science/ Behavioural Science / Public Health or related fields (NQF Level 7). A minimum of three (3) at Junior Management Level. Experience in Monitoring and Evaluation would be an added advantage. Essential skills will include the following: Knowledge of HIV, AIDS, TB and STI's policy frameworks, Monitoring and Evaluation systems, Research Methodologies, Public Service prescripts and Knowledge Management. Communication, Motivation, Report Writing, Presentation, Conflict Management, Coordination and Negotiation, Logical and Analytical Thinking, Creativity, Good leadership as well Problem Solving and listening skills.
DUTIES	:	Manage the development and support the implementation of the Provincial Implementation Plan for HIV, TB & STIs (2023-2028). Provide support on Monitoring, Evaluation and Reporting for the Provincial Implementation Plan for HIV, TB & STIs (2023-2028). Support the Rollout and Promote use for the Situation Room. Monitor progress of Provincial Implementation Plan for HIV, TB & STIs (2023 -2028) to fulfil provincial reporting requirements. Manage the provision of administrative support service.
ENQUIRIES	:	should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.
POST 20/215	:	**DEPUTY DIRECTOR: PUBLIC SERVICE TRANSFORMATION REF NO: DD-PST/OTP/05**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Public Service Transformation.
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate Bachelor's Degree or Advanced National Diploma in Public Administration/ Public Management/ Operations Management/ Social Science (NQF Level 7). A minimum of three (3) years of experience at Junior Management Level. Experience in Public Service Transformation field will be an added advantage. Essential skills will include the following: Knowledge and understanding of the Operations Management Framework, of Batho Pele Programmes and Transformation Agenda of Government, Public Service Act, Public Service Regulations, Public Finance Management Act, White Paper on Transforming Public Service Delivery and Change Management Strategy Framework. Analytical, Communication, Interpersonal Relations, Team work, Initiative, Openness and Transparent, Serve the people" upholding values and principles, Live by a High Standard of Professional Ethics, Integrity – Credibility, Honesty – Incorruptible, Dedication – Hard working.
DUTIES	:	Coordinate and monitor the implementation of Cascading Batho Pele to local Government programme and the Provincial Departments (Transformation Imperatives/Batho Pele Programmes). Coordinate, Monitor and evaluate the Batho Pele Change Management Engagement Programme (Capacitation on request by Municipalities, Government Depts. and SOEs). Coordinate, Monitor and evaluate Batho Pele projects. Coordinate, Monitor and Evaluate the provincial Service delivery improvement Plans. Manage the provision of administrative support services.
ENQUIRIES	:	should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.
POST 20/216	:	**DEPUTY DIRECTOR: EXECUTIVE COUNCIL SECRETARIAT REF NO: DD-EXCO/OTP/06**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Executive Council Secretariat.
CENTRE	:	Mbombela

REQUIREMENTS : An appropriate Bachelor's Degree/ Advanced National Diploma in Public Management/Administration (NQF Level 7). A minimum of three (03) years' experience at Junior Management Level. Essential skills will include the following: Knowledge and understanding of Public Service prescripts. Human Resource Management. Computer skills. Leadership. Planning and Organising. Report Writing and Minute Taking. Decision-making. Analytical thinking and problem solving. Communication and Presentation. Project Management.

DUTIES : Coordinate Provincial Management Committee (PMC) meetings. Render secretarial services to Provincial Management Committee. Track outstanding EXCO resolutions. Ensure the safekeeping of all EXCO and cluster documentation. Coordinate and render secretariat services to PMC, EXCO Lekgotla and Premier Coordination Forum. Manage the provision of administrative support services.

ENQUIRIES : should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/217 : **DEPUTY DIRECTOR: INTERNAL AUDIT - OFFICE OF THE PREMIER REF NO: DD-IA/OTP/12**

SALARY : R932 292 per annum (Level 11), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Internal Audit.

CENTRE : Mbombela

REQUIREMENTS : An appropriate Bachelor's Degree/ Advanced National Diploma in Internal Audit, Accounting, Finance (NQF Level 7). A minimum of three (3) years' experience at Junior Management Level within the Internal Audit environment. Essential skills will include the following: Knowledge and understanding of Departmental policies / circulars / instructions / frameworks. National guidelines / Acts / Regulations / norms and standards. Internal Audit methodology. International Standard for the professional practice of Internal Auditors. Internal Audit Plan. Internal Audit Charter. Planning and Organising Skills. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems). Applied strategic thinking, Budgeting and Financial Management, Communication and Information Management, Continuous improvement, Customer Focus and Responsiveness, Diversity management, Networking and Building Bonds, Planning and Organising. Problem Solving and Decision-making, Project Management and Team Leadership.

DUTIES : Manage the internal audit services. Audit planning and execution. Quality assurance and reporting. Compliance and continuous improvement (Keep up to date with new developments in the internal audit environment). Audit committee and stakeholder support. Manage the provision of administrative support services.

ENQUIRIES : should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/218 : **DEPUTY DIRECTOR: INTERNAL AUDIT - DEPARTMENT OF COMMUNITY SAFETY, SECURITY AND LIAISON REF NO: DD-IA/DCSSL/13**

SALARY : R932 292 per annum (Level 11), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Internal Audit.

CENTRE : Mbombela

REQUIREMENTS : An appropriate Bachelor's Degree/ Advanced National Diploma in Internal Audit, Accounting, Finance (NQF Level 7). A minimum of three (3) years' experience at Junior Management Level within the Internal Audit environment. Essential skills will include the following: Knowledge and understanding of Departmental policies / circulars / instructions / frameworks. National guidelines / Acts / Regulations / norms and standards. Internal Audit methodology. International Standard for the professional practice of Internal Auditors. Internal Audit Plan. Internal Audit Charter. Planning and Organising Skills. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems). Applied strategic thinking, Budgeting and Financial Management, Communication and Information Management, Continuous Improvement, Customer Focus and Responsiveness, Diversity Management, Networking and Building Bonds, Planning and Organising. Problem Solving and Decision-making, Project Management and Team Leadership.

DUTIES : Manage the internal audit services. Audit planning and execution. Quality assurance and reporting. Compliance and continuous improvement (Keep up to date with new developments in the internal audit environment). Audit committee and stakeholder support. Manage the provision of administrative support services.

ENQUIRIES : should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/219 : **DEPUTY DIRECTOR: OFFICE OF THE DIRECTOR-GENERAL REF NO: DD-ODG/OTP/18 (X2 POSTS)**

SALARY : R932 292 per annum (Level 11), an all-inclusive remuneration package. The successful candidate will be required to enter into a Performance Agreement with the Director: Office of the DG.

CENTRE : Mbombela

REQUIREMENTS : An appropriate Bachelor's Degree/Advanced National Diploma or equivalent qualification in Public Management or Administration (NQF level 7), with a minimum of three (3) years managerial experience a Junior Management Level. Experience in effective communication (written and verbal). Good understanding of how the machinery of government works, including linkages between national, provincial and local spheres of government. Willingness to work beyond normal hours. Ability to work according to tight schedules. Essential skills will include the following: Office Management. Strategic Capability and Leadership. Financial Management. Change Management. Knowledge Management. People Management and Empowerment. Programme and Project Management. Service Delivery Innovations. Client Orientation and Customer Focus. Problem Solving and Analysis. Communications.

DUTIES : Render administrative support services within the Office of the DG. Keep track of all pending matters and outstanding EXCO Resolutions and ensure finalization thereof. Keep track of all pending matters regarding PMC, MANCOM and EMC Resolutions and ensure finalization thereof. Provide administrative support to all Programmes and Management. Render administrative and secretariat support services. Manage resources within the sub-directorate.

ENQUIRIES : should be directed to the Deputy Director: Internal HRM & D: Ms. SS Monareng Tel No: (013) 766 2004.

POST 20/220 : **ASSISTANT DIRECTOR: ELDERLY PERSONS REF NO: AD-EP/OTP/8**

SALARY : R605 742 per annum (Level 10)

CENTRE : Mbombela

REQUIREMENTS : An appropriate National Diploma in Social Work/ Social Sciences (NQF level 6). A minimum of three (3) years of experience in special programme environment. Essential skills will include the following: Knowledge of the Constitutional of the Republic South Africa, 1996, Madrid International Plan of Action on Ageing (MIPAA), 2002, National Strategy on Ageing for South Africa 2025-2030, WHO Ageing: A policy framework 2002, the South African Older Persons Charter, Older Persons Regulations, 1 April 2010, Older Persons Amendment Bill, 2022, Older Persons Act, No 3 of 2006 and Social Assistance Act, No 45 of 1994. Good Communication (verbal & written), Critical thinking, leadership, Problem Solving, Decision Making, Planning and Organizing Skills, Report Writing, Presentation, Time Management, Public Management, Public Speaking and Conflict Management Skills.

DUTIES : Collate and consolidate the mainstreaming report on Older Persons. Coordinate Provincial machinery for Older Person. Coordinate the Annual General Meeting for Older Persons. Capacitate stakeholders on the rights of Older Persons. Render administrative services in the Unit.

ENQUIRIES : should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.

POST 20/221 : **ASSISTANT DIRECTOR: MARKETING REF NO: AD-M/OTP/10**

SALARY : R605 742 per annum (Level 10)

CENTRE : Mbombela

REQUIREMENTS : An appropriate National Diploma in Marketing Management /Communications/ Strategic Communication/ Public Relations (NQF Level 6). A minimum of three

(03) experience in marketing and communications environment. Essential skills will include the following: Knowledge and understanding of Public Service Act, Public Service Regulations, Public Finance Management Act and Knowledge of Marketing and branding. Analytical Thinking and Problem Solving, Communication and Presentation, Decision- making, Report Writing and Minute Taking, Planning and Organising, Negotiation and Computer Literacy.

DUTIES : Coordinate and conduct exhibitions for Mpumalanga Provincial Government. Conduct exhibition for the Office of the Premier. Facilitate media platform for government communication. Develop provincial calendar events. Render communication support to provincial government events. Coordinate the branding of departmental events. Render administrative support services.

ENQUIRIES : should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) (013) 766 2426.

POST 20/222 : **ASSISTANT DIRECTOR: EXPENDITURE REF NO: AD-EXP/OTP/07**
Re-advertisement

SALARY : R487 197 per annum (Level 09)
CENTRE : Mbombela
REQUIREMENTS : An appropriate National Diploma in Commerce (NQF level 6). Bachelor of Commerce Degree in Accounting is an added advantage. A minimum of three (3) years relevant experience in Expenditure or Financial Management field as a State Accountant. Essential skills will include the following knowledge and understanding of government expenditure procedures, BAS, LOGIS, PFMA and Treasury Regulations. Good Interpersonal and Communications skills. Ability to work independently and as part of a team. Expenditure Administration and Management will be an added advantage.

DUTIES : Facilitate Manage and Administer the processing of payments. Safeguarding of payment vouchers and oversee (manage) adherence to internal controls processes and procedures. Liaise with suppliers of goods and services. Manage staff performance. Establish and maintain the expenditure risk factors.

ENQUIRIES : should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.

POST 20/223 : **ASSISTANT DIRECTOR: STRATEGIC MANAGEMENT AND PLANNING REF NO: AD-EP/OTP/09**

SALARY : R487 197 per annum (Level 09)
CENTRE : Mbombela
REQUIREMENTS : An appropriate National Diploma in Public Administration/ Public Management/ Public Policy Monitoring and Evaluation/ Development Studies (NQF Level 6). A minimum of three (03) years' experience in Strategic Planning. Essential skills will include the following: Knowledge and Understanding of DPME Revised Framework, Project Management, Legislative Mandates, Treasury Regulation and Public Service Act. Competent skills in Computer Literacy, People Management, Planning and Organising, Report Writing and Minute Taking, Decision- making, Analytical Thinking and Problem Solving, and Communication and Presentation.

DUTIES : Coordinate the compilation of Annual Performance Plans (APP) and Annual Operational Plan (AOP) for the Department. Align Departmental Programmes with the Strategic Plan of the Department. Consolidate Annual Report Inputs. Provide inputs for the Planning Policy Review. Verify and validate Programme/Project Performance Information. Render administrative support services.

ENQUIRIES : should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.

POST 20/224 : **ASSISTANT DIRECTOR: INTERNAL AUDIT - OFFICE OF THE PREMIER REF NO: AD-IA/OTP/14 (X2 POSTS)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Mbombela
REQUIREMENTS : An appropriate National Diploma in Internal Audit, Accounting, Finance (NQF Level 6). A minimum of three (3) years' experience within the Internal Audit environment. Essential skills will include the following: Knowledge and

		understanding of Departmental policies/circulars/instructions/frameworks. National guidelines/Acts/Regulations/norms and standards. Internal Audit methodology. International Standard for the professional practice of Internal Auditors. Internal Audit Plan. Internal Audit Charter. Planning and Organising Skills. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems). Communication, Conflict management, Report Writing, Logical and Analytical Thinking, Able to interpret and apply policies, Peoples Management skills, Interpersonal Skills, Decision-making, Problem-Solving skills and Presentation skills.
DUTIES	:	Audit planning and execution. Evaluate the department's controls/objectives to determine their effectiveness and efficiency through internal audits. Compliance and Continuous Improvement (Keep up to date with new developments in the internal audit environment). Stakeholder engagement. Render administrative services in the unit.
ENQUIRIES	:	should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.
POST 20/225	:	**ASSISTANT DIRECTOR: INTERNAL AUDIT - DEPARTMENT OF COMMUNITY SAFETY, SECURITY AND LIAISON REF NO: AD-IA/DCSSL/15**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate National Diploma in Internal Audit, Accounting, Finance (NQF Level 6). A minimum of three (3) years' experience within the Internal Audit environment. Essential skills will include the following: Knowledge and understanding of Departmental policies/circulars/instructions/frameworks. National guidelines/Acts/Regulations/norms and standards. Internal Audit methodology. International Standard for the professional practice of Internal Auditors. Internal Audit Plan. Internal Audit Charter. Planning and Organising Skills. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems). Communication, Conflict Management, Report Writing, Logical and Analytical Thinking, Able to interpret and apply policies, Peoples Management skills, Interpersonal Skills, Decision-making, Problem solving skills and Presentation skills.
DUTIES	:	Audit planning and execution. Evaluate the department's controls/objectives to determine their effectiveness and efficiency through internal audits. Compliance and Continuous Improvement (Keep up to date with new developments in the internal audit environment). Stakeholder engagement. Render administrative services in the unit.
ENQUIRIES	:	should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.
POST 20/226	:	**INTERNAL AUDITOR: INTERNAL AUDIT- OFFICE OF THE PREMIER REF NO: IA-IA/OTP/11 (X2 POSTS)**
SALARY	:	R413 001 per annum (Level 08)
CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate National Diploma in Internal Audit/Accounting/Commence or Finance (NQF Level 6). A minimum of three (03) years' experience in internal and external Audit standards. CIA/CA (SA) designation or pursuing designation will be an added advantage. Essential skills will include the following: Knowledge of International standards for the Professional Practice of Internal Audit. Internal Audit Approaches. Departmental policies / circulars / instructions / frameworks. National guidelines / Acts / Regulations / norms and standards. Internal Audit methodology. Internal Audit. Internal Audit Charter. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems).
DUTIES	:	Perform planning of internal audit assignments. Perform execution of internal audit assignments. Report audit results. Perform all administrative related functions.
ENQUIRIES	:	should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.
POST 20/227	:	**INTERNAL AUDITOR: INTERNAL AUDIT - DEPARTMENT OF COMMUNITY SAFETY, SECURITY AND LIAISON REF NO: IA-IA/DCSSL/16**
SALARY	:	R413 001 per annum (Level 08)

CENTRE	:	Mbombela
REQUIREMENTS	:	An appropriate National Diploma in Internal Audit/Accounting/Commence or finance (NQF Level 6). A minimum of three (03) years' experience in internal and external Audit standards. CIA/CA (SA) designation or pursuing designation will be an added advantage. Essential skills will include the following: Knowledge and understanding of international standards for the Professional Practice of Internal Audit. Internal Audit Approaches. Departmental policies / circulars / instructions / frameworks. National guidelines / Acts / Regulations / norms and standards. Internal Audit methodology. Internal Audit. Internal Audit Charter. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems).
DUTIES	:	Perform planning of internal audit assignments. Perform execution of internal audit assignments. Report audit results. Perform all administrative related functions.
ENQUIRIES	:	should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.
POST 20/228	:	**INTERNAL AUDITOR: INTERNAL AUDIT - DEPARTMENT OF CULTURE, SPORT AND RECREATION REF NO: IA-IA/DCSR/17**
SALARY	:	R413 001 per annum (Level 08)
REQUIREMENTS	:	An appropriate National Diploma in Internal Audit/Accounting/Commence or finance (NQF Level 6). A minimum of three (03) years' experience in internal and external Audit standards. CIA/CA (SA) designation or pursuing designation will be an added advantage. Essential skills will include the following: Knowledge and understanding of international standards for the Professional Practice of Internal Audit. Internal Audit Approaches. Departmental policies/circulars/instructions/frameworks. National guidelines/Acts/Regulations/norms and standards. Internal Audit methodology. Internal Audit. Internal Audit Charter. Computer literacy (Ms Word, Excel, PowerPoint, Outlook and Audit Systems).
DUTIES	:	Perform planning of internal audit assignments. Perform execution of internal audit assignments. Report audit results. Perform all administrative related functions.
ENQUIRIES	:	should be directed to the Assistant Director: Internal HRM & D: Ms NA Mathebula: (A) Assistant Director: Internal HRM & D Tel No: (013) 766 2426.

DEPARTMENT OF SOCIAL DEVELOPMENT

The Department of Social Development is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1)(i) of the Constitution of South Africa, 1996, the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act55) of 1998) and the relevant Human Resources policies of the Department will be taken into consideration and preference will be given to Youth, Woman and Persons with Disabilities

APPLICATIONS	:	Applications may be posted to: The Deputy Director General; Department of Social Development, Private Bag X11213, Nelspruit, 1200, OR hand delivered to: Department of Social Development offices: Mbombela Square Building No 3, 4th floor HRM Offices (next to Mbombela High Court) / Alternatively applications may be emailed to: vacancies@dsdmpu.gov.za
CLOSING DATE	:	29 June 2026
NOTE	:	Applications should be submitted on the signed new Z83 application form, obtainable from any Public Service Department or by visiting https://www.dpsa.gov.za/newsroom/psvc. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. In order to alleviate administration burden on HR section as well as considering the cost for applicants. The Department of Social Development will request certified copies of qualifications and other relevant documents from shortlisted candidates only which may be submitted to HR section of the Department on or before the day of the interview following communication from the relevant HR section of the Department. A complete set of application documents should be submitted separately for every post that you wish to apply for more than one post. Please ensure that you clearly state the full post description and the relevant Post Reference Number on your application. Applicants must ensure that they fully complete and sign form Z83, even if they are attaching a CV. Incomplete and/or unsigned applications will not be considered. If you are currently in service, please indicate your PERSAL number at the top of form Z83. Due to ongoing

internal processes. The Department reserves the right to withdraw any post at any time. The Department reserves the right to verify the qualifications of every recommended candidate prior to the issuing of an offer of appointment. All short-listed candidates will be subject to a vetting process prior to appointment. If no response is received from Mpumalanga Department of Social Development within 90 days after the closing date of the advertisement, applicants must assume that their application was not successful. Please quote the correct references when applying and where possible the station / centre where the post is. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The suitable candidate/s for MMS and SMS posts will need to undergo a Competency Assessment prior to being recommended for appointment by the Executive Authority. Candidate recommended for SMS positions must be in possession of Certificate of Entry into SMS within the Public Service obtained from the NSG before appointed. The duration of the online Pre-Entry Programme is 120 national hours [15 days]. Full details may be sourced by following link: https://www.thensg.gov.za/training-course/sms-pre-entry programme they are. Security clearance will be conducted before appointment is made in all positions. Those who have previously applied for any re-advertised posts are encouraged to re-apply. The Department reserves the right to amend / review / withdraw the advertised posts if by so doing, the best interest of the department will be well served. (Youth, Whites, Indians and Persons with Disabilities are also encouraged to apply and indicate such in their applications). Social Service Profession posts will require shortlisted candidates to provide a recent registration certificate, not proof of payment.

MANAGEMENT ECHELON

POST 20/229 : **CHIEF DIRECTOR: SOCIAL WELFARE SERVICES REF NO: DSD/JUNE/PRO/SWS/26/01**

SALARY : R1 554 696 per annum, [SMS all-inclusive remuneration package]
CENTRE : Provincial Office [Mbombela Square]
REQUIREMENTS : National senior certificate/Grade 12 (NQF level 4). Degree in Social Work (NQF level 7) as recognized by SAQA. A minimum of 5 years' credible experience at Senior Managerial level; a post graduate qualification in Social Sciences will be an added advantage. Proven strategic leadership and business partnering; research, policy management, development, monitoring and evaluation; problem solving and decision making; analytical and advanced programme / resource management skills. Knowledge of Social Development Constitutional mandate and relevant legislation and policies. Knowledge of Statutory Social Work matters; Public Finance Management Act, Public Service Act and Regulations. Proven track record of leading change management initiatives and applying innovative thinking. Computer literacy. Verbal and written communication skills. A Valid driver's license.
DUTIES : Overall management of the Chief Directorate (including overseeing the development and implementation of business plans outlining critical strategic service delivery improvement interventions to be effected in accordance with the relevant legislation, department's strategic plan and service delivery needs). Manage efficient and effective utilization of human and financial resources in the chief directorate. Manage the performance of the chief directorate and performance agreements of managers in immediate span of control. Facilitate the optimal development and functioning of individuals, families, groups and communities. Promote the development, implementation, monitoring and evaluation and improvement of need based sustainable social welfare programmes and services aimed at empowering children, families, youth, women, elderly and persons with disabilities. Promote the development, implementation, monitoring, evaluation, improvement of programmes and services aimed at promoting crime prevention through restorative services. Oversee the collation and analysis of data on intervention, and reconfiguration for report purposes.
ENQUIRIES : Ms. Thembi Mashego Tel No: [013] 766 3525/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/230	:	**CHIEF DIRECTOR: BUSINESS SUPPORT SERVICES REF NO: DSD/JUNE/PRO/BSS/26/02**
SALARY	:	R1 554 696 per annum, [SMS all-inclusive remuneration package]
CENTRE	:	Provincial Office [Mbombela Square]
REQUIREMENTS	:	National Senior Certificate (NQF level 4). Degree or Advanced Diploma (NQF level 7) as recognised by SAQA in Public Management/Public Administration/Business Management or related field. A postgraduate qualification (NQF level 8) or higher) will be an added advantage. Extensive managerial experience of which 5 years must be at Senior Managerial level. Knowledge of Public Service Act, Regulations. PFMA and Treasury Regulations. Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act, Public sector Risk management Framework. Corporate Governance and internal control systems. A valid driver's licence. Competencies: Planning and organizing skills. Analytical programme and project management skills. Research monitoring and evaluation skills. Financial Management skills. People management and empowerment. Change management. Service delivery innovation. Problem solving and analysis. Strategic capability and Leadership. Communication and stakeholder management.
DUTIES	:	Provide strategic leadership and management of Business support services. Oversee Human resource management and Development. Manage Labour relations, Employee Health and Wellness and Organisational development. Provide leadership on Supply chain management, Asset management and Facilities management Oversee ICT, Records management and Knowledge management services. Coordinate strategic planning, risk management and performance management systems. Ensure sound financial management and compliance with PFMA and Treasury Regulations. Manage departmental governance structures and internal controls. Support the Head of Department in achieving departmental objectives. Lead stakeholder engagement and intergovernmental relations relevant to business support.
ENQUIRIES	:	Ms. Thembi Mashego Tel No: [013] 766 3525/ Ms. Thembi Manana Tel No: [013] 766 3232
POST 20/231	:	**DIRECTOR: YOUTH DEVELOPMENT REF NO: DSD/JUNE/PRO/YOU/26/03** Re-advertisement
SALARY	:	R1 317 384 per annum, [SMS all-inclusive remuneration package]
CENTRE	:	Provincial Office [Mbombela Square]
REQUIREMENTS	:	A National Senior Certificate (NQF level 4). Degree in Development Studies/Youth in Development/Community Development Studies (NQF level 7) as recognised by SAQA. A minimum of 5 years' experience at a middle/senior managerial level. A valid drivers' license is essential. Competencies: Extensive knowledge of policies and prescripts that govern Public Financial management and public service. Excellent interpersonal, communication and report writing skills. Knowledge and understanding of relevant Youth and Community Development legislation and the current developments in the sector including National Youth Service Programmes, War on Poverty Campaigns, Expanded Public Works Programme and Youth Development Agency etc. Good facilitation, presentation and managerial skills. Strategic Capability and Leadership.
DUTIES	:	Design and implement integrated special programmes as well as social economic empowerment programmes for the youth. Provide strategic direction on the development of policy and guidelines for the implementation of Youth Development. Monitor and evaluate youth development programmes to ensure effective implementation. Establish and maintain sound partnership and networks with stakeholders in relation to youth development activities. Manage the financial, physical and human resource of the directorate
ENQUIRIES	:	Ms. Charlene Mashego Tel No: [013] 766 3525/ Ms. Thembi Manana Tel No: [013] 766 3232
POST 20/232	:	**DIRECTOR: POPULATION POLICY PROMOTION REF NO: DSD/JUNE/PRO/POP/26/04**
SALARY	:	R1 317 384 per annum, [SMS all-inclusive remuneration package]
CENTRE	:	Provincial Office [Mbombela Square]

REQUIREMENTS : National senior certificate/Grade 12 (NQF level 4). Degree in Economics/ Statistics/Population or Demography (NQF level 7) as recognised by SAQA. A minimum of 5 years' experience at a middle/senior managerial level. Extensive knowledge of population and development trends. A clear understanding of Public Service legislations such as the Public Finance Management Act, Public Service Act and Basic Conditions of Employment Act. Skills in project management, strategic planning, and problem-solving are also highly valued. Good facilitation, presentation, communication and managerial skills. Proficiency in using computer software, including MS Office Suite, is essential. A valid drivers' license is essential.

DUTIES : Manage and facilitate Population Capacity Development and Advocacy Programmes. Manage and facilitate Population Research and Demographic Analysis. Manage and facilitate the Monitoring and Evaluation of the implementation of the Population Policy for South Africa. Coordinate and monitor performance information, anti-corruption and risks in the directorate. Manage the physical, financial and human resources of the Directorate. Manage performance information of the Directorate. Provide high-level liaison with National Department, other government departments, and stakeholders.

ENQUIRIES : Ms. Thembi Mashego Tel No: [013] 766 3525/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/233 : **DIRECTOR: GERT SIBANDE DISTRICT REF NO: DSD/JUNE/GER/ERM/26/05**

SALARY : R1 317 384 per annum, [SMS all-inclusive remuneration package]
CENTRE : Gert Sibande District Office [RMELO]
REQUIREMENTS : National senior certificate/Grade 12 (NQF level 4) plus Degree in Public Administration and or Social Sciences (NQF 7) as recognized by SAQA. A minimum of 5 years' experience at middle/senior managerial level. Ability to compile complex reports. A valid driver's license. Competence: In depth understanding and thorough knowledge of Public Service legislation such as PSA, PSR, PFMA, Treasury Regulations and other related policy framework. Good presentation and leadership abilities with strong people skills. Managerial and organisational experience.

DUTIES : Manage and facilitate the implementation of integrated developmental Social Services at District level. Manage and facilitate the provision of professional support services at the district and institutions. Facilitate and coordinate the provision of Social Welfare Services. Facilitate and coordinate the implementation of Community development Programmes. Manage and facilitate the provision of Financial Administration services. Manage and facilitate the provision of Corporate Services. Manage and coordinate the implementation of services at sub-district level.

ENQUIRIES : Ms. Thembi Mashego Tel No: [013] 766 3525/ Ms. Thembi Manana Tel No: [013] 766 3232

OTHER POSTS

POST 20/234 : **SOCIAL WORK MANAGER: OSD GRADE 1 REF NO: DSD/JUNE/EHL/THA/26/06**

SALARY : R1 009 512 per annum, [MMS all-inclusive remuneration package]
CENTRE : Ehlanzeni District: Thaba Chweu Sub-District Office
REQUIREMENTS : National Senior certificate (NQF level 4) plus an appropriate Degree in Social Work (NQF level7) as recognized by SAQA. Registration with South African Council for Social Services Professions as Social Worker. A minimum of 10 years' appropriate experience in social work after registration as Social Worker with the SACSSP of which 5 years must be in social work policy development. Ability to compile complex reports. A valid driver's license. Competencies: Planning and organizing skills. Analytical and project management skills. Research monitoring and evaluation skills. Financial Management skills. Communication (written and verbal) skills. Presentation skills. Leadership and Negotiating skills. Professional and Counselling skills.

DUTIES : Manage provision of social welfare services to children and youth. Manage provision of health care services to children and youth. Manage provision of institutional care and development programmes. Manage provision of administrative and support services. Manage efficient and effective utilization

of Human and Financial resources. Ensure implementation of Acts, Policies and procedures.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/235 : **MANAGER: COMMUNITY DEVELOPMENT POLICY: OSD GRADE 1 REF NO: DSD/JUNE/PRO/COM/26/07**

SALARY : R1 009 512 per annum, [MMS all-inclusive remuneration package]
CENTRE : Provincial Office (Mbombela Square)
REQUIREMENTS : Appropriate three-year tertiary qualification in Community Development Studies (NQF level 7). A minimum of 10 years' recognisable experience in Community Development after obtaining the required qualification, of which 5 years must be appropriate experience in Community policy development.
DUTIES : Must be able to manage the identification, facilitation and implementation of integrated development interventions/ programmes in partnership with the community and other relevant stakeholders through the efficient, effective and economical utilisation of resources by the unit/ sub directorate. Must be able to interpret, advise, and develop proposals on legislation and policies and determine whether the legislation and policies are still relevant and comply with current requirements. Must be able to undertake/ facilitate complex community development research.
ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/236 : **ASSISTANT MANAGER COMMUNITY DEVELOPMENT: OSD GRADE 1 (X3 POSTS)**

SALARY : R626 454 per annum, (plus service benefits)
CENTRE : Thembisile Hani Sub-District Office Ref No: DSD/JUNE/NKA/THE/26/08
Gert Sibande: Dipaleseng Sub-District Office Ref No: DSD/JUNE/GER/DIP/26/09
Ehlanzeni District: Nkomazi Sub-District Office Ref No: DSD/JUNE/EHL/NKO/26/10
REQUIREMENTS : An appropriate three-year tertiary qualification. A minimum of 8 years' recognizable experience in Community Development after obtaining the required qualification. Knowledge and understanding of individual and group behaviour, its interrelations within community structures, dynamic of the community and current legislation to enable interventions. Good written and verbal communication skills. The ability and competence to manage community development structures and projects. A valid driver's license is an essential requirement. Knowledge and understanding of human behaviour and social systems. Knowledge and understanding of the inter-relations within community structures, dynamics of the community and current legislation to enable interventions.
DUTIES : Coordinate the identification, facilitation, and implementation of integrated development interventions in partnership with other relevant stakeholders through the efficient, effective and economical utilization of resources by the service delivery areas. Coordinate and manage community development service delivery areas to ensure that an efficient and effective community development service is delivered through the proper utilization of human, financial and physical resources. Keep up to date with new developments in the community development and management fields to enhance service delivery. Plan and ensure that research on community development is undertaken. Undertake/ facilitate complex community development research.
ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/237 : **SOCIAL WORK SUPERVISOR: OSD GRADE 1 [X7 POSTS]**

SALARY : R496 668 per annum, (plus service benefits)
CENTRE : Gert Sibande District: Msukaligwa Sub-District Office Ref No: DSD/JUNE/GER/ERM/26/11
Gert Sibande District: Mkhondo (Commondale) Ref No: DSD/JUNE/GER/COM/26/12
Gert Sibande District: Msukaligwa (Lothair] Ref No: DSD/JUNE/GER/LOT/26/13

Gert Sibande District: Govan Mbeki (Embalenhle] Ref No: DSD/JUNE/GER/EMB/26/14
Nkangala District Dr. JS. Moroka (Mkobola) Ref No: DSD/JUNE/NKA/MKO/26/15
Nkangala District (Emalahleni Office) Ref No: DSD/JUNE/NKA/EMA/26/16
Ehlanzeni District: Umjindi Sub-District Office Ref No: DSD/JUNE/EHL/UMJ/26/17

REQUIREMENTS : An appropriate Bachelor's Degree in Social Work (NQF level 7) as recognized by SAQA. Registration with the South African Council for Social Service Professions as Social Worker. A minimum of 7 years' appropriate experience in Social Work after registration as Social Worker with the SACSSP and a valid driver's license.

