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

PUBLIC SERVICE VACANCY CIRCULAR

PUBLICATION NO 42 OF 2026
DATE ISSUED 20 NOVEMBER 2026

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.

AMENDMENTS :

PROVINCIAL ADMINISTRATION: EASTERN CAPE: DEPARTMENT OF SOCIAL DEVELOPMENT: Kindly note that the following (01) post was advertised in Public Service Vacancy Circular 39 dated 30 October 2026, with the closing date 13 November 2026. The amendments are on a few requirements items as follows: (1) Deputy Director: Employee Relations (Bisho) with Ref No: DSD 02/11/2026; required is: National Senior Certificate, plus Bachelor's Degree (NQF Level 7) in Labour Law, Industrial Relations, instead of National Senior Certificate plus a National Diploma/ Bachelor's Degree (NQF Level 6/7) in Law, Labour Relations. The closing date remains the same.

GOVERNMENT PRINTING WORKS: Kindly note that the advert for the post Chief Director: Business Development (Ref: GPW26/011), R1 554 696 per annum (Level 14), all-inclusive package with LINK: GPW 26/011 and Director: Strategic Sourcing and Asset Management (Ref No: GPW26/012) R 1 317 384

per annum (Level 13), all-inclusive package with the LINK: GPW 26/012, advertised in the Public Service Vacancy 39 dated 30 October 2026, the closing date has been amended as follows: 07 December 2026 2026 at 16:00 (walk-in) and 23:59 (online). Applications: All applications must be hand delivered at: 389 Sophie De Bruyn Street, Pretoria. To submit an application online, click the link under the post you wish to apply for. Attach only a copy of CV and completed Z83. Email size must be limited to 2MB. Failure to follow instructions will result in your application being disqualified. For General enquiries, contact Human Resources on Tel No: 012 748 6297 /012 748 6277.

PROVINCIAL ADMINISTRATION: GAUTENG DEPARTMENT OF e-GOVERNMENT: Kindly note that the (X14 posts) advertised in Public Service Vacancy Circular 41 dated 13 November 2026. The URL have been amended as follows https://jobs.gauteng.gov.za for all the positions. The closing date is 27 November 2026.

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PROVINCIAL ADMINISTRATION: EASTERN CAPE
DEPARTMENT OF EDUCATION

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: erecruitment@ecdoe.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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 Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting 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. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already

been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews.

ERRATUM: Kindly note that the following nine (09) posts that were advertised in Public Service Vacancy Circular 39 dated 30 October 2026, with a closing date 13 November 2026 are now withdrawn: (1) Wellness Officers X7, with Ref No: DOE29/10/2026, DOE30/10/2026, DOE31/10/2026, DOE32/10/2026 and DOE33/10/2026, and located at Alfred Nzo East X2, Amathole East, Chris Hani East, OR Tambo Inland X2, Sarah Baartman, (2) Wellness Practitioner with Ref No: DOE34/10/2026, located at Amathole East District Office, (3) and IT Technician: Supply Chain Management & ICT with Ref No DOE45/10/2026, located at Chris Hani East. The closing date remains the same.

OTHER POSTS

POST 42/286 : **ORGANISATIONAL DEVELOPMENT PRACTITIONER: BUSINESS PROCESS MANAGEMENT REF NO: DOE01/11/2026 (X2 POSTS)**
Directorate: Organisational Development

SALARY : R413 001 – R486 501 per annum (Level 08)
CENTRE : Head Office – Zwelitsha
REQUIREMENTS : An appropriate (3-year) undergraduate NQF 6 in Operations Management/ Business Analysis/ Organizational Development as recognized by SAQA. Certificate in Management Sciences/ Organisation & Development Certificate may serve as an advantage. Proficient in the application of MS Office Package. Valid driver's license. Knowledge of School Management. Knowledge of Education Sector will be an added advantage.
DUTIES : Conduct Organisational Development investigations. Facilitate the development of Job Profiles and reviews for newly created and existing posts in the Department. Conduct Job Evaluation processes within the department. Conduct Business Processes improvement. Conduct and provide Change Management processes and interventions in the Department. Provide Administrative support in developing and maintaining organizational and post establishment in line with imperatives set by the strategic plan. Provide Administrative support in the coordination of job evaluation services, change management process. Provide admin assistance in the business process management service. Perform administrative and related functions.
ENQUIRIES : Mr. M Zazela Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/287 : **WELLNESS PRACTITIONER: EMPLOYEE WELLNESS (X7 POSTS)**

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Alfred Nzo West Ref No: DOE02/11/2026
Amathole West Ref No: DOE03/11/2026
Buffalo City Metro Ref No: DOE04/11/2026
Chris Hani East Ref No: DOE05/11/2026
Chris Hani West Ref No: DOE06/11/2026
OR Tambo Inland Ref No: DOE07/11/2026
Sarah Baartman Ref No: DOE08/2026
REQUIREMENTS : A qualification at an NQF level 6 in Occupational Health and Safety/ Social Work/ Human Recourses Management/ Industrial Psychology and Psychology or Industrial Relations. Minimum of 3 years' experience Employee Health and Wellness environment. A valid driver's license. Knowledge of monitoring and evaluation principles. Knowledge of Employee Wellness Programme design, including principles and practices for designing and implementing workplace wellness initiatives. Understanding of health and wellness policies, including regulatory compliance (e.g. OHSA and EHWP guidelines). Knowledge of public health and occupational health principles. Understanding of key health issues (e.g. mental health, chronic illness and substance abuse) in the workplace. Programme coordination and facilitation. Planning and organising. Problem solving skills. Creativity and awareness. Knowledge of the following legislations: Labour Relations Act, Employment of Educators' Act, Public Service Act, Public Service Regulations and other key pieces of Employment Legislation and Policies. Communication (verbal and written). Strategic planning and leadership skills. Presentation and facilitation skills. Report

writing skills. People management skills. Monitoring and evaluation. Negotiation and conflict resolution. Customer focus. Computer literacy. Knowledge of Education Sector will be added advantage.

DUTIES : The incumbent will be responsible for coordinating the employee wellness programme. Implement employee wellness programmes, policies and strategies by initiating the day-to-day running of the wellness programme, rolling out health and wellness activities such as wellness days and health screenings, coordinating logistics for wellness events in collaboration with service providers, promoting participation through communication campaigns, and monitoring programme participation and effectiveness. Support the implementation of chronic disease programmes by conducting health education sessions on chronic illness management, distributing educational materials and referring employees to counselling and testing services, and tracking participation in awareness campaigns and outreach initiatives. Coordinate health and wellness awareness activities by organising awareness sessions, distributing educational materials during awareness events, coordinating schedules and venues for campaigns and workshops, and gathering participant feedback to improve future activities. Coordinate the sports and recreational programme by coordinating internal sports events and recreational activities, maintaining schedules, equipment and participation records, communicating upcoming events to employees, and gathering feedback to improve future sporting initiatives. Execute administrative duties related to the wellness programme, including administering the scheduling and execution of mobile clinic services and other wellness activities, creating and maintaining records and databases of wellness programme activities, participants and outcomes, maintaining attendance registers and documentation, maintaining organised filing and record-keeping systems, and compiling monthly wellness statistics for internal reports.

ENQUIRIES : Mr. S Mnguni Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/288 : **PRINCIPAL PERSONNEL OFFICER: HUMAN RESOURCE PROVISIONING SERVICES REF NO: DOE09/11/2026**
Directorate: ANE Education District Office

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Alfred Nzo West
REQUIREMENTS : An appropriate (3-year) undergraduate NQF 6/7 in Human Resource Management/ Public Management/ Administration as recognised by SAQA. A minimum of 3-5 years' relevant experience in Human Resource Management environment. Computer Literacy. Practical working knowledge of PERSAL or any HRM related system. A good knowledge and understanding of legal framework governing Human Resources. A Valid Driver's license and willingness to travel is essential. Knowledge of Education Sector will be added advantage.

DUTIES : Provide substitute educator appointment administration services. Provide employee and post establishment reconciliation services. Provide HR management information services. Manage the allocated resources of the Unit in line with legislative and departmental policy directives and comply with corporate governance and planning imperatives. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Allocate and ensure quality of work. Personnel development. Assess staff performance. Apply discipline.

ENQUIRIES : Mr. M Zazela Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/289 : **COMPLIANCE OFFICER: COMPLIANCE & RISK MANAGEMENT REF NO: DOE10/11/2026**
Directorate: Enterprise Risk and Integrity Management

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Head Office - Zwelithsa
REQUIREMENTS : A three-year tertiary qualification (NQF Level 6) in Risk Management/ Internal Audit/ Risk and Security Management/ Accounting/ Forensic Investigation. Two (2) years' functional experience in Anti- Fraud and Anti-Corruption/ Risk Management environment. Knowledge: Public Financial Management Act (PFMA). Fraud and Corruption Legislative Framework. Prevention of Organised Crime Act. Promotion of Access to Information Act (PAIA). Basic

Conditions of Employment Act (BCEA). Protected Disclosure Act. Public Service Act (PSA). Public Service Regulation (PSR). Labour Relations Act (LRA). Skills: Conflict Management. Analytical and Creativity. Time Management. Problem Solving. Presentation. Planning and organizing. Communication. Computer Literacy. Report writing. Knowledge of Education Sector will be added advantage.

DUTIES : Assist in Providing technical input with the development of institutional capacity for the performance of an independent risk management function, including policies and instruments. Assist in Providing support in the review, design, development and implementation of risk management policies, strategies and processes. Assist with processes to monitor and review the effectiveness of DOE's risk management framework and recommend corrective action. Assist with the development of risk management competence and maturity in DOE. Develop and maintain stakeholder relations and collaborative partnerships. Assist with the Provision of technical input with the development and implementation of DOE's Risk Compliance Review Plan. Assist with Providing support in the development of processes to evaluate and define the macro internal and external (organisational) context of DOE's operations. Assist with the preparations of institutional Risk Register reviews to determine level of implementation of identified risk mitigation strategies and procedures. Identify new or emerging control weakness and deficiencies, non-compliance or fraud cases, operational loss and error incidents following the implementation of risk mitigation strategies. Assist with the consolidation of compliance profiles and assist with the alignment of the enterprise Risk Register for DOE.

ENQUIRIES : Mr. SM Govind Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/290 : **LOSS CONTROL AND ANTI-CORRUPTION OFFICER: FRAUD & ANTI-CORRUPTION REF NO: DOE11/11/2026 (X2 POSTS)**
Directorate: Enterprise Risk and Integrity Management

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Head Office - Zwelithsa
REQUIREMENTS : A three -year tertiary qualification (NQF Level 6) in Risk Management/ Internal Audit/ Risk and Security Management/ Accounting/ Forensic Investigation. Two (2) years' functional experience in Anti- Fraud and Anti-Corruption/ Risk Management environment. Knowledge: Public Financial Management Act (PFMA). Fraud and Corruption Legislative Framework. Prevention of Organised Crime Act. Promotion of Access to Information Act (PAIA). Basic Conditions of Employment Act (BCEA). Protected Disclosure Act. Public Service Act (PSA). Public Service Regulation (PSR). Labour Relations Act (LRA). Skills: Conflict Management. Analytical and Creativity. Time Management. Problem Solving. Presentation. Planning and organizing. Communication. Computer Literacy. Report writing. Knowledge of Education Sector will be an added advantage.