DUTIES : Ensure that social work services regarding care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant programmes are rendered. Attend to any other matters that could result in, or stem from social instability in any form. Supervise employees engaged in these functions. Supervise and advise social workers, social auxiliary workers and volunteers to ensure an effective social work service. Keep up to date with new developments in the social work field. Supervise all administrative functions required in the unit and undertake the higher-level administrative functions.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/238 : **COMMUNITY DEVELOPMENT SUPERVISOR: OSD GRADE 1 [X3 POSTS]**

SALARY : R471 330 per annum, (plus service benefits)

CENTRE : Ehlanzeni: Bushbuckridge Sub District Office Ref No: DSD/JUNE/EHL/BBR/26/18
Gert Sibande: Chief Albert Luthuli (Elukwatini) Ref No: DSD/JUN/GER/ELU/26/19
Gert Sibande: Mkhondo Sub-District Office Ref No: DSD/JUN/GER/MKH/26/20

REQUIREMENTS : Appropriate three-year qualification. A minimum of 7 years' recognisable experience in Community Development after obtaining the required qualification. Knowledge and understanding of human behaviour, social systems and legislation to assist with interventions at the points where people interact with their environment in order to promote self-empowerment. Must have the ability and competence to co-ordinate community development structures and ability to manage projects. Community development knowledge, skills, attributes and values to engage in the social development of communities. Good Management and mentoring skills. Good verbal and written communication skills. Knowledge and understanding of the PFMA, Treasury Regulations, etc. and Financial Management. Valid driver's license. Computer literacy. Prepared to work under pressure.

DUTIES : Supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players both internal and external and stakeholders (e.g. in departments/provinces, NGOs, local community structures and faith-based organizations) to facilitate collaboration and establish partnerships to ensure the sustainability of development actions within the community. Supervise and guide community development practitioners to enhance their performance on community development and offer administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise Community Development Practitioners to ensure an efficient and effective service.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/239 : **SOCIAL WORKER: OSD GRADE 1 [X10 POSTS]**

SALARY : R338 208 per annum, (plus service benefits)

CENTRE : Gert Sibande: George Hofmeyer CYCC Ref No: DSD/JUNE/GER/GEO/26/21

Gert Sibande: Govan Mbeki (Leandra) Ref No: DSD/JUNE/GER/LEA/26/22
Gert Sibande: Govan Mbeki (Embalenhle) Ref No: DSD/JUNE/GER/EMB/26/23
Gert Sibande: Govan Mbeki (Bethal Office) Ref No: DSD/JUNE/GER/BET/26/24
Nkangala District: Emalahleni (Ogies/Kriel Office) Ref No: DSD/JUNE/NKA/OGI/26/25
Nkangala District: Victor Khanye (Delmas) Ref No: DSD/JUNE/NKA/DEL/26/26
Nkangala District: Emakhazeni (Belfast/Dulls) Ref No: DSD/APR/NKA/BEL/26/27
Nkangala District: Dr Js Moroka (Mbibane) Ref No: DSD/JUNE/NKA/MBI/26/28
Nkangala District: Dr JS. Moroka (Marapyane) Ref No: DSD/JUNE/NKA/MAR/26/29
Ehlanzeni District: Umjindi Sub-District Ref No: DSD/JUNE/EHL/UMJ/26/30

REQUIREMENTS : Bachelor Degree in Social Work (NQF level 7) as recognized by SAQA. Registration with the SACSSP as a Social Worker. Basic computer literacy and a valid driver's license will be added advantage.

DUTIES : Must be able to challenge structural sources of poverty, inequality, oppression, discrimination and exclusion. Must have knowledge and understanding of human behaviour and social systems. Must be able to intervene at the points where people interact with their environment in order to promote social well-being. Must be able to assist and empower individuals, families, groups, organisations, and communities to enhance their social functioning and their problem-solving capabilities. Must be able to promote, restore, maintain and enhance the functioning of individuals, families, groups and communities by enabling them to accomplish tasks, prevent and alleviate distress and use resources effectively. Must understand and be able to provide social work services towards protecting people who are vulnerable, at risk and unable to protect themselves. Must demonstrate an understanding of social work policies, legislation and related legal and ethical social work practices.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/240 : **PROFESSIONAL NURSE: (PN-A2) [GENERAL NURSING] REF NO: DSD/JUNE/NKA/TRE/26/31**

SALARY : R337 359 per annum, (plus service benefits & uniform allowance)
CENTRE : Nkangala Treatment Centre
REQUIREMENTS : Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. (Experience is also considered within this post level for a better salary notch) Please attach your Certificate of Service if any.

DUTIES : Provide direction and supervision for the junior's personnel and implementation of nursing plan (clinical practice/quality care). Implement standards, practices, criteria and indication for quality nursing (quality of practice). Practice nursing and health care in accordance with laws and regulation relevant to nursing and health care. Maintain constructive working relationship with nursing and other stakeholders. Utilize human material and physical resources efficiently and effectively. Provide comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner. Act as shift leader in Unit (where necessary).

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/241 : **COMMUNITY DEVELOPMENT PRACTITIONER: OSD GRADE 1 (X8 POSTS)**

SALARY : R289 296 per annum, (plus service benefits)
CENTRE : Nkangala District: DR.JS Moroka (Marapyane) Ref No: DSD/JUNE/NKA/MAR/26/32
Nkangala: Emakhazeni (Bethal) Ref No: DSD/JUNE/NKA/BET/26/33
Ehlanzeni District: Umjindi Sub-District Ref No: DSD/JUNE/EHL/UMJ/26/34 (X2 Posts)
Gert Sibande: Msukaligwa(Sheepmore) Ref No: DSD/JUNE/GER/SHEE/26/35
Gert Sibande: Dipaleseng (Grootvlei) Ref No: DSD/JUNE/GER/DIP/26/36

Gert Sibande: Pixley Ka Seme (Daggakraal) Ref No: DSD/JUNE/GER/DAGG/26/37
Gert Sibande: Mkhondo Sub-District Office Ref No: DSD/JUNE/GER/MKH/26/38

REQUIREMENTS : A National Senior certificate/Grade 12 (NQF level4). An appropriate three-year tertiary qualification. Knowledge and understanding of human behaviour, social system and legislation to assist with interventions as the points where people interact with the environment. Communication, facilitation and research skills. Must have knowledge of human behaviour and social systems. Knowledge of legislation to assist with interventions at the points where people interact with their environments in order to promote self-empowerment.

DUTIES : Provide basic counselling services and empower communities. Identify and facilitate the implementation of integrated development interventions in partnership with the community other relevant stakeholders. Liaise and interact with various community development structures to facilitate collaboration and to establish partnership to ensure sustainability of development action within the community. s. (E.g. in Department, Provinces, NGO'S). Ability to work extended hour and under pressure. Support communities and perform administrative support on community development and related activities. Keep up to date with new developments within the community development field to enhance service delivery.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/242 : **SECRETARY [X3 POSTS]**

SALARY : R237 453 per annum, (plus service benefits)
CENTRE : Provincial Office (Mbombela Square):
Ref No: DSD/JUNE/SEC/CFO/26/39
Ref No: DSD/JUNE/SEC/INT/26/40
Ref No: DSD/JUNE/SEC/CHI/26/41

REQUIREMENTS : National Senior Certificate/Grade 12 certificate (NQF level 4). National Diploma in Office Management/Administration/Secretariat (NQF level 6) as recognised by SAQA. Skills needed: Computer literacy. Good verbal and written communication skills. Typing skills. Creative and innovative thinking abilities. Excellent interpersonal skills. High level of reliability. Ability to act with tack and discretion. Preparedness to work long hours and under pressure.

DUTIES : Provide secretarial functions to the manager through organising the manager's affairs by maintaining and organising the diary, arrange meetings, confirm appointments and remind the senior manager of engagements. Prepare the senior manager's in-basket in respect of incoming communications, e-mails, telephone messages, photocopying, etc. Draft routine correspondence and reports for the senior manager. Receive telephone calls and refer the calls to the correct role players. Consolidate reports on request. Maintain a filing system for the office and Directorate. Serve as a Chief user for the office for procurement purposes. Provide clerical support service to the senior manager. Process travel and subsistence claims for the senior manager. Maintain office expenditure for the office. Maintain inventory register of all assets within the office. Keep a database of important contact numbers. Keep abreast with relevant Public Service and Departmental prescript/policies and other documents to ensure that the application thereof is understood properly.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/243 : **SOCIAL AUXILIARY WORKER OSD GRADE1 [X3 POSTS]**

SALARY : R200 691 per annum, (plus service benefits)
CENTRE : Ehlanzeni District: Bushbucridge (Oakley Office) Ref No: DSD/JUNE/BBR/OAK/26/45
Ehlanzeni District: Mbombela (Kabokweni) Ref No: DSD/JUNE/EHL/KAB/26/46
Gert Sibande District: Govan Mbeki (Leandra Office) Ref No: DSD/JUNE/GER/LEA/26/47

REQUIREMENTS : Grade 1: Grade 12 plus completion of the learnership to allow registration with the South African Council for Social Service Professions (SACSSP) as Social Auxiliary Worker, Registration with the SACSSP as Social Auxiliary Worker. A valid code B drivers' licence. Competences: Knowledge and basic

understanding of the following: Human behaviour, relationship system and social issues, South African Social Welfare context the policy and practice of developmental social welfare services, South African judicial system and the legislation governing and impacting of social auxiliary work. Basic knowledge of financial matters related to social auxiliary work. Skills needed: Good communication (written and verbal). Proven computer literacy: information and knowledge management (Keep precise records and compile accurate reports).

DUTIES : Provide assistance and support to social workers with rendering of social work service with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through relevant departmental programmes. Assist social workers to attend to any other matters that could result in, or stem from, social instability in any form. Continuous professional development. Perform administrative support functions in support of social workers as required of the job

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/244 : **CHILD AND CARE WORKER: OSD GRADE 1 (X3 POSTS)**

SALARY : R191 694 per annum, (plus service benefits)

CENTRE : George Hofmeyer CYCC Ref No: DSD/JUNE/GHM/CYC/26/42
Nkangala In-Patient Treatment Centre Ref No: DSD/JUNE/NKA/CYC/26/43
Hendrina Secure Care Centre Ref No: DSD/JUNE/HSC/CYC/26/44

REQUIREMENTS : An appropriate recognised NQF Level 4 in Child and Youth Care Worker or Grade 12 with relevant experience in Child and Youth Care Work environment. Current registration with the SACSSP Council as a Child and Youth Care Worker. Ability to mentor children and youth with maturity, patience and sensitivity. Valid Driver's license.

DUTIES : Receive children and youth beneficiaries into the care facility after admission. Ensure that children and youth receive medical services. Assist with the implementation of planned activities, development therapeutic programmes. Engage in basic life space work to promote development and care of children and youth. Perform administration work relevant to the job.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

POST 20/245 : **CLEANER REF NO: DSD/JUN/PRO/CLE/26/48**

SALARY : R144 024 per annum, (plus service benefits)

CENTRE : Provincial Office: Office of The HOD (Indwe Building)

REQUIREMENTS : ABET level 3/ Grade 10/ Standard 8. Skills needed: Ability to work under pressure and remain focused towards productivity. Basic knowledge of health and safety. Knowledge on utilization of cleaning and gardening equipment. Ability to perform routine tasks.

DUTIES : Provide a clean and conducive working environment both inside and outside the offices to the officials and clients. Provide cleaning services within the office of appointment. Ensure general hygiene. Serve tea, juice, etc. to clients and officials during meetings. Be able to prioritize work and keep equipment clean and in a good working condition. Responsible for safe keeping of household, gardening equipment as well as crockery and cutlery in the kitchen. Report any defects in the workplace to the immediate supervisor. Keep a register of cleaning material that is distributed.

ENQUIRIES : Ms. Pretty Sibinde Tel No: [013] 766 3320/ Ms. Thembi Manana Tel No: [013] 766 3232

ANNEXURE AA

PROVINCIAL ADMINISTRATION: NORTH-WEST
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT

APPLICATIONS : Applications, quoting the relevant reference number, must be forwarded as follows:

The Directorate - Dr Kenneth Kaunda District Services: The District Director, Dr Kenneth Kaunda District Services, Potchefstroom Agricultural College, Potchefstroom, for attention of Ms C Hilderbrand Tel No: (018) 288 6685 or Email to dardrecruitment-DKK@nwpg.gov.za

The Directorate - Dr Ruth Segomotsi Mompati District Services: The District Director, Dr Ruth Segomotsi Mompati District Services, for attention of Ms. R. Ningisa, Tel No: (053) 928 0625 or hand deliver to Mini Garona Building Vryburg or Email to dardrecruitmentDRSM@nwpg.gov.za

The Directorate - Ngaka Modiri Molema District Services: The District Director, Ngaka Modiri Molema District Services Mmabatho, for attention of Ms. K. Mangwegape Tel No: (018) 384 0172 or hand deliver at Training Centre Building, Corner Onkgopotse Tiro & Moshweshwe Road, Mmabatho dardrecruitment-NMM@nwpg.gov.za

The Directorate - Bojana District Services: The District Director, Bojanala District Services Rustenburg, for attention of Mr. O.J. Dithole, Tel No: (014) 592 0262. or Email to dardrecruitment-BOJ@nwpg.gov.za

All posts for Mahikeng - Head Office, The Director Human Resource Management, Department of Agriculture and Rural Development, Directorate: Human Resource Management, for attention of Ms Keneilwe Modiegi or hand deliver at the Training Centre Building, Corner Onkgopotse Tiro & Moshweshwe Road, Mmabatho or Email to Dardrecruitment-HO@nwpg.gov.za

CLOSING DATE : 03 July 2026

NOTE : This Department is an equal opportunity and affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representativity will receive preference. Applications must be accompanied by improved Z83 Employment Form (81/971431) obtainable from any Public Service Department and accessible on the website, www.dpsa.gov.za. The improved Z83 Form must be fully completed in all areas signed and dated. Should the applicant use incorrect application form for employment (Z83), the application/s will not be considered for selection purposes (disqualified). The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV and ID copy as well as three contactable referees. Only shortlisted candidates will be required to submit certified documents on or before the day of the interviews. Non-RSA citizens/permanent resident permit holders must attach a copy of their permanent residence permit to their applications. Should you possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in the Application not being considered. All qualifications will be verified. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One shall be a practical exercise, and the other an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. No faxed or copied application will be considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. All appointments are subjected to personnel suitability checks (criminal record check, citizenship verification, financial/asset record checks, qualification /study verification and previous employment verification, reference checks and security vetting. SMS appointments are also subjected to SMS competency assessment as a DPSA requirement. All shortlisted candidates for SMS posts and positions with requisite skills will be subjected to a technical exercise that intends to test relevant technical elements of the job. Applicants who do not possess Nyukela Pre Entry

Certificate shall be considered for shortlisting and interviews but cannot be appointed before they successfully obtain pre-entry certificate. (SMS Pre Entry Programme) is offered by the National School of government, information can be accessed via this link: http://www.thensg.gov.za. The appointee to SMS post must be in possession of such, prior to taking up the post. The Department reserves the right not to make appointment for the advertised posts. The successful candidates will enter into an employment contract with the Department that will be reviewed based on performance.

MANAGEMENT ECHELON

POST 20/246 : **CHIEF DIRECTOR: CORPORATE SERVICES REF NO: NWDARD 01/06/26**

SALARY : R1 554 696 per annum (Level 14), all-inclusive salary package
CENTRE : Head Office – Mafikeng
REQUIREMENTS : An appropriate qualification (NQF Level 7) as recognised by SAQA in Public Administration/ Human Resources / Legal Services/ Communications/ Information Technology or equivalent qualification. A minimum of 5 years of experience at the Senior Management level. A valid driver's license. In-depth knowledge and understanding of corporate services management in public service. Competencies: Strategic capability and leadership skills. Programme and project management skills. Financial management skills. Change management skills. Knowledge management skills. Service delivery innovation skills. Problem-solving and analysis skills. People management and empowerment skills. Client orientation and customer focus. Communication skills. Honesty and integrity. Networking and presentation skills. Computer skills. Excellent, in-depth knowledge of and insight into all applicable policy frameworks governing the public sector.
DUTIES : Oversee the rendering of Human Resource Management & Development Services within the Department. Manage the provision of strategic support and administration services. Oversee the legal support services of the Department. Oversee security compliance and transformation within the Department. Oversee the management of ICT and Knowledge management within the Department. Ensure departmental compliance to the PAIA and POPIA. Monitor Communications Services within the Department. Coordinate strategic planning cycle, strategic and business plans. Collate organizational performance reports quarterly and annually. Manage and provide support services to the entire department. Manage information by ensuring that all information in the department is secure/accessible/reliable and properly recorded. Minimize risk to the department by ensuring that controls for all internal processes are in place. Develop and implement efficient reporting systems to ensure optimal internal decision-making for management. Manage the departmental PMDS for Senior Management Services in line with the Annual Performance Plan and implementation plan as well as annual report. Provide financial and personnel leadership and ensure overall management and control of the Chief Directorate Corporate Services.
ENQUIRIES : Dr. H. Kekana Tel No: (018) 384 3134

POST 20/247 : **DIRECTOR: LEGAL SERVICES REF NO: NWDARD 02/06/26**

SALARY : R1 317 384 per annum (Level 13), all-inclusive salary package
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Grade 12/ Senior Certificate. An LLB Degree (NQF level 7) as recognised by SAQA. Five (5) years' experience at middle/ Senior management level in Legal Services. Computer Literacy. A valid driver's license. Knowledge: Sound and in-depth knowledge of relevant prescripts, application of Human Resources prescripts as well as understanding of the legislative framework governing Public Service such as Employment Equity Act, Skills Development Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Promotion of Administrative Justice Act, Promotion of Access to Information Act, Public Service Regulations and various Bargaining Council resolutions. Skills: Negotiation skills, Planning and Organizing, Time Management, Policy Analysis and Development, Good Communication skills, Group Dynamics, Diversity Management, Facilitation skills, Coordination skills, Knowledge Management skills. Competencies: Strategic Capability and Leadership, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Knowledge

Management, Service delivery innovation, Problem Solving and analysis, Client orientation, Customer Focus and Communication.

DUTIES : Offer legal opinions and advices by advising MEC on appeals lodged against administrative decisions taken in terms of legislation guiding the department, studying and researching the case at hand to give an informed opinion, analysing and checking prospects of success, giving advice to proceed or not, liaising with experts on the relevant fields of law and advising on settlement to avoid unnecessary legal costs. Monitor Legal Contracts by scrutinizing agreements and comply with prescribed procedure for the conclusion of binding documents, identifying the intention of the contract and provide legal advice during conceptualization of the contract, conducting risk assessment to avoid unnecessary financial loss and litigation, consulting with staff and external parties involved in the contract, liaising with State Law Advisors on contracts and rendering regular workshops on contracts. Communicate with State Attorney on litigation matters involving the department by managing the investigation and compiling relevant documents to State Attorney, dealing with litigation on behalf of the department through the State Attorney, conducting research on case at hand to establish state liabilities, giving instructions to State Attorney during court proceedings, managing the investigation and compilation of evidence from Staff and Management, managing the cases referred to the State Attorney with regards to dates and ensuring court appearance by officials and avoid prescription, assisting State Attorney to prepare briefs to advocates where necessary and verifying correctness of the invoices for payment of the State Attorney. Ensure that there is sound labour stability and by providing support to Legal Services directorate and Corporate Management Services. Management of the directorate budget in accordance with the financial management prescripts.

ENQUIRIES : Dr. H. Kekana Tel No: (018) 384 3134

POST 20/248 : **DIRECTOR: STRATEGIC MANAGEMENT REF NO: NWDARD 03/06/26**

SALARY : R1 317 384 per annum (Level 13), all-inclusive salary package
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Grade 12 certificate. A relevant (NQF level 7) qualification as recognized by SAQA in Public Management/Administration/Monitoring and Evaluation or equivalent recognised by SAQA. A minimum five (5) years' experience at middle/ Senior management level within Strategic Planning, Monitoring and Evaluation environment. Valid Drivers' License. Knowledge: Extensive appropriate strategic management, Public 308 policies and strategies. Public Finance Management Act (PFMA). Knowledge of Public Services Act, public services regulations and frameworks. Ability Conceptualise policy and apply it successfully. Knowledge of Research and policy coordination. Skills: High level of written and verbal communication with ability to make presentations. Services delivery innovative and management skills. Leadership and administrative skills. High level of proficiency in financial management as well as ability to hold himself/herself accountable. Proven computer literacy. Ability to interact professionally and effectively with diverse Stakeholders. Analytic skill and problem-solving skills. Have the ability to generate new idea and improve where circumstances require. Personal Attributes: Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion. Competencies: Strategic Capability and Leadership, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Service delivery innovation, Problem Solving and analysis, Client orientation, Customer Focus and Communication.

DUTIES : Develop and manage the implementation of Departmental policies, strategic guidelines, directives and procedures with regards to performance information. Facilitate and coordinate operational and strategic planning processes. Manage the monitoring processes. Formulate and manage the component budget against its strategic objective. Ensure effective people management and empowerment in the Directorate. Manage the evaluation processes. Manage Departmental Research and evaluation plan. Commission research and evaluation studies in the Department. Oversee the Conducting of research

in the Department. Manage personnel of the Directorate and provide effective guidance on implementation of Government policies and regulations.

ENQUIRIES : Dr. H. Kekana Tel No: (018) 384 3134

OTHER POSTS

POST 20/249 : **STATE VETERINARIAN REF NO: NWDARD 04/06/26 (X9 POSTS)**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Ratlou, Naledi, Molopo
Lekwa-Teemane
GreaterTaung
Moses kotane
Kgetleng
Potchefstroom
Maquassi Hills State Veterinary Office
REQUIREMENTS : An appropriate NQF 8 BVSc/BVMCh Degree as recognize by the SAQA. Compulsory registration with south African Veterinary Council. One-to-two-year post qualification experience. Understanding of the application of the Animal Diseases Act (Act 35 of 1984). An understanding of the Meat Safety Act (Act 40 of 2000). A good understanding of the Import and Export facilitation protocols. Understanding of the Animal Disease Eradication Schemes of South Africa (TB and CA Schemes). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy, Financial Management, Statistical, Research, Analytical, Communication and interpretation skills. Valid driver' s license.
DUTIES : To provide risk assessment of potential hazardous situations in area that involve Animal Health. Managing and Co-ordinating the Brucellosis Scheme in the State Veterinary area. Assessing the prevalence of TB in the area and instituting the necessary control measures. Participating in the Departmental Primary Animal Health Care (PAHC) project through providing necessary secondary intervention function. Conducting risk assessment on all commodities that are destined for export. Ensure compliance of all imported commodities arriving in the State Veterinary area. Inspecting and registering all facilities that intend to export commodities out of South Africa. Preparing the State Veterinary office operational budget requirements and inputs into the Regional MTEF budgets. Preparing the work statistics and data management. Participating in the compilation of personnel work plans and evaluation of personnel performance in a State Veterinary office (PMDS). Reporting to line function manager.
ENQUIRIES : Dr LS Madyibi Tel No: (018) 389 - 5102/5057

POST 20/250 : **STATE VETERINARIAN - VETERINARY LABORATORY REF NO: NWDARD 13/06/26 (X2 POSTS)**

SALARY : R932 292 per annum (Level 11), (all-inclusive remuneration package)
CENTRE : Vryburg and Potchefstroom Veterinary Laboratory
REQUIREMENTS : An appropriate NQF 8 BVSc/BVMCh Degree as recognize by the SAQA. Compulsory registration with south African Veterinary Council. One-to-two-year post qualification experience. Understanding of the application of the Animal Diseases Act (Act 35 of 1984). An understanding of the Meat Safety Act (Act 40 of 2000). A good understanding of the Import and Export facilitation protocols. Understanding of the Animal Disease Eradication Schemes of South Africa (TB and CA Schemes). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy, Financial Management, Statistical, Research, Analytical, Communication and interpretation skills. Valid driver' s license.
DUTIES : Sampling coordination. Provide professional guidance to clients when submitting samples and requesting laboratory services. Laboratory investigations of diagnostic samples and conducting of necropsies, and professional guidance to laboratory analysis on types and methods of tests to be carried out. Write test reports with professional recommendations. Know disease conditions of the province and provide guidance to peers. Conduct on-farm investigations of disease outbreaks and unusual or inconclusive laboratory cases. Conduct extension work. Implement the technical requirements of ISO 17025. Participate in all accreditation work. Implement OHS at section level *Manage and control subordinates' key performance

areas in accordance with departmental policies. Compile reports and report to management.

ENQUIRIES : Dr LS Madyibi, Tel No: (018) 389 - 5102

POST 20/251 : **CONTROL ANIMAL HEALTH TECHNICIAN REF NO: NWDARD 14/06/26 (X3 POSTS)**

SALARY : R605 742 per annum (Level 10)
CENTRE : Bojanala, Ngaka Modiri Molema and Veterinary Trade: Head Office
REQUIREMENTS : A Bachelor's Degree in Animal Health / National Diploma or equivalent. Registration with the South African Veterinary Council (SAVC). Minimum of 6 year's hands on experience Supervisor experience will be an added advantage. Computer literacy. Good understanding of the Animal Disease Act 35 of 1984. Must possess a certificate for TB and CA course. Valid drivers' license.
DUTIES : Supervise implementation of vaccination programs on Controlled Diseases according to the Animal Disease Act. Supervise the activities of Primary Animal Health Care. Supervise the organisation and implementation of community clinics. Supervise conduction National and Provincial Survey of prescribed diseases in the North West province. Supervise implementation of the Brucellosis and Tuberculosis Eradication Schemes in the North West Province. Participate in the movement of buffaloes within and in or out of the North West Province. Reporting to line function manager. Implement Performance Management Development System for subordinates.
ENQUIRIES : Dr LS Madyibi Tel No: (018) 384 3123

OFFICE OF THE PREMIER

APPLICATIONS : Applications must be submitted online, or hand delivered at the Directorate of Human Resource Management, Second Floor, Ga-rona Building, Mmabatho.
CLOSING DATE : 29 June 2026 at 16H00 (walk-in and online), late application will not be considered.
NOTE : All attachments for online applications including the Z83 and CV must be one document in PDF, indicating the correct job title and the reference number of the post on the subject line of your e-mail. Use the correct e-mail address associated with the post. Failure to do so, your application will be disqualified. All applications must indicate the correct reference number. The Office of the Premier is an equal employment opportunity and affirmative action employer, and it is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability. In terms of the Employment Equity Plan for the Office, preference will be given to Persons with Disabilities, Youth, and Females for all these positions. Applications must be submitted on the approved Z83 form (81/971431) obtainable from any Public Service Department or on the DPSA website, www.dpsa.gov.za, which must be completed in such a manner that provide sufficient information about your candidature and the post applied for by completing all relevant fields. The declaration must be signed and initials in the second page are not mandatory. The Office reserves the right to introduce further objective criteria or post requirements for shortlisting should such a need arise. Should the applicant/s use incorrect application form for employment (Z83), or not compliant with the notes, the application applicant/s will not be considered for selection purposes(disqualified). The Z83 must be accompanied by detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees. Subject of relevant qualification/s should be mentioned in the CV. Part A must be fully completed. Part B, C and D questions of the Z83 may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for. Part E, F and G do not need to be completed if the CV has been attached and provides the required information, However, the question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants are not required to submit copies of qualifications and other relevant documents on application. The communication from the HR Directorate regarding the requirements for certified documents will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following communication from HR. Failure to submit the requested documents will result in your application

not being considered. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Appointment into SMS positions will be made only upon submission of the SMS pre-entry programme (Nyukela) certificate. Suitable SMS candidate/identified by the selection panel will be required to undergo competency assessment prior to being appointed. Incomplete Z83 and late applications will not be considered. Communication will be limited to shortlisted candidates only. Successful candidates for the advertised positions will be required to undergo personnel suitability checks, which include criminal records, citizenship, financial checks, qualifications, and previous employment (Reference checks). It is the responsibility of the applicant to make sure that the South African Qualifications Authority evaluates foreign qualifications, and the evaluation certificate will be required on or before the day of the interview following communication from HR. If you do not hear from the Office, three months from the date of the advertisement, consider your application unsuccessful. The Office reserves the right not to make an appointment following this advertisement for any reason.

OTHER POSTS

POST 20/252 : **DEPUTY DIRECTOR: DIRECTOR-GENERAL SUPPORT REF NO: NWP/OOP/2026/21**
Job Purpose: Coordinate the Provision of Administrative Support Services to the Director-General's office.

SALARY : R932 292 per annum (Level 11), (all-inclusive package)
CENTRE : Mmabatho
REQUIREMENTS : Three-year tertiary qualification in Public Administration/Public Management and/or equivalent qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits). 6 years' experience in Office administration of which 3 years should be in Office administration of which 3 years should be in Assistant Director level. Knowledge, Skills and Competencies: Knowledge and understanding of Government policies; Knowledge of computer, Basic knowledge of financial administration, Good telephone etiquette, Good communication skills, Problem solving skills. Research Skills. Computer literacy. Self-management, Ability to act tact and to do research and analyse documents and situations. Ability to work under pressure.
DUTIES : Coordination of administrative support to the Director-General. Coordination of secretariat support to the Director General meetings. Coordination of liaison with all spheres of government on provincial administration issues. Management of administrative activities in the Office of the Director-General. Write reports. Provide secretariat services to senior and executive management meetings.
ENQUIRIES : Ms. M Melokwe Tel No: (018) 388 3040
APPLICATIONS : e-mail: ooprecruitment1@nwpg.gov.za

POST 20/253 : **ASSISTANT DIRECTOR: STRATEGIC PLANNING AND TRANSFORMATION REF NO: NWP/OOP/2026/22**
Job Purpose: To facilitate and coordinate the implementation of transformation/special programmes in the departmental strategies and implementation plans. Facilitate organizational change management to achieve measurable results.

SALARY : R487 197 per annum (Level 09)
CENTRE : Mmabatho
REQUIREMENTS : As a minimum, a National Diploma / Degree in Public Management/Public Administration/Social Sciences or Equivalent. 3-5 relevant experience in the co-ordination of Special Programmes and Strategic Planning Programmes of which 2 years must be at supervisory level. Knowledge and understanding of Departmental processes, Strategic Planning and Special Programmes environment. A valid driver's license. Knowledge, Skills and Competencies: Sound and in-depth knowledge of relevant prescripts, understanding of legislative frameworks, policies and strategies on Strategic Planning and Transformation: UN Treaties, Government Planning and Transformation Policies, Employment Equity Act, Skills Development Act, Preferential

Procurement Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Public service regulations and Management of human and financial resources. Analytical, critical & innovative thinking, Presentation and Facilitation, Presentation and facilitation, Report writing, Leadership, Project Management, Conflict Management, Financial and Strategic Management, Policy analysis implementation.

DUTIES : Ensure departmental compliance to national and provincial legislation and policies. Develop plans, initiate projects and support the implementation of the Strategic Planning & Special Programmes (Women empowerment, rights of Persons with Disability, Older Persons, Military Veterans as well as Youth Development), in the department. Co-ordinate the activities/events and liaise with the stakeholders at various levels. Provide support and assist with monitoring the functionality of the various Forums, Structures and Clusters as well as ensuring effective implementation of Programmes of all related policies and other relevant legislations at provincial and district level. Co-ordinate the workshops/training and capacity building programmes for various Forums and Structures of the Department. Compile monthly, quarterly and annual reports on the Departmental Performance of the Strategic and Special Programmes activities. Ensure effective management of departmental assets and finances in accordance with the PFMA. Overall supervision and management of staff.

ENQUIRIES : Ms. S Kubeka Tel No: (018) 388 5815
APPLICATIONS : e-mail: ooprecruitment2@nwpg.gov.za

POST 20/254 : **ASSISTANT DIRECTOR: PLANNING & RESEARCH: PROVINCIAL COUNCIL ON AIDS REF NO: NWP/OOP/2026/23**
Re-advert.
Job Purpose: To coordinate multi-sectoral planning and research on matters related to HIV, STI'S and TB

SALARY : R487 197 per annum (Level 09)
CENTRE : Mmabatho
REQUIREMENTS : Three - year tertiary qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits) 3 years' experience applicable in the relevant field of which 2 must be at supervisory level. A Valid driver's license. Knowledge, Skills & Competencies: Knowledge of Research Methodology, M & E Frameworks and assessment tools. Knowledge of database management, Knowledge of HIV Strategies, legislation & policy frameworks, Knowledge of South African and Provincial environment with regard to HIV & AIDS. Knowledge of project management. Knowledge of financial management. Knowledge of the Public Service Legislative Framework. Computer literacy skills in Excel, Word, PowerPoint and Reporting skills.

DUTIES : Facilitate HIV, STI'S and TB research matters; establish multi-sectoral HIV and AIDS research coordinating mechanism and a Provincial Research agenda. Provide relevant input on HIV, STIs and TB research matters. Facilitate the research database in collaboration with the Provincial Research Directorate. Participate in the Provincial Research Forum. Manage circulation of information about any new research done in the province in relation to HIV, STIs and TB related matters. Develop Provincial Strategic Planning (PSP); Participate in the drafting of PSP and consultation process. Liaise Sub-Branch: Integrate Planning and SALGA during the development of PSP. Compile reports on consultation conducted with stakeholder. Consolidate inputs to the draft PSP. Facilitate the printing of the signed PSP. Participate in the distribution of printed PSP. Present the PSP to the Local and District AIDS councils. Provide support and guidance to government departments, NGO's, Businesses and Labour Organisations during the development of HIV, STI's and TB operational plans and facilitate the development of operational plans for Civil Society Sectors.

ENQUIRIES : MS. SM Mokgothu Tel No: (018) 388 5096
APPLICATIONS : e-mail to: ooprecruitment3@nwpg.gov.za

POST 20/255 : **OFFICE MANAGER: DDG: ADMINISTRATION REF NO: NWP/OOP/2026/24**
Re-advert.
Job Purpose: To manage the office of the Deputy Director General Administration.

SALARY : R487 197 per annum (Level 09)
CENTRE : Mmabatho

REQUIREMENTS : Three -year tertiary qualification in office administration / secretarial studies at NQF level 6 or any other relevant and equivalent qualifications as recognized by SAQA. 3 years' experience as a secretary or administration officer. Knowledge, Skills and Competencies: Basic knowledge of Batho Pele Principles, Public Finance Management Act, Public Service Act, Knowledge and understanding of Public Service Policies and Procedures, Good communication (verbal and written), Good telephone etiquette, Problem solving, Report writing, Customer care, Computer literate, Basic knowledge of financial administration , Sound organizational and managerial skills. Ability to act with tact and discretion. Willingness to work extended hours.

DUTIES : Provide administrative support to the office of the Deputy Director General. Provide secretarial services to the Deputy Director General's meetings. Manage the Deputy Director General's Schedule/ Itinerary. Co-ordinate Deputy Director General's meetings. Ensure effective and professional liaison within the Branch, Clients Departments and stakeholders. Perform any other ad hoc services relevant to the office of the Deputy Director General.

ENQUIRIES : Ms B Mofokeng Tel No: (018) 388 1593/5502

APPLICATIONS : e-mail to: ooprecruitment3@nwpg.gov.za

POST 20/256 : **REPORTER REF NO: NWP/OOP/2026/25**

Job Purpose: To inform and report effectively and efficiently to communities about programmes, activities and policies of government.

SALARY : R413 001 per annum (Level 08)

CENTRE : Mmabatho

REQUIREMENTS : Three-year tertiary qualification in Journalism, Communication, Media studies at NQF level 6 and/ or related field. 2 years' experience in Journalism, reporting or corporate communication of which 1 year should be at supervisory level. Valid Driver's License. Knowledge, Skills and Competencies: Strategic Planning thinking and planning, strong interpersonal engagement skills, Attention to details and high level of professionalism, Integrity, reliability and commitment to public service. Computer Literacy, Print and social media current affairs awareness. Journalistic writing skills, Investigative and reporting skills News gathering and interview skills.

DUTIES : Research, write, and produce high-quality news articles, feature stories, speeches, and media content for print, digital, and broadcast platforms. Cover government programmes, events, and community engagements across the province. Provide accurate, timely, and compelling reporting on the work of the Premier and the Provincial Government. Develop and maintain strong relationships with media houses and stakeholders. Contribute to content development for newsletters, websites, and social media platforms. Monitor media coverage and compile reports, including analysis of public sentiment. Support crisis communication and rapid response messaging when required. Ensure all communication aligns with government policies, protocols, and branding guidelines.

ENQUIRIES : Mr. O Bogatsu/ Mr. I Mokaila Tel No: (018) 388 4969/ 5828

APPLICATIONS : e-mail to: ooprecruitment4@nwpg.gov.za

POST 20/257 : **SENIOR EMPLOYEE HEALTH & WELLNESS PRACTITIONER REF NO: NWP/OOP/2026/26**

Job Purpose: To implement Employee Health and Wellness pillar programmes in the office of the Premier.

SALARY : R413 001 per annum (Level 08)

CENTRE : Mmabatho

REQUIREMENTS : Three- year tertiary qualification in Social Work or Psychology at NQF level 6 and/or equivalent qualification (NQF level and credits). Registration with South African Council of Social Service Professions (SACSSP) as Social Worker or Health Professions Council of South Africa (HPCSA) as Registered Counsellor. 2 years' relevant experience in employee health and wellness of which 1 year should be at supervisory level. A valid driver's licence. Knowledge, Skills and Competencies: Knowledge of Employee Health and Wellness Strategy for the Public Service, and all its related Policies. Knowledge of OHS Act. Knowledge of NSP on HIV and AIDS 2023-2028. Counselling skills, problem solving and Decision-making Skills, knowledge of computer, Interpersonal relationship, conflict resolution, project management, policy implementation, co-ordination and ability to chair a meeting. verbal and written communication skills,

presentation skills. Planning and organizing skills. Analytical and facilitation skills, team player.

DUTIES : Implement and ensure compliance with policies and standards that regulate EHW and report on them. Management of HIV & AIDS/TB in the office. Provide support on Wellness management aspects. Provide Health and Productivity management services to OOP employees. Provide support on Sports and Recreation Management. Manage Bereavement and Workplace Violence including Gender Based Violence. Manage the effective functioning of the EHW Committee. Marketing the role of the EHW. Conduct needs assessment, Manage the infected and affected employees regarding health and wellness matters. Provide treatment and care support mechanisms. Render direct EHW services to employees of the office. Consult and train relevant stakeholders on EHW procedures. Conduct diagnostic assessments, short-term interventions, referral and follow-up services.

ENQUIRIES : Ms. BC Maseng Tel No: (018) 388 3440
APPLICATIONS : e-mail to: ooprecruitment5@nwpg.gov.za

POST 20/258 : **SENIOR STATE ACCOUNTANT REF NO: NWP/OOP/2026/27**
Job Purpose: To implement Management Accounting systems and procedures in the Office of the Premier.

SALARY : R413 001 per annum (Level 08)
CENTRE : Mahikeng
REQUIREMENTS : Three-year tertiary qualification in Financial Management or Accounting at NQF level 6 and/or equivalent qualifications (NQF Level and Credits). 2 experience in Financial Management and Accounting of which 1 year should be at supervisory level. Knowledge, Skills & Competencies: Public Finance Management Act; Public Service Regulations; Treasury Regulations. Basic Accounting systems; experience in cash flow, budgeting and expenditure control. Computer literacy skills (Excel, Word, PowerPoint); Communication skills (written and verbal).

DUTIES : Consolidate, check, collect and prepare financial support information for completion of the budgeting (MTEF) and planning purposes. Prepare requests for roll-over, virements/ shift processes, Adjustment budget estimates, monthly forecasting and produce adjusted cash flow. Coordinate management and monitoring of budget revenue and expenditure trends. Authorization of journals and the provision of revenue services.

ENQUIRIES : Mr. N Rapoo Tel No: (018) 388- 2516
APPLICATIONS : e-mail to: ooprecruitment6@nwpg.gov.za

POST 20/259 : **SENIOR COMMUNICATION OFFICER: BRANDING AND MARKETING REF NO: NWP/OOP/2026/28**
Re-Advert.
Job Purpose: Provide an effective Marketing and branding Corporate Communication Strategy.

SALARY : R413 001 per annum (Level 08)
CENTRE : Mahikeng
REQUIREMENTS : Three-year tertiary qualification in corporate communication, public management at NQF level 6 and/or equivalent qualifications (NQF Level and Credits). 2 experiences in Communications/ Corporate Branding and Marketing 1 year should be at supervisory level. Computer literary in MS Word, MS Excel and PowerPoint. Valid Drivers 'license. The Incumbent must be willing to travel. A certificate in graphic design and relevant experience as layout artist and web development will be added advantage. Knowledge, Skills & Competencies: Knowledge of Corporate communication and marketing, good communication skills, Report writing skills, facilitate skills, Coordinate skills, Conflict resolution, problem solving, project management skills, Leadership and presentation, Interpret and innovative thinking and Research skills.

DUTIES : Implement an effective Marketing and branding Strategy. Coordinate Website content, update internal notice boards, Coordinate internal events. Develop marketing flyers, Posters etc. Coordinate Website Content. Arrange Website Content Management Forum quarterly meetings, Communicate organization's activities, products and/or services. Enhance the reputation of the North West Government Corporate brand: Ensure that district offices are well branded, Coordinate the process of procuring branding, business cards, corporate gifts,

calendars and diaries, Implement concepts and projects plans, Write a well-researched articles for Corporate Communication Marketing materials and Publications, Attend and presents Communication plans during events plenary meetings, Develop branding plans, Regular/constant interaction with government clients, stakeholders, etc. Arrange exhibition and branding materials during outreach programme and events, Distribute information products during public events, Generate reports/ action plans after public meetings, Provide districts with branding and marketing support.

ENQUIRIES : Mr Isaac Mokaila Tel No: (018) 388- 5828
APPLICATIONS : e-mail to: ooprecruitment7@nwpg.gov.za

POST 20/260 : **PERSONAL ASSISTANT: DDG: ADMINISTRATION REF NO: NWP/OOP/2026/29**

Re-advert.

Job Purpose: To render a secretariat support service to the Deputy Director General.

SALARY : R338 106 per annum (Level 07)
CENTRE : Mmabatho
REQUIREMENTS : Three-year tertiary qualification in management assistant/ secretarial studies at NQF level 6 or any other relevant and equivalent qualifications as recognized by SAQA. 2 years' experience applicable to the relevant discipline. Knowledge, Skills and Competencies: Knowledge of Prescripts / Policies. Good Communication (verbal and written), excellent customer relations, good telephone etiquette, computer literate, problem solving, report writing and interpersonal skills. Must have the ability to take initiatives, work independently and under pressure. Basic financial administration.
DUTIES : Provides secretarial and receptionist support services in the Office of the Deputy Director General. Manage the DDG's schedule of appointments and meetings. Render general administrative support services. Provides support to the DDG regarding meetings. Manage DDG's office budget. Manage the DDG's travel arrangements and handle all correspondence. Keep abreast with of legislative prescripts/ policies & procedures applicable to the work terrain. Financial tasks: This can Include managing the Office's expenses and keeping track of budgets.
ENQUIRIES : Ms B Mofokeng Tel No: (018) 388 1593/5502
APPLICATIONS : e-mail to: ooprecruitment8@nwpg.gov.za

POST 20/261 : **DISTRICT COORDINATOR: PROVINCIAL COUNCIL ON AIDS REF NO: NWP/OOP/2026/30**

Re-Advert.

Job Purpose: To Coordinate and Monitor the Implementation of the District Multi-Sectoral Implementation Plan (PIP) on HIV, TB and STIs

SALARY : R338 106 per annum (Level 07)
CENTRE : Bojanala District
REQUIREMENTS : Three - year appropriate tertiary qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits). 2 years' applicable experience in the relevant field. A Valid driver's license. Knowledge, Skills & Competencies: Knowledge of database management, Knowledge of HIV Strategies, legislation & policy frameworks, Knowledge of South African and Provincial environment with regard to HIV & AIDS. Knowledge of the Public Service Legislative Framework. Computer literacy skills in Excel, Word, PowerPoint and Reporting skills.
DUTIES : Mobilise and coordinate stakeholders for multi-sectoral response to HIV, TB and STIs; Strengthen public-private partnership For Implementation of the Multi-Sectoral District Implementation Plan on HIV, TB and STIs; Provide secretariat services to the District AIDS Council; Monitor Implementation of the multi-sectoral District Plan and interventions on HIV, TB and STIs; Support and monitor the Civil Society Participation in the Multi-sectoral response to HIV, TB and STIs; Coordinate the Implementation of the Multi Sectoral District Implementation Plan.
ENQUIRIES : Ms. S.M Mokgothu Tel No: (018) 388 5096
APPLICATIONS : e-mail to: ooprecruitment9@nwpg.gov.za

POST 20/262	:	**SECRETARY: PROVINCIAL HUMAN RESOURCE DEVELOPMENT REF NO: NWP/OOP/2026/31** Job Purpose: To provide secretarial services to the Director of Provincial Human Resources Development.
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Mmabatho
REQUIREMENTS	:	Grade 12 and/ or equivalent qualification as recognised by SAQA. Knowledge, Skills and Competencies: Understanding of government procurement procedures, Secretariat and administrative work, organisational knowledge and understanding and Computer application knowledge. Administrative and organisational skills, Document /record management, Oral and written communication skills, Procurement of goods and services, typing, bookkeeping and filling skills and Time management.
DUTIES	:	Provides Secretariat support services to the Director; Incoming mail received, recorded manually and filed within 1 day, Outgoing mail recorded, filed and dispatched within 1 day and manage the diary of the Director by updating Director's diary every day and send email as reminder to Director. Provide clerical support services to the Director; Manage meeting logistics by sending out meeting schedules, quarterly locate and book venues within 2 weeks, send out invitations before the meeting and take minutes of meetings and distribute minutes within 1 week of meeting for input. Provide support to the Director regarding meetings, arrange accommodation for the Director, Complete S&T claims for the Director, manage the reception area and procurement of goods and services in the Directorate. Draft the Director's weekly plan every Friday.
ENQUIRIES	:	Ms. T.E Tlhale Tel No: (018) 388 1076
APPLICATIONS	:	e-mail: ooprecruitment10@nwpg.gov.za
POST 20/263	:	**ADMINISTRATIVE CLERK: BURSARIES, LEARNERSHIP AND INTERNSHIPS PROGRAMMES REF NO: NWP/OOP/2026/32** Job Purpose: To Implement Provincial Bursary policy; International Scholarships; Learnerships and Internship programmes.
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Mmabatho
REQUIREMENTS	:	Grade 12 and/or equivalent qualification as recognised by SAQA. Knowledge, Skills and Competencies: Knowledge of Provincial Bursary Policy, Management of human resources, Management of human and financial resources, Quality of work, Acceptance of responsibility, Knowledge on bursary administration and scholarships programmes, Good communication and report writing skills, Administrative and clerical procedures such managing files and records, designing forms, & others, Understanding of the Public Service Regulations, Constitution of the Republic of South Africa, The Public Service Act, 1994; Batho Pele principles; Labour Relations Act; NDP; The (PFMA) Public Financial Management Act; Employment Equity Act; Skills Development Act; Performance Management & Development System; Skills Development Levy Act. Good communication skills; Report writing skills; Planning, control and organising; Conflict resolution; Problem-solving skills; Project management; Leadership and Presentation, Analytical and innovative thinking; Computer literacy, Time management - Technical skills - Interpersonal - Flexibility; Computer knowledge and application.
DUTIES	:	Implement the Provincial Bursary Policy. Coordinate International Scholarships Programmes. Compile quarterly /annual reports, coordinate Learnership / apprentices programme. Assess/analyse bursars' academic performance through interpretation of results and provide feedback. Provide student support services. Compile bursary payments reconciliation reports.
ENQUIRIES	:	Ms. T.E Tlhale Tel No: (018) 388 1076
APPLICATIONS	:	e-mail: ooprecruitment11@nwpg.gov.za

DEPARTMENT OF PUBLIC WORKS AND ROADS

This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representatively (race, gender and disability) e.g. White, Indian, Coloured, African, in terms of equity plan preference will be given to Disabilities, Youth, Females in the Department through the filling of posts. People with disability are encouraged to apply. The candidates whose promotion/appointment will promote representatively will receive preference.

APPLICATIONS : All Applications must be Submitted Online, or Hand Delivered or Courier to Registry Office No. Old Industrial Site, Waterfall Avenue, Rustenburg. The District Manager, Department of Public Works and Roads, Private Bag X82063, Rustenburg, 0300. Use the correct E-mail: DPWRBOJANALARecruit@nwpg.gov.za For Attention: Acting Corporate Manager – Mr. T.L. Kojane.
All Applications must be Submitted Online or Hand Delivered or Courier To Registry Office no. 133, Ground Floor, East Wing - Old Parliament Building Complex, Modiri Molema Road, Mmabatho, Addressed to: Human Resource Manager, Private Bag X2080, Mmabatho, 2735. For Attention: HRM Recruitment Unit - Mr. M.E Khauoe.

CLOSING DATE : 29 June 2026, All Handed/Courier/E-mailed Applications must have reached the Department by 16h30 pm Walk-in and E-mail After (00h00 Mid-night) online will, as a rule will not be accepted.

NOTE : On the subject line of your E-mail, indicate the correct name of the post and the reference number also use the correct e-mail. All attachments for online submission must include the Z83 Form and Updated Curriculum Vitae Only be in PDF Format, also as One Document. Failure to do so, your application will be disqualified. Compliance: Compliance: It is compulsory to fill all fields on the New Amended Z83 Form (81/971431) as prescribed with effect 01 January 2021, part of declaration must be signed, dated and initialed only on the first page. The Form is obtainable at any Public Service Departments and DPSA Website, www.dpsa.gov.za. Part A the applicant(s) must indicate the correct advertised Post name, Reference number and Centre. The Z83 Form must be accompanied by a recently updated Curriculum Vitae with full personal details, qualifications current and previous experience must be listed in date's order, with relevant requirements of the post including three (3) names of contactable referees. Part B, C and D applicant must provide sufficient information relevant to the post applying for. Parts B, C and E fields for date of birth, work permit, business interest and preferred language, current study can be left blank if they don't apply to you. Part E, F and G may not be fill if your CV already has the updated information. Applicant can skip experience section, but Part F is compulsory to be completed if you are seeking re-employment into the Public Service. Please note: It is a responsibility of a Person in possession of a foreign qualification to furnish the Department with an evaluation certificate from South African Qualifications Authority (SAQA) only when shortlisted. Only shortlisted candidate(s) for post will be required to submit certified documents on or before the day of the interview. NB: Senior Management Pre-entry Programme Certificate: No applicant shall be recommended for appointment without producing a Certificate of completion (Nyukela) as a mandatory requirement obtainable via this link: https://www.thensg.gov.za, offered by the National School of Government. Failure to submit the requested information will result not being considered. Applications received after the closing date will, as a rule not be accepted. It will be expected of candidates to be available for interview process on a date, time and place as determined by the Department. Applicant(s) previous background/reference checks will be verified through contactable referees. Shortlisted candidate(s) will be required to undergo personnel suitability checks, which include criminal records, citizenship, financial credits, asset records, qualifications verification and vetting. Note: All shortlisted candidates, including the SMS Levels, shall undertake two (2) pre-entry assessments and one (1) will be a practical exercise including an integrity (ethical conduct) assessment, according to the mandated DPSA directive. The successful candidate will enter into an annual performance agreement. The candidate annually will be requested to disclose his/her financial interest. The Department reserves the right not to make appointment. Applicant requiring additional information regarding advertised post must direct their enquiries to the relevant person indicated. NB: Communication and Correspondence will be limited to short-listed candidates only. If you have not heard from us within six (6) months after the closing date, please accept that your application has been unsuccessful.

OTHER POSTS

POST 20/264 : **CHIEF ENGINEER (CIVIL-PAVEMENT, TRANSPORT AND MATERIALS) GRADE A REF NO: H/O 01/2026 (X3 POSTS)**

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in Civil Engineering [B Eng/ BSc (Eng)]. Six (6) years post qualification technical experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Management information knowledge. Engineering Professional Act. National Land Transport Act. Extensive knowledge of TMH and TRH Manuals and other industry specific manuals. Skills – Programme and project management. Engineering legal and operational compliance. Engineering operational communication. Process Knowledge and skills. Maintenance skills and knowledge. Engineering Design and analysis knowledge. Research and development. Knowledge of civil engineering (Pavement, Traffic and Transport unit) project design and analysis, legal and operational compliance as well as the creation of a high-performance culture. Applicable legislation and prescripts in the Civil and Construction industries. Skills: Computer aided engineering application. Creating High performance culture. Engineering and Professional judgement. Attributes – Decisive, Credible, Flexible, Quality-oriented, Decision making, Team leadership. Negotiation skills. Programme and project management skills. Technical Report writing skills. Ability to work under pressure.
DUTIES : Perform final review and approvals or audits on new engineering designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Pioneering of new engineering services and management methods. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives. Provide technical consulting services for the operation on engineering related matters to minimize possible engineering risks. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage subordinates' key performance areas by setting and monitoring performance standards. Ensure training and development of production engineers, technicians, technologists and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and codes of practice.
ENQUIRIES : Mr. S. Diko Tel No: (018) 388 1395
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/265 : **CHIEF CONSTRUCTION PROJECT MANAGER - GRADE A REF NO: H/O 02/2026 (X1 POST)**

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus National Higher Diploma / Bachelor's Degree in Civil Engineering or equivalent qualification in the built environment. Six (6) years post-qualification project management experience in construction required, preferably with experience in road construction. Professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) as Professional Construction Project Manager is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Understanding of the following acts: The Public Finance Management Act, Construction Industry Development Board Act, Government Immovable Asset Management Act, Occupational Health and Safety Act, Construction Regulations as well as Building Regulations and Environmental Conservation Act. Knowledge and understanding of the Government Procurement System. Good planning,

financial and budget skills. Sound analytical and good written and verbal communication skills. Extensive understanding of the NEC, JBCC and GCC form of contract. Knowledge of programme and project management, project design and analysis, legal and operational compliance as well as the creation of a high-performance culture. Applicable legislation and prescripts in the Project Management field, Civil and Construction industries. Skills: Communication skills, problem-solving and analysis skills, Decision making and conflict management skills, Research and development, Strategic capability and leadership, financial management and computer skills, Negotiation skills. Programme and project management skills. Technical Report writing skills. Ability to work under pressure.

DUTIES : Perform final review and approvals or audits on project designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Maintain project operational effectiveness. Manage the execution of project management strategy through the provision of appropriate structures, systems and resources. Set project standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services. Ensure that construction projects are implemented in line with the NHBRC requirements and standards. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management. Allocate, monitor and control resources. Provide technical consulting services for the operation of project related matters to minimize possible project risks. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES : Mr. S. Diko Tel No: (018) 388 1395

APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/266 : **CHIEF ENGINEER GRADE A- INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 03/2026 (X1 POST)**

SALARY : R1 317 108 per annum, (OSD)

CENTRE : Head Office-Mahikeng

REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in (B Eng/ BSC (Eng) or relevant qualification. Six years' qualification experience required as a registered professional Engineer. Compulsory registration with ECSA as a Professional Engineer. Valid driver's license. Knowledge: Knowledge of Programme and project management engineering, legal and operational Compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Engineering design and analysis knowledge Research and development. Computer-aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgment. Skills: Strategic capability and leadership. Problem solving and analysis Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication. Computer skills. People Management. Planning and organizing. Conflict management. Negotiation skills. Change Management. Problem solving and analytical thinking.

DUTIES : Perform final review and approvals or audits on new engineering designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements. Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering

services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/267 : **CHIEF ENGINEER GRADE A – INFRASTRUCTURE PROJECT MONITORING REF NO: H/O 04/2026 (X1 POST)**

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in (B Eng/ BSC (Eng) or relevant qualification. Six years' qualification experience required as a registered professional Engineer. Compulsory registration with ECSA as a Professional Engineer. A Valid driver's license. Knowledge: Knowledge of Programme and project management engineering, legal and operational Compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Engineering design and analysis knowledge Research and development. Computer-aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgment. Skills: Strategic capability and leadership. Problem solving and analysis Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication. Computer skills. People Management. Planning and organising. Conflict management. Negotiation skills. Change Management, Problem solving and analytical thinking.
DUTIES : Perform final review and approvals or audits on new engineering designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements. Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/268 : **CHIEF TOWN AND REGIONAL PLANNER - GRADE A REF NO: H/O 05/2026 (X1 POST)**

SALARY : R1 143 468 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience National Senior Certificate plus Bachelor's Degree in Urban/Town/City and Regional planning or equivalent qualification. Six (6) years post-qualification experience in the Town and Regional Planning. Compulsory registration with the South African Council for Planners (SACPLAN) as a Professional Town and Regional Planner. A valid driver's license, willing to travel extensively. Knowledge: Knowledge of programme and project management. Extensive knowledge of Town & Regional legal and operational compliance, Town & Regional systems and principles and Town & Regional planning processes and procedures. Knowledge of relevant legislation and policies. Knowledge of research and development in the Town and Regional Planning Field. Knowledge of computer-aided applications; Knowledge of creating a high-performance culture and technical consulting. Skills: Professional judgement and accountability. Strategic management and direction skills. Problem-solving and analysis. Decision-making. Team leadership and analytical skills. Creativity. Self-management. Customer focus and responsiveness skills. Delegation and development of others skills. Planning, organising and execution skills. Ability to manage conflict. Language proficiency skills. Knowledge management. Negotiation and change

management skills. Land tenure and land use management system skills. Statistical and land information system analysis skills. Urban and rural economic development planning as well as management of staff and team skills. Good communication skills (verbal & written). Computer literacy in MS Office.

DUTIES : Estimates the future needs for housing, business and industrial sites, community facilities and open spaces in order to meet the needs of expansion and renewal. Lead and direct the projections for future needs in traffic and transportation to inform appropriate town and regional planning. Lead and manage the application of town and regional planning principles in land development. Ensure adherence to legal issues and requirements involving community development and changes in housing and building codes. Compilation of spatial development frameworks (SDF) (as part of the IDP processes). Compile guidelines and evaluate land use management schemes (LUMS). Ensure the availability and management of funds to meet the MTEF objectives within the architectural environment/services. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow. Allocate, monitor and control resources. Provide technical consulting services for the operation of architectural related matters to minimize possible architectural risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES : Mr. S. Ntlatleng Tel No: (018) 388 1439
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/269 : **DEPUTY DIRECTOR: BUILDINGS INSPECTORATE REF NO: BOJ 01/2026 (X1 POST)**

SALARY : R1 101 468 per annum (Level 12), an all-inclusive remuneration package
CENTRE : Bojanala District Office
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate Bachelor's Degree (NQF Level 7) in Property Management/ Civil Engineering/ Quantity Surveyor or related field in build environment. Experience: Minimum 3-5 years' of experience in the built environment of which 3 year's should be at Assistant Director Level. A valid driver's license. Knowledge: Knowledge and understanding of building in the built environment. Monitoring and Evaluation. Project closure. Building norms and standards. Building regulations and contracts. Maintenance of various equipment. Measuring and estimating of value of works and compilation of tender documents for various Projects. Knowledge of Public Service Regulations. Knowledge of government policies and planning systems. Skills: Computer (MS Word, Excel, PowerPoint). Management Skill. Communication skill (verbal & written). Project Management. Conflict Management Skill. Planning and Organising. Analysis and problem solving. Report writing. Planning, Design and execution. Ability to influence and motivate others including members of the public and client departments. Assertiveness. Problem Solving. Good planner, Team builder and coordinator. Client and market orientation. Flexibility and teamwork. Receptive to suggestions and ideas. Excellent coordination. Willingness to work under pressure. Ability to meet deadlines.

DUTIES : Manage and provide day to day routine maintenance, repairs and renovations of buildings In the district. Deliver, repair and renovate projects in line with Infrastructure Delivery Management System (IDMS). Respond to Infrastructure Programme Management Plan with Infrastructure Programme Implementation Plan. Approve implementation of repair and renovations and maintenance reports. Ensure tender documents are accurate. Ensure compliance with relevant Acts, Joint Building Contract Committee. Implementation of minor building projects. Manage contract and reporting. Interact with Community, Stakeholders, Municipalities, Public Entities and Provincial Departments. Manage building maintenance in service points. Manage the resources of the Sub-Directorate.

ENQUIRIES : Ms K.R Morena at (087) 086 5944
APPLICATIONS : e-mail to: DPWRBOJANALARecruit@nwpg.gov.za

POST 20/270 : **CONTROL ENGINEERING TECHNOLOGISTS (CIVIL) GRADE A REF NO: H/O 06/2026 (X6 POSTS)**

SALARY : R958 776 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience National Senior Certificate plus Bachelor of Technology in Civil Engineering (B Tech). Six (6) years post-qualification technical experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Knowledge of SLAs. Management information knowledge. Engineering Professional Act. National Land Transport Act. Extensive knowledge of TMH and TRH Manuals and other industry-specific manuals. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Knowledge of Public Service Regulations. General Conditions of Contract, knowledge of construction regulations. Skills: Project management. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Legal compliance. Technical report writing. Technical consulting. Networking. Professional judgment. Skills needed: Decision-making. Team leadership. Creativity; Change management. Financial management; Customer focus and responsiveness. Communication (written and verbal). Computer skills. Planning and organising. People management. Problem-solving and analysis.
DUTIES : Manage technical services and support in conjunction with Engineers, Technicians and associates in field, workshop and technical office activities. Ensure the adherence and promotion of safety in line with statutory and regulatory requirements. Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority. Manage road building material functions including laboratory services. Ensure the development, implementation and maintenance databases. Assess pavements and prioritizing rehabilitation and reseal projects. Manage the implementation of road infrastructure projects through six stages of ECSA. Identify and optimize technical solutions by applying engineering principles. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters. Provide inputs into the budgeting process. Compile and submit reports as required. Provide and consolidate inputs to the technical/engineering operational plan.
ENQUIRIES : Mr. T. Mhlambe Tel No: (018) 388 1193
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/271 : **DEPUTY DIRECTOR: CORPORATE MANAGEMENT REF NO: BOJ 02/2026 (X1 POST)**

SALARY : R932 292 per annum (Level 11), an all-inclusive remuneration package
CENTRE : Bojanala District Office
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma (NQF-6)/ Bachelor's Degree (NQF-7) in Human Resource Management/ Public Management/ Public Administration/ Industrial Psychology. Experience: Minimum of 3-5 years relevant experience, of which 3 years should be at Assistant Director Level. A valid driver's license. Knowledge: Knowledge of Public Service Regulations, Public Service Act, Public Financial Management Act, Employment Equity Act, Knowledge of Human Resource Management, HR policies and prescripts, Knowledge and understanding of Public Service Policies. Knowledge of PERSAL system. Skills: Computer literacy (MS Word, Excel, PowerPoint), Analytical thinking, Conflict resolution, Effective communication skills (Verbal and written), Interpretation skill, Report writing skill, Good planning and organising skills, Data Collection Skills, People Management, Project Management, Presentation and facilitation skills.
DUTIES : Determine and satisfy the districts human resource needs and ensure representatively within the workplace. Manage recruitment processes and service benefits. Manage performance management. Manage skills

development. Manage labour relations matters. Promote and maintain employee health and wellness programmes. Provide information management and technological services. Oversee records management. Compile monthly, quarterly and annual reports. Manage the Sub-Directorate.

ENQUIRIES : Ms K.R Morena at (087) 086 5944
APPLICATIONS : e-mail to: DPWRBOJANALARecruit@nwpg.gov.za

POST 20/272 : **DEPUTY DIRECTOR-ADMINISTRATIVE SUPPORT AND CO-ORDINATION OFFICER REF NO: H/O 13/2026 (X1 POST)**

Jop Purpose: Manage the administrative and coordination activities within the office of the executive authority.

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate Degree or equivalent qualification at NQF level 6. A valid driver's license. Experience: Three (3) years' experience below middle management (Assistant Director)/ middle management level. Experience in rendering service in the Executive Authority's Office environment will be an added advantage. Knowledge: Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio. Proven management competencies. Working knowledge of the political and parliamentary processes in South Africa. Knowledge of Public Service Regulations. Skills: Computer Literacy (MS Word, Excel, PowerPoint), Problem Solving, Analytical skills, Good Communication skills (written and verbal), Interpersonal Skills, Presentation Skills, Report Writing skills, Conflict resolution skills. Good planning and organizing skills. Ability to work under pressure.
DUTIES : Manage the administrative and coordination activities within the office of the executive authority. Develop, implement and maintain systems, registers and databases to monitor and manage the flow of documents to, from and within the office of the executive authority. Compile correspondence, submissions and cabinet memoranda as required. Provide comments on submissions to be submitted to the executive authority for consideration. Coordinate the procurement and maintenance of equipment and administer the budget in the office of the executive authority. Provide logistical support in the office of the executive authority. Develop, implement and maintain a filing system for the office of the executive authority. Manage the registry of the office of the executive authority. Ensure that documents are classified in accordance with the MIS prescripts and are handled in accordance with their classification. Liaise with internal and external role players with regard to matters relating to the portfolio of the executive authority. Brief the Director: MEC Support on matters with regard to the executive authority's portfolio on the agenda of Cabinet/executive council. Liaise with senior managers in the institutions within the executive authority's portfolio. Co-ordinate the activities of the executive authority's office. Render a Cabinet/executive council support service to the executive authority. Coordinate and facilitate the distribution of memoranda to Cabinet/executive council members. Coordinate and facilitate the distribution of documents and submissions to the relevant legislature and standing/portfolio committees. Keep record of decisions of Cabinet/executive council and alert the Director: MEC Support and executive authority of actions to be taken and due dates. Supervise employees.
ENQUIRIES : Mr A. Motsurupe Tel No: (018) 388 1428/1471
APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/273 : **DEPUTY DIRECTOR: ACQUISITION MANAGEMENT AND INFRASTRUCTURE PROCUREMENT REF NO: H/O 14/2026 (X1 POST)**

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications: Senior National Certificate plus a National Diploma (NQF-6) / Bachelor's Degree (NQF-7) in Supply Chain Management or relevant qualification within the related field (Majoring in Accounting) as recognized by SAQA. A valid driver's license, willing to travel extensively. Experience: A minimum of 3-5 years' experience in Supply Chain Management (procurement/bid administration) relevant field of which three (3) years should be at an entry/ junior managerial level as Assistant Director or equivalent. Knowledge: A thorough and in-depth knowledge of Supply Chain Management

Framework. Sound Knowledge and understanding of the regulatory framework for the Public Service or Public Sector, Knowledge of acquisition management services, PFMA, Treasury Practice Notes, Treasury Regulations, Constitution of Bid Committee, CIDB regulations, Contract in Terms of BBBEE Regulations, Government Procurement Systems, Policy Development, Risk Management, Public Service Regulations, Public Service Act, Labour Relations Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks, Policies and strategies. Ability to interpret, establish, manage acquisition systems, controls and apply policies, advanced knowledge and application of general management and project management principles. Knowledge of the Constitution of South Africa, Public Service Code of Conduct. Skill: Computer literacy, Communication (verbal, writing and other), organizational and stakeholder management skills, Leadership skills, Peoples' management skills, Strong analytical and problem-solving abilities, integrity, innovative and creativity, fairness and commitment to transparent processes., Ability to work under pressure. Ability to manage multiple priorities under tight deadlines. Management of procurement plan i.r.o Infrastructure Projects.