DUTIES : Implement departmental anti- fraud and anti-corruption strategies. Identify potential fraud and corruption risks and interventions to manage them under supervision of the Assistant Director. Conduct Investigation of fraud and corruption business cases and propose measures to prevent them. Conduct fraud and corruption awareness campaigns. Develop fraud and corruption prevention policy. Assist in developing and monitoring the departmental code of ethics. Monitor and report on the management of fraud and corruption. Provide vetting and screening services. Identify units with challenges in the implementation of the plan. Facilitate capacity building workshops. Identify the resource (financial, human and equipment) needs of the sub-directorate required to optimally support the implementation of the Annual Performance Plan and Work Plan. Monitor, evaluate and account for the effective and efficient utilisation (value for money) of allocated resources. Direct, manage and account for the utilisation of the Sub-directorate's human resources. Direct the utilisation of technology in support of the Sub-directorate's business processes.

ENQUIRIES : Mr. SM Govind Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPARTMENT OF HEALTH

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is

available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: RecruitmentHeadOffice@echealth.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on "My Job Applications" and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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 Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting 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. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews.

OTHER POSTS

POST 42/291 : **HUMAN RESOURCE MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HRM/AN/01/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRM/AMA/02/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HRM/BCM/03/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/HRM/CH/04/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/HRM/HO/05/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/HRM/JGQ/06/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/HRM/NMM/07/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/HRM/ORT/08/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HRM/SB/09/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/HRM/FTH/10/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HRM/NMAH/11/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HRM/LTH/12/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HRM/CMH/13/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/HRM/FRONT/14/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HRM/STR/15/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/HRM/UMT/16/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/HRM/HO/17/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HRM/O&A/18/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/HRM/KOM/19/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/HRM/HO/20/11/2026 (X1 Post)
REQUIREMENTS : Relevant National Diploma/ Degree in HRM
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/292 : **HUMAN RESOURCE DEVELOPMENT INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/AN/HO/21/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRD/AMA/22/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HRD/BCM/23/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/HRD/CH/24/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/HRD/HO/25/11/2026 (X2 Posts)
Joe Gqabi District Ref No: ECHEALTH/HRD/JGQ/26/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/HRD/NMM/27/11/2026 (X1 Post)
OR Tambo Ref No: ECHEALTH/HRD/ORT/28/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HRD/SB/29/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/HRD/FTH/30/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HRD/NMAH/31/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HRD/LTH/32/11/2026 (X1 Post)
Cecilia Makiwane Regional Ref No: ECHEALTH/CMH/HO/33/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/HRD/UTA/34/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/HRD/DRH/35/11/2026 (X1 Post)
REQUIREMENTS : Relevant Degree In HRD/ Diploma in Management of Training
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/293 : **EMPLOYEE WELLNESS INTERN (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District REF NO: ECHEALTH/HRD/AN/36/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/EW/AMA/37/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/EW/BCM/38/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/EW/CH/39/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/EW/HO/40/11/2026 2026 (X2 Posts)
Joe Gqabi District Ref No: ECHEALTH/EW/JQG/41/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/EW/NMM/42/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/EW/ORT/43/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/EW/SB/44/11/2026 (X1 Post)
REQUIREMENTS : Bachelor of Industrial Psychology
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/294 : **SOCIAL WORK INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Frere Tertiary Hospital Ref No: ECHEALTH/SW/FTH/45/11/2026 (X2 Posts)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/SW/NMAH/46/11/2026 (X2 Posts)
Livingstone Tertiary Hospital Ref No: ECHEALTH/SW/LTH/47/11/2026 (X2 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/SW/CMH/48/11/2026 (X2 Posts)
Frontier Regional Hospital Ref No: ECHEALTH/SW/FRONT/49/11/2026 2026 (X2 Posts)
St Elizabeth Regional Hospital Ref No: ECHEALTH/SW/STH/50/11/2026 2026 (X2 Posts)
Mthatha Regional Hospital Ref No: ECHEALTH/SW/UTA/51/11/2026 2026 (X2 Posts)
Dora Nginza Regional Hospital Ref No: ECHEALTH/SW/DRH/52/11/2026 2026 (X2 Posts)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HSW/O&A/53/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/SW/KOM/54/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/SW/FEPH/55/11/2026 (X1 Post)
Elizabeth Donkin Regional Hospital Ref No: ECHEALTH/SW/EDH/56/11/2026 (X1 Post)
REQUIREMENTS : Bachelor of Social Work
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/295 : **FINANCIAL MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/FM/AN/57/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/FM/AMA/58/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/FM/BCM/59/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/FM/CH/60/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/FM/HO/61/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/FM/JGQ/62/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/FM/NMM/63/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/FM/SB/6411/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/FM/ORT/65/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/FM/FTH/66/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/FM/NMAH/67/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/FM/LTH/68/11/2026 X1
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/FM/CMH/69/11/2026 (X1 Post)

Frontier Regional Hospital Ref No: ECHEALTH/FM/FRONT/70/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/FM/STEH/71/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/FM/UTA/72/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/FM/DRH/73/11/2026 (X1 Post)
Oliver & Adelaide Hospital Ref No: ECHEALTH/FM/O&A/74/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/FM/KOM/75/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/FM/FEPH/76/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ National Diploma in Finance
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/296 : **SUPPLY CHAIN MANAGEMENT INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/SCM/AN/77/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRD/SCM/78/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/SCM/BCM/79/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/SCM/CH/80/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/SCM/HO/81/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/SCM/JQG/82/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/SCM/NMM/83/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/SCM/ORT/84/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/SCM/SB/85/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/SCM/FTH/86/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/SCM/NMAH/87/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/SCM/LTH/88/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/SCM/CMH/89/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/SCM/FRONT/90/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/SCM/UTA/91/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/SCM/DRH/92/11/2026 (X1 Post)

REQUIREMENTS : Relevant National Diploma / Degree in Supply Chain Management / Public Management / Inventory Asset Management / Logistic Management.
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/297 : **INTERNAL AUDITING INTERN REF NO: ECHEALTH/IA/HO/93/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office, Bhisho
REQUIREMENTS : Relevant National Diploma / Bachelor's degree in Internal Auditing / Risk Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/298 : **PUBLIC MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/PM/HO/93/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/PM/HO/94/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/PM/BCM/95/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/PM/HO/97/11/2026 (X1 Post)

Head Office Ref No: ECHEALTH/PM/HO/98/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/PM/JGQ/99/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/PM/NMM/100/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/PM/ORT/101/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/PM/HO/102/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/PM/FTH/103/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/PM/NMAH/104/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/PM/LTH/105/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/PM/CMH/106/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/PM/FRONT/107/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/PM/HO/108/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/PM/MRH/109/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/PM/DRH/110/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/PM/HO/111/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/PM/KOM/112/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/PM/FEPH/113/11/2026 (X1 Post)

REQUIREMENTS : Degree/ Diploma in Public Administration
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/299 : **OFFICE ADMINISTRATION INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/OA/AN/114/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/OA/AMA/115/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/OA/BCM/116/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/OA/CH/117/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/OA/HO/118/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/OA/JQG/119/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/OA/NMM/120/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/OA/ORT/121/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/OA/SB/122/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/OA/FTH/123/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/OA/NMAH/124/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/OA/LTH/125/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/OA/CMH/126/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/OA/FRONT/127/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/OA/SETH/128/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/OA/UTA/129/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/OA/DORA/130/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/OA/H/O&A/131/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/OA/KOM/132/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/OA/FEPH/133/11/2026 (X1 Post)

REQUIREMENTS : Degree/ Diploma in Office Admin / Office Management & Technology / Management Assistant
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za

APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/300 : **LEGAL INTERN REF NO: ECHEALTH/HRD/HO/134/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office, Bhisho
REQUIREMENTS : Bachelor's Degree in LLB
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/301 : **INFORMATION TECHNOLOGY INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/IT/AN/135/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/IT/AMA/136/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/IT/BCM/137/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/IT/CH/138/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/IT/JGQ/140/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/IT/NMM/141/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/IT/ORT/142/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/IT/SB/143/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/IT/FTH/144/11/202 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/IT/NMAH/145/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/IT/LTH/146/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/IT/CMH/147/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/IT/FRONT/148/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/IT/UTA/149/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/IT/DORA/150/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/IT/FEPH/151/11/2026 (X1 Post)
REQUIREMENTS : Relevant Diploma/Degree in Information Technology
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/302 : **DOCUMENT/RECORDS AND ARCHIEVES MANAGEMENT INTERN (X18 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/RAM/DAN/152/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/RAM/AMA/153/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/RAM/BCM/154/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/RAM/CH/155/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/RAM/JGQ/157/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/RAM/NMM/158/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/RAM/ORT/159/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/RAM/SB/160/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/RAM/FTH/161/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/RAM/NMAH/162/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/RAM/LTH/163/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/RAM/CMH/164/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/RAM/FRONT/165/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/RAM/SETH/166/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/RAM/MRH/167/11/2026 (X1 Post)

Dora Nginza Regional Hospital Ref No: ECHEALTH/RAM/DORA/168/11/2026 (X1 Post)
Oliver & Adelaide Hospital Ref No: ECHEALTH/RAM/DORA/169/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/RAM/KOM/170/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Document/ Records & Archives Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/303 : **COMMUNICATIONS INTERN REF NO: ECHEALTH/COMM/HO/171/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office
REQUIREMENTS : Relevant Degree / Diploma in Communication / Media/Graphic Design / Language Practise
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/304 : **PUBLIC RELATIONS INTERN REF NO: ECHEALTH/PR/HO/173/11/2026 (X2 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office
REQUIREMENTS : Relevant Degree/ Diploma in Public Relations
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/305 : **HEALTH PROMOTION INTERN (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HEP/HO/171/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HEP/AMA/172/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HEP/BCM/177/11/2026 (X2 Posts)
Chris Hani District Ref No: ECHEALTH/HEP/CH/174/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/HEP/JGQ/175/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/HEP/ORT/176/11/2026 (X2 Posts)
Nelson Mandela Metro Ref No: ECHEALTH/HEP/NMM/178/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HEP/SB/173/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Health Promotion
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/306 : **HOSPITALITY INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Frere Tertiary Hospital Ref No: ECHEALTH/HOS/FTH/174/11/2026 (X2 Posts)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HOS/NMAH/175/11/2026 (X3 Posts)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HOS/LTH/176/11/2026 (X2 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HOS/CMH/177/11/2026 (X2 Posts)
Frontier Regional Hospital Ref No: ECHEALTH/HOS/FRH/178/11/2026 (X2 Posts)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HOS/SETH/179/11/2026 (X2 Posts)
Mthatha Regional Hospital Ref No: ECHEALTH/HOS/MRH/180/11/2026 (X2 Posts)