DUTIES : Manage bid administration: Coordinate and administer all stages of the bid process, from advertisement to award. Ensure bid documentation is complete, accurate, and compliant with relevant legislation and the Departmental policies. Ensure that an effective bid/quotation process is implemented and maintained. Ensure that the bid committees are functional. Ensure that all acquisitions are evaluated in terms of the pre-approved and published evaluation criteria. Ensure that all a complete and accurate supplier database is developed and effectively utillised. Maintain a central repository of bid records for audit and reporting purposes. Compliance and Governance: Interpret and apply procurement regulations, including PFMA, Treasury Guidelines, and CIDB requirements. Monitor adherence to internal governance frameworks and escalate risks and irregularities. Draft rejection clauses, compliance briefings, and committee directives. Stakeholder Coordination: Serve as the primary liaison between management, bid committees, user-directorates and service suppliers. Schedule and facilitate bid committee meetings, ensuring proper documentation of proceedings. Provide guidance to bid committee members on compliance and procedural requirements. Documentation and Reporting: Coordinate all committee procedures (through SCM practitioners and secretariats of the different committees). Ensure the appointment of departmental bid committee members. Ensure that all bid committees documentation (i.e. bid agendas, reports, minutes, and recommendations for approval), are properly prepared and followed through by the bid secretariat appointed for each committee. Develop and implement templates, checklists, and reference sheets to streamline committee workflows. Track bid outcomes and provide periodic performance reports to management. Manage the sub-directorate.

ENQUIRIES : Mr. O.O.O Sebitloane Tel No: (018) 388 1425
APPLICATIONS : e-mail to: DPWRHORecruit2@nwpg.gov.za

POST 20/274 : **DEPUTY DIRECTOR: ORGANIZATIONAL DESIGN AND CHANGE MANAGEMENT REF NO: H/O 15/2026 (X1 POST)**
Re-Advert

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma (NQF-6) / Bachelor's Degree (NQF-7) in Management Services/ Operations Management/ Production Management/ Organizational Development/ Industrial Engineering. A valid driver's license. Experience: Minimum 3-5 years' relevant experience of which 3 years should be at Assistant Director Level. Knowledge: Knowledge of Public Service Regulation. Public Service Act. PFMA. Knowledge of Human Resource Management. HR policies and prescripts. Knowledge of Job Design practices and Job Evaluation principles. Job description development and guide. Change Management. Conflict Management. Financial Management. Business Process Management. Knowledge of PERSAL system. Orgplus and Operations Management Framework. Policy development. Skills: Computer Literacy (MS Word, Excel, PowerPoint). Analytical thinking. Conflict resolution. Effective communication skills (verbal and written). Interpretation and Interpersonal skills. Report writing skills. Good planning and organising skills. Data Collection. Problem-solving

skills. People Management. Financial Management. Project management skills. Presentation and facilitation skills. Change management.

DUTIES : Manage organizational design and change management services. Manage and coordinate organizational structuring and job design services. Manage and coordinate the development and design of job descriptions/ profiles and oversee Job Evaluation services. Manage and ensure the development of Standard Operating Procedures and Business Process Mapping. Manage the implementation of Organizational Functionality Assessment. Manage and ensure the implementation of Ministerial directives on job grading. Coordinate and ensure conducting of work study investigations. Engage on change management workshops and interventions with employees. Manage the sub-directorate.

ENQUIRIES : Ms. N.V. Matlapeng Tel No: (018) 388 4453/4287
APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/275 : **CONSTRUCTION PROJECT MANAGER - GRADE A REF NO: H/O 07/2026 (X4 POSTS)**

SALARY : R914 517 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus National Diploma / Bachelors in Civil Engineering or equivalent qualification in the built environment. Four (4) years post-qualification project management experience in construction required, preferably with experience in road construction. Professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) as a Professional Construction Project Manager is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Knowledge of Programme and project management. Project principles and methodologies. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating a high-performance culture. Technical consulting. Professional judgment. Skills: Decision-making. Team leadership. Analytical skills. Creativity. Self-management. Financial Management. Customer focus and responsiveness. Communication. Computer literacy. Planning and organising. Conflict management. Problem-solving and analysis. People management. Change management. Innovation.

DUTIES : Manage and co-ordinate all aspects of projects. Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology. Create and execute project work plans and revise as appropriate to meet changing needs and requirements. Project accounting and financial management. Report project progress to Chief Construction Project Manager. Manage project budget and resources. Provide inputs to other professionals with tender administration. Liaise and interact with service providers, clients, and management. Research and development. Keep up with new technologies and procedures. Research/literature on new developments on project management methodologies. Liaise with relevant bodies/councils on project management.

ENQUIRIES : Mr. T. Mhlambe Tel No: (018) 388 1193
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/276 : **CONSTRUCTION PROJECT MANAGER GRADE A-INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 08/2026 (X1 POST)**

SALARY : R914 517 per annum, (OSD)
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus National Diploma (Built Environment field) with a minimum of 4 years and six months certified experience. BTech (Built Environment field) with a minimum of 4 years certified managerial experience. Honours degree in any Built Environment field with a minimum of 3 years' experience. Compulsory registration with the SACPCMP as a Professional Construction Project Manager. A Valid driver's license. Knowledge: Knowledge of Programme and project management. Project principles and methodologies. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating a high-performance culture. Technical consulting. Professional judgment. Skills: Decision-making. Team leadership. Analytical skills. Creativity. Self-management. Financial Management. Customer focus

and responsiveness. Communication. Advanced computer skills and proficiency. Planning and organising. Conflict management. Problem-solving and analysis. People management. Change management. Innovation.

DUTIES : Manage and co-ordinate all aspects of projects. Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology. Create and execute project work plans and revise as appropriate to meet changing needs and requirements. Project accounting and financial management. Report project progress to Chief Construction Project Manager. Manage project budget and resources. Provide inputs to other professionals with tender administration. Provide technical support and advise to the relevant unit. Liaise and interact with service providers, client and management. Research and development. Keep up with new technologies and procedures. Research/literature on new developments on project management methodologies. Liaise with relevant bodies/councils on project management.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/277 : **GEOGRAPHICAL INFORMATION SCIENCES (GISC) PROFESSIONAL-GRADE A REF NO: H/O 09/2026 (X1 POST)**

SALARY : R791 604 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience National Senior Certificate plus Bachelors' Degree in Geographic Information Systems or related qualification. Three (3) years post qualification experience within a Geographic Information Systems environment. Compulsory registration with the Professional and Technical Surveyors (PLATO) or South African Geomatics Council (SAGC) as a Geomatics Professional. A valid driver's license, willing to travel extensively. Knowledge: Strong experience with two or more GIS platforms (ArcGIS platform, QGIS, ERDAS etc.) Must have knowledge of technical and strategic report writing and understanding of legal compliance. Experience in Geo-Database design and Enterprise GIS Administration. Experience in Spatial and statistical analysis and development of information products like analytics dashboards, story maps etc. Experience in administration, licensing and application development on ArcGIS online and ArGIS Portal. A good understanding of government priorities and knowledge of the South African political landscape and socio-economic environment in which public service delivery occurs. Sound knowledge of the Government Immovable Asset Management Act (GIAMA) and other related legislation. GIS, legal and operational Compliance. GIS Implementation. Standards development. Policy formulation. GIS operational communication. Knowledge and understanding of GIS application and spatial data. Skills: Strategic management and direction. Problem-solving and analysis. Decision making. Team leadership. Analytical skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication and listening skills. Computer skills. Delegation and development of others. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Systems skills.

DUTIES : Plan, coordinate and facilitate GISc projects activities. Undertake the system requirements analysis. Conduct the cost-benefit analysis. Develop the conceptual database design. Develop processing model and workflow diagram. Oversee the process of advance spatial analysis and modelling for institutional strategic. Research, identify, investigate and evaluate new technologies. Participate and liaise with relevant bodies and councils on GISc matters. Manage human resource requirements. Draft tender documents and terms of reference. Draft service level agreements. Determine project cost and quality level. Develop contingency plans. Adhere to financial legislations and regulations. Review and monitor budget to ensure that the required financial procedures are adhered to.

ENQUIRIES : Mr. S. Ntlatleng Tel No: (018) 388 1439
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/278 : **CONTROL WORKS INSPECTOR REF NO: BOJ 03/2026 (X1 POST)**

SALARY : R605 742 per annum (Level 10)
CENTRE : Rustenburg Services Point

REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma (T/N/S Streams) or N3 and a passed Trade Test in the building environment or registration as an Engineering Technician. Experience: More than 6 years appropriate experience. A valid driver license. Knowledge: Knowledge of the Public Service Act. Public Service Regulation. Labour Relation Act. Public Finance Management Act. Occupational Health and Safety Act. Construction Manual. Ribbon Development Act. Skills: Computer Literacy (MS Word, Excel, PowerPoint). Numeracy skills. Effective communication skills (Verbal and written). Interpersonal relations. Analytical and problem-solving abilities. Negotiation and conflict resolution skill. Creative and innovative. Report writing skills. Presentation skills. Ability to work independently. Ability to work under pressure. Ability to interact with stakeholders on various levels.

DUTIES : Manage the process for identification of needs, new services and requirements for minor new work and repairs to existing work. Facilitate, co-ordinate and control the implementation of new works, repair and renovations and maintenance. Ensure compliance with relevant project documentation for new and existing structures. Manage activities of contractors and consultants. Gather and submit information in terms of extended public works programme. Ensure compliance to Public Finance Management Act (PFMA). Manage activities of contractors and consultants. Manage the service point.

ENQUIRIES : Ms K.R Morena at (087) 086 5944

APPLICATIONS : e-mail to: DPWRBOJANALARecruit@nwpg.gov.za

POST 20/279 : **ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: H/O 16/2026 (X1 POST)**
Re-advert

SALARY : R487 197 per annum (Level 09)

CENTRE : Mahikeng Head Office

REQUIREMENTS : Qualifications: National Senior Certificate plus Bachelor's Degree (NQF-7)/ National Diploma (NQF-6) in Labour Relations/ Labour Law/ Industrial Relations. A valid driver's license. Experience: At least 2 to 3 years relevant work experience in the field of Labour Relations, of which 2 years must be Supervisory level. Competencies: Knowledge of Labour legislations/acts, Public Service policies, regulations and collective bargaining agreements. Ability to work under pressure. The ability to develop and interpret policies. Skills: Computer literacy in the Microsoft packages. Research, conflict resolution skills, interpersonal skills, communication (verbal and report writing), analytic investigation, presentation skills.

DUTIES : Facilitate grievance resolutions. Investigate, conduct disciplinary hearings and serve as a chairperson for misconduct cases. Conduct labour relations capacity building within the department. Compile various Labour Relations reports. Represent the Department in relevant structures. Advice management on Labour Relations issues. Strike management. Manage the performance of personnel within the unit.

ENQUIRIES : Ms G.M Matlhaba Tel No: (018) 388 4315

APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/280 : **ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: H/O 17/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)

CENTRE : Head Office – Mahikeng

REQUIREMENTS : Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Monitoring and Evaluation. A valid driver's license. Experience: 3 years' relevant experience in performance monitoring, reporting or programme performance management of which 2 years must be at supervisory level. Experience in coordinating quarterly and annual reporting processes and conducting data quality assessments (verification) will be an added advantage. Knowledge: Knowledge of the monitoring and evaluation framework and processes within the public service. Government Wide Monitoring and Evaluation System (GWMES). Knowledge of revised Framework for Strategic Plans and Annual Performance Plans. Framework for Managing Programme Performance Information (FMPPI). Public Sector Reporting Frameworks. Understanding of performance information concepts such as indicator development, target setting, baselines, measurement tools, data sources, and verification methods.

Knowledge of performance planning and reporting cycles: APP, Operational Plans, and Quarterly Performance Reports (QPR), Annual Reports, and oversight reporting. Knowledge of relevant legislative and policy frameworks including the Public Service Act, Public Service Regulations, PFMA and Treasury Regulations. Understanding of budgeting processes and alignment between budgets, operational plans, and performance targets. Skills: Competence in data analysis, problem-solving, and verification of performance information. Strong communication skills (written and verbal), ability to work collaboratively, interpersonal relations, attention to detail, and ability to meet deadlines. Proficiency in MS Office (Excel, Word, PowerPoint) and performance information tracking systems.

DUTIES : Facilitate, coordinate, and oversee the departmental monitoring and reporting processes by ensuring compliance with DPME and Provincial Treasury guidelines. Coordinate the consolidation, quality assurance, and verification of Quarterly Performance Reports (QPRs) from all departmental programmes. Provide inputs in respect of the development, review, and alignment of Annual Performance Plan (APP) indicators, targets, and Technical Indicator Descriptions (TIDs). Provide technical support to business units on performance information management, data collection tools, and indicator measurement methodologies. Conduct data quality assessments, verification of portfolio of evidence, and compliance reviews in time with the FMPPI. Analyse programme performance trends and prepare reports with recommendations for management decision-making. Prepare consolidated Mid-year Performance Assessments and support the drafting of the Annual Report performance information section. Coordinate departmental submissions to oversight structures (Office of the Premier, Provincial Treasury, EXCO clusters, M&E forums). Facilitate capacity-building initiatives on monitoring, reporting, and performance information management. Supervise sub-ordinates.

ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/281 : **ASSISTANT DIRECTOR: STRATEGIC PLANNING REF NO: H/O 18/2026 (X1 POST)**
Re-advert

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Strategic Planning. A valid driver's license. Experience: 3 years' relevant experience in the strategic planning of which 2 years must be at supervisory level. Knowledge: Knowledge of the planning cycle and planning processes within the public sector. Framework for the development of strategic planning documents and reporting on implementation. General knowledge of budgeting process within the public service. Knowledge of guiding legislative and policy frameworks such as the Public Service Act, Public Service Regulations, Public Finance Management Act, White Paper on Batho Pele and the Revised Framework for Strategic Plans and Annual Performance Plans, national strategic priority frameworks. Skills: Strong communication skills (written and verbal), ability to work collaboratively, ability to be flexible and responsive to the demands of the work environment, interpersonal relations, attention to detail, and ability to meet deadlines. Proficiency in MS Office (Excel, Word, PowerPoint) and performance information tracking systems.

DUTIES : Facilitate and coordinate operational and strategic planning processes. Facilitate the development of departmental strategic plan, annual performance plan and operational plans. Verify alignment of the budget with strategic plans. Incorporate the departmental service delivery improvement plan into the strategic plan of the department. Facilitate logistical arrangements in relation to the printing and binding of departmental strategic plans. Facilitate the development of the service delivery improvement plans and initiatives. Coordinate the development of service delivery improvement plan and monitor implementation of the service delivery improvement plan. Supervise sub-ordinates.

ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/282	:	**ASSISTANT DIRECTOR: RISK MANAGEMENT REF NO: H/O 20/2026 (X1 POST)**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Head Office – Mahikeng
REQUIREMENTS	:	Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Risk Management / Internal Audit / Accounting / Economics / Compliance Management. A valid driver's license. Experience: 3 years relevant experience in Risk Management of which 2 years should be at supervisory level. Knowledge: Public Service Act, Public Service Regulations, Public Finance Management Act, Public Sector Risk Management Framework. COSO Framework. King Report on Corporate Governance. Treasury Regulations. Anti-fraud and corruption policies. Criminal and Commercial Law. Labour Relations legislation, policies, and procedures. Skills: Analytical and strategic management skills. Financial management. Facilitation and presentation. Investigation and interviewing. People management. Computer literacy. Time management. Communication (written and verbal). Interpersonal skills. Planning and organizing. Report writing skills.
DUTIES	:	Develop, revise & implement risk management policies, frameworks, strategies, and procedures. Monitor organizational risk management, ethics and integrity management implementation plans. Facilitate and coordinate risk assessments (strategic, operational, project) across divisions. Maintain risk registers. Monitor emerging risks and update registers regularly. Develop and implement mitigation/treatment plans. Track progress of risk mitigation plans and review controls' effectiveness. Conduct fraud investigation, corruption or compliance failures. Facilitate capacity building sessions to departmental staff on organizational risk and integrity management policies, processes and procedures. Prepare periodic risk reports (quarterly, annually etc.) to senior management and/or risk committees. Present findings, risk trends, recommendations, and advise on risk exposure. Develop, test and review business continuity plans. Liaise with internal departments, external auditors and regulatory bodies. Render secretariat services for Risk Management Committee. Supervise staff, ensure skills development and performance management. Willingness to travel as required.
ENQUIRIES	:	Ms K. Masilo Tel No: (018) 388 1116
APPLICATIONS	:	e-mail to: DPWRHORecruit2@nwpg.gov.za
POST 20/283	:	**ASSISTANT DIRECTOR: INTERNAL CONTROL AND FRAUD-LOSSES REF NO: H/O 21/2026 (X2 POSTS)**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Head Office – Mahikeng
REQUIREMENTS	:	Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's degree in Internal Audit / Cost and Management Accounting / Accounting / Managerial Accounting and Finance Management / Accounting Science and Finance Accounting. A valid driver's license. Experience: 3 years relevant experience in an Internal Control or Internal Audit environment of which 2 years must be at supervisory level. Knowledge: In-depth understanding and knowledge of the Public Service regulations. Government Systems and Operations. PFMA, Treasury Regulations. Departmental SCM policies and regulations. Skills: Strong interpersonal & communication (written & verbal). A sound computer literacy in Advanced Microsoft Word, Excel and PowerPoint, Presentation and Report writing. Analytical and problem solving. Good organizing and planning. Conflict Management. Policy interpretation. Client orientated and customer focused. Ability to work independently and under pressure. Decision-making and maintain confidentiality.
DUTIES	:	Develop and implement internal control frameworks. Conduct internal control assessments and monitor external audit action plans. Ensure compliance with PFMA, Treasury Regulations, and internal control standards. Lead implementation and oversight of internal control policies, SOPs, and delegations of authority. Ensure compliance with policies and procedures. Compile monthly, quarterly and annual reports. Supervise subordinates and conduct training, to ensure effective internal control services.
ENQUIRIES	:	Mr G. Molefi Tel No: (018) 388 1170
APPLICATIONS	:	e-mail to: DPWRHORecruit2@nwpg.gov.za

POST 20/284 : **LEGAL ADMIN OFFICER REF NO: H/O 24/2026 (X2 POSTS)**

SALARY : R483 219 per annum (MR-5)
CENTRE : Mahikeng-Head Office
REQUIREMENTS : Qualifications: National Senior Certificate plus Bachelor's Degree in LLB. A valid driver's license. Experience: At least 8 years' appropriate post qualification legal experience. Knowledge: Knowledge of the process of litigation including labour forums. Knowledge of case flow management. Drafting of legal documents. Knowledge of legislative framework of the Public Sector. Skills: Legal research. Analytical skills. Legal drafting. Decision making. Dispute resolution. Report writing. Computer skills. Conflict resolution. Problem solving. Communication (verbal and written).
DUTIES : Conduct, analyse, interpret, advise and mentor juniors on research that will provide information and case law relevant to the legal matter at hand. Present on and advise and mentor juniors on motivation/ proposals on how the specific case should be approached to obtain a desirable/justifiable outcome /result. Draft legal documents and advise on and or mentor juniors on the drafting of legal documents that provide clear motivation /justification for a particular position pertaining to the case, also proposing the approach to be followed to ensure success in this regard. Successfully conduct an interview in order to determine the client's goals and objectives. Advise the client on possible courses of action during the consultation process, in relation to legal entitlements and client's instructions. Document interview and all advice given during legal consultation in writing. Provide advice and guidance to lower level production employees on advanced interview techniques to address more sensitive or complicated issues as well as guide employees on the advice that should be rendered to the client. Supervision of staff.
ENQUIRIES : Mr I.R Mokwena Tel No: (018) 388 4148
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/285 : **ENGINEERING TECHNOLOGIST (CIVIL) - GRADE A REF NO: H/O 10/2026 (X4 POSTS)**

SALARY : R471 720 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor of Technology in Civil Engineering (B Tech). Three (3) years post qualification engineering experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist is compulsory or have submitted with ECSA for professional registration as a Professional Engineering Technologist (proof of submission required with application). Note: Compulsory registration with ECSA as a Professional Engineering Technologist must be obtained within 6 months from appointment. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Engineering Professional Act. National Land Transport Act. Knowledge of COTO, TMH and TRH Manuals and other industry specific manuals. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Knowledge of Public Service Regulations. General Conditions of Contract, knowledge of construction regulations. Skills: Computer Literacy (MS Word, Excel, Power Point). Problem solving and analysis. Project management. Decision making. Teamwork. Effective communication skills (Verbal and written). Interpersonal skills. Presentation skills. Technical Report writing skills. Ability to work under pressure.
DUTIES : Assist Engineers, Technicians and associates in field and technical office activities. Promote safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Solve broadly defined technological challenges through application of proven techniques and procedures. Adherence to existing technical manuals, standards drawings and procedures to incorporate new technology. Compile and submit reports as required. Provide inputs to the technical/engineering operational plan. Develop, implement and maintain database. Manage the implementation of road infrastructure projects through six stages of ECSA. Research/Literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters.

ENQUIRIES : Mr. S. Ntlatleng Tel No: (018) 388 1439
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/286 : **SENIOR ADMINISTRATION OFFICER: RESEARCH AND KNOWLEDGE MANAGEMENT REF NO: H/O 19/2026 (X1 POST)**
Re-advert

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Developmental Studies / Research / Statistics. A valid driver's license. Experience: 2 years' working experience in research, knowledge management, data management or a related/ complementary field in the public sector. Knowledge: Basic knowledge and understanding of the Government-Wide Monitoring and Evaluation System (GWMES) and the National Evaluation System (NES) led by DPME. Understanding of knowledge management principles, research processes, evidence-based decision making and organisational learning systems. Knowledge of planning, reporting and performance improvement cycles, including how evaluation findings feed into APPS, Operational Plans and service delivery improvement processes. General knowledge of the budgeting process within the public service, including evaluation budgeting and procurement. General understanding of guiding frameworks such as the Public Service Act, Public Service Regulations, PFMA, Treasury Regulations and DPME evaluation guidelines. Skills: Strong analytical skills, problem-solving capability, interpersonal relations, teamwork (collaborative approach), communication skills, adaptability and responsiveness to organisational demands. Competence in software used for data and knowledge management.
DUTIES : Provide administrative and logistical support to the Research and Knowledge Management Unit, including scheduling meetings, preparing agendas, taking minutes and coordinating evaluation workshops. Participate during the coordination of evaluation activities, including organising data collection logistics, stakeholder engagements and dissemination events. Support the development and maintenance of the Knowledge Management System, including filing, archiving and updating knowledge products. Compile evaluation and progress reports. Provide inputs for monitoring the implementation of evaluation recommendations and capture follow-up actions for reporting purposes. Ensure proper document control, including safe storage, version control and retrieval of evaluation documents, research reports and data. Perform general office administration duties such as procurement coordination, record keeping, managing correspondence and handling logistics for evaluation activities. Render support to supervisors and senior managers in the unit.
ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/287 : **SENIOR RISK PRACTITIONER: RISK MANAGEMENT REF NO: H/O 22/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Risk Management / Internal Audit / Accounting / Economics / Compliance Management. A valid driver's license. Experience: 2 years relevant experience in Risk Management. Knowledge: Public Service Act, Public Service Regulations, Public Finance Management Act (PFMA). Treasury Regulations. Risk Management Frameworks. Internal Control Systems. Financial Reporting Standards. Skills: Analytical and problem-solving skills. Communication (verbal and written). Interpersonal skills. Computer Literacy (Advanced MS Office). Report writing and presentation skills. Ability to work independently and as part of a team. Planning and organizing skills. Client orientation and customer focus. Ability to work under pressure.
DUTIES : Lead the identification and evaluation of financial and operational risks across the department. Develop and maintain comprehensive risk registers and risk response plans ensuring they are regularly updated and aligned with departmental objectives. Design and implement effective risk mitigation strategies and internal controls. Develop and implement Risk Management

strategy, framework and policy. Monitor the effectiveness of these strategies and controls. Address emerging risks. Prepare detailed risk reports for senior management and relevant committees. Maintain accurate records of risk assessments, mitigation strategies, and outcomes. Develop and deliver training programs to enhance risk awareness and management capabilities within the department. Provide guidance and support to staff on risk-related matters. Liaise with internal and external stakeholders to promote risk-awareness culture. Represent the department in risk management forums and committees. Regularly review and improve risk management processes and practices. Implement best practices and lessons learned to enhance the department's risk management framework. Coordinate and facilitate the activities of the Risk Management Committee and perform the secretarial function. Willingness to travel as required.

ENQUIRIES : Ms K. Masilo Tel No: (018) 388 1116
APPLICATIONS : e-mail to: DPWRHORecruit2@nwpg.gov.za

POST 20/288 : **SENIOR STATE ACCOUNTANT: COMPLIANCE IN INTERNAL CONTROL REF NO: H/O 23/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's degree in Internal Audit / Cost and Management Accounting / Financial Accounting / Managerial Accounting and Finance Management / Accounting Science and Finance Accounting/ Accounting. A valid driver's license. Experience: 2 years relevant experience in Internal Control or Financial Management environment. Knowledge: In-depth understanding and knowledge of the Public Service regulations. Government Systems and Operations. PFMA, Treasury Regulations. Departmental SCM policies and regulations. Skills: Strong interpersonal and communication skills (written & verbal). A sound computer literacy in Advanced Microsoft Word, Excel and PowerPoint, Presentation and Report writing. Proficient in planning and organizing. Problem solving. Policy interpretation. Maintain confidentiality. Ability to work independently and under pressure.
DUTIES : Detect and investigate internal control weaknesses including irregular expenditure and report findings with recommendations. Assess internal control failings and support corrective. Maintain statistics on internal control incidents and prepare accurate reports. Handle internal control unit's day-to-day queries to ensure timely and accurate resolutions. Provide inputs in the compilation of monthly, quarterly and annual reports.
ENQUIRIES : Mr G. Molefi Tel No: (018) 388 1170
APPLICATIONS : e-mail to: DPWRHORecruit2@nwpg.gov.za

POST 20/289 : **SENIOR PERSONNEL PRACTITIONER-OCCUPATIONAL HEALTH AND SAFETY REF NO: H/O 25/2026 (X1 POST)**
Re-advert

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma/ Bachelor's Degree in Occupational Health and Safety / Safety Management / Industrial Sociology / Occupational Hygiene. Registration with the South African Institute of Occupational Safety and Health (SAIOSH) or Southern African Institute for Occupational Hygiene (SAIOH). A valid driver's license. Experience: Minimum 2-3 years relevant experience in Occupational Health and Safety environment. Knowledge: Occupational Health and Safety Act, 85 of 1993. Compensation of Injuries and Diseases Act, 130 of 1993. Incident investigation. Hazard Identification and Risk Assessment. Understanding of government legislation. Emergency evacuation. Skills: Computer literacy in MS Word, Power Point and Excel. Good verbal and written communication skills. Report writing. Ability to work independently and as part of a team. Willingness to work long hours and travel extensively. Policy implementation. Flexibility.
DUTIES : Coordinate Occupational Health and Safety Act and its regulations. Develop and implement OHS policies. Ensure that the department complies with OHS regulations and standards. Assess and monitor the effectiveness of safety programs in the department. Facilitate health and safety awareness for

employees in the department. Investigate and report all incidents and accidents that occur in the workplace. Arrange medical surveillance for all eligible employees. Conduct health and safety inspections and audits and make recommendations. Coordinate health and safety training of personnel. Coordinate statutory appointments in the department. Coordinate provincial OHS Committee meetings. Compile monthly, quarterly and annual OHS reports. Liaise with internal and external stakeholders on OHS matters. Develop and implement emergency evacuation plans, facilitate emergency evacuation drills and ensure maintenance of emergency evacuation equipment. Supervise sub-ordinates.

ENQUIRIES : Ms K. Mosiemang Tel No: (018) 388 4320
APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/290 : **ENGINEERING TECHNICIAN (CIVIL) - GRADE A REF NO: H/O 11/2026 (X4 POSTS)**

SALARY : R407 337 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience: Qualifications and Experience: National Senior Certificate plus a National Diploma in Civil Engineering. Three (3) years post qualification technical experience in road infrastructure required. Compulsory registration with ECSA as a Professional Engineering Technician or have submitted with ECSA for professional registration as a Professional Engineering Technician (proof of submission required with application). Note: Compulsory registration with ECSA as a Professional Engineering Technician must be obtained within 6 months from appointment. A valid driver's license, willing to travel extensively. Knowledge: All roads-related acts, ordinances, policies, standards and norms. Project management. Technical design and analysis. Contract Management. Public Service Regulations. Labour Relations Act. Public Finance Management Act. Construction Manual. Road Traffic Act. Occupational Health and Safety. Skills: Computer Literacy (MS Word, Excel, Power Point). Problem solving and analysis. Project management. Decision making. Teamwork. Effective communication skills (Verbal and written). Interpersonal skills. Presentation skills. Technical Report writing skills. Ability to work under pressure.
DUTIES : Assist Engineers, Technologists and associates in field and technical office activities. Promote safety in line with statutory and regulatory requirements. Adherence to existing technical manuals, standards drawings and procedures to incorporate new technology. Compile and submit reports as required. Provide inputs to the technical/engineering operational plan. Develop, implement and maintain database. Manage the implementation of road infrastructure projects through six stages of ECSA. Research/Literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters. Supervise and control technical and related personnel and assets.
ENQUIRIES : Mr. T. Mhlambe Tel No: (018) 388 1193
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/291 : **ENGINEERING TECHNICIAN GRADE A-INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 12/2026 (X2 POSTS)**

SALARY : R407 337 per annum, (OSD)
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus an appropriate National Diploma in Civil Engineering/ Quantity Surveyor or relevant qualification in built environment. Three years post qualification technical experience. Compulsory registration with ECSA as a Professional Engineering Technician. Valid driver`s license. Knowledge. Knowledge: Project Management. Technical design and analysis. Research and development. Computer aided engineering applications. Knowledge of legal compliance. Technical consulting. Skills: Problem solving and analysis. Decision Making. Team Work. Creativity. Customer focus and responsiveness. Communication. People Management. Computer Skills. Planning and organizing. Technical report writing skills.
DUTIES : Assist Engineers, Technologists and associates in field, workshop and technical office activities. Promote safety in line with statuary and regulatory requirements. Monitor construction and maintenance activities to ensure

compliance with specification and standard. Provide inputs into the budgeting process as required. Compile and submit reports as required. Provide and consolidate inputs to the technical/ engineering operational plan. Develop, implement and maintain databases. Supervise and control technical and related personnel and assets. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering related matter.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/292 : **PERSONNEL PRACTITIONER: OCCUPATIONAL HEALTH AND SAFETY REF NO: H/O 26/2026 (X1 POST)**
Re-advert

SALARY : R338 106 per annum (Level 07)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Occupational Health and Safety / Safety Management / Occupational Hygiene. Registration with the South African Institute of Occupational Safety and Health (SAIOSH) or Southern African Institute for Occupational Hygiene (SAIOH). A valid driver's license. Experience: 1-2 years relevant work experience in Occupational Health and Safety environment. Knowledge: Knowledge of Public Service Regulations. Public Service Act. Occupational Health and Safety Act, 85 of 1993. Compensation of Injuries and Diseases Act, 130 of 1993. Incident investigation. Hazard Identification and Risk Assessment. Understanding of government legislation. Emergency evacuation. Skills: Computer literacy in MS Word, Excel, Power Point. Communication skills (verbal and written). Report writing. Ability to work independently and as part of a team. Willingness to work long hours and travel extensively. Policy implementation. Flexibility.
DUTIES : Implement and monitor Occupational Health and Safety Act and its regulations. Implement OHS policies. Maintain safety records. Conduct health and safety awareness for employees. Investigate and report incidents and accidents that occur in the workplace. Respond to health and safety concerns raised by employees. Arrange medical surveillance for all eligible employees. Identify hazards, conduct risk assessments and make recommendations. Measure and evaluate level of exposure to identified hazards. Conduct safety inspections and audits. Arrange OHS Committee meetings. Implement control measures to minimize and eliminate risks. Compile monthly, quarterly and annual OHS reports. Promote safety in the workplace. Liaise with internal and external stakeholders on OHS matters. Conduct emergency evacuation exercises. Supervise sub-ordinates.
ENQUIRIES : Ms K. Mosiemang Tel No: (018) 388 4320
APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

ANNEXURE BB

PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF AGRICULTURE

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

NOTE : All shortlisted candidates must make themselves available to be interviewed at a date, time and place as decided by the selection panel. Please ensure that you submit your application on or before the closing date as no late applications will be considered. The selection process will be guided by the EE targets of the employing department. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16.00. Should you experience any difficulties with your online application you may contact the helpline at 0861 370 214. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS Competency Assessment tools. The nominated candidate will be required to complete the Senior Management Pre-Entry Programme before they may be appointed into this post. The purpose of the Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours (15 days). Full details may be sourced by the following link: https://www.thensg.gov.za/training-course/sms-preentryprogramme/ Furthermore, thanks to the huge public interest we receive many applications for our positions, and as such will not be able to respond personally to all applications. Therefore, should you not hear from us within 10 weeks from close of advert please consider your application unsuccessful. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

MANAGEMENT ECHELON

POST 20/293 : **DEPUTY DIRECTOR-GENERAL: AGRICULTURAL RESEARCH AND REGULATORY SERVICES REF NO: AGR 26/2026**

SALARY : R1 885 710 per annum (Level 15), all-inclusive salary package. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Department of Agriculture, Western Cape Government.

REQUIREMENTS : Appropriate 5-year (NQF 8) qualification within an Agricultural Science or Public Administration environment; A minimum of 8 years appropriate senior management experience; and the successful completion of the Senior Management Pre-entry Programme (see paragraph 4 in notes below). Competencies: Excellent planning, organising, computer, presentation and people management skills; Knowledge of applicable legislation; Strategic capability, management and leadership skills; The ability to multitask, deal with ambiguity, manage under rapidly changing and pressurised circumstances; Financial management and negotiation skills; and Ability to communicate at all levels and across sectors utilising various media.

DUTIES : Enhance and sustain the departmental strategic direction in line with the strategic vision, budget and management plans, of both the Department and the Western Cape Government; Oversee strategic line function management regarding: (i) Veterinary services pertaining, to animal health, food safety, export control, laboratory services, (ii) Research and development of agricultural technology, (iii) Agricultural economic research and client support; Evaluate and interpret impact of provincial, national and environmental

variables; Advise top management and executing authority on impact of strategic changes; Ensure compliance with Public Service statutory frameworks, regulations and professional ethics applicable to programmes in the Branch; Maintain good relations with industrial role-players, academic institutions and other relevant bodies in the Agricultural environment; Promote Agricultural research and regulatory services across all spheres of government; Explore and implement new ways of service delivery innovations; and People Management.

ENQUIRIES : Dr MP Sebopetsa Tel No: (021) 808 5006

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

POST 20/294 : **DEPUTY DIRECTOR-GENERAL: AGRICULTURAL DEVELOPMENT AND SUPPORT SERVICES REF NO: AGR 27/2026**

SALARY : R1 885 710 per annum (Level 15), all-inclusive salary package. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Department of Agriculture, Western Cape Government

REQUIREMENTS : Appropriate 5 year (NQF 8) qualification within an Agricultural Science or Public Administration environment; A minimum of 8 years appropriate senior management experience; and The successful completion of the Senior Management Pre-entry Programme (see paragraph 4 in notes below).Competencies: Excellent planning, organising, computer, presentation and people management skills; Knowledge of applicable legislation; Strategic capability, management and leadership skills; The ability to multitask, deal with ambiguity, manage under rapidly changing and pressurised circumstances; Financial management and negotiation skills; and Ability to communicate at all levels and across sectors utilising various media.

DUTIES : Enhance and sustain the departmental strategic direction in line with the strategic vision, budget and management plans, of both the Department and the Western Cape Government; Oversee strategic line function management; Financial Management; People Management.

ENQUIRIES : Dr MP Sebopetsa Tel No: (021) 808 5006

DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

OTHER POSTS

POST 20/295 : **ADMINISTRATION CLERK: CORPORATE SERVICES RELATIONS MANAGEMENT REF NO: DEDAT 16/2026**

SALARY : R237 453 - R279 708 per annum (Level 05)

CENTRE : Department of Economic Development and Tourism, Western Cape Government.

REQUIREMENTS : Grade 12 (Senior Certificate or equivalent qualification). Competencies: Knowledge of the following: Clerical duties, practices as well as the ability to capture data, operate computer and collecting statistics; Understanding of the legislative framework governing the Public Service; Working procedures in terms of the working environment; Skills needed: Good verbal and written communication; Planning and organisation; Computer Literacy; Interpersonal relations; Flexibility and Teamwork.

DUTIES : Render general clerical support services to the Corporate Relations Unit; Provide supply chain clerical support services within the component; Provide personnel administration clerical support services within the component; Provide financial administration support services in the component; Provide a support service on OHS compliance for the department.

ENQUIRIES : Ms M Jacobs Tel No: (021) 483 9748.

DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

OTHER POSTS

POST 20/296 : **DEPUTY DIRECTOR: CORPORATE SERVICE RELATIONS MANAGEMENT REF NO: EADP 12/2026**

SALARY : R932 292 - R1 098 195 per annum (Level 11), all-inclusive salary package

CENTRE : Department of Environmental Affairs and Development Planning, Western Cape Government.

REQUIREMENTS : An appropriate 3-year National Diploma/B-Degree (equivalent or higher qualification); a minimum of 3 years middle management level working experience; a valid (Code B or higher) driving licence. NB: People with disabilities that restrict driving abilities, but who have reasonable access to transport, may also apply. Competencies: Knowledge of the following: Business and organisational structure of the department; Departmental operational management systems and procedures; Corporate governance requirements, with particular reference to prescribed plans and committees; The provincial policies, service level agreement and service schedules in terms of which the working relationship with the Corporate Service Centre (CSC) is managed. The business of the CSC; Occupational health and safety legislation; Human rights issues pertinent to the Department; Human resources management systems are at a supervisory level. Skills needed: Communication (Written and verbal); Planning and organising; Basic research; Computer literacy; problem-solving; Conceptual, interpretative and formulation; analytical; networking; basic statistical and numerical. Ability to work under pressure; Meet deadlines, managerial skills and project management. Skills in the following: Numeracy; literacy; computer literacy; language skills; accounting, finance and audit; project management; legal administration; managerial skills; leadership skills; interpersonal skills; communication skills (written and verbal); analytical skills; problem-solving;

decision-making; facilitation; presentation skills; conflict resolution; planning and organising; basic research skills and networking skills.

DUTIES : Monitor, assess and report on the service delivery of the Corporate Service Centre (CSC) to the Department in terms of the Corporate Service Centre (CSC) service level agreement; Facilitate the periodic internal review of the Corporate Services Centre-service level agreement to ensure that the Department's service delivery requirements are met; Coordinate departmental operational service delivery obligations as required by the CSC service level agreement, people management, and financial management.

ENQUIRIES : Mr G Gerber Tel No: (021) 483 2787

POST 20/297 : **DEPUTY DIRECTOR: ENVIRONMENTAL LEGAL SUPPORT SERVICES REF NO: EADP 12/2025 R1**

SALARY : R932 292 - R1 098 195 per annum (Level 11), all-inclusive salary package

CENTRE : Department of Environmental Affairs and Development Planning, Western Cape Government.

REQUIREMENTS : An appropriate LLB qualification; A minimum of 3 years post qualification appropriate experience; A minimum of 3 years management level experience. A valid (Code B or higher) driving license. NB: People with disabilities that restrict driving abilities, but who have reasonable access to transport, may also apply. Competencies: Knowledge of the following: Environmental Legislation; Principles of environment management; Constitution of RSA and the Western Cape; Constitutional Law, administrative law, criminal procedure and law of evidence; Human resource and financial management. Skills needed: Computer literacy in MS Office Package (Word, Excel, PowerPoint etc); Communication skill (written and verbal); Interpretation of legislation; Ability to work independently and as part of a team; Customer focus.

DUTIES : Provide and manage standard litigation support services; Provide and manage standard functional and operational legal support and legislation; Scrutinise and comment on national and provincial legislation which impacts on the Department; Performance and information management and reporting; Manage the operation of the sub-directorate.

ENQUIRIES : Adv G Birch Tel No: (021) 483 3113.

POST 20/298 : **CONTROL ENVIRONMENTAL OFFICER: DEVELOPMENTAL MANAGEMENT (REGION 1) REF NO: EADP 11/2026**

SALARY : Grade A: R636 978 - R728 646 per annum, (OSD as prescribed)

CENTRE : Department of Environmental Affairs and Development Planning, Western Cape Government.

REQUIREMENTS : An appropriate 4-year degree (or equivalent qualification) in environmental management or natural or environmental science; registered as a candidate environmental assessment practitioner (EAP) or registered as an EAP with the Environmental Assessment Practitioners Association of South Africa (EAPASA) or meets the requirements for registration and has either already applied for registration or will by a certain date apply for registration (appointment will be conditional to actual registration with EAPASA by a specified date). A minimum of 6 years' relevant work experience; a valid (Code B) driving licence. Competencies: Knowledge of the following: The integrated environmental management process; Knowledge of EIA process applicable in the Western Cape; Knowledge of post-decision requirements, for example, amendment applications, ECO reports and Environmental Audit reports; Biophysical environment, social environment, cultural and heritage environment and the economic environment; The functioning of applicable environmental legislation, National and Provincial policies; Methodologies and techniques for the evaluation of Environmental Impact Assessments; Methodologies and techniques for the evaluation of environmental management plans, as well as environmental monitoring and auditing; Good working knowledge of policies, environmental-related legislation and environmental matters in the region; Functional knowledge on related sectors/fields, e.g., mining, agriculture, water, industry, forward planning, town and regional planning; and Public Service prescripts and HR related policies. Skills in the following: Computer literacy in MS Office Programs (Word, Excel, PowerPoint etc); Ability to work independently and as part of a team; Good communication (written and verbal) skills in at least two of the three official languages of the Western Cape; Problem Solving.

DUTIES : Experience in maintaining quality and productivity with regard to the evaluation of applications in terms of the relevant environmental legislation; Experience and knowledge of methodologies and techniques for evaluation of environmental impact assessments, environmental management plans, as well as environmental monitoring, ECO and auditing; Supervisory experience and relevant knowledge of Integrated Environmental Management, including applicable legislation and policies; Knowledge and experience of post-decision requirements, for example, amendment applications, Environmental Audit reports and ECO reports; Maintain quality and productivity with regard to provision of comment on assigned non-applications; Leadership and relevant knowledge of assigned projects; Strong report writing skills as well as the ability to work with people and a team; Qualifications with respect to environmental management, natural or environmental sciences or related field.

ENQUIRIES : Mr Z Toefy Tel No: (021) 483 2700

POST 20/299 : **TOWN AND REGIONAL PLANNER (PRODUCTION LEVEL): DEVELOPMENT PLANNING INTELLIGENCE MANAGEMENT AND RESEARCH REF NO: EADP 13/2026**

SALARY : Grade A: R660 612- R701 148 per annum, (OSD as prescribed)
Grade B: R761 157 - R816 852 per annum, (OSD as prescribed)
Grade C: R866 304 - R924 198 per annum, (OSD as prescribed)

CENTRE : Department of Environmental Affairs and Development Planning, Western Cape Government.

REQUIREMENTS : An appropriate B-Degree in Urban/Town and Regional Planning or relevant qualification; A minimum of 3 years post qualification town and regional planning experience; Compulsory registration with SACPLAN as a Professional Town and Regional Planner on appointment; A valid code B (or higher) driving license. Competencies: Knowledge of the following: Applied knowledge of methods and approaches in development planning intelligence management, innovation, technological advances (e.g. geospatial analysis and science and geodatabase workflows, development planning data analytics, AI development and application etc.); Project management and Research methods inclusive of primary research in the Town/City and Regional Planning and Development Planning; Knowledge of development planning, regional planning, spatial planning and land use management systems, principles, policies, and best practice; Knowledge of and application of transversal integrated and coordinated planning approaches and support at Municipal, National and other Western Cape Government organs of state with regard to development planning intelligence management services.

DUTIES : Support to the Director: Development Planning Intelligence Management, Data Analytics & Research Services with the provision of Development Planning Intelligence Management and Research Services to all stakeholders in the Western Cape. Support to the Director: Development Planning Intelligence Management & Research with the provision of Land Use Planning & Data Governance Policy Co-ordination services. Support to the Director Development Planning Intelligence Management & Research with Project Management. Support to the Chief Directorate: Development Planning through the Director: Development Planning, Intelligence Management & Research with the provision of development facilitation services, development management services and spatial planning and land use management services as and when required. Support the director: development planning, intelligence management & research with strategic, operational and administrative tasks.

ENQUIRIES : Ms H Jacobs Tel No: (021) 483 5167 and at 083 315 0137

DEPARTMENT OF HEALTH AND WELLNESS

In line with the Employment Equity Plan of the Department of Health and Wellness it is our intention with this advertisement to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through the elimination of unfair discrimination.

APPLICATIONS : Applications are submitted online via www.westerncape.gov.za/health-jobs (click “online applications”).

CLOSING DATE : 29 June 2026, 17:00PM

NOTE : It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Kindly note that excess personnel will receive preference. All shortlisted candidates, including the

SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 20/300 : **MANAGER: MEDICAL SERVICES GRADE 1**
Garden Route District

SALARY : R1 479 723 per annum, (A portion of the package can be structured according to the individual's personal needs.)

CENTRE : Mossel Bay Hospital and Sub-district

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner. Registration with a professional council: Registration with the HPCSA as Medical Practitioner. Experience: A minimum of 3 years' experience as Medical Officer after registration with the HPCSA as Medical Practitioner. Inherent requirement of the job: Willingness and skills to do after hours work. Valid (Code B/EB) driver's licence. Competencies (knowledge/skills): Excellent communication skills on all levels. Strong business orientation with proven skills and abilities in the clinical management of a health service. Proven management competencies specific to a health-care environment. Computer literacy (MS Word, Excel, PowerPoint, Internet and email). Appropriate experience of managing clinical services.

DUTIES : Strategic and operational management of all health service platforms at Mossel Bay Hospital and Mossel Bay Sub District Primary Health Care Services. Ensure safe clinical services and practices that comply with professional laws of the country and compatible with acceptable clinical practices. Set up systems to manage quality assurance in the Sub District to ensure support of the patient centred experience, compliance to national core standards, Ideal clinic standards and improved information management. Provide operational support to the office of the Director by effective and efficient use of allocated human, financial, infrastructure and health technology resources and to support service delivery of all the health service platforms in the Sub District. Develop internal and external key partnerships in the sub-district to ensure a WOSA to address the BoD and move to a wellness approach.

ENQUIRIES : Ms H Le Roux Tel No: (044) 803-2700

NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/ oral assessment.

POST 20/301 : **MEDICAL SPECIALIST: GRADE 1 TO 3 (OTORHINOLARYNGOLOGY)**
Chief Directorate: Rural Health Services

SALARY : Grade 1: R1 395 528 per annum
Grade 2: R1 592 274 per annum
Grade 3: R1 844 151 per annum
(A portion of the package can be structured according to the individual's personal needs.)

CENTRE : Worcester Regional Hospital

REQUIREMENTS : Minimum Education qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Otorhinolaryngology. Registration with a Professional Council: Registration with the HPCSA as Medical Specialist in Otorhinolaryngology. Experience: **Grade 1:** None after registration with the HPCSA as a Medical Specialist in Otorhinolaryngology. **Grade 2:** A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Otorhinolaryngology. **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Otorhinolaryngology. Inherent requirements of the job: Provision of services across the Rural Central Ecosystem which will include extensive travelling. Valid (Code B/E or higher) driver's license. Ability to work overtime and or shifts when necessary. Availability during Major Incidents as needed and appropriate. Competencies (knowledge/skills): Proven competency in managing Otorhinolaryngology cases independently. Proven experience in quality improvement and research methodology. Proven leadership and team-work abilities. Proven knowledge of

relevant health policies, guidelines and related prescripts to manage resources effectively. Computer literacy.

DUTIES : Patient-centered services through comprehensive, efficient and cost-effective ENT services that is of high quality across the Rural Central Ecosystem. Strong clinical governance through a culture of persistent quality improvement and research within the department to stay abreast of clinical development. Teaching and learning by fostering a learning environment for students, junior staff and peers at both under- and postgraduate level as required; as well as updating own knowledge and skills. Perform outreach and support to improve service delivery in the Rural Central Ecosystem. Sound corporate governance evident by effective and efficient financial and physical resource management; as well as adherence to requirements for all People Management matters.

ENQUIRIES : Dr JJ Fourie Tel No: (023) 348-1101

NOTE : Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/302 : **REGISTRAR (MEDICAL) (FAMILY MEDICINE)**
Overberg District
4 Year Contract

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs).

CENTRE : Caledon Hospital (Complex), Theewaterskloof Sub-district

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as Medical Practitioner. (Independent Practice). Inherent requirement of the job: Valid (code B/EB/C1) driver's license. Compulsory Remunerated Commuted Overtime (COT) duties. Ability and willingness to do outreach services to clinics throughout the Theewaterskloof sub-district. Competencies (knowledge/skills): Sound knowledge of general medical and surgical conditions at district hospital and Primary Health Care level and knowledge. Comprehensive evidence-informed, direct patient-centered approaches to care. Clinical service provision in district level health care services. Computer literacy (MS Excel, Word, Outlook etc.) and good interpersonal, organisational and teamwork skills. Ability to work effectively within a multidisciplinary team. Recent experience with performing district level procedures including performance of caesarian sections, administration of spinal and general anaesthesia, management of chronic conditions and HIV/TB care, maternal and child health as well as emergency medical care including adult and neonatal resuscitations. Ability to guide health care colleagues in managing difficult district-level cases.

DUTIES : Provide quality health care to patients in the Theewaterskloof sub-district including Caledon Hospital and surrounding clinics, healthcare facilities and communities as part of community oriented primary care. Provide Outreach and Support service to PHC facilities and communities in the Theewaterskloof sub-district. Actively participate in skills transfer, training, teaching and academic opportunities relevant to the post. Active involvement in the clinical governance of Theewaterskloof sub-district facilities as required. Performing administrative duties. Supporting the Sub-district management team, while maintaining professional ethical standards. Research and Professional Development (incl. completion of MMED).

ENQUIRIES : Dr H Stofberg at (079) 867-9327

NOTE : No payment of any kind is required when applying for this post. Appointment as Registrar will be for a maximum contract period of four (4) years. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position as personal and they are entitled to pay progression. It may become necessary to second or transfer staff to another hospital or institution during their training period; staff will be consulted prior to any such decision being implemented. Registrars will function across health facilities as per an agreed programme, including

rotations within an assigned training complex (Theewaterskloof Sub-district). Employees in service who elect to retain pension benefits will be required to resign upon completion of registrarship should they not be appointed to an advertised Specialist post. Applicants must indicate whether they have any bursary obligations. The Department of Health subscribes to the principles of Employment Equity. Candidates with disabilities are encouraged to apply. Specific Registrar posts will be identified under the Affirmative Action programme to ensure representivity in line with applicable procedures. Preference will be given to South African citizens or permanent residents with a valid identity document. Applicants with temporary residence status will not be considered. Registrars will be required to register as postgraduates with the University of Stellenbosch in accordance with the discipline's yearbook and guidelines. Should registration with the Higher Education Institution (HEI) as a student be discontinued for any reason, the Registrar appointment will automatically terminate. Candidates who are not in possession of the stipulated registration requirements may apply on condition that proof of application and payment of prescribed registration fees to the relevant council are submitted on or before the interview date. This concession applies only to first-time registrations or changes in registration status.

POST 20/303 : **MEDICAL OFFICER GRADE 1 TO 3**
Directorate: Health Intelligence
The purpose of this role is to promote the understanding, integration, and innovation of clinical information technology to enhance both clinician and patient experiences.

SALARY : Grade 1: R1 041 402 per annum
Grade 2: R1 188 255 per annum
Grade 3: R1 375 245 per annum
(A portion of the package can be structured according to the individual's personal needs).

CENTRE : Head Office, Cape Town (Component: Provincial Health Data Centre)

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a Medical Practitioner. Experience: **Grade 1:** No experience after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees. One-year relevant experience after registration as Medical Practitioner with a recognized foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** A minimum of 5 years appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years relevant experience after registration as Medical Practitioner with a recognized foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** A minimum of 10 years appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years relevant experience after registration as Medical Practitioner with a recognized foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirement of the job: Valid (Code B/EB) driver’s Licence and willingness to travel. Competencies (knowledge/skills): Excellent collaboration and communication skills. Attention to detail, critical thinking, and problem-solving capabilities. Advanced knowledge and proficiency with cloud technology including Azure SQL, and interactive data visualization software such as Power BI. Knowledge and insight of legislation and policies, relevant to current medical practice within the Public Service, experience in working in a district level hospital and Primary Health Care (PHC) setting. Demonstrated experience working with teams in the development and support of applications, and in implementing production systems in a healthcare organization. Appropriate experience in health information systems and health data interoperability. Appropriate SQL programming experience. Appropriate experience working with large datasets (hundreds of millions of records) and in programming and/or software development. Statistical expertise and/or broader software programming

experience. Experience working with stored procedures and views. Experience working with a scripting language e.g. Python, SQL, Java, Ruby, and/or R. Experience with technical communication and presentation of findings and ideas.

DUTIES : The role supports organizational goals and initiatives through data input, analysis, and retrieval to improve processes, while maintaining knowledge of clinical practice and strong relationships with clinical and domain experts. Develop digital patient management tools and reports that enable clinicians to deliver better care while improving clinical workflows and the patient experience. Collaborate with cross-functional teams inclusive of data engineers, software developers, system administrators, and other stakeholders to enhance user functionality of patient management digital tools and ensure data quality and completeness. Improve processes by systematically analyzing complex problems and present innovative solutions to clinicians and strategic leaders in the organization. Participate in the design, testing, implementation, and ongoing support of clinical applications. Effectively deliver communications and updates to stakeholders at multiple organizational levels. Contributes to documentation, standard query libraries, and training materials to enhance organizational data literacy.

ENQUIRIES : Prof A Boulle, email: Andrew.Boulle@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post. A competency test may form part of the selection process. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/304 : **MEDICAL OFFICER GRADE 1 TO 3 (PSYCHIATRY) (1-YEAR CONTRACT) (X2 POSTS)**

SALARY : Grade 1: R1 041 402 per annum
Grade 2: R1 188 255 per annum
Grade 3: R1 375 245 per annum
(A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a Medical Practitioner. Experience: **Grade 1:** None after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees. 1-year relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** A minimum of 10 years' appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirements of the job: Commuted overtime is compulsory. Participate in the after-hours call system. Competencies (knowledge/skills): Proven experience in principles of planning, organizing and implementation. Proven knowledge of Public health policies, guidelines and related prescript to manage resources effectively. Competent and willing to work across disciplines if required. Appropriate experience in

Psychiatry. Excellent clinical assessment and management procedures. Excellent clinical skills in terms of consultation. Good communication skills.

DUTIES : Uphold the reputation and integrity of the medical profession. Adhere to requirements for all HR matters and Code of Conduct. Complete and submit required medical reports and documentation for legal and administrative purposes. Complete the required CPD activities to maintain registration with the HPCSA. Ensure an efficient and cost-effective clinical service of high quality with a patient centered focus. Ensure compliance by means of maintaining high quality clinical records. Financial management by effective and efficient use of resources. Participate in training and educational programs for healthcare professionals. Prescribe and manage treatment plans, including medication and therapies. Provide comprehensive medical care to patients by diagnosing and treating illnesses, injuries, and other health conditions. Refer patients to specialists or other healthcare providers when necessary.

ENQUIRIES : Dr I Lewis Tel No: (021) 404-5381 or email: Ian.lewis@uct.ac.za or Dr J Jordaan, jeannere.jordaan@uct.ac.za

NOTE : No payment of any kind is required when applying for this post. Please ensure that you attach an updated CV. No payment of any kind is required when applying for these posts. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 20/305 : **REGISTRAR (MEDICAL) (ORTHOPAEDICS)**
(5-Year Contract)

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with the Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirements of the job: Commuted overtime is compulsory. Participate in the after-hours call system. Completion of CMSA 1B Intermediate examination. Competencies (knowledge/skills): Knowledge, expertise and experience to participate in Orthopaedic surgical service provision demonstrated by appropriate medical officer experience, clinical logbook, research interest and attendance of courses. Ability to work under pressure as part of a clinical team. Administrative and IT skills.

DUTIES : Teaching. Innovation and research. Leadership. Clinical Service: Patient care and operative. Clinical Governance.

ENQUIRIES : Ms M van der Berg, email: marilyn.vanderberg@uct.ac.za

NOTE : Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 5 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work

across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV which highlights the orthopaedic clinical medical officer experience, case load, courses attended, research participation with supportive documentation. Please include two references, one of which should be an orthopaedic surgical supervisor with their contact details. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of Cape Town according to the yearbook and guidelines."

POST 20/306 : **REGISTRAR (MEDICAL) (OPHTHALMOLOGY) (X2 POSTS)**
(5 Year-Contract)

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: An appropriate qualification that allows for the registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner. Registration with the Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Competencies (knowledge/skills): Ability to communicate effectively (verbal and written) with patients and colleagues. Ability to work well within a group at all levels of authority. An interest and commitment to service. Appropriate experience in the field with proficiency in basic cataract surgery. Clinical and surgical experience in Ophthalmology as a medical officer. Computer literate to facilitate patient care, research and administration. FC Ophth (SA) part 1A (Paper 1 & 2). Inherent requirements of the job: Commuted overtime is compulsory.

DUTIES : Clinical Service Provision. Teaching and Training. Management and administration. -Research and Professional Development. To be responsible for the consulting room provisioning.

ENQUIRIES : Prof N du Toit Tel No: (021) 404-5008

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 5 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified

as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of Cape Town according to the yearbook and guidelines."

POST 20/307 : **REGISTRAR (MEDICAL) (SURGERY: OTORHINOLARYNGOLOGY)**
(5-Year Contract)

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualifications: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirements of the job: Commuted overtime is compulsory. Participate in the after-hours call system. Completion of FCS (SA) Otorhinolaryngology part II Intermediate Exam. Each Registrar will be required to work across the Groote Schuur, Red Cross & New Somerset Hospitals' platform in meeting the service requirements of. Registrars will be required to register as postgraduate students with the University of Cape Town as applicable according to the requirements for the discipline in the yearbook and guidelines. Competencies (knowledge/skills): Appropriate and sufficient clinical experience in otorhinolaryngology since obtaining the degree of MBChB and after completion of internal rotations. Knowledge, expertise and experience with regards to providing medical services in surgery and otorhinolaryngology that is obtained from knowledge and skills obtained in the intermediate examination.

DUTIES : Leadership. Research. Teaching. Clinical Service: Patient care. Clinical Service: Operative/Surgical Skills. Clinical Governance.

ENQUIRIES : Ms F Hassan, email: Farhana.hassan@uct.ac.za

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 5 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of Cape Town according to the yearbook and guidelines."

POST 20/308 : **REGISTRAR (MEDICAL) (RADIOLOGY) (X4 POSTS)**
(5-Year Contract)

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualifications: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirements of the job: Current certificate of ATLS/ACLS. Completion of Part 1 FCA Rad (Diag) SA. Emergency and after hour call cover. Commuted overtime is compulsory. Each Registrar will be working from Red Cross War Memorial Children's Hospital and Groote Schuur Hospital but will be required to work across the platform. Registrars will be required to register as post-graduate students with the University of Cape Town. Competencies (knowledge/skills): Knowledge and practical skills for safe general diagnostics radiology. Knowledge & appropriate use of equipment. Research methodologies. Diagnostic Radiology experience. Any additional experience in other fields of diagnostic imaging. Experience in Internal Medicine or critical care under supervision of a Specialist. Appropriate and sufficient clinical experience since obtaining the degree of MBChB. Diploma certificates e.g. Diploma in Anaesthesia (DA) or DiP PEC. Effective leadership and interpersonal skills.

DUTIES : Provision of safe imaging services. Learn the art and science of diagnostic radiology and imaging. Earn clinical skills required by diagnostic imaging. Participate in academic activities and teaching responsibilities of the division. Assist with training of interns, medical students and nursing staff. Undertake a suitable research project for completion of an MMed degree. Supervision in diagnostic imaging. Performance appraisals/assessments. Safety of personnel and patients. Input at meetings. Involvement in research/ audits relating to diagnostic radiology and imaging.

ENQUIRIES : Prof Q Said-Hartley Tel No: (021) 404-4184

NOTE : Preference will be given to SA citizens/permanent residents with a valid identity document*. No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for a change in registration status). Candidates will have to undergo profiling assessments prior to appointment. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as Registrar will be for a maximum contract period of 4/5 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV.

POST 20/309 : **MEDICAL SPECIALIST: GRADE 1 TO 3 (OPHTHALMOLOGY) (5/8 TH POST)**

SALARY : Grade 1: R872 205 per annum
Grade 2: R995 172 per annum
Grade 3: R1 152 594 per annum

CENTRE : Tygerberg Hospital, Parow Valley

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Ophthalmology. Registration with a Professional Council: Registration with the HPCSA as Medical Specialist in Ophthalmology. Experience: **Grade 1:** None after registration with the HPCSA as a Medical Specialist in Ophthalmology. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Ophthalmology. **Grade 3:** A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Ophthalmology. Inherent requirements of the job: Valid driver's license. Competencies (knowledge/skills): Experience in cataract surgery and interest in either glaucoma, corneal or adnexal surgery. Ability to work in a team and under pressure.

DUTIES : Clinical management of patients in general ophthalmology/ intake clinic as well as a subspecialist clinic in either glaucoma, corneal diseases, or ocular adnexal diseases. Surgery on patients with general eye complaints and specifically performing and teaching cataract surgery. Clinical teaching of students, medical officers and registrars in cataract management and either glaucoma, cornea or adnexal diseases. Research activities in cornea, glaucoma or adnexal diseases at the level of a specialist. Administrative tasks related to the corneal, glaucoma or adnexal units. Outreach and support to the Tygerberg Hospital Ecosystem.

ENQUIRIES : Prof L Visser Tel No: (021) 938-5519

NOTE : No payment of any kind is required when applying for this post "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time registration as Medical Specialist in Ophthalmology with the relevant council (including individuals who must apply for change in registration status)".

POST 20/310 : **COUNSELLOR (X2 POSTS)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R741 102 per annum
Grade 2: R844 128 per annum
Grade 3: R953 094 per annum
(A portion of the package can be structured according to the individual's personal needs.)

CENTRE : Klipfontein/Mitchells Plain Substructure Office

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa as a Registered Counsellor. Registration with a professional council: Registration with the Health Professionals Council of South Africa as a Registered Counsellor. Experience: **Grade 1:** None after registration with the health professions Council of South Africa as a Registered Counsellor. **Grade 2:** A minimum of 8 years appropriate experience after Registration with the HPCSA as Counsellor. **Grade 3:** A minimum of 16 years appropriate experience after registration with HPCSA as Counsellor. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Willingness to travel in the Sub-structure to consult clients, attend and conduct meetings and training sessions. Competencies (knowledge/skills): Knowledge and/or experience in counselling, psychometric assessments and identification of mental health challenges. Ability to think strategically and analytically, as well as the ability to interpret and implement policies and guidelines. Work within your professional scope of practice and know when to refer for more specialized mental health interventions. Knowledge and experience in providing mentoring and supervision of other lay health workers. Computer literacy (i.e. MS Word, PowerPoint and Excel).

DUTIES : Providing preventative and developmental counselling services and interventions on all systems levels. Performing supportive psychological

interventions to enhance mental well-being on an individual basis, group basis or at community level. Performing basic psychological screening aimed at overall generalized functioning enhancement. Provide counselling in conjunction with interdisciplinary/multi-sectoral support teams. Provide psychoeducation and mental health promotion. Report writing and providing feedback to clients/supervisor(s) on interventions. Provide supervision, mentoring and support to lay health workers. Attend regular clinical supervision. Form part of the sub-district and district mental health teams.

ENQUIRIES : Ms S Patel-Abrahams Tel No: (021) 370-5008
NOTE : No payment of any kind is required when applying for this post.

POST 20/311 : **CLINICAL PSYCHOLOGIST (INTERNS) (X14 POSTS)**
Chief Directorate: Metro Health Services
(Contract From 01 January 2027 Until 31 December 2027)

SALARY : R741 102 per annum, (A portion of the package can be structured according to the individual's personal needs).
CENTRE : Groote Schuur Hospital, Tygerberg Hospital, Red Cross Children's Memorial Hospital, Valkenberg Hospital, Stikland Hospital, Alexandra Hospital, Lentegeur Hospital
REQUIREMENTS : Minimum educational qualification: Honours degree in Psychology. Successful completion of the theoretical part of the Master's degree in Clinical Psychology. Registration with a Professional Council: Registration with the Health Professionals Council of South Africa (HPCSA) as a Clinical Psychology Intern (1 January 2027). Competencies (knowledge/skills): Achievement of training standards set by the HPCSA and SA Professional Board of Psychology. Ability to work accurately under pressure and maintain a high standard of professionalism. Good interpersonal and communication skills. Computer literacy.
DUTIES : In and outpatient clinical assessment, psychological treatment and formulating of psychiatric conditions in adults and children. Outreach and support to district and community health clinics. Ward work will comprise of a range of psychiatric diagnoses, as well as medical wards, intellectual disability and forensic services. Conducting psychometric assessments including comprehensive neuro-psychological, personality and developmental evaluations. General and clinical administrative tasks. Participation in the academic training program of the departments of Clinical Psychology.
ENQUIRIES : Ms B Beukes Tel No: (021) 815-8749
NOTE : No payment of any kind is required when applying for this post. All short-listed candidates will undergo a technical competency test. All applicants are to submit a comprehensive Curriculum Vitae: 3 referee reports and Interim Supervisors reports; Identity Document, Matric certificate, Academic transcripts and HPCSA registration certificate as Psychology Student. The interns will be exposed to different service areas, including community and district services. All applicants should indicate their preference of these 3 available training sites: Training site A (Groote Schuur, Red Cross Children's Memorial, Valkenberg and Alexander Hospital) Training site B (Tygerberg and Stikland Hospital) Training site C (Lentegeur Hospital) Applicants may be placed at other institutions, depending on the availability of posts. The applicant should indicate their preference on the online application portal. All short-listed candidates will be expected to submit a reflective task prior to the interview. It will be expected of successful candidates to provide your year-end final supervisor's report if you are selected to the Intern program. No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted with on appointment. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/312 : **OPERATIONAL MANAGER NURSING (SPECIALTY AREA: NEONATOLOGY)**

SALARY : R720 819 per annum

CENTRE : Tygerberg Hospital, Parow Valley

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification, with duration of at least 1 year accredited with the SANC in Advanced Midwifery and Neonatal Nursing Science. Or 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Midwifery. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: A minimum of 9 years appropriate/recognisable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognizable experience after obtaining the one-year post-basic qualification or post-graduate diploma in the relevant specialty. Inherent requirement of the job: Ability and willingness to assist with shifts and after-hours hospital cover including weekends, public holidays, night duty relief and overtime as the need arises. Competencies (knowledge/skills): Basic computer literacy. Good written and verbal communication skills. Knowledge of relevant legislation and policy related to the nursing specialty. Strong leadership and interpersonal skills. Good organizational skills and the ability to function under pressure. To maintain ethical standards and promote professional growth and self-development. Display core values of the Department of Health and Wellness (WCG) on the execution of duties while practicing within the legislation, regulations and protocols applicable to the public service.