Dora Nginza Regional Hospital Ref No: ECHEALTH/HOS/DRH/181/11/2026 (X2 Posts)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HOS/O&A/182/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/HOS/NMM/183/11/2026 (X1 Post)
Elizabeth Donkin Psychiatric Hospital Ref No: ECHEALTH/HOS/NMM/184/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Hospitality/Food Technology/Consumer Science
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/307 : **PHARMACIST ASSISTANT (POST BASIC) INTERN (X110 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HRD/AN/185/11/2026 (X12 Posts)
Amathole District Ref No: ECHEALTH/HRD/AMA/186/11/2026 (X30 Posts)
Chris Hani District Ref No: ECHEALTH/HRD/CH/187/11/2026 (X40 Posts)
Joe Gqabi District Ref No: ECHEALTH/HRD/JQG/188/11/2026 (X4 Posts)
Sarah Baartman District Ref No: ECHEALTH//SB/189/11/2026 (X20 Posts)
Port Elizabeth Pharmaceutical Depot Ref No: ECHEALTH/PAPB/PED/190/11/2026 (X4 Posts)

REQUIREMENTS : Post Basic Pharmacist's Assistant Qualification and current registration with relevant council
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/308 : **FLEET MANAGEMENT INTERNS (TVET GRADUATE) (X88 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : **Alfred Nzo District:**
St. Patrick's Hospital Ref No: ECHEALTH/HRD/STP/198/11/2026 (X1 Post)
Greenville Hospital Ref No: ECHEALTH/HRD/GRH/199/11/2026 (X2 Posts)
Mt Ayliff Hospital Ref No: ECHEALTH/HRD/MTH/200/11/2026 (X2 Posts)
Madzikane kaZulu Hospital Ref No: ECHEALTH/HRD/MDZ/201/11/2026 (X1 Post)
Sipetu Hospital Ref No: ECHEALTH/HRD/SIP/202/11/2026 (X1 Post)
Ntabankulu CHC Ref No: ECHEALTH/HRD/NTBCHC/203/11/2026 (X1 Post)
Alfred Nzo District Forensic Pathology Service Ref No: ECHEALTH/HRD/FPS/204/11/2026 (X4 Posts)
Amathole:
Amathole District Forensic Pathology Services Ref No: ECHEALTH/HRD/AM-FPS/210/11/2026 (X2 Posts)
Stutterheim EMS Ref No: ECHEALTH/HRD/STUTT/205/11/2026 (X1 Post)
SS Gida Hospital Ref No: ECHEALTH/HRD/SSG/206/11/2026 (X1 Post)
Butterworth Hospital Ref No: ECHEALTH/HRD/BUTT/207/11/2026 (X1 Post)
Fort Beaufort Hospital Ref No: ECHEALTH/HRD/FBH/208/11/2026 (X2 Posts)
Adelaide Hospital Ref No: ECHEALTH/HRD/ADE/209/11/2026 (X1 Post)
Buffalo City Metro:
East London EMS Ref No: ECHEALTH/HRD/EL-EMS/211/11/2026 (X5 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HRD/AM-FPS/212/11/2026 (X1 Post)
Grey Hospital Ref No: ECHEALTH/HRD/GRY/213/11/2026 (X1 Post)
East London Ref No: ECHEALTH/HRD/EL/214/11/2026 (X2 Posts)
Mdantsane Forensic Pathology Services Ref No: ECHEALTH/HRD/MDA/215/11/2026 (X2 Posts)
Bhisho Hospital Ref No: ECHEALTH/HRD/BH/216/11/2026 (X2 Posts)
Chris Hani District:
Komani Psychiatric Hospital Ref No: ECHEALTH/HRD/KM/217/11/2026 (X1 Post)
Indwe EMS Ref No: ECHEALTH/HRD/IND/218/11/2026 (X1 Post)
Glen Grey Hospital Ref No: ECHEALTH/HRD/GGH/219/11/2026 (X1 Post)
Cradock EMS Ref No: ECHEALTH/HRD/CRD/220/11/2026 (X1 Post)
Cofimvaba Hospital Ref No: ECHEALTH/HRD/COF/221/11/2026 (X1 Post)
All Saints Hospital Ref No: ECHEALTH/HRD/ALLS/222/11/2026 (X1 Post)

Molteno Forensic Pathology Services Ref No: ECHEALTH/HRD/MOLT/223/11/2026 X1
Komani Forensic Pathology Services Ref No: ECHEALTH/HRD/FPS/224/11/2026 (X1 Post)
Middleburg Hospital Ref No: ECHEALTH/HRD/MIDL/225/11/2026 (X1 Post)

Joe Grabi District:

Aliwal North Hospital Ref No: ECHEALTH/HRD/ANH/226/11/2026 (X4 Posts)
Burgersdorp Hospital Ref No: ECHEALTH/HRD/BRH/227/11/2026 (X1 Post)
Empilisweni Hospital Ref No: ECHEALTH/HRD/EMPS/228/11/2026 (X1 Post)
Maclear Hospital Ref No: ECHEALTH/HRD/MAC/229/11/2026 (X1 Post)
Taylor Bequest Hospital Ref No: ECHEALTH/HRD/TBH/230/11/2026 (X1 Post)
Mount Forensic Pathology Services Ref No: ECHEALTH/HRD/231/11/2026 (X2 Posts)

OR Tambo District:

Mthatha EMS Ref No: ECHEALTH/HRD/FPS/232/11/2026 (X1 Post)
Ngcwanguba Clinic Ref No: ECHEALTH/HRD/NGC/234/11/2026 X1
Tombo EMS Ref No: ECHEALTH/HRD/T-EMS/235/11/2026 (X1 Post)
Libode Clinic Ref No: ECHEALTH/HRD/LIB/236/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HRD/STRH/237/11/2026 (X1 Post)
St Patrick's Hospital Ref No: ECHEALTH/HRD/STP/238/11/2026 (X1 Post)
Dr Malizo Mpehle Hospital Ref No: ECHEALTH/HRD/DRM/239/11/2026 (X1 Post)
Mthatha Forensic Pathology Services Ref No: ECHEALTH/HRD/M-FPS/240/11/2026 (X3 Posts)
Lusikisiki Forensic Pathology Services Ref No: ECHEALTH/HRD/LUS/241/11/2026 (X2 Posts)

Sarah Baartman:

Humansdorp EMS Ref No: ECHEALTH/HRD/HUMANS/242/11/2026 (X1 Post)
Graaf-Reinet EMS Ref No: ECHEALTH/HRD/GRF/243/11/2026 (X1 Post)
Jansenville EMS Ref No: ECHEALTH/HRD/JAN/244/11/2026 (X1 Post)
Somerset East EMS Ref No: ECHEALTH/HRD/SE/245/11/2026 (X1 Post)
Kirkwood EMS Ref No: ECHEALTH/HRD/KIRK/246/11/2026 (X1 Post)
Makhanda EMS Ref No: ECHEALTH/HRD/MKE/247/11/2026 (X1 Post)
Port Alfred EMS Ref No: ECHEALTH/HRD/FPS/248/11/2026 (X1 Post)
Graaff-Reinet Ref No: ECHEALTH/HRD/GRF/249/11/2026 (X2 Posts)
Grahamstown Forensic Pathology Services Ref No: ECHEALTH/HRD/GRM/250/11/2026 (X2 Posts)

Nelson Mandela Bay Metro:

Dora Nginza Regional Hospital Ref No: ECHEALTH/HRD/DRH/251/11/2026 (X1 Post)
Motherwell CHC Ref No: ECHEALTH/HRD/MTH/252/11/2026 (X2 Posts)
Westend CHC Ref No: ECHEALTH/HRD/WCHC/253/11/2026 (X3 Posts)
Uitenhage Provincial Hospital Ref No: ECHEALTH/HRD/UPH/254/11/2026 (X1 Post)
New Brighton Forensic Pathology Services Ref No: ECHEALTH/HRD/NBFPS/256/11/2026 (X4 Posts)
Uitenhage Forensic Pathology Services Ref No: ECHEALTH/HRD/257/11/2026 (X2 Posts)

REQUIREMENTS : National Diploma in Mechanical Engineering and a valid drivers license.
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/309 : **FINANCE TVET LEARNER REF NO: ECHEALTH/HRD/HO/257b/11/2026 (X5 POSTS)**

STIPEND : R4000 per month
CENTRE : Provincial Office, Bhisho
REQUIREMENTS : N6 in Financial Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/310	:	**PUBLIC MANAGEMENT TVET LEARNER REF NO: ECHEALTH/HRD/HO/258/11/2026 (X3 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Public Management
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/
POST 42/311	:	**MANAGEMENT ASSISTANT TVET LEARNER REF NO: ECHEALTH/HRD/HO/259/11/2026 (X5 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Management Assistant
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/
POST 42/312	:	**HUMAN RESOURCE MANAGEMENT TVET LEARNER REF NO: ECHEALTH/HRD/HO/260/11/2026 (X2 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Human Resource Management
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

OFFICE OF THE PREMIER

APPLICATIONS	:	Applications must be submitted online through the provincial e-Recruitment System accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za (to view jobs without logging-in, click: Jobs). The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00-16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.
CLOSING DATE	:	04 December 2026. Applications received after closing date will not be considered.
NOTE	:	Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous

employment verification). 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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 Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting 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. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews

MANAGEMENT ECHELON

POST 42/313 : **HEAD OF DEPARTMENT: DEPARTMENT OF AGRICULTURE REF NO: OTP-DOA01/11/2026**
(Five-Year Contract)

SALARY : R2 446 749 - R2 756 241 per annum (Level 16), an all-inclusive remuneration package, plus a non-pensionable HoD allowance equal to 10% of the package

CENTRE : Bhisho

REQUIREMENTS : Matric / Grade 12 (Senior Certificate), National Qualifications Framework (NQF) Level 8 qualification as recognised by South African Qualifications Authority (SAQA), in Agriculture, Agricultural Economics, Veterinary Science, Development Studies, Public Policy, Public Administration, Management or Administration. Successful completion of the Nyukela Pre-Entry SMS Certificate. A valid Driving Licence with a minimum of ten (10) years of experience at senior managerial level (including at least 3 years at the executive management level) preferably within the rural development or agrarian environment. Professional registration with a relevant institution as well as experience within the agriculture sector or rural development would be added advantages. The suitable candidate will be visionary, stable, innovative, and excellence-oriented and a developmental administrator whose predisposition is to serve the poorest of the poor with distinction and empathy and to lead the department on a path of sustained continuous improvement. Skills: Strategic Capability and Leadership; People Management; Project and Programme Management; Financial Management; Change Management; Service Delivery Innovation, Knowledge Management. Competencies: Problem Solving and Analysis; Client Orientation and Customer Focus; Communication. Knowledge: Policy and Public Acts and Regulations. Public Sector Governance, Constitutional and Administrative Law. Budgeting and Financial Management. Strategic Management and Public Administration. Agricultural Economics and Rural Development. Agricultural Biosecurity and Animal Health Systems. Climate Change Adaptation and Environmental

Sustainability. Corporate Governance, Enterprise Risk Management and Compliance. Agricultural Regulatory Framework. Digital literacy and ability to leverage technology and data to improve organisational performance.