DUTIES : The candidate will be responsible for planning, managing, co-ordinating and maintaining an optimal quality Nursing Service as an Operational Manager. Participative management and utilization of Human Resources to fulfil operational and developmental functions in the area. Manage and monitor the Financial Resources of the clinical area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service and the institution.

ENQUIRIES : Ms V Dubase Tel No: (021) 938-4000

NOTE : No payment of any kind is required when applying for this post.

POST 20/313 : **OPERATIONAL MANAGER NURSING: PRIMARY HEALTH CARE**
Overberg District

SALARY : R720 819 per annum

CENTRE : Railton Clinic, Swellendam Sub-district

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year diploma in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC (R48) OR a 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience after obtaining the one-year post basic qualification or post-graduate diploma in the relevant specialty. Inherent requirement of the job: Valid code 8/EB driver's license. Willingness to work overtime when necessary. It will be expected of the candidate to perform clinical functions within the Primary Health Care setting and do relieve work at the other clinics in the sub-district when needed. Competencies (knowledge/skills): Computer literacy (MS Word and Excel). Demonstrate an in-depth knowledge of nursing and public service legislation. Knowledge of Human Resource and Financial policies. Ability to function/make decisions independently and as part of a multi-disciplinary team. Good communication, interpersonal relationships, exceptional leadership and conflict resolution skills.

DUTIES : Responsible for the management and coordination of PHC services and delivery of person-centered quality nursing care in accordance with the scope

of practice and nursing standards at the Primary Health Care. Plan to practice a holistic health service on a short-/medium-/long term basis including the provision of effective mobile Primary Health Care services attached to the fixed facility. Manage Personnel matters including supervision and performance management, the utilization and supervision of staff, finances and procuring as well as implementing of policies, prescripts and protocols regarding the mentioned facets. Manage Health Programmes (CBS, COPC, Comprehensive Health, HAST, School Health) and Quality assurance program of the facility. Manage control and act in facet of Health, Support, Data collection and timeous submission of accurate PHC, CBS and HAST data, including Security, Cleaning, Infection control and Ground services reports monthly. Organize a cost-effective service on a daily basis and participate in community involvement including attending community engagements as required.

ENQUIRIES : Ms G Van der Westhuizen Tel No: (028) 514-8402
NOTE : No payment of any kind is required when applying for this post.

POST 20/314 : **PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: PSYCHIATRY) (X2 POSTS)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : **Valkenberg Hospital:**
Ward 4 Acute Adult Male (X1 Post)
Ward 1 Neuro Clinic (X1 Post)

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R880) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Advanced Psychiatric Nursing Science (R212) OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Mental Health Nursing. Registration with a Professional Council: Registration with the SANC as a Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification as mentioned above. Inherent requirements of the job: Valid Code EB/EC drivers' licence. Willingness to perform shiftwork, rotation in night duty and over weekends/public holidays. It will be required of the incumbent to rotate within the hospital. Competencies (knowledge/skills): Good interpersonal, planning, and organisational skills. Computer literacy (MS Word, Excel & Outlook). Knowledge of the Mental Health Care Act, Child Care Act, Nursing Act and other relevant legislation. Knowledge and experience of Community Mental Health at PHC level.

DUTIES : Provide optimal, holistic specialized psychiatric nursing care within set standards and professional/legal framework. Effective utilization of human, financial and physical resources (equipment and consumables). Participation in appropriate personal /professional development activities: Self, students, other categories of staff. Ensure efficient and accurate documentation, statistical data collection capturing and participation in research activities. Assist with the development and the implementation of nursing quality improvement plans, policies and standard operating procedures.

ENQUIRIES : Ms. N Davids Tel No: (021) 4403136
NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/315 : **PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: ADVANCED MIDWIFERY) (CLINICAL FACILITATOR)**

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Advanced Midwifery and Neonatal Nursing Science (R212) OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited in Midwifery. Registration with a Professional Council: Registration with SANC as Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification or post-graduate diploma in the relevant specialty. Inherent requirements of the job: Must be prepared to work shifts, weekends, and public holidays. Competencies (knowledge/skills): Basic Computer literacy- Microsoft word, Excel, PowerPoint Knowledge and insight related to the Specialty area. Ability to promote quality patient care through the setting, implementation, and monitoring standards. Effective communication, interpersonal, leadership, decision making and conflict resolution skills. Good Organizational Skills and the ability to function under pressure.

DUTIES : Facilitate learning opportunities for all Nursing personnel and students. Provide professional, technical, and educational support for the provision of quality patient care through proper management of nursing care programmes. Facilitate the implementation of departmental in-service training as well as updating of skills and competencies Support the orientation programme for nurses and students. Evaluate and assess the competencies and skills of nursing personnel and students, Support the implementation of CPD for all nursing staff. Ensure appropriate placement and accompaniment of nursing personnel and nursing students. Effective utilization of Financial and Human resources. Support and initiate Nursing Research initiatives within the Mother Woman and Child department. Support and ensure the implementation Quality Improvement initiatives within the department. Support ecosystem initiatives.

ENQUIRIES : Ms L De Palo Tel No: (021) 404-2105

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates could be subjected to a competency test on day of interview. “Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted with their job application/on appointment. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)”

POST 20/316 : **PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: INTENSIVE CARE UNIT) (X2 POSTS)**

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Groote Schuur Hospital, Observatory (Neurosurgical ICU and Haemodialysis)

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Medical and Surgical Nursing Science: Critical Care Nursing: General (R212) or 4 year Bachelor Degree in Nursing (R174) or

equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited in Critical Care Nursing (Adult). Registration with a Professional Council: Registration with the SANC as Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification or post-graduate diploma in the relevant specialty. Inherent requirements of the job: Willingness to work shifts including weekends, public holidays and night duty. Willingness to rotate within ICU. Ability to lift and turn patients, stand for long hours and lift heavy equipment. Competencies (knowledge/skills): Sound knowledge and understanding of nursing and health service-related acts, legislation, policies and practices. Problem solving, report writing, liaison and facilitation skills. Basic computer skills in MS Word, Excel, Outlook and use of Internet.

DUTIES : Provide an optimal, holistic, specialised Nursing Care within set standards and within a professional, legal framework as a professional Nurse in ICU. Maintain a constructive working relationship with nursing and other stakeholders. Utilise human, material and physical resources efficiently and effectively. Participate in research and training and development of community, staff and students to achieve optimal health care and rehabilitation of trauma and emergency patients. Deliver an effective outreach service. Assist with administrative duties, e.g. data collation and reporting.

ENQUIRIES : Ms R Sutcliffe Tel No: (021) 404-2092

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post-basic qualification or post-graduate qualification in the relevant specialty.

POST 20/317 : **PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: TRAUMA AND OPD)**
West Coast District

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Vredenburg Hospital, Saldanha Bay Sub-district

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Medical and Surgical Nursing Science: Critical Care Nursing: General (R212) or Medical and Surgical Nursing Science: Critical Care Nursing: Trauma and Emergency (R212) or 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited in Emergency Nursing OR Critical Care Nursing (Adult). Registration with a Professional Council: Registration with the SANC as Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification or post-graduate diploma in the relevant specialty. Competencies (knowledge/skills): Sound scientific knowledge of Trauma and Emergency nursing. Good interpersonal skills. Computer literacy & report writing skills– able to capture and interpret relevant data. Ability to work independently and in a multi-disciplinary team.

DUTIES : Provision of optimal, holistic nursing care with set standards with a professional/legal framework. Effective utilization of resources. Participation in research activities. Provision of support to Nursing Services. Maintain professional growth/ethical standards and self-development. Provide effective trauma and emergency nursing care to patients.

ENQUIRIES : Ms S Van Wyk Tel No: (022) 709-5079

NOTE : Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification or post-graduate diploma in the relevant specialty.

POST 20/318 : **PHARMACIST INTERNSHIP (X20 POSTS)**
Chief Directorate: Emergency and Clinical Support Services
(12-Month Contract)

SALARY : R457 836 per annum

CENTRE : Medicine Management, Bloods and Laboratory Services Support (Various Institutions)

REQUIREMENTS : Minimum educational qualification: Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist Intern. Registration with a professional council: Registration with the South African Pharmacy Council (SAPC) as a Pharmacist Intern. Competencies (knowledge/skills): Knowledge of and ability to comply with applicable Pharmacy legislation and National and Provincial Health Policies. Ability to work accurately under pressure and maintain a high standard of professionalism. Good interpersonal and communication skills. -Computer literacy.

DUTIES : Leadership by demonstrating initiative in addressing problems. Provision of Pharmaceutical Care, including prescription evaluation, dispensing of medication and provision of information to ensure patient compliance and therapeutic success. Effective medicine supply management to ensure safe and reliable procurement, storage, control and distribution of quality pharmaceuticals. Adherence to policies, procedures and expenditure control. Assist with the training, education and development of pharmacy staff and other healthcare workers, and promotion of public health. Quality Management by demonstrating compliance with Regulated Norms and Standards, Occupational Health and Safety control and good pharmacy practices. All duties will be performed under the direct supervision of a pharmacist.

ENQUIRIES : Mr L Liddell, Email: Leonard.Liddell@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post. All short-listed candidates will undergo a technical competency test. All applicants are to submit the following. 1. A cover letter which indicates 5 institutions of preference, but the applicant may be placed at other institutions depending on availability. If the applicant does not select 5 institutions their application will not be considered. 2. A comprehensive CV with referral letters from 3 referees. 3. Certified copies of Matric Certificate, Identity Document, University academic record for the 3 years of study and South African Pharmacy Council (SAPC) student registration certificate. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted with their job application / on appointment. This concession is only applicable on health professionals who apply for the first-time registration. The interviews will take place via MS Teams. Accommodation during internship will not be provided.

POST 20/319 : **DIETICIAN GRADE 1 TO 3**
Garden Route District

SALARY : Grade 1: R413 121 per annum
Grade 2: R482 499 per annum
Grade 3: R564 822 per annum

CENTRE : Harry Comay Hospital, George Sub-District

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Dietician. Registration with a professional council: Registration with Health Professions Council of South Africa (HPCSA) as a Dietician. Experience: **Grade 1:** None after registration with HPCSA as a Dietician in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** A minimum of 10 years' relevant experience after registration with the HPCSA as a Dietician in respect of SA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 3:** A minimum of 20 years' relevant experience after registration with the HPCSA as Dietician in respect of SA qualified employees. A minimum of 21 years' relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirement of the job: A valid driver's licence (Code B/EB) and willingness to drive to Health facilities in the Garden Route District. Willingness to work overtime when needed. Competencies (knowledge/skills): Possess strong clinical knowledge and skills, particularly in managing disease-specific nutrition support for conditions like HIV/AIDS, TB, malnutrition, and maternal-child health. Be proficient in therapeutic dietary interventions and nutrition counselling while effectively communicating with patients, families, and healthcare teams. Organizational competence is essential, as the role involves managing clinical, outreach, and administrative tasks, as well as training and mentoring junior colleagues. Adaptability and problem-solving skills are key to navigating resource-limited environments. Leadership abilities, especially in managing clinic operations, when necessary, combined with a commitment to continuous professional development, round out the essential competencies for this role.

DUTIES : Provide therapeutic nutrition treatment and counselling for various conditions such as CDL, HIV/AIDS, TB, malnutrition, and maternal-child health. Promote breastfeeding, ensure compliance with MBFI/IYCF protocols, and support micronutrient malnutrition control through outreach services and local clinics. The role will involve coordinating off-site dietetic services, collaborating with specialists, and leading nutrition education and health promotion campaigns. Additionally, you will support food service management, document patient care, complete administrative tasks, and actively participate in professional development. Also assist the clinical manager in maintaining smooth clinic operations.

ENQUIRIES : Dr TS Ackerman Tel No: (044) 814 - 1024

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration as a Dietician with the relevant council (including individuals who must apply for change in registration status).

POST 20/320 : **RADIOGRAPHER GRADE 1 TO 3 (DIAGNOSTIC) (X2 POSTS)**

SALARY : Grade 1: R413 121 per annum
Grade 2: R482 499 per annum
Grade 3: R564 822 per annum

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Diagnostic Radiographer. Registration with a professional council: Registration with the HPCSA as a Diagnostic Radiographer. Experience: **Grade 1:** None after registration with the HPCSA as an Diagnostic Radiographer in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** A minimum of 10 years' relevant experience

after registration with the HPCSA as a Diagnostic Radiographer in respect of SA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 3:** A minimum of 20 years' relevant experience after registration with the as a Diagnostic Radiographer in respect of SA qualified employees. A minimum of 21 years' relevant experience after registration with the HPCSA as a Diagnostic Radiographer respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: Will be required to perform after-hours and night duties, including weekends and Public Holidays. Competencies (knowledge/skills): Knowledge and experience of theatre, mobile, fluoroscopy and general radiography, computerized tomography and magnetic resonance imaging. Appropriate experience in a busy general department with knowledge of radiation protection, quality assurance and equipment safety pertaining to radiography. Knowledge of Patient Archiving and Communication Systems. Computer literacy (MS Windows, Word, Excel and PowerPoint). Good interpersonal skills, the ability to work under pressure and independently and in a team.

DUTIES : Be responsible for the provision of a patient-centred radiographic imaging service over a 24-hour period, including risk management. Identify and perform the most appropriate diagnostic images of high quality, be responsible for self-development as well as training of staff and students. Ensure optimal care of equipment, quality assurance and use of suitable radiation protection. Provide support to the Chief and Assistant Director regarding day to day activities.

ENQUIRIES : Ms N Behardien-Peters Tel No: (021) 404-4187

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 20/321 : **OCCUPATIONAL THERAPIST GRADE 1 TO 3**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R413 121 per annum
Grade 2: R482 499 per annum
Grade 3: R564 822 per annum

CENTRE : Valkenberg Hospital

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Registration with a Professional Council: Registration with the HPCSA as an Occupational Therapist. Experience: **Grade 1:** None after registration with the HPCSA as an Occupational Therapist. One-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as an Occupational Therapist. Minimum of 11-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. **Grade 3:** Minimum of 20 years relevant experience after registration with the HPCSA as an Occupational Therapist. Minimum of 21-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. Competencies (knowledge/skills): Knowledge of providing intervention for clients with mental health challenges. Knowledge of applicable health legislation, relevant acts, policies and procedures. Understanding of evidence-based practice and knowledge of PSR model in a Mental health environment. Computer literacy in MS Word, Excel and PowerPoint.

DUTIES : Provide evidence based Clinical Service within a Mental health setting in accordance with prescribed requirements and protocols. Conduct

assessments and implement treatments plans within allocated areas. Administration related to clinical service delivery. Ensure effective resource management and general administration tasks. Student supervision and training. Management of events and projects advocating for mental health services.

ENQUIRIES : Ms. A Gamiet Tel No: (021) 826-5813

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview." This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for a change in registration status).

POST 20/322 : **SENIOR ADMINISTRATIVE OFFICER: RECORDS MANAGEMENT COMPLIANCE**
Directorate: Health Intelligence
Sub-directorate: Records Management

SALARY : R413 001 per annum

CENTRE : Swartland District Office, Malmesbury

REQUIREMENTS : Minimum educational qualification: Appropriate three-year National diploma or Degree. Experience: Appropriate experience in records and information management administration. Appropriate Electronic Document and Records Management System (EDRMS) experience. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Willingness to travel extensively (Western Cape Province), to drive a government vehicle and overnight when required within the district. Completed Records Management course provided by Western Cape Archives and Records Service (WCARS). Competencies (knowledge/skills): Extensive knowledge and application of Records Management compliance with National and Provincial policies and guidelines. Strong organisational and administrative capability with excellent attention to detail and analytical thinking. Sound experience in records management, compliance auditing, and governance practices. In-depth knowledge of records management legislation and frameworks, including PAIA, POPIA, Archives Act, and the National Health Act. Proficiency in health records and information systems (e.g. PHCIS, SPV, Clinicom, NHLS advantageous). Advanced computer literacy, including MS Office and electronic records/document management systems (EDRMS/ECM). Strong project management, planning, and coordination skills. Ability to analyse information, conduct basic research, and produce high-quality reports. Excellent stakeholder engagement, interpersonal, and communication skills (written and verbal). Demonstrated training, facilitation, and presentation capability. Ability to manage multiple priorities, meet deadlines, and perform effectively under pressure. Ability to work collaboratively across functions (transversal environment) while maintaining accountability.

DUTIES : Compliance monitoring and evaluation of records and information management practices across the West Coast District. Conduct facility and district compliance assessments using approved tools and Assess adherence to PAIA, POPIA, National Archives Act, and departmental policies, procedures, and SOPs. Identify compliance gaps and develop, implement, and track remedial action plans. Compile analytical reports (weekly, monthly, quarterly, annual) on compliance outcomes. Develop dashboards, statistical reports, and compliance insights. Present findings, risks, and recommendations to management through formal reports and presentations. Support internal and external audit processes (e.g. AGSA, WCARS, Departmental, National, Operational). Ensure audit readiness and availability of accurate supporting evidence. Coordinate, track, and report on responses to audit findings. Records Management Systems & Policy Implementation. Support the development, review, and implementation of records management policies, procedures, and tools. Ensure effective management of physical and electronic records across the Department. Maintain standards in accordance with approved file plans and records control schedules. Support and coordinate compliance with PAIA processes, including management of requests and stakeholder engagement. Ensure alignment with POPIA requirements in all

records and information management activities. Disposal, Archiving & Retention Management. Facilitate and monitor the archiving and lawful disposal of records in accordance with approved disposal authorities. Ensure accurate application of retention periods and proper documentation of disposal processes. Facilitate and Training, Awareness & Capacity Building within the District to strengthen records and information management compliance. Facilitate training, awareness programmes, and interventions on records and information management. Provide ongoing support to business units to improve compliance and strengthen records management practices.

ENQUIRIES : Ms R Pretorius-Hattingh Tel No: (021) 483-4684
NOTE : No payment of any kind is required when applying for this post.

POST 20/323 : **ARTISAN FOREMAN GRADE A (TECHNICAL SERVICES)**
Chief Directorate: Metro Health Services

SALARY : Grade A: R397 329 per annum
CENTRE : Metro TB Hospital Complex
REQUIREMENTS : Minimum educational qualification: An appropriate Trade Test Certificate. Experience: 5 years' experience as an Artisan after obtaining the trade test certificate. Inherent requirements of the job: Valid code B/EB driver's license. Competencies (knowledge/skills): Be conversant with the requirements of the Machinery and Occupational Health and Safety. Good communication (verbal and written) and interpersonal skills. Sound knowledge of managing a workshop, staff members and maintenance facets. Computer literacy (MS Word and Excel).
DUTIES : Effectively manage the Maintenance department. Develop the staff of the Maintenance department. Responsible for production work in different fields i.e. electrical, plumbing, painting, carpentry and ensure tasks are performed according to OHS Act, and to applicable norms and standards. Plan and design new installations and alterations. Meet with assigned contractors and as well as monitor progress of projects. Ensure the efficient maintenance of hospital equipment. Drafting of maintenance plans for equipment and ensure that the equipment is serviced as per schedule.
ENQUIRIES : Mr CJ Van Houten Tel No: (021) 508-8333
NOTE : No payment of any kind is required when applying for this post.

POST 20/324 : **SOCIAL WORKER GRADE 1 TO 4**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R338 208 per annum
Grade 2: R413 004 per annum
Grade 3: R496 668 per annum
Grade 4: R608 859 per annum
CENTRE : Klipfontein/Mitchells Plain Substructure Office
REQUIREMENTS : Minimum educational qualification: Appropriate qualification as a Social Worker that allows for registration with the South African Council for Social Service Professionals (SACSSP). Registration with a professional council: Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate experience in Social Work after registration as Social Worker with SACSSP. **Grade 3:** A minimum of 20 years appropriate experience in Social Work after registration as Social Worker with SACSSP. **Grade 4:** A minimum of 30 years appropriate experience in Social Work after registration as Social Worker with SACSSP. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Provide an after-hour service over weekends and public holidays. Willingness to work in any department in the community health centre and counselling of patient defaulters. Competencies (knowledge/skills): Knowledge of the psycho-social implications and therapeutic skills regarding illness and disease. Good administrative and computer literacy skills. Knowledge and experience in crisis intervention work.
DUTIES : Specialist service delivery in designated clinical area. Maintain a proper Administration system. Effectively manage the physical resources. Education and training of professional self, staff and students and research.
ENQUIRIES : Ms R Hull Tel No: (021) 370-5000
NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition

that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Candidates will be subjected to a written/practical and oral assessment.

POST 20/325 : **INDUSTRIAL TECHNICIAN GENERAL ENGINEERING PRODUCTION (MEDICAL GAS)**

SALARY : R338 106 per annum
CENTRE : Groote Schuur Hospital, Observatory
REQUIREMENTS : Minimum educational qualification: National Diploma or equivalent (T- or N- or S- Stream) in Electrical Engineering Mechanical or Electromechanical fields or registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technician in terms of section 14(1) or 14(2) of the Engineering Profession of South Africa Act, 1990. Experience: Appropriate/recognisable experience in the area after obtaining the relevant minimum educational qualification. Inherent requirements of the job: Valid (Code B/EB) driver's license. Competencies (knowledge/skills): Ability to do maintenance to Medical Gas, Gas and Compressor Infrastructure Computer literacy with the ability to write Specifications. Multitask and skills in Project Management and Medical Gas Field.
DUTIES : Provide planning for the Medical Gas Division and the equipment maintenance under the Medical Gas Division's control. Collect, log, and track repair requisitions. Assist in ordering and controlling the workshop materials, gasses and tools. Manage all contractors, contracts and liaise with Engineering. Keep record of all repairs and perform the necessary administrative functions. Liaise with all relevant personal in ensuring Groote Schuur Hospital is within regulations and with service providers and agents to manage quotations and maintenance. Liaise, evaluate, investigate, monitor and advise on suitability of equipment, costs of repairs and running cost of equipment.
ENQUIRIES : Mr R van Schalkwyk Tel No: (021) 404-6289 or Mr D Smith Tel No: (021) 404-3163
NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test.

POST 20/326 : **PERSONAL ASSISTANT**
Chief Directorate: Supply Chain Management

SALARY : R338 106 per annum
CENTRE : Head Office, Cape Town (Office of the Chief Director: Supply Chain Management).
REQUIREMENTS : Minimum educational qualification: An accredited secretarial diploma and/or administrative qualification on the level of NQF level 5 (a certificate of competition should be provided). Qualification on a higher level may also be accepted on condition that the subjects of the qualification align to the functions as per the attached job description. Experience: Appropriate experience in rendering secretarial and/or administrative support services to management or senior management. Inherent requirements of the job: Willingness to travel. Willingness to work after hours. Valid (Code B/EB) driver's license. Competencies (knowledge/skills): Secretarial & Office Management. Document, presentation and spreadsheet compilation. Advanced knowledge in MS Excel, MS Word, MS PowerPoint, MS Outlook, MS Teams. Excellent interpersonal and administrative organisational skills. Project Management. Presentation and report writing. Ability to function in a team. Ability to interact with people at all levels of society. Ability to analyse numbers and read reports.
DUTIES : Render a secretarial/office management service to the manager (front office management, typing, filing, excel reports/graphs, drawing up PowerPoint presentations, etc.). Provide diary management and meeting support to the manager (arrange meetings and travel arrangements, taking minutes, collation of documents, etc.). Provide administrative support to the manager (collate/compile reports, manage leave registers, co-ordinate training, etc.). Provide finance & supply chain support to the manager (processing of claims, procurement of standard items, management of petty cash). Supports the manager with the administration of the manager's budget.

ENQUIRIES : Ms R van Heerden, email: Rentia.vanHeerden@westerncape.gov.za
NOTE : No payment of any kind is required when applying for this post. A competency test will form part of the interview process. The person appointed to this position will be subjected to security clearance and the signing of a performance agreement and an employment contract.

POST 20/327 : **ADMINISTRATIVE OFFICER: FINANCE/ADMIN**
Chief Directorate: Metro Health Services

SALARY : R338 106 per annum
CENTRE : Metro TB Hospital Complex
REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accounting as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KRA'S) of the post. Experience: Appropriate experience in financial and expenditure management. Competencies (knowledge/skills): Sound Knowledge of the Public Finance Management Act (PFMA), National and Provincial Treasury Regulations, Accounting Officer's System of the Department of Health. Computer literacy (MS Word, Excel, and PowerPoint.
DUTIES : Authorising of payments on the BAS and Logis systems. Compliance Monitoring including adherence to policies and feedback to Internal Control Audit Findings. Maintenance and Clearance of Asset and Liability Accounts. Managing Revenue and Petty Cash Administration. Compilation of Annual Financial Statements, In Year Monitoring (IYM), Leases and 30 Day Payment Reporting. Human Resource Development and Management. Support to Supervisor and Finance Component.
ENQUIRIES : Ms P Sandile Tel No: (021) 508-7410
NOTE : No payment of any kind is required when applying for this post.

POST 20/328 : **ADMINISTRATIVE OFFICER: SUPPORT SERVICES**
Chief Directorate: Rural Health Services

SALARY : R338 106 per annum
CENTRE : Worcester Regional Hospital
REQUIREMENTS : Minimum Education qualification: Senior Certificate or equivalent. Experience: Appropriate experience in healthcare support services. Inherent requirements of the job: Valid Code B/EB driver's license. Willingness to do standby and work overtime. Competencies (knowledge/skills): Computer literacy and thorough knowledge of computer systems (MS Office, Logis). Good organizational and administrative skills. Good decision making and conflict management skills. Working knowledge of support services management. Ability to extract, analyse and compile reports from systems.
DUTIES : Supervise and maintain acceptable standards of quality of services delivered by the Support Services components (Transport, Registry, Switchboard, Porters, Residence and Recreational areas). Efficient and cost effective monitoring, evaluation and reporting of monthly expenditures against allocated budget. Supervise support staff, manage leave and performance, and ensure compliance with HR policies and disciplinary procedures. Effective and efficient support within Support Services. Effective and efficient administration of the services. Ensure relevant policy implementation and compliance (Occupational Health & Safety, Ideal Hospital Framework, National Core Standards, etc) at the Hospital.
ENQUIRIES : Ms G Piet Tel No: (023) 348-1125
NOTE : No payment of any kind is required when applying for this post.

POST 20/329 : **PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL NURSING) (X5 POSTS)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R337 359 per annum
Grade 2: R411 978 per annum
Grade 3: R495 423 per annum
CENTRE : Nyanga CDC
Gugulethu CHC (X2 Posts)
Hanover Park CHC
Heideveld CDC

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse or 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a General Nurse. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. **Grade 3:** A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirement of the job: Willingness to work shifts, night shift and overtime when requested. Willingness to rotate within the facility and assist with other clinics in the Sub-structure when there is a need. Competencies (knowledge/skills): Knowledge of Nursing Care processes and procedures Nursing Act. Problem solving and decision-making. Report writing skills. Health promotion and team building. Good interpersonal skills.

DUTIES : Provide direction and supervision for the implementation of quality comprehensive nursing care within the Primary Health Care context. Maintain ethical practice within legal and regulatory frameworks. Maintain a constructive working relationship with all relevant stakeholders of the Primary Health Care Team. Utilize human, material and physical resources efficiently and effectively. Participate in training programmes and research activities. Maintain workplace disciplinary of sub-ordinates.

ENQUIRIES : Ms P Mgqaliso Tel No: (021) 831-0882

NOTE : No payment of any kind is required when applying for this post. “Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview.” This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)”. Candidates will be subjected to a written/practical, and oral assessment.

POST 20/330 : **PHARMACIST ASSISTANT (POST BASIC) GRADE 1 TO 3**
West Coast District

SALARY : Grade 1: R275 340 per annum
Grade 2: R318 666 per annum
Grade 3: R343 761 per annum

CENTRE : Swartland Hospital, Swartland Sub-district

REQUIREMENTS : Minimum educational qualification: A qualification that allows registration with the SAPC as a Pharmacist Assistant (Post Basic) Institutional or Pharmacist Assistant (Post Basic, as required by the training facility and the South African Pharmacy Council (SAPC). Registration with a professional council: Registration with the SAPC registration as a Pharmacist Assistant (Post Basic) (Institutional) or Pharmacist Assistant (Post Basic). Experience: **Grade 1:** None after registration as Pharmacist’s Assistant (Post Basic) with the SAPC. **Grade 2:** A minimum of 5 years’ appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC. **Grade 3:** A minimum of 13 years’ appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC. Inherent requirements of the job: Valid (Code B/EB) driver’s license. Willingness to perform regular after hour duties. Competencies (knowledge/skills): Computer literacy (MS Office: Word, Excel, PowerPoint and Outlook). Ability to work accurately under pressure and maintain a high standard of professionalism. Ability to work in a multi-disciplinary team with excellent interpersonal and communication skills. Appropriate knowledge of National and Provincial Health Policies, Medicines Act 101of 1965, the Pharmacy Act 53 of 1974 and Public Finance Management Act. Appropriate clinical and pharmaceutical knowledge. Knowledge with JAC/WellSky dispensing system. Time management, strategic planning, prioritizing of tasks.

DUTIES : Effective control of Pharmaceutical stock. Ensure effective Pharmaceutical Care (Dispensing) including the Chronic Dispensing Unit within the Sub

District. Assist with collection of Pharmacy Data and recordkeeping. Promote and assist with optimal Pharmaceutical Advisory Service with the relevant multi-disciplinary teams. Ensure effective Quality of Health Service.

ENQUIRIES : Mr G Hermanus Tel No: (022) 487-9252

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test and/or competency test. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview.

POST 20/331 : **ARTISAN PRODUCTION GRADE A TO C (CARPENTRY)**
Directorate: Engineering and Technical Support Services

SALARY : Grade A: R253 341 per annum
Grade B: R297 249 per annum
Grade C: R345 342 per annum

CENTRE : Metro West, Zwaanswyk Mobile Workshop, Station Road, Retreat

REQUIREMENTS : Minimum educational qualification: Appropriate Trade Test Certificate (Carpentry). Experience: **Grade A:** No experience required. **Grade B:** At least 18 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. **Grade C:** At least 34 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Inherent requirement of the job: A valid driver's licence (Code B/EB) and willing to travel throughout the Western Cape. Perform standby duties. Competencies (knowledge/skills): Be conversant with the requirements of the Machinery and Occupational Health and Safety Act.

DUTIES : Perform necessary administrative functions. Control over tools and materials. Train and supervision of subordinates. Assist with the execution of building projects/repairs at hospitals and health institutions. Maintain and repairs of buildings and equipment at health institutions within the Western Cape Province. Assist Artisan Foremen/Chief Artisan with their duties.

ENQUIRIES : Mr D Bosman Tel No: (021) 715-5921

NOTE : No payment of any kind is required when applying for this post.

POST 20/332 : **ARTISAN PRODUCTION GRADE A TO C (PAINTING)**
Directorate: Engineering and Technical Support Services

SALARY : Grade A: R253 341 per annum
Grade B: R297 249 per annum
Grade C: R345 342 per annum

CENTRE : Metro West, Zwaanswyk Mobile Workshop, Station Road, Retreat

REQUIREMENTS : Minimum educational qualification: Appropriate Trade Test Certificate in Painting. Experience: **Grade A:** No experience required. **Grade B:** At least 18 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. **Grade C:** At least 34 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Inherent requirement of the job: A valid driver's licence (Code B/EB, manual) and willing to travel throughout the Western Cape. Perform standby duties. Competencies (knowledge/skills): Be conversant with the requirements of the Machinery and Occupational Health and Safety Act. Sound knowledge of the SANS 10400 Building Regulation.

DUTIES : Perform necessary administrative functions, train and supervision of subordinates. Control over tools and materials. Maintenance and repairs by painting, glazing, and spray- painting of hospital buildings. Emergency breakdowns (including afterhours repairs). Planning and décor of new installations and alterations.

ENQUIRIES : Mr D Bosman Tel No: (021) 715-5921

NOTE : No payment of any kind is required when applying for this post.

POST 20/333 : **ADMINISTRATION CLERK: SCM (ACQUISITION MANAGEMENT) (PROCUREMENT) (X2 POSTS)**

SALARY : R237 453 per annum

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics or Accounting as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KPA's) of the post. Experience: Appropriate experience in Supply Chain Management. Appropriate experience and knowledge in Public Sector Procurement and Supply Chain Management Processes and Procedures. Competencies (knowledge/skills): Ability to work under pressure. Good communication skills (verbal and written). Computer literacy and have knowledge of related procurement systems, SYSPRO, EPS, ESL Knowledge and understanding of relevant acquisition management legislation and regulations. Knowledge of SCM framework, AO System, Provincial Treasury Instructions, Practice Notes and Delegations issued in terms of section 44 of PFMA.

DUTIES : Sourcing of Quotations for Goods and Services via the EPS i.e., Buyouts, mini contracts, staggered orders and procuring from contracts to ensure adequate supply of stock. Preparation of Quotation Batches for the Quotation Committee. Processing and expediting of Purchase Orders. Communication/Follow-ups and Feedback with Suppliers and End-users. Be an active member of the innovation team within SCM to improve on processes and work methods.

ENQUIRIES : Mr JK Pypers Tel No: (021) 404-2338

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be subjected to a practical test.

POST 20/334 : **ADMINISTRATION CLERK: SUPPORT (SUPPORT SERVICES)**

SALARY : R237 453 per annum

CENTRE : Tygerberg Hospital, Parow Valley

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate office administration experience. Competencies (knowledge/skills): MS Office Computer intermediate literacy (MS Word/ Excel/ Powerpoint). Computer skills (MS Office, Excel, and Word- databases, pivots, formatting, graphs, writing skills and typing). Report writing skills, Analysing skills. Telephone etiquette. Organising and interpersonal skills.

DUTIES : Render an office management support service to the Deputy Director: Support Services and Estate Management that oversees Food Management; General Support Services; Security and Estate Support, Environmental Hygiene and Cleaning Services, as well as Facility/Property Management that include information w.r.t infrastructure projects on the estate. Responsible for organising the diary of the Manager that include scheduling meetings, managing, organising and filing documents for the Manager. Scan submissions and documents received for accuracy, re-direct where necessary/ ensure compliance before presenting to the manager to signs off. Build relations between components, stakeholders and Management. Organise diary by prioritizing overlapping meeting requests and arranging secunda, if necessary. Request documents from line managers required to meet deadlines on behalf of Deputy Director: Support Services. Assist with any other adhoc requests as and when the need arise pertaining support services. Manage the office in absence of the Deputy Director: Support Services. Type minutes of meetings, distribute minutes for meetings as required and relief at the office of the Director: Finance, when applicable.

ENQUIRIES : Ms A du Plessis Tel No: (021) 938-4413

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a competency assessment.

POST 20/335 : **ADMINISTRATION CLERK: FINANCE/ADMIN**
Chief Directorate: Financial Accounting

SALARY : R237 453 per annum

CENTRE : Head Office, Cape Town, (Finance Section: Payments)

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accountancy as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KPA's) of the post. Experience: Appropriate experience in Finance Department. Inherent requirements of the job: Willingness to rotate with the Finance Section and relieve colleagues. Competencies (knowledge/skills): Strong sense of confidentiality and trustworthiness. Good written and communication skills. Computer literacy (MS Office: Word, Excel,

PowerPoint, email). Relevant knowledge, skills, and experience in processes, procedures, prescripts and legislative framework, PFMA, NTR and PTI, and the Accounting Officer's System of the Department of Health, including delegations. Knowledge and experience of LOGIS and BAS. In-depth knowledge of SCOA codes and reports on LOGIS and BAS. Knowledge and experience in Supplier Reconciliation. Working knowledge of ledger accounts and debt. Ability to analyse and provide solutions to problems. Good interpersonal and organisational skills.

DUTIES : Provide a financial administrative service and overall management of activities within the office. Effectively and efficiently monitored accounts for the department. Render an effective and efficient Sundry Creditors payment function. Render an effective capturing and pre-authorisation of payments on the Logis system. Maintain and capture inter-departmental claims. Capture credit notes and disallowances. Check and verify payment segments as listed in the SCOA list. IFS & AFS Financial Reporting. Support to State Accountant.

ENQUIRIES : Mr U Filander Tel No: (021) 483 6754 or email: Ulrigh.Filander@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post.

POST 20/336 : **STAFF NURSE GRADE 1 TO 3 (X7 POSTS)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R229 440 per annum
Grade 2: R272 778 per annum
Grade 3: R319 071 per annum

CENTRE : Klipfontein / Mitchells Plain Sub-structure (Various institutions)

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with SANC as an Enrolled Nurse. Registration with a professional council: Registration with the South African Nursing Council as an Enrolled Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years recognisable nursing experience as an enrolled nurse after registration with the SANC. **Grade 3:** A minimum of 20 years recognisable experience as an enrolled nurse after registration with the SANC. Inherent requirement of the job: Willingness to work night duty, weekends and public holidays as well as overtime. Willingness to rotate within the facility and assist with other clinics in the Sub-structure when there is a need. Competencies (knowledge/skills): Ability to interpret basic clinical signs and symptoms. Knowledge of Nursing Practices and IPC, control measures and practices. Ability to lift and turn patients, stand long hours and lift heavy equipment. Good communication skills. Basic Computer Literacy. Self-discipline.

DUTIES : Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilisation of resources. Maintain professional growth/ethical standards and self-development.

ENQUIRIES : Ms S Patel-Abrahams Tel No: (021) 370-5000

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/337 : **ADMINISTRATION CLERK: SUPPLY CHAIN MANAGEMENT**
Cape Winelands Health District

SALARY : R237 453 per annum

CENTRE : Robertson Hospital, Langeberg Sub-district

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accountancy as a passed subject. Experience: Appropriate experience of Asset Management and Warehousing within the public or private environment. Working experience in Procurement (eProcurement System). Inherent requirements of the job: The person must be willing to rotate within Supply Chain Management. The person will be responsible to travel within the Langeberg sub-district to perform Asset Management functions. Valid driver's licence. Competencies

(knowledge/skills): Computer literacy (MS Office: Word, Excel, Outlook (e-mail). Knowledge of the AOS, PFMA, Finance Instructions, Provincial Treasury Instructions and National Treasury Regulations. Knowledge and experience of LOGIS (Logistical Information System).

DUTIES : Responsible for demand and acquisition management functions. Perform duties related to Electronic Procurement System processes and compliance. Prepare bidding templates and relevant documentation to present at Quotation Evaluation Committee. Perform various tasks related to procurement processes and compliance. Effective maintenance of assets and systems of the asset register. Regular follow-up on outstanding orders. Perform and assist with Interim and Annual Financial statement reporting and financial year end tasks. Ensure compliance to all relevant laws and prescripts related to the Supply Chain Asset and Warehouse Management duties.

ENQUIRIES : Mr H Wiese Tel No: (023) 626-8522

NOTE : No payment of any kind is required when applying for this post.

POST 20/338 : **DENTAL ASSISTANT GRADE 1 TO 2 (X2 POSTS)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R225 777 per annum
Grade 2: R262 953 per annum

CENTRE : Mitchells Plain Community Health Centre
Heideveld Community Day Centre

REQUIREMENTS : Minimum educational qualification: Appropriate qualification or prescribed in-service training (with duration of less than 2 years) that allows for the required registration with the Health Professions Council of South Africa (HPCSA) as Dental Assistant. Registration with a professional council: Registration for 2026/2027 as Dental Assistant with the HPCSA. Experience: **Grade 1:** None after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as a Dental Assistant. **Grade 2:** A minimum of 10 years appropriate experience after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as a Dental Assistant. Inherent requirement of the job: Valid Code B/EB driver's licence. Wilingness to work overtime and weekends if needed. Competencies (knowledge/skills): Knowledge of patient preparations and dental instruments. Knowledge of the National Oral Health Policy, National Norms, Standards and Practice guidelines for Primary Oral Health Care, Occupational Health & Safety Act.

DUTIES : Optimal assistance with dental treatment at Oral Health facilities. Efficient and effective management of clinic, statistics and stock. Ensure quality of care. Train and continuous professional development.

ENQUIRIES : Dr Z Hassen-Mia Tel No: (021) 392-8173

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be required to do a competency test as part of the interview process. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/339 : **FOOD SERVICES SUPERVISOR**
Chief Directorate: Metro Health Services

SALARY : R201 093 per annum

CENTRE : Karl Bremer Hospital, Northern/Tygerberg Sub-structure

REQUIREMENTS : Minimum educational qualification: General Education and Training Certificate (GETC)/ grade 9 (Std. 7) or equivalent qualification. Experience: Appropriate supervisory experience in a large-scale Hospital Food Service environment. Inherent requirements of the job: Willingness to work shifts, weekends, and public holidays if it is required. Competencies (knowledge/skills): Knowledge of hygiene and safety procedures in an industrial Food Service Unit. Problem solving, decision making and time management skills. Computer literacy and the ability to create spreadsheets, word documents and presentations in

Microsoft Office. Knowledge and skills regarding supervising the operation of an industrial Food Service Unit.

DUTIES : Supervise operational food services and the milk kitchen. Supervise hygiene and occupational health and safety. Supervise the maintenance and control of equipment. Supervision of staff. Support Financial Management (saving measures, stock levels, recordkeeping).

ENQUIRIES : Ms CN Cornelius Tel No: (021) 834-5897

NOTE : No payment of any kind is required when applying for this post.

POST 20/340 : **NURSING ASSISTANT GRADE 1 TO 3**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R181 230 per annum
Grade 2: R211 401 per annum
Grade 3: R249 141 per annum

CENTRE : Heideveld Community Day Centre

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with the South African Nursing Council (SANC) as a Nursing Assistant. Registration with a professional council: Registration with the South African Nursing Council (SANC) as a Nursing Assistant. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognisable experience in nursing after registration with the South African Nursing Council (SANC) as Nursing Assistant. **Grade 3:** A minimum of 20 years appropriate/recognisable nursing experience after registration with the South African Nursing Council (SANC). Inherent requirement of the job: Willingness to work shifts, night shift and overtime when requested. Competencies (knowledge/skills): Provision of Quality Nursing Care to health care users. Appropriate experience in a Health environment.

DUTIES : Provide quality basic nursing care. Provide elementary clinical nursing care. Assist patients with activities of daily living which includes Patient Hygiene, Nutritional Status, mobility and elimination needs. Maintaining professional growth, Ethical Standards and Self-development. Record keeping. Support to supervisor and colleagues by team participation. Maintain a degree of professionalism in the execution of duties.

ENQUIRIES : Ms R Bantam Tel No: (021) 833-0661

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/341 : **NURSING ASSISTANT GRADE 1 TO 3 (CHRONIC WARD 1 (30) (X2 POSTS)**
Cape Winelands Health District

SALARY : Grade 1: R181 230 per annum
Grade 2: R211 401 per annum
Grade 3: R249 141 per annum

CENTRE : West Coast TB Centre, (Sonstraal Transitional Care Hospital and Chronic Ward Sonstraal)

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with South African Nursing Council (SANC) as a Nursing Assistant. Registration with a Professional Council: Registration with the South African Nursing Council (SANC) as a Nursing Assistant. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' appropriate/recognisable experience after registration with the SANC as Nursing Assistant. **Grade 3:** A minimum of 20 years' appropriate/ recognisable experience after registration with the SANC as Nursing Assistant. Inherent requirements of the job: Must be prepared to work shifts, weekends, public holidays and night duty as well as overtime when necessary. Ability to work under pressure. Willingness to rotate between Wards according to Operational needs. Competencies (knowledge/skills): Ability to function / make decisions independently and as part of a multi-disciplinary team. Good communication and interpersonal relationships. Knowledge of

relevant nursing legislation, policies and protocols of the Department of Health, Western Cape. Ability to accept accountability and responsibility.

DUTIES : Assist patients with activities of daily living (physical care). Provide elementary clinical nursing care. Maintain professional growth/ethical standards and self-development. Effective functioning within multi-disciplinary team. Effective utilisation of resources.

ENQUIRIES : Ms N Liebenberg Tel No: (021) 837-8088

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 20/342 : **TRADESMAN AID (MECHANICAL)**
Directorate: Engineering and Technical Support Services

SALARY : R170 226 per annum

CENTRE : Metro West, Zwaanswyk Mobile Workshop, Station Road, Retreat

REQUIREMENTS : Minimum educational qualification: Grade 10 or equivalent certificate. Experience: Appropriate experience within the mechanical field. Inherent requirement of the job: Willingness to travel throughout the Western Cape Province. Physically fit to do manual labour. Competencies (knowledge/skills): Ability to handle tools. Good interpersonal skills.

DUTIES : Carry out minor maintenance tasks. Assist with repairs and emergency breakdowns (including after hours' repairs). Assist with the installation of plant, equipment and alterations. Clear areas where work has been carried out. Ensure that tools and material are available when needed. Assist the Artisans in the execution of their duties.

ENQUIRIES : Mr D Bosman Tel No: (021) 715-5921

NOTE : No payment of any kind is required when applying for this post.

POST 20/343 : **TRADESMAN AID (PAINTING) (X2 POSTS)**
Directorate: Engineering and Technical Support Services

SALARY : R170 226 per annum

CENTRE : Metro East Hub (Station Road, Retreat)

REQUIREMENTS : Minimum educational qualification: Grade 10 (or equivalent). Experience: Appropriate experience within the painting and building field within a workshop environment. Inherent requirement of the job: Willingness to travel throughout the Western Cape Province. Physically fit to do manual labour. Competencies (knowledge/skills): Ability to handle tools. Good interpersonal skills. Good communication skills. Sound Knowledge of mainly in Building related trades, like: (Carpentry, Plumbing, Painting and Building).

DUTIES : Carry out minor maintenance tasks. Assist with repairs and emergency breakdowns (including after-hour repairs). Assist with the installation of plant, equipment, and alterations. Clear areas where work has been carried out. Ensure that tools and materials are available when needed. Assist the Artisans in the execution of their duties.

ENQUIRIES : Mr D Bosman Tel No: (021) 712- 7861

NOTE : No payment of any kind is required when applying for this post.

POST 20/344 : **PORTER**
Chief Directorate: Metro Health Services

SALARY : R144 024 per annum

CENTRE : Gugulethu Community Health Centre

REQUIREMENTS : Minimum requirement: Basic numeracy and literacy. Experience: Appropriate Porter experience in a public health facility. Inherent requirement of the job: Willingness to work shifts, including nightshift, weekends and Public Holidays. Willingness to handle corpses (deceased bodies). Willingness to work overtime when required. Must be of sober habits, physically fit to lift patients/corpse from/onto beds, trolleys, vehicles, wheelchairs and heavy equipment.

Willingness to cover shifts in absence of colleagues. Competencies (knowledge/skills): Good interpersonal and communication skills. Knowledge of safe infection prevention methods. Ability to work under pressure, unsupervised, and in a team context.

DUTIES : Deliver specimens to laboratories and ensure a safe and hygienic work environment. Check and replace gas cylinders in wards/Oxygen bank/treatment areas and assist with shifting of medical equipment to and from rooms. Accompany walking patients and transport sitting/non-walking patients per trolley or wheelchair between wards and treatment areas. Take responsibility for the transportation of corpses from wards to the mortuary and perform relevant duties in the mortuary which include mortuary registers. Safe transport of patients on trolleys and wheelchairs to and from different departments/wards and assist with loading of patients in/out of ambulances/vehicles. Responsible for the cleanliness of trolleys, wheelchairs, and working areas and report any defects to trolleys/wheelchairs to the supervisor and reply to requests from wards/clinics.

ENQUIRIES : Mr M October Tel No: (021) 816-8631

NOTE : No payment of any kind is required when applying for this post.

POST 20/345 : **HOUSEHOLD AID**
West Coast District

SALARY : R144 024 per annum

CENTRE : Vredenburg Hospital, Saldanha Bay Sub-district

REQUIREMENTS : Minimum educational qualification: Basic numeracy and literacy. Experience: Appropriate cleaning experience in a hospital environment. Inherent requirements of the job: Ability to do physical hard work and stand for long hours. Willingness to relieve in other departments when required. Willingness to work shifts, weekends, night-duty, and overtime. Competencies (knowledge/skills): Good interpersonal skills. Good verbal, as well as written communication skills. Appropriate knowledge with the use of the cleaning equipment, cleaning materials and cleaning detergents and stock.

DUTIES : Oversee general cleaning tasks to ensure clean and hygienic environment that complies with hygienic, occupational health and safety and infection control and prevention standards. Execute household tasks in respect of food services. Assist with effective utilization of resources, control of cleaning, household items, linen and stock. Render support services to nursing via OPM and contribute to domestic outcomes being met. Effective and efficient waste management Maintain professional growth, ethical standards, and self-development.

ENQUIRIES : Ms S Van Wyk Tel No: (022) 709-5079

NOTE : No payment of any kind is required when applying for this post.

DEPARTMENT OF INFRASTRUCTURE

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

OTHER POST

POST 20/346 : **ENGINEERING TECHNOLOGIST (PRODUCTION LEVEL): ROUTINE MAINTENANCE REGION 2 (OUDTSHOORN) REF NO: DOI 54/2026**

SALARY : Grade A: R471 720 - Grade C: R717 846 per annum, (OSD as prescribed).
CENTRE : Department of Infrastructure, Western Cape Government
REQUIREMENTS : Bachelor of Technology in Civil Engineering (B Tech) or relevant qualification; Three years post qualification Engineering Technologist experience required; Compulsory registration with ECSA as a Professional Civil Engineering Technologist; A valid driving licence. Competencies: Knowledge of the following: Technical: Project management; Technical design and analysis; Research and development; Computer-aided engineering applications; Knowledge of legal compliance; Technical report writing; Networking; Professional Judgment; Generic: Problem solving and analysis; Decision making; Team leadership; Creativity; Self-management; Customer focus and responsiveness; Communication skills; Computer skills; Planning and Organising; People management.
DUTIES : Provide technological advisory services: Support Engineers, Technicians and associates; Promote safety standards in line with statutory and regulatory requirements; Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology; Solve broadly defined technological challenges through application of proven techniques and procedures; Develop, maintain and manage current technologies; Identify and optimize technical solutions by applying engineering principles; Perform administrative and related functions: Compile and submit monthly and quarterly reports; Provide inputs to the operational plan; Develop, implement and maintain databases; Research and development: Keep up with new technologies and procedures; Research/literature studies on technical engineering technology to improve expertise; To liaise with relevant boards/councils on engineering-related matters.
ENQUIRIES : Mr X Smuts Tel No: (044) 272 6071 or (076) 036 2805

DEPARTMENT OF LOCAL GOVERNMENT

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co
CLOSING DATE : 06 July 2026
NOTE : All shortlisted candidates must make themselves available to be interviewed at a date, time and place as decided by the selection panel. Please ensure that you submit your application on or before the closing date as no late applications will be considered. The selection process will be guided by the EE targets of the employing department. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16.00. Should you experience any difficulties with your online application you may contact the helpline at 0861 370 214. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS Competency Assessment tools. The nominated candidate will be required to complete the Senior Management Pre-Entry Programme before they may be appointed into this post. The purpose of the Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours (15 days). Full details may be sourced by the following link: https://www.thensg.gov.za/training-course/sms-preentryprogramme/ Furthermore, thanks to the huge public interest we receive many applications for our positions, and as such will not be able to respond personally to all applications. Therefore, should you not hear from us within 10 weeks from close of advert please consider your application unsuccessful. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical

exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment

MANAGEMENT ECHELON

POST 20/347 : **DIRECTOR: DISTRICT AND LOCAL PERFORMANCE MONITORING REF NO: LG 13/2026**

SALARY : R1 317 384 per annum (Level 13), all–inclusive salary package. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Department of Local Government, Western Cape Government

REQUIREMENTS : An appropriate 3-year B-degree/ Advanced Diploma (NQF 7) or higher qualification as recognised by SAQA in Monitoring and Evaluation or Public Management or related; A minimum of 5 years relevant middle/senior management experience in a monitoring and evaluation or related environment; A valid code B driving licence; Successful completion of the Senior Management Pre-entry Programme for entry into the SMS upon appointment. Note: A requirement for appointment at Director level is the successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government. This is a Public Service specific training programme which is applicable for appointments at SMS level. Competencies: Knowledge of the following: Applicable policies. legislation, guidelines, standards, procedures and best practices relating to this portfolio; Constitutional, Institutional and Development circumstances of municipalities in the Western Cape; Monitoring and Evaluation legislation, guiding manuals and frameworks; Strategic Management processes including strategic planning and performance management within government including inter-sphere and cross sector planning; Core competencies: Strategic Capability and leadership; People Management and Empowerment; Programme and Project Management; Financial Management and Change Management; Skills: Policy formation; Ability to interpret and apply relevant policies and procedures; Ability to analyse, promote, facilitate and implement strategic planning; Ability to communicate at all levels and across sectors using various media, stakeholder engagement and to build and maintain working partnerships. The ability to develop dashboards to track municipal performance. Develop strategic and operational reports on the state of local government in the province. Implementation of knowledge management in line with DPSA provisions.

DUTIES : Review and maintain a framework for monitoring all aspects of municipal performance; Manage the process of collection and collation of data; Monitor and evaluate implementation of municipal performance monitoring systems; Assess and analyse data from municipalities to inform support to municipalities; Provide input to national and provincial policy and legislative processes as well as structures regarding performance monitoring of municipalities; Manage the national and provincial municipal excellence awards processes and provide input to the national processes; Provide direction to the components strategic management and give input to the Chief Directorate's strategic planning processes including Municipal ICT and GIS capability; People Management and Empowerment; Financial Management.

ENQUIRIES : Dr. S Greyling Tel No: (021) 483 6126

DEPARTMENT OF THE PREMIER

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

MANAGEMENT ECHELON

POST 20/348 : **DIRECTOR: PROVINCIAL-WIDE MONITORING AND EVALUATION REF NO: DOTP 62/2026**

SALARY : R1 317 384 per annum (Level 13), all–inclusive salary package. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Department of the Premier, Western Cape Government

REQUIREMENTS : An appropriate qualification at NQF level 7 as recognised by SAQA. A minimum of 5 years' experience at a middle/senior managerial level. Successful completion of the Certificate for entry into the SMS (Senior Management Service) prior to appointment: The nominated candidate will be required to complete the Senior Management Pre-entry Programme (Nyukela) before the candidate can be appointed into this post. Competencies: Knowledge of the following: Proven knowledge of and working experience with legislation, regulatory frameworks, policies and best practices relevant to the line functions, including the Public Finance Management Act, National and Provincial Treasury Regulations, of Labour Relations legislation, and other financial policies, prescripts, directives and collective agreements. Proven knowledge and understanding of public service procedures (processes and systems), governance and administration, and institutional arrangements, including constitutional and legal frameworks, the functioning of the province and activities of sister departments. Proven knowledge and understanding of Data Governance and Artificial Intelligence (AI) policies and frameworks in a government-wide context. Knowledge and understanding of the Government-wide Monitoring Evaluation framework, The National evaluation Policy framework, the Framework for Strategic plans and Annual Performance Plans. Proven knowledge and understanding of programme and project management, performance management and strategic planning processes. Proven knowledge and understanding of procurement and tendering processes, and other financial, human resources and discourse management procedures. Proven knowledge and understanding of the global, regional and local political, economic and social affairs impacting on the provincial government of the Western Cape. Skills in the following: Strategic thinking and planning: strong conceptualisation, formulation, planning, and organising skills for complex applications. Leadership and people management: ability to provide thought leadership, build teams, and manage people effectively. Communication and adaptability: excellent communication, persuasion, and influencing skills, with the ability to manage ambiguity, multi-task, and perform under pressure.

DUTIES : Line Management: Strategic management, enable and guide in respect of a data and evidence system in the following functional areas: Lead the development and continuous improvement of a data and evidence system that enables the reliable collection, management and quality assurance for an interconnected data ecosystem. Develop and maintain an integrated indicator system for measuring and monitoring policy priorities and the broader data development agenda. Develop and maintain core directories of common data sources and a data system for central visualisation and access. Generate, analyse and report data and evidence on development focused indicators that informs government performance results towards outcomes and impact of policy priorities. Ensure alignment with government-wide Monitoring and Evaluation (M&E) frameworks, data governance policies and practices and statistical systems, while maintaining a toolkit of innovative data and evidence methodologies. Lead and coordinate data governance and data and evidence practices as well as stakeholder management across the Western Cape Government (WCG). Strategic Management (including change management): Provide strategic leadership to the Directorate by defining and periodically reviewing its purpose, objectives, priorities and activities, and driving strategic planning and delivery. Lead the development and implementation of the Directorate's strategic and business plans to ensure alignment with priorities and effective management of resources. Monitor compliance and governance, including adherence to relevant legislation and prescripts, and ensure proper record keeping of activities and resources (people, finances and assets). Evaluate and report on Directorate performance against pre-determined and measurable objectives and standards, while fostering a culture of innovation and continuous improvement within the Directorate. Report regularly to the Chief Director on the activities of the Directorate and on matters of substantial operational importance. Perform all duties assigned to the post of Director as required. People Management and Empowerment: Recruit, develop, and retain staff in appropriate numbers and grades to achieve the Directorate's objectives. Motivate, train, and guide employees to achieve excellence in service delivery. Manage performance, evaluation, and development of staff. Oversee workforce planning, capacity building, and service delivery improvement initiatives. Promote sound labour relations and maintain discipline within the Directorate. Financial Management: Manage participation

in the Directorate budgeting process, including Annual and Adjustment Budgets. Assume accountability for efficient, economic, and effective management of the Directorate's budget and expenditure. Ensure adherence to procurement, tender, and contract management requirements. Ensure alignment of expenditure with departmental and strategic objectives. Report on financial matters to the Chief Director and relevant oversight structures. Ensure appropriate risk management controls, asset management, and record-keeping are in place and adhered to.

ENQUIRIES : Dr. Z Ishmail - Zeenat.Ishmail@westerncape.gov.za

NOTE : All shortlisted candidates must make themselves available to be interviewed at a date, time and place as decided by the selection panel. Please ensure that you submit your application on or before the closing date as no late applications will be considered. The selection process will be guided by the EE targets of the employing department. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16.00. Should you experience any difficulties with your online application you may contact the helpline at 0861 370 214. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS Competency Assessment tools. The nominated candidate will be required to complete the Senior Management Pre-Entry Programme before they may be appointed into this post. The purpose of the Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours (15 days). Full details may be sourced by the following link: https://www.thensg.gov.za/training-course/sms-preentryprogramme/ Furthermore, thanks to the huge public interest we receive many applications for our positions, and as such will not be able to respond personally to all applications. Therefore, should you not hear from us within 10 weeks from close of advert please consider your application unsuccessful. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

POST 20/349 : **DIRECTOR: PROVINCIAL SPATIAL INFORMATION REF NO: DOTP 63/2026**

SALARY : R1 317 384 per annum (Level 13), all–inclusive salary package. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Department of the Premier, Western Cape Government

REQUIREMENTS : An appropriate qualification at NQF level 7 as recognised by SAQA. A minimum of 5 years' experience at a middle/senior managerial level. Successful completion of the Certificate for entry into the SMS (Senior Management Service) prior to appointment: The nominated candidate will be required to complete the Senior Management Pre-entry Programme (Nyukela) before the candidate can be appointed into this post. Competencies: Knowledge of the following: Proven senior management expertise and practical experience in: Legislation and Governance: Deep understanding of modern systems of governance and public administration, including a thorough understanding of the constitutional, legal and institutional frameworks governing the South African public sector, and the application thereof in the Western Cape Government spatial information priorities. Regulatory Frameworks: The Public Finance Management Act (PFMA), National and Provincial Treasury Regulations, Labour Relations legislation, and related financial prescripts, directives and collective agreements, with demonstrated ability to ensure compliance, risk management, and sound governance and Data Governance Frameworks Strategic Management: Policy development, strategic planning, monitoring, and evaluation and review of processes aligned with provincial priorities and government outcomes. Financial Management: Public finance

management, procurement and tendering processes, and human resource and discourse management. People and Performance Management: Comprehensive experience in human resource management, team leadership and performance systems to drive accountability and results. Operational Systems: Public service procedures, performance management systems, and information and knowledge management systems, enabling efficient operations, evidence-based decision-making and continuous improvement. Programme and Project Management: End-to-end programme and project management, including planning, implementation, oversight, reporting and risk mitigation to achieve strategic and operational targets. Contextual Awareness: Strong understanding of global, regional and local political, socio-economic and political dynamics, impacting the functioning of Western Cape and activities of provincial government departments, translating insights into informed strategic advice. Service Delivery and Innovation: Skilled in operational, spatial, and knowledge management systems supporting evidence-based decision-making, efficient operations, and continuous improvement. Skills in the following: Effective communication skills. GIS and Spatial Data Management skills. Strong analytical skills. Spatial Data Governance skills. Strong ability to conceptualise, formulate and demonstrate thought leadership in complex applications. Persuasion and influencing abilities. Leadership, team-building and interpersonal skills. Planning, organising, and people management skills. Proven ability to multi-task, manage ambiguity, and perform efficiently in rapidly changing environments.

DUTIES : Line Management: Strategic management, advice and leadership in respect of the following functional areas: Develop, implement, and oversee a provincial spatial analysis and Geographical Information Systems (GIS) framework, including provincial norms, standards, and harmonised spatial analysis standards and procedures. Facilitate the integration and alignment of spatial data analysis to support policy development, planning, and decision-making in line with provincial strategic imperatives. Drive advocacy, capacity building, and transversal GIS support to strengthen spatial analysis capabilities across the province. Spearhead strategic partnerships and collaboration with stakeholders across national government, local authorities, and private-sector data users and producers to harmonise spatial data analysis and product development to drive innovation. Strategic Management (including change management): Define, review and drive the purpose, objectives, priorities and activities of the Directorate including the development and management of its strategic and business plans. Evaluate and report on the Directorate's performance against pre-determined objectives and standards, providing regular updates to the Chief Director on important operational matters. Monitor and ensure compliance with relevant legislation and prescripts regarding record keeping of the Directorate's activities and the resources (people, finances and assets) employed. Foster and promote a culture of innovation within the Directorate, and the Department, while diligently performing all assigned duties attached to the post. People Management and Empowerment: Recruit, develop, and retain staff in appropriate numbers and grades to achieve the Directorate's objectives. Motivate, train, and guide employees to achieve excellence in service delivery. Manage performance, evaluation, and development of staff. Oversee workforce planning, capacity building, and service delivery improvement initiatives. Promote sound labour relations and maintain discipline within the Directorate. Financial Management: Manage participation in the Directorate budgeting process, including Annual and Adjustment Budgets. Assume accountability for efficient, economic, and effective management of the Directorate's budget and expenditure. Ensure adherence to procurement, tender, and contract management requirements. Ensure alignment of expenditure with departmental and strategic objectives. Report on financial matters to the Chief Director and relevant oversight structures. Ensure appropriate risk management controls, asset management, and record-keeping are in place and adhered to.