DUTIES : Provide Strategic Leadership, Governance and Executive Management of the Department: Provide strategic policy advice to the MEC. Align the departmental planning to the Provincial Development Plan (Vision 2030), Medium-Term Development Plan, National Development Plan and other applicable national and provincial priorities. Oversee integrated intra-and interdepartmental planning, collaboration and delivery of agricultural programmes and services. Lead creation of an enabling environment for effective service delivery through mobilisation and utilisation internal and external resources. Promote inclusive and sustainable agricultural productivity, food security, agro-processing and commercialisation. Oversee implementation of Executive Council resolutions. Serve as Accounting Officer in terms of the PFMA. Provide Strategic Oversight of Agricultural Development, Producer Support and District Service Delivery: Control the effective implementation of sustainable resources. Lead the implementation of Agricultural producer support and development. Oversee the effective coordination of district services and Agricultural implementation. Provide Strategic Oversight of Agricultural Regulatory, Biosecurity and Technical Services: Lead the effective provision of veterinary services. Direct the provision of agricultural economics and commodity support services. Direct the coordination of research technology development and transfer services. Lead the adoption of modern technologies and best agricultural practices. Oversee the Provisioning of Sound Financial Management Services: Control the provision of management accounting services. Control the provision of integrated financial accounting services. Oversee effective internal controls – ensuring the development of internal control tools and systems. Oversee the provision of supply chain management and related services Monitor the provision of Asset Management services. Oversee efficient, economical and effective utilisation of resources. Oversee compliance with PFMA and Treasury Regulations. Oversee the Provisioning of Strategic Planning, Systems, Human Resource Development and Management: Oversee the effective implementation of strategy and systems services. Oversee the coordination of organisational development and service delivery improvement. Oversee the coordination of government information and communication technology and digital transformation. Oversee the promotion of sound and relevant strategic communication and customer care management services. Provide strategic guidance on Human Resource Administration, planning and systems. Lead the provision of Human Resource Utilisation and development programmes. Oversee the provision of security and work environment services. Provide Strategic Leadership for Corporate Governance, Ethics, Compliance and Accountability: Oversee compliance with the Constitution, applicable legislation, government policies and governance frameworks, including PAIA, PAJA and other statutory prescripts. Oversee the effective functioning of internal audit, internal control systems and governance assurance mechanisms. Lead the implementation of enterprise risk management, ethics, anti-corruption, fraud prevention and integrity management. Direct implementation of integrated legal services strategy within the department. Oversee the implementation of the Minimum Information Security Standards (MISS) and overall departmental information security. Oversee facilitation and the implementation of special programmes. Executive Leadership Responsibilities. Monitor International and Regional Integration Programmes and Commitments: Promote intergovernmental relations and integrated governance. Provide strategic leadership for Provincial transversal programmes. Provide strategic leadership on intergovernmental relations across all spheres of government. Account to the Provincial Legislature and its Committees on departmental performance and governance. Support the Executive Council through implementation of Cabinet decisions and provision of strategic advice to the Executive Authority. Promote strategic stakeholder management, partnerships and public participation. Promote effective media engagement and public accountability. Provide strategic leadership during disasters, emergencies and agricultural biosecurity incidents. Champion climate resilience and adaptation initiatives within the agricultural sector. Promote international cooperation and strategic partnerships that advance the Department's mandate. Organizational Performance. Oversee the development, implementation and review of the Departmental Strategic Imperatives. Oversee implementation and monitoring of policy priorities as articulated in the Departmental Policy Speech. Promote sound stakeholder

relationships and participation. Coordinate overall management of the Department.

ENQUIRIES : Ms Ntantiso at 072 346 8577
For e-Recruitment Enquiries, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za

NOTE : Persons with Disabilities are encouraged to apply

POST 42/314 : **HEAD OF DEPARTMENT: DEPARTMENT OF HEALTH REF NO: OTP-DOH02/11/2026**
(Five-Year Contract)

SALARY : R2 446 749 - R2 756 241 per annum (Level 16), an all-inclusive remuneration package, plus a non-pensionable HoD allowance equal to 10% of the package

CENTRE : Bhisho

REQUIREMENTS : Grade 12 (Senior Certificate); and an appropriate qualification at National Qualifications Framework (NQF) Level 8, as recognised by the South African Qualifications Authority (SAQA), in one of the following fields: Medicine and Surgery (i.e. Bachelor of Medicine and Bachelor of Surgery - MBChB); or Public Health Management; or Health Systems Sciences; or Health Systems Management. A minimum of 10 years' experience at Senior Managerial Level. Demonstrated experience in executive governance, strategic planning, financial stewardship, organisational leadership and oversight of complex health service delivery systems. Successful completion of the Senior Management Service. (SMS) Pre-Entry Programme (Nyukela); and Valid Code EB driver's license. Skills: Project Management, Applied Strategic Thinking, Applied Technology, Budgeting and Financial Management, Communication and Information Management, Citizen Focus and Responsiveness, Strategic Management, Diversity Management, Impact and Influence, Managing Interpersonal Conflicts and Resolving Problems, Team Leadership, Negotiation. Competencies: Strategic Capability and Leadership; Programme and Project Management; Financial management; Change Management; People Management and Empowerment; Service Delivery Innovation; Knowledge Management; Client Orientation and Customer Focus. Knowledge of Public Service legislation and prescripts. Advanced knowledge of prescripts such as the Public Finance Management Act (PFMA), Treasury Regulations, SCM Policy Framework, Public Service Act and Regulations. Knowledge: Public Sector Governance, Strategic Management, Corporate Governance and Public Administration Principles. The Legislative and Policy Framework governing the South African Public Service, including the Constitution, Public Service Act, Public Service Regulations, Public Finance Management Act, Treasury Regulations, Labour Relations Act, Employment Equity Act, National Health Act, National Health Insurance Framework, and other applicable legislation. Health Systems Management, Health Sector Reforms, Clinical Governance, Public Health, District Health Systems and Healthcare Service Delivery Models. Financial Management, Budgeting, Supply Chain Management, Asset Management, Enterprise Risk Management, Internal Audit, Performance Management and Compliance within the Public Sector. Human Resources Management, Organisational Development Workforce Planning, Change Management, Leadership Development and Organisational Transformation. Intergovernmental Relations, Stakeholder Management, Policy Development and Project Management, Monitoring and Evaluation and Strategic Planning within the government Environment.

DUTIES : Oversee District Health Services: Oversee the implementation of District Health Programmes and the District. Health System across the Province. Coordinate Primary Health Care, community-based health services and priority. Health programmes in accordance with the District Health Service Package and provincial health priorities. Manage Emergency Medical Services and Forensic Pathology Services across the Province. Monitor and evaluate district health service performance, access, quality, health outcomes and compliance with applicable health standards. Lead district health system reform, including National Health Insurance readiness and integration across the provincial health service platform. Lead Hospital and Clinical Support Services: Manage specialized, regional, tertiary, central, mental health and tuberculosis hospital services across the province. Lead the provincial hospital service platform with service demands, referral arrangements and catchment populations. Oversee clinical management, clinical governance and professional practice across the provincial health service. Lead pharmaceutical, allied health and other clinical support services. Regulate quality of care, patient safety, clinical outcomes and compliance with applicable

health standards. Advance continuous clinical professional development across the provincial health system. Co-Ordinate and Manage Financial and Corporate Management Services: Account for departmental financial management, including budgeting, expenditure management, revenue management, financial accounting and financial reporting in accordance with the Public Finance Management Act and Treasury prescripts. Oversee supply chain management, asset management and internal financial control. Manage human resource management and development, organizational development and workforce planning. Control information and communication technology, information management, legal services, security management and facilities management. Coordinate departmental strategy management, organizational performance management, intergovernmental relations and stakeholder engagement. Lead the allocation and utilization of financial, human, information and physical resources against departmental priorities and service delivery requirements. Optimise the Planning, Resourcing, Implementation, Monitoring and Maintenance of Infrastructure: Oversee provincial health infrastructure planning in accordance with service delivery requirements and approved infrastructure priorities. Manage the implementation of health infrastructure programmes and capital projects across the province. Lead infrastructure investment and resource allocation against health service requirements, infrastructure conditions approved plans. Regulate the specification, acquisition, utilisation and lifecycle management of health technology. Monitor infrastructure maintenance, engineering and technical support programmes across the provincial health estate. Ensure the Management of Executive Support, Internal Audit, Risk and Integrity Services: Oversee the Internal Audit function and consider assurance on internal control, risk management and organisational performance. Regulate enterprise risk management, anti-corruption, fraud prevention, ethics and integrity management. Monitor departmental responses to audit findings, investigations, identified control weaknesses and governance risks. Manage executive support to the Office of the Head of Department, including executive administration, special programmes and institutional coordination. Coordinate international relations and strategic partnerships assigned to the Office of the Head of Department. Advise the Executive Authority on material organisational risks, audit outcomes, integrity matters and institutional interventions requiring executive consideration. Manage the Department in Accordance with the Mandate of the Senior Management Service: Manage the Department in accordance with its constitutional and legislative mandate, government priorities and the policy direction of the Executive Authority. Oversee the implementation of the Department's Strategic Plan, Annual Performance Plan, operational plans and organizational performance commitments. Account for the administration and resources of the Department in accordance with the Public Finance Management Act, Public Service Act, Treasury Regulations and applicable Public Service prescripts. Manage the performance and development of the Department's executive management team and maintain accountability for organizational performance. Monitor departmental performance and compliance against approved plans, executive decisions, legislative requirements and government priorities. Advise the Member of the Executive Council, Premier and Executive Council on departmental policy, strategy, legislation, organizational performance, health sector reform and emerging matters. Represent the Department in executive, legislative, intergovernmental, oversight and stakeholder structures. Fulfil responsibilities assigned to the Head of Department and Accounting Officer in terms of legislation, Public Service prescripts and delegations from the Executive Authority.

ENQUIRIES : Ms Ntantiso at 072 346 8577
For e-Recruitment Enquiries, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za.

NOTE : Persons with Disabilities are encouraged to apply

PROVINCIAL TREASURY

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: erecruitmentenquiries@ectreasury.gov.za. Do not send any applications to this

email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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 Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting 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. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews

OTHER POSTS

POST 42/315 : **DEPUTY DIRECTOR: WORK ENVIRONMENT MANAGEMENT REF NO: PT 01/11/2026**

Purpose: To manage the provision of office support services and records management in the Department.

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

CENTRE : Bhisho

REQUIREMENTS : Degree (NQF level 7 as recognised by SAQA) in Information Management / Records Management or equivalent qualification to the main objectives or outputs of the post. A minimum of 5 years' work experience in paper based, electronic record management and proven experience related to main objectives / outputs of the post of which 3 years should be at an Assistant Director Level. Skills and Competencies: In-depth understanding of legislative framework that governs the Public Service. Knowledge and application of the following prescripts: Minimum Physical Security Standards, Occupational Health and Safety Act, Protection of Information Act. Interpretation and understanding of Service Level Agreements and Contracts. Applied Strategic Thinking. Apply Technology, Budget and Financial Management, Communication and Information Management, Continuous Improvement, Citizen Focus and Responsiveness, developing others, Diversity Management, Impact and Influence, Managing Interpersonal Conflict and Resolving Problems. Networking and Building Bonds, Planning and Organising, Problem Solving and Decision Making. Policy Analysis, Project Management, Team Leadership & Computer Literate.