ENQUIRIES : Dr. Z Ishmail - Zeenat.Ishmail@westerncape.gov.za

NOTE : All shortlisted candidates must make themselves available to be interviewed at a date, time and place as decided by the selection panel. Please ensure that you submit your application on or before the closing date as no late applications will be considered. The selection process will be guided by the EE targets of the employing department. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16.00. Should you experience any difficulties with your online application you may contact the helpline at 0861

370 214. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS Competency Assessment tools. The nominated candidate will be required to complete the Senior Management Pre-Entry Programme before they may be appointed into this post. The purpose of the Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours (15 days). Full details may be sourced by the following link: https://www.thensg.gov.za/training-course/sms-preentryprogramme/ Furthermore, thanks to the huge public interest we receive many applications for our positions, and as such will not be able to respond personally to all applications. Therefore, should you not hear from us within 10 weeks from close of advert please consider your application unsuccessful. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 20/350 : **DEPUTY DIRECTOR: APPOINTMENTS AND COMPENSATION REF NO: DOTP 67/2026**

SALARY : R932 292- R1 098 195 per annum (Level 11), all-inclusive salary package
CENTRE : Department of the Premier, Western Cape Government.
REQUIREMENTS : An appropriate 3-year tertiary qualification (National Diploma/B-Degree or higher) in Human Resources/Industrial Psychology/ Public Management or related qualification; A minimum of 3-years middle management experience in a human resource management environment. Competencies: Knowledge of the following: National and Provincial instruments and legislation pertaining to human resources management with specific reference to the Public Service Amendment Act, Public Service Regulations and Labour Relations Act. Skills in the following: People Management ; Excellent communication (verbal and written); Ability to cope with repetitive tasks in a highly regulated environment; Ability to analyse, conceptualise and implement policy; Ability to do complex calculations; Advanced proficiency in MS Office, Monitoring, evaluation and reporting, problem solving abilities and strong analytical skills, strong organising and multitasking skills, attention to detail and accuracy, project management skills, proficiency in Excel and presentation software, ability to interpret HR metrics and data to drive informed decision-making and continuous improvement.
DUTIES : Manage staff who perform the following functions: The appointment of nominated candidates on PERSAL; The appointment of contract employees, including contract extensions, developmental programme appointments (e.g. internships); Promotions, transfers within or into the WCG, secondments and acting appointments; Post upgrades, acting appointments and salary matters such as over or under payments; Render compensation management services; Perform managerial tasks with regard to the Sub-directorate which will entail: Participation in the recruitment and selection of staff; Motivate, train and guide staff; Manages the performance, evaluation and rewarding of staff; Monitor information capacity building; Promote sound labour relations; Maintenance discipline; Perform budgetary tasks; Give strategic direction to and manage policy issues with regard to the functions of the component.
ENQUIRIES : Mr Ben Reddy Tel No: (021) 483 9141
NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection

process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

POST 20/351 : **ASSISTANT DIRECTOR: PERFORMANCE CONSULTING UNIT REF NO: DOTP 42/2026**

SALARY : R487 197 - R573 897 per annum (Level 09)
CENTRE : Department of the Premier, Western Cape Government
REQUIREMENTS : A qualification at NQF level 6 as recognised by SAQA - A 3 year National Diploma (NQF 6)/Degree in Human Resource Management and/or Industrial Psychology and 5 years or more experience in a Human Resource Management environment. Competencies: Knowledge of the following: Working experience with the legislation, regulatory frameworks, policies and best practices that have a bearing on the line functions: Knowledge and understanding of information systems that aid in the management of knowledge and information pertaining to the line function; Knowledge and understanding of project management; Knowledge of operational management practices; Knowledge and understanding of procurement and tendering processes; Knowledge and understanding of policy development, and operational management, monitoring and review processes; Knowledge and understanding of modern systems of governance and administration; Knowledge and understanding of public service procedures, processes and systems.
DUTIES : Facilitates and administers probation and performance management, communication thereof, training and information dissemination within departments and track performance management events and activities against the performance management timetable of the department and compile regular progress reports; Facilitate, guide and administer the performance agreements, quality assurance, assessments and moderation of Head of Departments and senior managers as well as within; Provide training and assist SMS members and other employees with PERMIS enquires; Provide a performance advisory service, administrative and operational support to people managers and employees for alignment of individual and departmental performance results and liaise with other Departments (provincial and national) on performance management and probation related matters; Provide a performance advisory service and support people managers with performance related consequence management, the management of poor performance, incapacity, incapacity due to ill health, operational incapacity; Regularly provide input, review and update policies, SOPs, methodologies for the Performance Administration and Performance Consulting Unit; Manage and supervise staff. Oversee and quality assure incapacity processes related to poor performance across all employee categories ensuring compliance with policy and best practice; Prepare and manage documentation for review and decision making structures; Compile, verify and submit cases and reports for consideration by relevant authorities; Provide administrative and technical support during review panels, incapacity hearings, and related governance meetings.
ENQUIRIES : Greta Jansen Tel No: (021) 483 2750
NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to

16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

POST 20/352 : **ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: DOTP 61/2026**

SALARY : R487 197 - R573 897 per annum (Level 09)
CENTRE : Department of the Premier, Western Cape Government
REQUIREMENTS : 3-year National Diploma/B-Degree (equivalent or higher qualification) A minimum of 3 years' relevant supervisory-level experience in data management, data quality, and data reporting and data dissemination processes; A valid (Code B or higher) driving licence; NB: People with disabilities that restrict driving abilities but who have reasonable access to transport may also apply. Competencies: Knowledge and experience in the following: Performance monitoring, evaluation frameworks, results-based management and Theory of Change for planning; Proficiency in data management and data analytics; Proficiency in data analytics tools and techniques, inclusive of Excel, Power BI and other statistical tools; Attention to detail and commitment to quality assurance in data processes. Skills needed: Report-writing and presentation; Strong problem-solving, analytical, and critical-thinking; Ability to deliver under tight deadlines; Good interpersonal and communication skills for effective stakeholder engagement; ability to work independently and collaboratively in a team environment.
DUTIES : Analysis of performance data: Ensure the quality, accuracy, completeness and reliability of performance data through robust quality assurance processes; Analyse performance data to identify trends, gaps, and improvement opportunities across programmes and service areas; Performance Reviews: Undertake appraisal of performance data to generate robust insights and evidence highlighting gaps and areas of improvement; Support evidence-informed reviews to enhance decision-making, programme effectiveness and overall service delivery improvement; Apply knowledge and understanding of Theory of Change and Logic Models to strengthen programme performance and design; Capacity Building: Build capacity across teams to improve data quality, analytical skills and the effective use of performance information for decision-making; Support a culture of data-driven learning and continuous improvement to enhance service delivery outcomes.
ENQUIRIES : Mr J Barnard Tel No: (021) 483 4569.
NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

POST 20/353 : **ASSISTANT DIRECTOR: PERFORMANCE ADMINISTRATION REF NO: DOTP 55/2025 R1**

SALARY : R487 197 - R573 897 per annum (Level 09)
CENTRE : Department of the Premier, Western Cape Government
REQUIREMENTS : A qualification at NQF level 6 as recognised by SAQA - A 3 year National Diploma (NQF 6)/Degree in Human Resource Management and/or Industrial Psychology and5 years or more experience in a Human Resource Management environment Competencies: Knowledge of the following: Staff Performance Management System; Monitoring and Coaching practices; Human Resource Management; Constitution of RSA; Public Service Act and

Regulations; Employment Equity Act; Basic Conditions of Employment Act; Labour Relations Act; White Paper on Transformation & Batho Pele Principals; White Paper on Service Delivery in the Public Service; Skills Development Act; Human Rights Practices; People Management; Skills Development Strategy of the Public Service; Disciplinary Codes and Procedures; Collective Agreements; SPMS; Public Finance Management Act. Skills needed: Computer literacy in MS Office Package (Word, Excel, PowerPoint etc); Ability to work independently and as part of a team; Communication skill(written and verbal);Leadership and Motivation skills; Research skills; Analytical skills; Conceptual, interpretive and formulation skills; Planning and organising skills; Project management skills; Innovative problem solving skills; Conflict resolution skills; Negotiation skills; Influencing skills; Listening skills.

DUTIES : Facilitate and administer probation and performance management processes, Including communication, training, and information dissemination within departments. Monitor performance management activities against the departmental timetable and compile regular progress reports. Facilitate, guide, and oversee the development and administration of performance agreements, including quality assurance, assessments, and moderation processes for Heads of Department, Senior Management Service (SMS) members, and other employees. Provide training and support to SMS members and employees on PERMIS-related queries and processes. Deliver performance management advisory services, as well as administrative and operational support to people managers and employees, ensuring alignment between individual and departmental performance outcomes. Liaise with provincial and national departments on matters relating to performance management and probation. Contribute to the development, review, and updating of policies, standard operating procedures (SOPs), and methodologies for the Performance Administration and Performance Consulting Unit. Manage and supervise staff within the unit.

ENQUIRIES : Mr B Buys Tel No: (021) 4834167

DEPARTMENT OF SOCIAL DEVELOPMENT

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

CLOSING DATE : 06 July 2026

NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.

OTHER POSTS

POST 20/354 : **SOCIAL WORK MANAGER: REGIONAL OFFICE REF NO: DSD 39/2026 (POSTS AVAILABLE AT VARIOUS REGIONS)**

SALARY : Grade 1: R1 009 512 – R1 154 271 per annum, (as prescribed by OSD)
Grade 2: R1 200 894 – R1 414 59 per annum, (as prescribed by OSD)

CENTRE : Department of Social Development, Western Cape Government

REQUIREMENTS : Formal tertiary qualification in Social Work (e.g. Bachelor of Social Work) that allows professional registration with the South African Council for Social Service Professions (SACSSP); Compulsory registration with SACSSP as a Social Worker; A minimum of 10 years appropriate/ recognisable experience in social work after registration as Social Worker with the SACSSP.

Competencies: Knowledge of the following: Analytic, diagnostic, assessment tools, evaluation methods and processes (Social Work); Personnel Management; Supervision Framework for Social Work profession; Social Welfare and Community Development legislation related to children; Social Welfare and Community Development theory and interventions; Information and Knowledge Management; Protocol and professional ethics. Skills in the following: Organising and planning; Project planning; Psycho social intervention; Communication and language; People management practices; Conflict management; Interpersonal; Report-writing; Computer literacy; Presentation and facilitation; Problem solving and analytical; Client orientation and customer focus.

DUTIES : Provide a Social Welfare and Community Development service of the highest, most advanced and specialised nature within a defined area(s) of specialisation with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant programmes in partnership with stakeholders. Attend to any other matters that could result in, or stem from, social instability in any form; Facilitate the development and planning of programmes and interventions to render a social welfare and community development service through the efficient, economical and effective utilisation of financial resources; Management of service delivery area(s) (unit(s)) to ensure that an efficient and effective social welfare and community development service is delivered through the efficient and effective utilisation of human resources; Plan and ensure that social welfare and community development research are undertaken; Undertake complex social welfare and community development research. Perform and / or ensure that all the administrative function required in the service delivery area(s) are performed; Keep up to date with new developments in the Social Welfare and Community Development field; Supervise all the administrative functions required in the service delivery area(s) and undertake the higher level administrative functions.

ENQUIRIES : Ms A van Reenen Tel No: (021) 483 9392

POST 20/355 : **MONITORING PRACTITIONER: OLDER PERSONS REF NO: DSD 55/2026**

SALARY : R413 001 - R486 501 per annum (Level 08)

CENTRE : Department of Social Development, Western Cape Government

REQUIREMENTS : An appropriate 3-year National Diploma/B-Degree (equivalent or higher qualification); A minimum of 1 year relevant experience. Competencies: Working knowledge and understanding of the following: Legislation, regulatory frameworks, policies and best practices that have a bearing on the line functions; Information systems that aid in the management of knowledge and information pertaining to the line function; Project management; Operational management practices; Policy development, and operational management, monitoring and review processes; Modern systems of governance and administration; Public service procedures, processes and systems; Functioning of the Province and the activities of sister departments/related functional areas; Performance management in general; Procurement and tendering processes; Regional and local political, economic and social affairs impacting on the provincial government of the Western Cape; Constitutional, legal and institutional arrangements governing the South African public sector; Public finance, human resources and discourse management processes; Public Finance Management Act, National and Provincial Treasury Regulations, other financial policies, prescripts, directives and collective agreements; Policies of the government of the day; Labour Relations legislation and regulations. Skills in the following: Numeracy; Computer Literacy; Language skills; Project management, basic finance, governance and human resources procedures; Delivering results and meeting customer expectations; Following instructions and procedures; Relating and networking; Writing and reporting; Analysing; Planning and Organising; Working with people; Persuading and influencing.

DUTIES : Provide input into the development of monitoring and review systems; Conduct financial and governance assessments for existing and new Non-profit organisations (NPO's); Monitor and review services rendered by the NPO in line with the Provincial / National policy frameworks; Administer Non-financial data (NFD) process.

ENQUIRIES : Ms V Damon Tel No: (021) 483 4935

POST 20/356 : **EDUCATION OFFICER: EDUCATION REF NO. DSD 72/2025 R1 (POSTS AVAILABLE IN VARIOUS LOCATIONS)**

SALARY : R413 001 - R486 501 per annum (Level 08)
CENTRE : Department of Social Development, Western Cape Government
REQUIREMENTS : An appropriate 3-year post-school qualification; Registration with SACE as a professional educator; A minimum of 3 years experience as an Educationalist/ Educator; A valid (Code B or higher) driving licence. NB: People with disabilities that restrict driving abilities, but who have reasonable access to transport, may also apply. Competencies: Knowledge of the following: Applicable policies and procedures; Public service procedures; Labour Relations; Financial Management; Project Management; Interpret and apply policies and procedures. Skills needed: Problem solving, sound budgeting, planning, facilitation, influencing and interpersonal relations; Written and verbal communication; Planning and organising; Learning and researching; Relating and networking; Adapting and responding to change; Adhering to principles and values; Analysing.
DUTIES : Implement Educational Programmes at Facilities in Accordance with Curriculum Requirements and Departmental Legislation; Implement facility policies and procedures to enhance safe care/custody and development of residents (MDT, incident reporting, behaviour management, unauthorised articles, etc.); Perform administrative functions; Continuous Professional Development: Keep up to date with new developments in the social work and social welfare fields.
ENQUIRIES : Ms M Jonkerman Tel No: (021) 826 6040

POST 20/357 : **SOCIAL WORKER: SOCIAL WORK SERVICES REF NO: DSD 38/2026 (POSTS AVAILABLE AT VARIOUS LOCATIONS)**

SALARY : Grade 1: R338 208 - R397 668 per annum, (OSD as prescribed)
Grade 2: R413 004 - R478 395 per annum, (OSD as prescribed)
Grade 3: R496 668 - R583 833 per annum, (OSD as prescribed)
Grade 4: R608 859 - R754 785 per annum, (OSD as prescribed)
CENTRE : Department of Social Development, Western Cape Government
REQUIREMENTS : A relevant tertiary qualification in Social Work (Bachelor of Social Work) that allows professional registration with the South African Council for Social Service Professions as Social Worker; Registration with the South African Council for Social Service Professions as a Social Worker; Grade 1: No experience; Grade 2: A minimum of 10 years appropriate experience in Social Work after registration as a Social Worker with the South African Council for Social Service Professions; Grade 3: A minimum of 20 years appropriate experience in Social Work after registration as a Social Worker with the South African Council for Social Service Professions; Grade 4: A minimum of 30 years appropriate experience in Social Work after registration as a Social Worker with the South African Council for Social Service Professions. Competencies: Knowledge of the following: Supervision Framework for Social Workers; Human behaviour and social systems and skills to intervene at the points where people interact with their environments in order to promote social well-being; Social work theory and interventions; Information and Knowledge Management; Protocol and professional ethics; Relevant legislations, policies and prescripts (norms and standards); Social dynamics, work values and principles; Developing and empowering others. Skills in the following: Challenge structural sources of poverty, inequality, oppression, discrimination and exclusion; Written and verbal communication; Report-writing; Self-management; Motivation; Good planning and organizing; Problem solving and analytical; Computer literacy; Presentation and facilitation; Client orientation and customer focus; Ability and competence to assist, develop, advocate for, and empower individuals, families, groups, organisations and communities to enhance their social functioning and their problem-solving capabilities; Ability to promote, restore, maintain, advocate for and enhance the functioning of individuals, families, groups and communities by enabling them to accomplish tasks, prevent and alleviate distress and use resources effectively; Understanding and ability to provide social work services towards protecting people who are vulnerable, at risk and unable to protect themselves; Ability to mentor and coach Social Workers Grade 1.
DUTIES : Render a social work service with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities

through the relevant programmes (Case work, group work and Community work). Attend to any other matters that could result in, or stem from, social instability in any form; Supervise and Support Social Auxiliary Workers; Continuous Professional Development. Keep up to date with new developments in the social work and social welfare fields; Perform all the administrative functions required of the job.

ENQUIRIES : Ms M Swart Tel No: (021) 763 621

POST 20/358 : **ACCOUNTING CLERK: BANKING AND CASH MANAGEMENT REF NO: DSD 42/2026**

SALARY : R237 453 - R279 708 per annum (Level 05)
CENTRE : Department of Social Development, Western Cape Government
REQUIREMENTS : Grade 12 (Senior certificate or equivalent qualification. Competencies: Working knowledge of the following: Basic knowledge of financial functions, practices as well as the ability to capture data, operate computer and collate financial statistics; Basic knowledge and insight of the Public Service financial legislations, procedures and Treasury regulations (PFMA, DORA, PSA, PSR, PPPFA, Financial Manual); Knowledge of basic financial operating systems (PERSAL, BAS, LOGIS). Skills needed: Written and verbal communication skills; Proven computer literacy; Numeracy skills; Planning and organising skills; Ability to perform routine tasks; Ability to operate office equipment's; Ability to work in a team.
DUTIES : Render Financial Accounting transactions; Receive invoices; Check invoices for correctness, verification and approval (internal control); Process invoices (e.g. capture payments); Filling of all documents; Collection of cash; Perform salary administration support services; Receive salary advices; Process advices (e.g. check advices for correctness, capture salaries, bonuses, salary adjustments, capture all deductions); Perform bookkeeping support services; Capture all financial transactions; Clear suspense accounts; Record debtors and creditors; Process electronic banking transactions; Compile journals; Receive and capture cash payments..
ENQUIRIES : Ms. Bernadette Dyani Tel No: (021) 483 9448

POST 20/359 : **SOCIAL AUXILIARY WORKER: SOCIAL WORK SERVICES REF NO: DSD 22/2026 R1 (VARIOUS POSTS AVAILABLE IN VARIOUS LOCATIONS)**

SALARY : Grade 1: R200 691 - R227 145 per annum, (as prescribed by OSD)
Grade 2: R236 385 - R269 742 per annum, (as prescribed by OSD)
Grade 3: R280 809 - R353 016 per annum, (as prescribed by OSD)
CENTRE : Department of Social Development, Western Cape Government
REQUIREMENTS : Grade 1: Grade 10 plus completion of the SAW learnership to allow registration with the South African Council for Social Service Professions (SACSSP) as Social Auxiliary Worker; Registration with the SACSSP as Social Auxiliary Worker; A valid code B driving licence. Competencies: Knowledge and basic understanding of the following: Human behaviour, relationship system and social issues; South African social welfare context: the policy and practice of developmental social welfare services; South African judicial system and the legislation governing and impacting of social auxiliary work; Basic knowledge of financial matters related to social auxiliary work; Uses appropriate resources in service delivery to client systems; Implement appropriate social auxiliary work methods and techniques to address the social needs of client systems; Information and Knowledge Management (Keep precise records and compile accurate reports on social needs and social auxiliary work activities and file them appropriately; Protocol and professional ethics.
DUTIES : Provide assistance and support to social workers with the rendering of a social work service with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant departmental programmes; Assist social workers to attend to any other matters that could result in, or stem from, social instability in any form; Continuous professional development; Perform administrative support functions in support of social workers as required of the job.
ENQUIRIES : Ms M Rebe Tel No: (021) 812 0923

POST 20/360 : **SOCIAL AUXILIARY WORKER: SOCIAL WORK SERVICES REF NO: DSD 40/2026 (X2 POSTS IN SWARTLAND)**

SALARY : Grade 1: R200 691 - R227 145 per annum, (as prescribed by OSD)
Grade 2: R236 385 - R269 742 per annum, (as prescribed by OSD)
Grade 3: R280 809 - R353 016 per annum, (as prescribed by OSD)

CENTRE : Department of Social Development, Western Cape Government

REQUIREMENTS : Grade 1: Grade 10 plus completion of the SAW learnership to allow registration with the South African Council for Social Service Professions (SACSSP) as Social Auxiliary Worker; Registration with the SACSSP as Social Auxiliary Worker; A valid code B driving licence. Competencies: Knowledge and basic understanding of the following: Human behaviour, relationship system and social issues; South African Social Welfare context the policy and practice of developmental social welfare services; South African judicial system and the legislation governing and impacting of social auxiliary work; Implement appropriate social auxiliary work methods and techniques to address the social needs of client systems; Basic knowledge of financial matters related to social auxiliary work; Uses appropriate resources in service delivery to client systems; Information and Knowledge Management (Keep precise records and compile accurate reports on social needs and social auxiliary work activities and file them appropriately); Protocol and professional ethics. Skills in the following: Good communication (written and verbal); Proven computer literacy; Organising and planning; Presentation and facilitation; Report writing; Problem solving and analytical; Client orientation and customer focus; Work effectively with social workers and members of multi-sectoral teams in social service delivery.

DUTIES : Provide assistance and support to social workers with the rendering of a social work service with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant departmental programmes; Assist social workers to attend to any other matters that could result in, or stem from, social instability in any form; Continuous professional development; Perform administrative support functions in support of social workers as required of the job.

ENQUIRIES : Ms I Koen Tel No: (021) 840 3500

POST 20/361 : **SOCIAL AUXILIARY WORKER: SOCIAL WORK SERVICES (REF NO: DSD 41/2026 (X2 POSTS IN CEDERBERG AND SALDAHNA)**

SALARY : Grade 1: R200 691 - R227 145 per annum, (as prescribed by OSD)
Grade 2: R236 385 - R269 742 per annum, (as prescribed by OSD)
Grade 3: R280 809 - R353 016 per annum, (as prescribed by OSD)

CENTRE : Department of Social Development, Western Cape Government.

REQUIREMENTS : Grade 1: Grade 10 plus completion of the SAW learnership to allow registration with the South African Council for Social Service Professions (SACSSP) as Social Auxiliary Worker; Registration with the SACSSP as Social Auxiliary Worker; A valid code B driving licence. Competencies: Knowledge and basic understanding of the following: Human behaviour, relationship system and social issues; South African Social Welfare context the policy and practice of developmental social welfare services; South African judicial system and the legislation governing and impacting of social auxiliary work; Implement appropriate social auxiliary work methods and techniques to address the social needs of client systems; Basic knowledge of financial matters related to social auxiliary work; Uses appropriate resources in service delivery to client systems; Information and Knowledge Management (Keep precise records and compile accurate reports on social needs and social auxiliary work activities and file them appropriately); Protocol and professional ethics. Skills in the following: Good communication (written and verbal); Proven computer literacy; Organising and planning; Presentation and facilitation; Report writing; Problem solving and analytical; Client orientation and customer focus; Work effectively with social workers and members of multi-sectoral teams in social service delivery.

DUTIES : Provide assistance and support to social workers with the rendering of a social work service with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant departmental programmes; Assist social workers to attend to any other matters that could result in, or stem from, social instability in any form; Continuous

professional development; Perform administrative support functions in support of social workers as required of the job.

ENQUIRIES : Ms I Koen Tel No: (021) 840 3500.

WESTERN CAPE MOBILITY DEPARTMENT

MANAGEMENT ECHELON

POST 20/362 : **HEAD OF DEPARTMENT: MOBILITY REF NO: WCMD 10/2026**
5-Year Contract

SALARY : R1 885 710 per annum (Level 15), all-inclusive salary package, plus a 10% non-pensionable HOD allowance. Note: The remuneration package consists of a basic salary (70%) and the employer's contribution to the Pension Fund.

CENTRE : Western Cape Mobility Department, Western Cape Government.

REQUIREMENTS : An appropriate qualification at NQF level 8 as recognised by SAQA. A minimum of 10 years of experience at a senior managerial level. Successful completion of the Certificate for entry into the SMS (Senior Management Service) prior to appointment: The nominated candidate will be required to complete the Senior Management Pre-entry Programme (Nyukela) before the candidate can be appointed into this post. Competencies: Knowledge of the following: Technical knowledge and experience in the transport, freight and logistics sectors. Proven knowledge of and working experience with the legislation, regulatory frameworks, policies and best practices that have a bearing on the line function. Proven leadership experience – strong background in the public sector, infrastructure, transport, or urban mobility. Visionary thinking – the ability to develop and execute innovative policies. Collaboration skills – experience working across government and private sectors. Commitment to service delivery – a results driven approach to solving complex challenges. Knowledge of sustainability trends – awareness of global best practices in green mobility. Proven knowledge and understanding of information systems that aid in the management of knowledge and information pertaining to the line function. Proven knowledge and understanding of programme and project management. Proven knowledge and understanding of procurement and tendering processes. Proven knowledge and understanding of policy development, and strategy management, monitoring and review processes. Proven knowledge and understanding of modern systems of governance and administration. Proven knowledge and understanding of public service procedures, processes and systems. Proven knowledge and understanding of the global, regional and local political, economic and social affairs impacting on the provincial government of the Western Cape. Proven knowledge and understanding of Constitutional, legal and institutional arrangements governing the South African public sector. Proven knowledge and understanding of public finance, human resources and discourse management processes. Proven knowledge and understanding of the Public Finance Management Act, National and Provincial Treasury Regulations, other financial policies, prescripts, directives and collective agreements. Proven knowledge and understanding of the functioning of the province and the activities of sister departments. Proven knowledge and understanding of the policies of the government of the day. Proven knowledge and understanding of Labour Relations legislation and regulations. Proven knowledge and understanding of performance management in general. Skills in the following: Strategic and conceptual thinking in complex environments. Executive-level advisory and communication skills. Project and programme management. Ability to translate business requirements into technical solutions. Strong leadership, planning, organising, and people management skills. High-level computer literacy and digital workplace expertise.

DUTIES : Line Management: Ensure the delivery of an integrated mobility system in the Western Cape which includes the: Establishment and maintenance of strategic partnerships with the different spheres of government, SOE's, NGO'S and the Private Sector. Strategic coordination and facilitation of the integration of public transport with relevant stakeholders. Strategic planning and rendering of effective services in the different modes of transport. Lead strategic development and implementation of mobility policies and strategies across the province. Ensure the regulation of transport services. Ensure the rendering of effective services with regard to adjudication, issuing and cancelation of operating licenses, registration of public transport entities and members and

the handling of mediation, conflicts and disputes. Manage vehicle administration and licensing. Ensure the rendering of an effective traffic law enforcement service, provision of training to traffic police agencies, provision of education awareness to stakeholders and the development and implementation of District Safety Plans. Champion innovation in public transport, freight and logistics network and road safety strategies Provide government motor transport services. Ensure the rendering of fleet services and ensure effective financial management services for GMT. Strategic Management (including change management): Define and review on a continual basis the purpose, objectives, priorities and activities of the Department. Build strong partnerships with national, provincial and local spheres of government, private sector, civil society and international partners. Drive the Departments' strategy. Drive the development and management of the strategic and business plans for the Department. Evaluate the performance of the Department on a continuing basis against pre-determined key measurable objectives and standards. Report to the Provincial Minister on a regular basis on the activities of the Department and on matters of substantial importance relating to Strategic management support. Monitor and ensure compliance with relevant legislation and prescripts in respect of adequate and appropriate record keeping of the activities of the Department and of the resources (people, finances and assets) employed by it. People Management and Empowerment: Participate in the recruitment of employees in the numbers and grades appropriate to ensure the achievement of the Department's Business Plan. Motivate, train and guide employees within the Department, to achieve and maintain excellence in service delivery. Actively manage the performance, evaluation and rewarding of employees within the Department. Ensure involvement in the compilation of a workforce plan, a service delivery improvement programme, and an information resources plan for the Department. Financial Management: Manage participation in the budgeting process of the Department. Ensure the preparation of the Annual and Adjustment Budgets for the Department. Assume direct accountability for the efficient, economic and effective control and management of the Department's budget and expenditure. Assume direct accountability for ensuring that the correct tender and procurement procedures are adhered to in respect of purchases for the Department. Assume direct accountability for ensuring contracts are managed effectively and efficiently for the Department. Ensure that all spending is aligned with the strategic objectives of the Department. Report to the Provincial Minister and relevant oversight role layers/committees on all aspects of the Department's finances. Assume overall accountability for the management, maintenance and safekeeping of the Departments assets. Assume direct accountability for ensuring that appropriate risk management procedures are in place and adhered to or the Department. Ensure that full and proper records of the financial affairs of the Department are kept in accordance with any prescribed norms and standards. Drive the reduction of green gas emissions to promote low-carbon transport systems in line with global sustainability goals.

ENQUIRIES : Ms. L Esterhuyse - Louise.Esterhuyse@westerncape.gov.za

APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co

NOTE : All shortlisted candidates must make themselves available to be interviewed at a date, time and place as decided by the selection panel. Please ensure that you submit your application on or before the closing date as no late applications will be considered. The selection process will be guided by the EE targets of the employing department. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16.00. Should you experience any difficulties with your online application you may contact the helpline at 0861 370 214. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS Competency Assessment tools. The nominated candidate will be required to complete the Senior Management Pre-Entry Programme before they may be appointed into this post. The purpose of the

Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours (15 days). Full details may be sourced by the following link: https://www.thensg.gov.za/training-course/sms-preentryprogramme/ Furthermore, thanks to the huge public interest we receive many applications for our positions, and as such will not be able to respond personally to all applications. Therefore, should you not hear from us within 10 weeks from close of advert please consider your application unsuccessful. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE : 06 July 2026

OTHER POSTS

POST 20/363 : **ASSISTANT DIRECTOR: FINANCIAL ACCOUNTING SERVICES (GMT FLEET FINANCE) REF NO: WCMD 41/2025 R1**

SALARY : R487 197 - R573 897 per annum (Level 09)
CENTRE : Western Cape Mobility Department, Western Cape Government
REQUIREMENTS : An appropriate 3-year B-degree (equivalent or higher qualification) in financial accounting; a minimum of 3 years of supervisory experience in financial accounting or a similar working environment; a valid driving licence (Code B or higher).NB: People with disabilities that restrict driving abilities, but who have reasonable access to transport, may also apply. Competencies: Knowledge of the following: Financial norms and standards; financial delegations, procedures, and instructions; Standard Chart of Accounts (SCOA). Skills needed: Computer literacy in the MS Office package (Word, Excel, and PowerPoint); written and verbal communication; numerical; systematic approach.
DUTIES : Maintain programmes to maintain the Standard Chart of Accounts (SCOA); Prepare financial reports; Accounting for assets, liabilities, revenue, expenditure, budget statement, disclosure notes and accounting policies; Regulatory, policy, governance frameworks and tactical advice; Change management in operating and systematic processes.
ENQUIRIES : Mr Y Gqamlana Tel No: (021) 467 4792
APPLICATIONS : Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co
NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.
CLOSING DATE : 06 July 2026

POST 20/364 : **STATE ACCOUNTANT: INTERNAL CONTROL REF NO: WCMD 12/2026**

SALARY : R413 -001 - R486 501 per annum (Level 08)
CENTRE : Western Cape Mobility Department, Western Cape Government
REQUIREMENTS : An appropriate 3-year National Diploma/ B-Degree (equivalent or higher qualification) in Internal Auditing; A minimum of 1-year relevant experience. Competencies: Knowledge of the following: Legislative framework governing

		the Public Service; Departmental accounting services; Public Service financial legislations, procedures and processes, National Treasury Regulations, Provincial Treasury Instructions, Public Finance Management Act (PFMA), 1999, (DORA, PSA, PSR, PPPFA, Financial Manual); Financial functions and practices as well as the ability to capture data, operate computer and collate financial statistics. General information support systems such as Oracle and ECM; State accountant duties and practices, as well as the ability to capture data, operate computer and collecting statistics; Working procedures in terms of the working environment; Project management; Public service procedures, processes and systems; Skills needed: Proven computer literacy; Written and verbal communication; Accounting, Finance and audit; Economic, Financial and Statistical Analysis; Legal administration: planning and organising. Problem-solving; report writing, record keeping, and interpersonal relations. Flexibility; Teamwork; Accuracy; Aptitude of Figures; Ability to perform routine tasks; Ability to operate office equipment; Ability to work under pressure; willingness to work irregular hours and meet tight deadlines.
DUTIES	:	Review processes and procedures to ensure that the Accounting Officer's system of internal control is implemented and maintained in the trading entity. Review processes and procedures to ensure that the Human Resource Delegations are implemented and maintained in the trading entity. Review automated and manual internal control processes and make recommendations for business improvement; Update and maintain input of the Departmental Corporate Governance Implementation Plan for the trading entity. Review the implementation of financial-related systems and procedures during projects. Ensure the integration of governance in relation to financial, accounting, Management Accounting and SCM. Advise on policy, norms and standards and SOP's of the trading entity. Ensure that policies, processes and procedures, norms and standards are maintained Assist with input required by the Western Cape Mobility Department and other bodies related to internal control procedures. Assistance in management of internal and external audit processes.
ENQUIRIES	:	Ms Y Ismail Tel No: (021) 467 4755.
APPLICATIONS	:	Only applications submitted online will be accepted. To apply submit your application online only: via http://www.westerncape.gov.za/jobs or https://westerncapegov.erecruit.co
NOTE	:	Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered.
CLOSING DATE	:	06 July 2026
POST 20/365	:	**MESSENGER: OFFICE SUPPORT SERVICES REF NO: WCMD 11/2026**
SALARY	:	R144 024 - R169 656 per annum (Level 02)
CENTRE	:	Western Cape Mobility Department, Western Cape Government.
REQUIREMENTS	:	NQF level 3 (Grade 10 Certificate or equivalent; A valid code B driving license Competencies: Numeracy skills; Sound organising skills; Good people skills; Client-oriented and customer focus; Written and verbal communication; Operating Equipment.
DUTIES	:	Perform messenger functions; Sort and arrange correspondences in the registry; Collect, distribute and circulate correspondences (e.g. mail, parcels, documents and files);Record and control correspondence register; Sort mail, files, documents and parcels; Ensure that items to collect are sealed and addressed; Collect mail, files, documents and parcels from addressor; Deliver mail, files, documents and parcels to addressees; Ensure that the recipients

sign on the delivery book/register; Record contents and physical addresses in the delivery book/register; Perform general office assistant task; Make copies, fax and shred documents.

ENQUIRIES : Ms. Shirley Theys Tel No: (021) 467 8729

APPLICATIONS : To apply, please complete an application form (Z 83) and current CV (5 pages maximum). The post being applied for and the reference number must be clearly indicated on the Z83 application form. To submit your application, there are 3 methods in which you can apply, please only use 1 of the following:
1. Hand deliver your application for Attention: Western Cape Government Jobs, 44 Gannet Street Pelican Heights, Cape Town (From Monday to Friday between 07:00am to 17:00pm); Or
2. Post your application for Attention: Western Cape Government Jobs, PO Box 22432, Fish Hoek, 7974, Or
3. Email your application to, westerncape@respond.co.za Clearly indicate the reference number of post in email subject line and ensure attachments are in the appropriate format (MS Word or PDF).

NOTE : Shortlisted candidates will be required to attend interviews on a date and time determined by the department and submit documentation for verification purposes and criminal record vetting. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The selection process will be guided by the EE targets of the employing department. By applying for this position, you are consenting to the Western Cape Government contacting your previous employers/managers for an employment reference. Reference checks will include enquiries relating to your disciplinary records and reasons for leaving. Should you experience difficulties with your online application, technical support is available from Monday to Friday from 08:00 to 16.00. Contact the helpline at 086 137 0214. For all other queries relating to the position, kindly contact the enquiries person as indicated in the advert. Please ensure that you submit your application before the closing date as no late applications will be considered. Applications not submitted on or before the closing date as well as faxed copies will not be considered. If you did not receive any correspondence within 3 months of closing date, consider your application as unsuccessful. NB: Applicants from relevant local communities will receive preferences. The selection process will be guided by the EE targets of the employing department.

CLOSING DATE : 06 July 2026