DUTIES : Manage The Development, Reviewal and Implementation of Policies and Procedures: Develop, review and manage implementation of records management strategy, policies and procedures. Develop Space Plan policy, procedure and manage implementation thereof. Develop, review and manage implementation of User Asset Management Plan for the department. Develop Space Plan and ensure Space Plan is aligned with the approved User Asset Management plan (U-AMP) and ensure submission to Public Works. Manage the Provisioning of Cleaning Services for the Department: Manage contractors' performance and attend to any deficiencies. Ensure health and safety of all ablution blocks at Head Office including rest rooms are provided and ensuring the supplier for ablutions are in orders. Ensure that workplace complies to legislative requirements, especially the Occupational Health and Safety Act. Ensure service level agreements with private cleaning companies is implemented, monitored and adhered to. Manage the Provisioning of Office Accommodation Services in the Department: Ensure there is suitable options for new premises. Manage allocation and utilisation of space and resources for new buildings of offices and re-organise current premises. Ensure that departmental has accurate database for office space. Ensure that building meets Health and Safety requirements and facilities comply legislations. Manage and monitor of day-to-day maintenance of departmental premises. Ensure that departmental officials are informed of new developments in relation to changes in the departmental setup. Manage the movement of office furniture in accordance with the approved standards of the department. Ensure emergency exit doors are in working conditions and accessible easily. Manage the Provisioning of Main Registry Services for the Department: Develop and manage the implementation of electronic document management system. Manage departmental registry. Ensure provisioning of departmental document management complies with National and Provincial Archives Act. Manage Area of Responsibility: Prepare progress reports on compliance matters and submit reports to internal and external stakeholders. Determine most effective procedures and methods and render advice relating organisational efficiency to achieve organisational goals. Advise management of latest guidelines, resolutions from DPSA relating to work environment. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from supervisor. Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities. Ensure Performance Agreements, Work Plans and Personal Development Plans (PDP's) for all subordinates are developed and implemented timeously. Manage employee performance daily and ensure timely submission of Performance Assessments of all subordinates. Ensure assets are managed, maintained, and kept safely by subordinates.

ENQUIRIES	:	Ms T. Nkonyile at 083 8755 707 / Ms. B Ndayi at 060 573 5574 For technical glitches send an email to: erecruitmentenquiries@ectreasury.gov.za. (NB: For technical glitches only – No CVs)
NOTE	:	EE Target: African Male / Coloured Male / Indian Male
POST 42/316	:	**STATE ACCOUNTANT: SALARIES ADMINISTRATION REF NO: PT 02/11/2026** Purpose: To render sound and effective salary administration and payroll management within the Department.
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Bhisho
REQUIREMENTS	:	Degree (NQF level 7) or National Diploma (NQF Level 6 as recognised by SAQA) in Financial Accounting / Financial Management / Public Finance. A minimum of 2 years' work experience in Salaries Administration environment. Understanding of PERSAL and BAS systems (certificates required). Skills And Competencies: Knowledge of government prescripts and financial administration process. Knowledge and understanding legislative framework e.g. DORA, PFMA, POPIA etc. Knowledge of government prescripts and financial administration process, other public institutions (SARS), magistrate courts. Project Management. Interpersonal Relations. Planning and Execution. Decision Making. Analytical Thinking. People Management. Communication (verbal & written). Computer Literate.
DUTIES	:	Facilitate Payment of Salaries and Deductions of Payments to Third Parties: Recall salaries to avoid salary overpayment and to avoid unnecessary debt. Ensure that bond instalments are paid over to the staff when returned by the bank due to closed accounts. Ensure that salaries are paid over to staff when returned by the bank due to closed bank accounts or incorrect banking details. Distribute payrolls to pay point managers. Investigate unidentified debt deductions. Facilitate Clearance and Reconciliation of Suspense Accounts: Facilitate clearance of all salary related suspense accounts and ensure that all suspense accounts are reduced at month end and year end. Ensure that all suspense accounts are cleared and reconciled and the balances monitored to ensure that they become zero at month end and year end. File records of signed suspense accounts. Perform tax reconciliation returns. Facilitate Compilation of Journals, Preparing Bas Payment Advice Journals and Payment of Travel Allowance: Check documents before payments. Ensure that form is compiled for payment and journal in accordance to departmental standards / legislative requirements. Calculate and ensure that all leave discounting, leave gratuity and S&T allowances are paid in accordance to the legislative requirements or departmental standards. Capture all salary inputs e.g. advances, S&T and all allowances within the open month. Implement salary deductions. Capture officials banking details. Provide Administration Support Services: Attend to queries or complaints and ensure queries are rectified within the next open month. Admin Debt management process. Provide Administration Support Services: Attend to queries or complaints and ensure queries are rectified within the next open month. Admin Debt management process.
ENQUIRIES	:	Ms T. Nkonyile at 083 8755 707 / Ms. B Ndayi at 060 573 5574 For technical glitches send an email to: erecruitmentenquiries@ectreasury.gov.za. (NB: For technical glitches only – No CVs)
NOTE	:	EE Target: African Male / Indian Male / White Male

ANNEXURE X

PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF AGRICULTURE, RURAL DEVELOPMENT AND ENVIRONMENTAL AFFAIRS

APPLICATIONS	:	Applications must be forwarded to Mrs S Hlekiso, Private Bag X02, Bloemfontein, 9301 or delivered by Hand to Mrs S Hlekiso in Room 228, 2nd Floor, Admin Building, Glen. Email: recruitment@dard.gov.za
CLOSING DATE	:	04 December 2026, Time: 16h00
NOTE	:	Directions to applicants: All applications must be submitted on a New Z83 form, which can be downloaded from the internet at www.dpsa.gov.za/dpsa/vacancies.asp or obtained from any Public Service Department, and should be accompanied by a recent comprehensive CV only; contactable referees (telephone numbers and email addresses must e indicated). 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 Resource Management. Each application form must be fully completed, duly signed and initiated 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 fully complete, sign, and initial the application form will result in the disqualification of the application during the selection process. Applications on the old Z83 will, unfortunately, not be considered. Should you be in possession of foreign qualification/s, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within four (4) 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. The Department does not accept applications via fax. 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 of 24 months and a performance agreement within 3 months of appointment, as wee as the required to undergo a securing clearance three (3) month after appointment. NB: Applicants must be South African citizens originating and residing in the Free State, must be unemployed, and must have never participated in the Public Service Internship programme previously. Please indicate in 200 words (approximately 14 lines) on your CV, why you believe you are the right candidate for this entrepreneurial development programme.

INTERNSHIP PROGRAMME 2027/2029 TWENTY-FOUR (24) MONTHS

Free State Department of Agriculture and Rural Development invites unemployed graduates, who wish to apply for the 24 (twenty-four) months internship programme for the years 2027-2029. Eligible candidates must have completed at least a three (3) year formal qualification from a recognised institution of Higher Learning in the following fields of study

OTHER POSTS

POST 42/317	:	**INTERNSHIP ROGRAMME REF NO: FSDARDEA/1/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweeling Enterprise: Shine the way – Poultry)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/318	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/2/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Parys Enterprise: Parys Poultry – Poultry)
REQUIREMENTS	:	Diploma / B Tech: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014

POST 42/319	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/3/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Koppies Enterprise: Makaupan – Grains; Livestock; Vegetables)
REQUIREMENTS	:	National Diploma: Crop / Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/320	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/4/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Dennysville Enterprise: Phoka Feedlot – Sheep/Beef/Piggery/Crop)
REQUIREMENTS	:	Diploma: Crop & Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/321	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/5/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweeling Enterprise: MS Famring / Bonevuit - Poultry)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/322	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/6/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Viljoenskroon Enterprise: Mphatlalatsane Sheltered Employment – Vegetable/Horticulture/Crops)
REQUIREMENTS	:	Diploma: Crop/Plant Production.
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/323	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/7/11/26 (X10 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Edenville Enterprise: Sernick Group – Beef Value Chain/Mixed Farming)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/324	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/8/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Koppies Enterprise: Khateane EN Khateane – Vegetables; Piggery)
REQUIREMENTS	:	National Diploma: Plant/Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/325	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/9/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Ladybrand Enterprise: Mantsopa Mothers Agric Coop - Vegetables)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/326	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/10/11/26 (X10 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Senekal Enterprise: Frans Farming – Livestock; Grains; Poultry)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/327	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/11/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Enterprise: Unicom Agric – Livestock; Grains; Vegetables; Rabbits)
REQUIREMENTS	:	Diploma: Animal & Plant Production.

ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/328	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/12/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Qwa Qwa Enterprise: Seotlong Agric & Hotel School: Livestock; Vegetables; Grains; Poultry)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at 060 983 8193
POST 42/329	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/13/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Ladybrand Enterprise: Mamotloko Dev. CC/Lindesrust Farm – Livestock; Grains)
REQUIREMENTS	:	Diploma: Animal & Crop Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/330	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/14/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Enterprise: NT, Kele & Brothers Farming Enterprise – Livestock, Grains)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/331	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/15/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Botshabelo Enterprise: Modulaqhowa Primary Cooperative - Nursery)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at 066 025 1893
POST 42/332	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/16/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Santam (Bainsvlei) – Crop Insurance)
REQUIREMENTS	:	Diploma / B Agric / M Degree: Plant Production / Agronomy
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/333	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/17/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Motheo TVET Plot 32 – Vegetables; Horticulture; Poultry; Piggery)
REQUIREMENTS	:	Diploma / Degree: Animal/Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/334	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/18/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Dewetsdorp Enterprise: Letshabile Farm – Livestock; Grains; Wool)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/335	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/19/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Botshabelo Enterprise: Lesika Agricultural Coop – Vegetables)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/336	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/20/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Wepener Enterprise: Lecoko Farming – Livestock; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production

ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/337	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/21/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Makhothi Multi-Grow – Livestock; Grains; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/338	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/22/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Thaba Nchu Enterprise: Sevreca Farming – Vegetables; Crops)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/339	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/23/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise Naliesview Farm – Livestock; Grains; Vegetables)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/340	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/24/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Glen Enterprise: ARC Bull Testing Centre – Beef Cattle)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/341	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/25/11/26 (X7 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Glen Enterprise: Glen College Farm – Poultry; Vegetables; Piggery)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/342	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/26/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Boshof Enterprise: New Dawn Farming Trust – Cattle; Sheep; Poultry; Piggery; Grains)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at 066 025 2018
POST 42/343	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/27/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bultfontein Enterprise: Hoerop Farm – Cattle; Sheep; Vegetables)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018
POST 42/344	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/28/11/26 (X3 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Odendaalsrus Enterprise: KUDI Farm – Livestock, Piggery; Grains)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018
POST 42/345	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/29/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Boshof Enterprise: Olyvenfontein Farm – Livestock; Grains; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018

POST 42/346 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/30/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Virginia Enterprise: Olivine Farm – Crops; Livestock)
REQUIREMENTS : Diploma: Crop / Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/347 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/31/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Hertzogville Enterprise: Scheerpan Farm – Livestock; Grains)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/348 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/32/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Odendaalsrus Enterprise: Mijannie Farm – Livestock; Vegetables)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/349 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/33/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Bultfontein Enterprise: Stalicious Enterprises – Vegetables; Poultry; Piggery)
REQUIREMENTS : Diploma: Animal and Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/350 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/34/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Edenburg Enterprise: Zanmartensdrift Farm – Livestock; Grains; Wool; Pasture)
REQUIREMENTS : Diploma: Animal Production & Pasture
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/351 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/35/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Edenburg Enterprise: CAD Consulting – Poultry; Crops; Sheep)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/352 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/36/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Reddersburg Enterprise: Hendrick Potgieter Agricultural School – Vegetables; Poultry; Livestock)
REQUIREMENTS : Diploma: Plant & Animal Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/353 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/37/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Petrusburg Enterprise: Zenza Farming – Livestock; Pastures)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/354 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/38/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Gariep Dam Enterprise: ATDC Centre – Fishery)
REQUIREMENTS : Diploma: Animal Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/355	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/39/11/26 (X4 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	Diploma / B Sc: Animal Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/356	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/40/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Environmental Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/357	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/41/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Veterinary Technology
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/358	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/42/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Animal Welfare/Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/359	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/43/11/26 (X6 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Veterinary Nursing
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893

OFFICE OF THE PREMIER

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

MANAGEMENT ECHELON

POST 42/360	:	**HEAD OF DEPARTMENT: DEPARTMENT OF COMMUNITY SAFETY, ROADS AND TRANSPORT REF NO: HOD- CSRT** (5-year employment contract position)
SALARY	:	R1 885 710 per annum (Level 15), all-inclusive remuneration package per annum, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, homeowner's allowance and medical aid assistance. This appointment is subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations.

CENTRE	:	Bloemfontein
REQUIREMENTS	:	The candidate must be in possession of a post graduate qualification (NQF level 8) as recognized by SAQA as well as 10 years of experience at a senior management level. Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Individual applicants are expected to pay for the course; the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
DUTIES	:	Give strategic direction and monitor the effective and efficient functioning of the department in terms of PSA,1994 (as amended) and the PSR including effective utilization and training of staff, maintenance of discipline, promotion of sound labour relations and public service transformation and reform, the Departments strategic direction, operations and performance, effective HRM, and performance and development of officials, including: Internal Audit: Promote good governance; Corporate Services: Ensure availability of skilled, health and motivated workforce; Financial Management Services: Provide financial administration support; Risk Management: Provide enterprise risk management services; and Minimum Information Security Standard (MISS) and overall accountability for security at the Department. To function as the Accounting Officer of the Department in terms of Public Finance Management Act and Treasury Regulations, including: Convene departmental budget meetings and provide strategic direction and oversight for the department; and ensure that allocations are in line with objectives of different departmental programs set to provide services as required. In addition also perform the following administrative responsibilities, including: Ensure the effective implementation of Government Policies in the relevant areas of responsibility of the department mentioned and the Public Service as well as Provincial and National legislation relevant to the Portfolio; Provide the MEC with sufficient information and advice to enable a sound and informed decision; and Ensure development and implementation of a Strategic and Annual Performance Plan for the department in support of the implementation of the priorities and objectives of the department. Monitor, oversee and assess police service delivery in the Free State. Promote integrated crime prevention initiatives. Promote and regulate public transport and road safety. Ensure road safety, integrated transport system and networks. Provide Government Motor Transport services.
ENQUIRIES	:	enquiries relating to the HOD POST only: Dr. M. Phera, Director General at 082 546 5685, E-mail: molefinyana.phera@fspremier.gov.za
APPLICATIONS	:	applications HOD-CSRT post: Dr. M Phera, Director General, Office of the Premier, Attention: Ms. Ruth Sefali, Room 406, OR Tambo House, St Andrew Street, Bloemfontein, 9301, E-mail: ruth.sefali@fspremier.gov.za
NOTE	:	Applications must be submitted on the prescribed Z83 form, obtainable from any Public Service Department. The Z83 form must be completed in full and signed by the applicant. All applications must be accompanied by a comprehensive CV only. Communication from the HR of the department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. Applications must be submitted on or before the closing date. E-mailed applications may be submitted, subject to subsequent verification. Applications must be submitted to the address mentioned in the advertisement. 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Shortlisted candidates will be subjected to personnel suitability checks/security clearance. Correspondence will be limited to short-listed candidates only. Applicants are respectfully

		informed that if no response is received within 4 months of the closing date, they must accept that their application was unsuccessful. The department reserves the right not to fill this position. Persons with disabilities are encouraged to apply and preference will be given to the EE Targets. No late or faxed applications will be considered.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/361	:	**DIRECTOR: INFORMATION TECHNOLOGY REF NO: 04/2026**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive salary package. The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. Note: The successful candidate will be required to enter an employment contract and a performance agreement and will be required to disclose his/her financial interests in accordance with the prescribed regulations and will be subjected to security vetting.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	A SAQA recognized undergraduate or equivalent qualification (NQF Level 7) in Information Technology and Information Management; and a minimum of 5 years relevant experience at middle/senior managerial level in the private or public sector Potential applicants for posts in the Senior Management Service as well as existing SMS members who which to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Individual applicants are expected to pay for the course and may enrol for it at a cost of R265.00. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
DUTIES	:	To ensure that Information Technology (ICT) is deployed in a uniform and organized manner within the national framework. Represent the relevant department at the GITO Council. To ensure the optimum utilization of ICT resources within the Office of the Premier. To provide support to other provincial departments. To manage resources to ensure that the objective of the component is achieved.
ENQUIRIES	:	Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00

OTHER POSTS

POST 42/362	:	**PRINCIPAL STATE LAW ADVISOR REF NO: 03/2026**
SALARY	:	R1 474 434 per annum (LP- 10), (OSD), an all-inclusive salary package. The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. Note: The successful candidate will be required to enter into an employment contact and a Performance Agreement and will be required to disclose his/her financial interests in accordance with the prescribed regulations and will be subjected to security vetting.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 7 BProc / LLB qualification as recognised by the South African Qualification Authority (SAQA) and Admittance as an Attorney/Advocate. At least 10 years of experience, appropriate post qualification in litigation/advisory level. Superior knowledge of legislation and case law relating to administrative law; promotion of access to information; protection of personal information; procurement law; the law of contract; interpretation of statutes and other areas of South African law applicable to the public sector. Potential applicants for posts in the Senior Management Service as well as existing SMS members who wish to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/ .Individual applicants are expected to pay for the course, and the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
DUTIES	:	Negotiate, draft and edit contracts in specialized fields. Provide drafting and promulgation legal services on specialized fields of Acts to the Member of Executive Council Provincial Departments, Public Entities and Municipalities within the Free State Province. Provide legal advice and legal opinions on a specialized field to MEC's, Head of Department and other departmental officials on procedural and substantive legal issues. Provide legal services in terms of coordination and management of specialized field of litigation of Provincial Departments, Public Entities and Municipalities within the Free State Province. Plan and organize the work of the unit.
ENQUIRIES	:	Adv. K.J.C Ditira, e-mail: kuni.ditira@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/363	:	**DEPUTY DIRECTOR: CLUSTER PROGRAMME MANAGEMENT REF NO: 05/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Public Administration recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience of 8 -10 years in middle management and appropriate project management experience. Knowledge of Public Service Act and Regulation; Policy analysis and administrative support to political office bearers.
DUTIES	:	To overall plan, monitor, report and render advice on the implementation of projects emanating from the FSDP via EXCO Clusters, including: Ensure that strategic issues pertaining to specific cluster are identified and considered by the technical and EXCO cluster; Keep knowledge of current imperatives on the cluster work; Identify strategic issues for consideration by the cluster; Monitor and evaluate the implementation of cluster resolutions; Ensure that the following milestones are achieved with regard to the Programme of Action (POA): Annual compilation and evaluation, Monthly progress reports, Bi-annual National POA reports, Provincial POA reports, Compile bi-annual EXCO Lekgotla progress reports. To attend all meetings of the various EXCO Clusters for purposes of co-ordinating their activities insofar as the implementation of projects are concerned to avoid overlapping and to prevent duplication, including: Provide strategic direction in the preparation of the agenda for both technical and EXCO cluster meetings; Convening, attending and providing support at all subcommittee meetings and cluster meetings; Liaise and provide technical support to district municipalities with regard to their cluster system. To render technical assistance to Sub Programme Managers and/or Departmental Project Managers insofar as the implementation of projects are concerned as per individual Cluster, including ensure effective functioning of the sub-committees through the development of implementation plans; visit projects to identify areas that need to be strengthened. To manage resources to ensure that the objectives of the component are achieved, including management of staff within the component; The development and updating of Job Descriptions for reporting staff; The performance management of staff within the component; Facilitation of training interventions; Give direction, guidance and advice to staff within the component.
ENQUIRIES	:	Dr. M.P Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/364	:	**DEPUTY DIRECTOR: GOVERNANCE, ADMINISTRATION AND JUSTICE SECTOR REF NO: 06/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Research recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 3 -5 years relevant and extensive experience with regard to the co – ordination of the implementation of substantial programme/projects. Knowledge of Public Service Act and Regulation; Policy analysis and development and Research methodologies and instruments.
DUTIES	:	Acquire, adapt, design and/or develop specialized, scientifically validated institutional research methodologies and instruments to use with the execution of research in the Free State Province. Draft the terms of reference of research topics in consultation with the Governance, Administration and Justice Sector. Execute research on areas as identified to analyse, determine impact and advice on the strategies of the Free State Growth and Development Strategy. Prepare comprehensive reports on the outcomes of the research and make recommendations on further actions. Analyse and evaluate the Free State Growth and Development Strategy against the outcome of the research. Management of component to ensure the effective and efficient utilization of resources and performance of personnel.
ENQUIRIES	:	Dr. M.P Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/365	:	**DEPUTY DIRECTOR: JOB EVALUATION AND BUSINESS PROCESS RE – ENGINEERING REF NO: 07/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Organisational Development/Work study/Management Services/ Industrial Psychology or equivalent qualification in the relative field as recognised by the South African Qualification Authority (SAQA). Minimum experience 6 years in the

		Organisational Development/Work study environment and practical experience in the areas of functional responsibilities of the Sub -Directorate. Knowledge of Public Service Act and Regulation; Policy analysis and development; Co – ordination, monitoring and evaluation mechanisms, systems and processes; Job Analysis; Job Evaluation Principles; Organisational and Structural Design.
DUTIES	:	Manage Job Evaluation implementation within the Free State Provincial Government. Facilitate, Coordinate and monitor organizational design with the Free State Provincial Government. Facilitate and coordinate. Business process management for the Free State Provincial Government. Facilitate and coordinate the implementation of job descriptions within the Free State Provincial Government. Facilitate, coordinate and monitor the implementation of Organizational Functionality Assessment. Management of Financial and Human Resources for· the Sub-directorate.
ENQUIRIES	:	Ms. J. Grant, e-mail: jessica.grant@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/366	:	**DEPUTY DIRECTOR: TECHNOLOGY DEPLOYMENT REF NO: 08/2026**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	NQF level 7 qualification in Information Technology. Approximately 8-10 Middel Management. Knowledge of Public Service Legislation. Knowledge of ICT policies, strategies, tenders, acquisition and deployment. Knowledge pertaining to Project Management, Business Agreements, Service Level Agreements and Functioning of a Provincial Government. Computer literate, ICT Research and Formal Presentation Skills.
DUTIES	:	To keep abreast with ICT developments and render advice on acquisition and deployment of ICT to ensure compatibility and cost – effectiveness. To manage the development of ICT strategies, policies and implementation plans to ensure the optimum utilization of ICT as a strategic resource. To manage the design, development implementation and maintenance of information systems to improve service delivery. To represent the CIO on various forums. To manage resources to ensure that the objectives of the component are achieved.
ENQUIRIES	:	Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions

occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/367 : **DEPUTY DIRECTOR: STUDENT LIAISON AND SUPPORT REF NO: 09/2026**

SALARY : R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 preferably in Human Resources Management / Public Management / Social Sciences recognized by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 5 - 7 years in relevant field. Special knowledge of relevant frameworks applicable to Major Government Programmes that must be implemented and special knowledge of the co – ordination and implementation of substantial programmes/projects. Skills: Strategic thinking; Project management; Financial management and Organizing skills.

DUTIES : To ensure effective management and administration of full – time bursaries for the Free State beneficiaries. To manage the processing of payments for respective bursary recipients. Management of the student liaison and provide support services to bursary recipients. Liaise with stakeholders on interventions for students' support. The management of resources to ensure the effective and efficient attainment of objectives of the Component.

ENQUIRIES : Mr. K.Z Morapela, e-mail: kgotso.morapela@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/368 : **DEPUTY DIRECTOR: HUMAN RESOURCE DEVELOPMENT COUNCIL SECRETARIAT REF NO: 10/2026**

SALARY : R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the

		Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Social Sciences/Industrial Psychology/ Human Resources Management/ Business Administration recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 8 – 10 years relevant and extensive experience with regard to administration and coordination. Knowledge of Public Service Act and Regulation; Policy analysis and development and relevant HRD policies and strategic frameworks.
DUTIES	:	To provide administrative support to the HRD Council and Provincial Skills Development Forums, including: Meeting Organization: Scheduling, preparing agendas, sending out invitations, and arranging for necessary logistics (e.g., venue, equipment, etc.); Minutes and Records: Taking and preparing minutes of council and fora's meetings and ensuring that they are accurate and distributed to the relevant stakeholders; Document Management: Maintaining and organizing records, files, and documents related to the council's activities and for a's; Communication: Managing internal and external communications on behalf of the council and fora's, including responding to inquiries, distributing official documents, and dissemination information. To ensure coordination in preparation of the agenda, including: Coordinate and collaborate with council members to develop meeting agendas ensuring that all relevant topics are covered; Gathering of necessary documents, reports, and data to accompany the agenda to help members to have effective discussions that would lead to informed decisions/recommendations. To support HRD Council and fora's Decision-Making processes, including: Conduct research on issues that the council is deliberating, preparing briefing papers or reports to support informed decision-making; Provide advice to council members on procedural matters, legal requirements, and best practices; Ensure that council and fora's decisions and actions are followed through and appropriately implemented. To ensure efficient liaison and coordination of HRD Council functions, including: Acting as a liaison between the council, fora and other organizations, government bodies, or the public; Facilitating the work of subcommittees, task forces, or working groups formed by the council; Ensure stakeholder engagement, manage relationships with stakeholders and partners, ensuring effective collaboration and coordination of efforts. To monitor and Report on HRD Council and fora's functions, including: Monitor the implementation of council decisions and initiatives; Provide regular reports to the council; Assess the effectiveness of council programs and initiatives, and suggest improvements when necessary.
ENQUIRIES	:	Mr. K.Z Morapela, email: kgotso.morapela@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/369	:	**DEPUTY DIRECTOR: OFFICE OF THE STATUS OF DISABLED PERSONS REF NO: 11/2026**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably the field of Public Administration/Public Management/Public Health Management/Industrial and Organisational Psychology/Social Science recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 8 – 10 years relevant experience. Knowledge of Provincial, National and International disability instruments and Government policies in general disability culture and diversity.
DUTIES	:	Provide strategic direction, facilitate and co – ordinate disability programmes in the province. Co – ordinate the alignment of action plans on disability programmes in the Free State Provincial Government. Ensure the effective and efficient operation of the Office on the Statues of Disabled Persons. Co – ordinate and facilitate awareness raising events on disability. Provide advice on disability issues to all relevant stakeholders to enhance and enrich the process of implementation. The management of resources to ensure that the objectives of the component are achieved. Oversee and facilitate the implementation of White Paper on the Rights of Persons with Disabilities and other relevant national and provincial frameworks.
ENQUIRIES	:	Mr. T.P Ngwedi, e-mail: tshidiso.nkgwedi@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/370	:	**ASSISTANT DIRECTOR: PROTOCOL SERVICES REF NO: 12/2026**
SALARY	:	R605 742 per annum (Level 10). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 in Protocol/Public Administration/International Relations/Communication/Event Management as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 2 – 4 years' relevant experience in the field. Knowledge of Protocol manual and Protocol policies.
DUTIES	:	Assist in planning and executing official events and ceremonial functions involving the Premier, Cabinet, Ministers or Dignitaries. Assist in ensure advice given in terms of ceremonial duties, such as Flag Hoisting, State banquets etc. is adhered to. Provide assistance in facilitating and coordinating protocol

		services to the Premier and Members of the Executive Council. Assist in ensuring a proper maintenance of a gift bank and official photographs.
ENQUIRIES	:	Ms. S. Mazibuko, e-mail: sheila.mazibuko@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/371	:	**ASSISTANT DIRECTOR: JOB EVALUATION AND BUSINESS PROCESS RE-ENGINEERING REF NO: 13/2026**
SALARY	:	R605 742 per annum (Level 10). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 in Organisational Development / Work study / Management Services/ Industrial Psychology field as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5-7 years in the Organizational Design/Job Evaluation field. Knowledge of Organizational Design principles, legislation and processes; Job Evaluation processes, legislation and principles; BPM legislation, principles and legislation; Job Description legislation policies and processes.
DUTIES	:	To render advice, support and implement Organisational Development initiatives for Provincial Departments and within the Office of the Premier, including: Provincial Functions: Analyse changes to Organisational structures of Provincial Departments in line with relevant Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures; Advice and support Provincial Departments with best practices on changes to Organisational structures with reference to the Organisational Toolkit; Assessment of the Service Delivery Model for verification of services with the with the Organisational structure (ensure that all services delivered on the SDIP is captured on the SOM); Make recommendations on any discrepancies identified; Verification of the financial implications of the current staff establishment, the proposed Organization structure against the compensation of employees (blue book); Verification of Job Evaluation outcomes of all vacant funded posts on the proposed Organisational structure against the Provincial Job Evaluation compliance report; Assessment of the Business Case report against the source documents provided (structure, strategic plan, SOM, etc.); Provide written report on review assessment of changes to Organisational structures in line with Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures with proposed recommendations; Report on the status of Organisational Development interventions of allocated Provincial Departments. Departmental Functions: Analyse changes to the Organisational structure in terms of the relevant Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures; Provide technical and expertise advice and support the Directorates with the proposed Organisational Structures; Submit draft reports in line with relevant legislation and policies on changes to Organisational structure. To advise, support and implement Job Evaluation processes for Provincial Departments and within the Office of the Premier, including: Provincial Functions: Support and advise the Provincial Department on the correct Job Evaluation

compliance processes and terms of references; Provide advice to Provincial Departments in terms of Job Evaluation legislation, prescripts and provincial policies; Assist Provincial Departments on the utilization of the relevant Job Evaluation System; Ensure that Job Evaluation documents are submitted in accordance with required templates; Verify the correctness of documents received; Development of the schedules and distribution of agendas for posts to be presented at the PQA; Render secretariat and logistic services to the PQA; Monitoring and reporting on the Provincial JE compliance report; Development and review of the Job Evaluation Templates; Provide input in the development of Provincial Policies; Provide information/training sessions at the Provincial Job Evaluation and OD Forums. Departmental Functions: Conduct Job Evaluation interview with relevant officials; Capture the Job information on the Job Evaluation System; Present the posts to the PQA for consideration; Compile a submission to the Premier on the implementation of the JE outcome and Job Description; Ensure compliance with the PSR in terms of the 60 calendar months principle on Job Evaluation; Update the database of all posts Job Evaluated; Provide information sessions on Job Evaluation processes within the department. To advise, support and implement Business Process Management to Provincial Departments and within Office of the Premier, including: Provincial Functions: Support Provincial Departments with the development of Business Process Mapping and Standard Operating Procedures (SOPs); Provide capacity building on the guidelines and toolkits; Report on the status of BPM and SOPs for the province. Departmental Functions: Provide technical and expertise support to line functions during the development and review of BPM and SOPs; Develop and request inputs on for initiated BPMs and SOPs; Analyse existing processes for improvement and amendment where discrepancies are identified or where there are changes in the legislations; Obtain approval from the Premier for the implementation of the developed and reviewed BPMs and SOPs; Maintain database for BPMs and SOPs; Monitor the implementation of the SOPs and BPMs; Provide information sessions/trainings on the BPMs and SOPs. To render advice, support and implement Job Descriptions for the Provincial Departments and within the Office of the Premier, including: Provincial Functions: Monitor compliance of Job Descriptions against the relevant legislative frameworks; Provide information sessions on National/Provincial benchmarks including OSD to ensure consistency; Report on the status of Job Description administration within the province; Provide input to the development and review of the Provincial Job Description Policy. Departmental Functions: Provide technical and expertise support to managers on the development and review of Job Descriptions; Ensure that Job Descriptions are reviewed in accordance with the 60 calendar months principle as stipulated in the PSR; Provision of Job Descriptions to the HRACM Directorate for purposes of filling of vacancies and actings to ensure consistency and accuracy; Obtain approval for implementation of Job Descriptions from the Premier; Maintain the database of the Job Descriptions. To advise, support and implement Organisational Functionality Assessment to Provincial Department and within Office of the Premier, including: Provincial Function: Advice and support Provincial Departments on OFA processes and the establishment of workstreams. Departmental Functions: Form part of the assessment workstreams for Office of the Premier.

ENQUIRIES : Ms. J. Grant, e-mail: jessica.grant@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/372 : **ASSISTANT DIRECTOR: BOOKKEEPING, REVENUE AND BANKING SERVICES REF NO: 14/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 years in supervisory level. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Basic knowledge in financial administration and Microsoft office.

DUTIES : Collection and recording of revenue: Cashier, banking service and electronic payments; Debt management; Monitoring and reporting revenue. Expenditure management: Compensation of employees; Goods and services; Transfers and subsidies. Reporting. Supervise employees to ensure an effective financial accounting service.

ENQUIRIES : Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/373 : **ASSISTANT DIRECTOR: OFFICE OF THE DEPUTY DIRECTOR GENERAL REF NO: 16/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 -4 years in high level office support. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Basic knowledge in financial administration and Microsoft office.

DUTIES : Undertake policy or line function tasks as required. Provide support to the Deputy Director General. Manage general support services in the office of the Deputy Director General. Manage the resources of the Office of the Deputy Director General.

ENQUIRIES : Adv. K.J.C Ditira e-mail: kuni.ditira@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants

should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/374 : **ASSISTANT DIRECTOR: EVENTS MANAGEMENT REF NO: 17/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 in Communication or equivalent qualification as recognised by the South African Qualification Authority (SAQA). Relevant experience 3 -4 years' experience in the events management / communication field. Knowledge of policy analysis and development; computer literacy; knowledge of the public service; development of event management/communication and legislation policies and marketing research.

DUTIES : Plan, co – ordinate and ensure the smooth functioning of corporate events and render advice thereon. Establish and enhance good liaison between the Office of the Premier and events management establishments or service providers utilized by government. Manage and ensure the optimal utilization of resources. Co – ordinate updates and administer an annual calendar of corporate state functions (Corporative events). To manage resources to ensure that the objectives of the component are achieved.

ENQUIRIES : Ms. M.M Setai e-mail: matshediso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/375 : **ASSISTANT DIRECTOR: HR PLANNING AND SPECIAL PROJECTS REF NO: 18/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 -4 years

		in the Human Resource environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.
DUTIES	:	To ensure effective monitoring and evaluation of Human Resources Planning implementation within Office of the Premier and Provincial Departments, including: Develop, monitor and evaluate the Office of the Premier HR Planning, Compile and submit HR Plan implementation reports for the province for utilization by relevant internal and external stakeholders, Draft the HR Oversight section of the department's Annual Report, Monitor compliance with Provincial and National Directives. Ensure the development of HR Planning and related functions policies and render advisory services to Provincial departments on issues related to HR Planning, including: Conduct HR Planning research, benchmarking and analysis for development of policies, Identify HR Planning and related functions gaps and propose corrective interventions, Implementation and accurate interpretation of DPSA, Directives with regard to HR Planning functions Develop policies and guidelines on HR Planning procedures and strategies for the province, Provide expert advice to management on HR Planning, the establishment and provisioning. Coordinate and facilitate capacity building and stakeholder engagement within the Office of the Premier and Provincial departments, including: Conduct provincial trainings, workshops and information sessions on HR related functions and special projects introduced by the DPSA, Provide training to Office of the Premier HR officials and provincial departments on HR Planning Frameworks, Monitor and report on the HR Planning capacity development initiatives and promotion of best practices and knowledge sharing. Management of resources within the HR Planning and Special Projects section, including: Training and development of Personnel, Performance management, Work and resources allocation, Management of discipline and absenteeism.
ENQUIRIES	:	Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/376	:	**ASSISTANT DIRECTOR (TRAINING OFFICER): IMPACT ASSESSMENT AND TRAINING DEVELOPMENT REF NO: 19/2026**
SALARY	:	R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5 - 7 years in Human Resource Development; training field and monitoring and evaluation. Knowledge in Research and benchmarking; Public Service policies; Computer; Planning and organization; Interpersonal relations; Language and Verbal and Written Communication skills. Skills: Good communication and interpersonal skills; Writing skills; Numeracy skills; Organising skills and Telephone skills.
DUTIES	:	To conduct compliance monitoring and evaluation of training interventions. To execute research designs, concepts documents and implementation of impact assessment/research (Level 1 evaluation is assessed according to a standard

tool). To develop and apply relevant assessment tools. (Level 2 evaluation is assessed according to training session observation instrument. Consolidate trainers' evaluation reports.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/377 : **ASSISTANT DIRECTOR: (TRAINING OFFICER): GENERIC AND OPERATIONAL TRAINING REF NO: 20/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5 - 7 years in Human Resource Development; training field and monitoring and evaluation. Knowledge in Research and benchmarking; Public Service policies; Computer; Planning and organization; Interpersonal relations; Language and Verbal and Written Communication skills. Skills: Good communication and interpersonal skills; Writing skills; Numeracy skills; Organising skills and Telephone skills.

DUTIES : To conduct compliance monitoring and evaluation of training interventions. To conduct SETAS transversal training programs. To coordinate the provision of training programmes.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/378	:	**ASSISTANT DIRECTOR: DISTRICT COORDINATOR REF NO: 21/2026 (X2 POSTS)**
SALARY	:	R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Mangaung District Fezile Dabi District
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 in Public Administration/ Human Resources Development as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in administrative experience. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Ability to do research and benchmarking regarding skills developing activities and knowledge in Public Service policies especially regarding Training and Development.
DUTIES	:	Manage, plan and coordinate district skills development programmes, including: Identify skills development needs within the district; Develop and implement skills development plans aligned with provincial and national priorities; Coordinate skills development programmes within the district in collaboration with TVET colleges, training providers, municipalities, industry stakeholders, and community organizations; Coordinate site visits to ensure effective teaching and learning. Management of stakeholder engagement and communication within the district relating to skills development, including: Facilitate and participate in regular stakeholder meetings and forums to promote collaboration, NGOs, cooperatives, women's groups, youth organizations, SETA, local business, municipalities etc.); Act as a liaison between provincial offices and local stakeholders; Advocate for local needs in provincial-level planning and funding decisions; Marketing and promote skills development programmes within the district. Foster partnerships with the district stakeholders for internships, apprenticeships, and job placements, including: Liaise with the leaner placement officer at provincial office; Assist with the identification of workplaces within the district; Compile name list of available workplaces in the district; Support workplaces to be SETA compliant Ensure inclusion of marginalized groups (e.g. youth, women, persons with disabilities). Participate in community outreach programmes within the district, including: Identify existing community outreach initiatives; Ensure access to marketing materials for the community outreach initiatives; Collect CV of learners and submit to provincial office for consolidation; Monitor the impact of participation of community outreach programmes within the district. Implement effective monitoring and evaluation reporting systems within the district, including: Monitor the implementation of skills development programmes across the district; Collect data and prepare reports on training outcomes, learners progress, and employment opportunities; Evaluate skills development programmes effectiveness and recommend improvements; Maintain accurate records of training programmes, learner's performance, and outcomes/ results; Compile progress reports to the provincial office.
ENQUIRIES	:	Dr. N. Tsaeng, e-mail: nthabiseng.khotseng@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/379	:	**ASSET AND TRANSPORT MANAGEMENT SPECIALIST REF NO: 22/2026**
SALARY	:	R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification in Secretariat Studies at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Practical experience 3-4 years in an Asset and Transport Management environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.
DUTIES	:	To administer, coordinate and manage the movable assets in the Department of the Premier. Facilitate the implementation and administration of the regulations governing management of immovable property. The facilitation and coordination of transport management in the Department of the Premier. Facilitate, coordinate and monitor contract management in the Department of the Premier. To manage resources to ensure that the objectives of the component are achieved.
ENQUIRIES	:	Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/380	:	**LEGAL ASSISTANT REF NO: 23/2026**
SALARY	:	R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification in Secretariat Studies at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in relevant clerical/administrative environment, Experience in sign language and interpretation. Knowledge of Computer Literacy and Typing.
DUTIES	:	Render a legal administrative support service to the State Law Advisers. Manage all functions related to responsibilities of Chief User Clerk. Type and prepare legislation for publication in Provincial Gazette for all State Law Advisers and dispatch it to all relevant stakeholders and type legal opinions and other general correspondence. Manage all secretarial matters for Chief Director and manage administrative-related matters for the Chief Director and one State Adviser. Deliver supervisory services in relation to Messenger.
ENQUIRIES	:	Adv. Kuni Ditira, e-mail: kuni.ditira@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system.

(Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/381 : **SENIOR HUMAN RESOURCE ADVISOR: CONDITIONS OF SERVICES REF NO: 24/2026**

SALARY : R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 or equivalent as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in the human resource environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.

DUTIES : Renders advisory services to the Office of the Premier and provincial departments, including: Investigate, analyse, benchmark and interpret legislation and prescripts and other human resource related issues on the termination of service; Gather, coordinate and distribution of inter- and intra-departmental collation of information (e.g. statistics and reports); The development, presentation and co-ordination of information sessions on human resource issues in the department in order to contribute to an effective and well-informed workforce. Facilitate the implementation of policies, strategies, procedures and practices, including: Coordinate the development of policies/strategies for the FSPG on termination of services; Coordinate information sessions on human resource policies/strategies in the department; Research, analyse, develop, monitor and review departmental policies, strategies, guidelines and circulars. Renders human resource services, including: Investigation of human resource related problems and advice management thereon; Monitor and evaluate Human Resource Management Policies, procedures and practices; Provide Human Resource Information and Knowledge Management Services to the Department, for example: Maintain databases and draw relevant reports in relation to implementation of Human Resource Management Policies, procedures and practices, Identify information management requirements and manages the packaging and dissemination of human resources information to the Department, Manage the selection and generation of human resource management information taking into account the strategic and operational management information requirements. The management of resources to ensure that the objectives of the component are achieved, including: Management of staff within the division; The development of Job Descriptions within the division; The performance management of staff within the division; Facilitation of training interventions; Give strategic direction, guidance and advice to staff within the division.

ENQUIRIES : Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system

such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/382 : **CLUSTER ASSISTANT: GOVERNMENT IMPLEMENTATION AND MONITORING REF NO: 25/2026**

SALARY : R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : NQF Level 7 Qualification, Degree in Political and Administrative studies or appropriate equivalent Qualification. 8 years' Clerical experience.

DUTIES : Provide logistic services to EXCO, its Clusters, the IDMC and its Technical Committee: Compile and distribute agenda packages for cluster meeting; Take minutes during meetings and compile reports on the proceedings and decisions taken at the meetings and distribute them to all stakeholders; request status reports and coordinate the status reports for submission to the relevant clusters. Participate and provide support to all sub-committee emanating from Clusters/FOHOD and/or PCC resolutions: attend district cluster meetings and coordinate progress reports to the provincial clusters; attend national working group meetings; assist in the preparation of EXCO submissions. Participate and assist with the organization of EXCO meets the people campaigns: drafting the campaign programme; liaise with stakeholders during the planning stages; provide logistical support with campaigns. Provide periodic reports to senior management of both technical and political clusters: compile quarterly progress reports to the Executive council; compile reports from the provincial clusters on issues impacting municipal clusters as well as reports from the municipal clusters on issue of impact to the province. Provide administrative support: Distribute committees' correspondence; maintain a database of all decisions of EXCO, clusters and Technical Committee.

ENQUIRIES : Dr M. Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/383 : **INTERNAL AUDITOR REF NO: 26/2026 (X2 POSTS)**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS	:	Appropriate NQF Level 7 qualification in Auditing as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 3 years in an Auditing environment. Knowledge of relevant Provincial and National legislation, Public Administration, Policy analysis and development, Internal audit mechanisms systems and processes.
DUTIES	:	To conduct audit assignments, including: Undertake auditing according to the audit methodology and IIA standards, collect, analyse, interpret and document information to determine the following: whether the collection/expenditure of funds is regular and correctly accounted for, whether state money and goods have been applied advantageously and efficiently and whether there are irregularities, deviations and shortcomings by applying, amongst others, audit procedures and techniques, interpreting laws and other instructions, determining procedures and their objectives, examining supporting vouchers in conjunction with legal and other directives, as well as budgets, authorisations, agreements and contracts, examining and comparing book entries, accounts, statements, vouchers and other records and visit offices where cash, stock and other items of value are received, kept, issued or paid to compare physical stock on hand with returns shown in the records. To assist in preparing draft reports to be reviewed by management, including: write reports on audit findings, point out irregularities, deviations and shortcomings, write audit queries, submissions and letters. To evaluate internal control measures, including: assist with the investigation and evaluation of internal checking and control measures. Including those contained in existing and envisaged accounting systems and procedures by collect, analyse and evaluate information on the system, measure or action in the light of the experience and knowledge.
ENQUIRIES	:	Ms. O.R Mathibela, e-mail: onkhopotse.mathibela@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/384	:	**STATE ACCOUNTANT: REVENUE REF NO: 27/2026**
SALARY	:	R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 6 qualification preferably in Financial Accounting as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 – 5 years in Revenue Administration, debts or in a similar environment. Knowledge of LOGIS/BAS, PERSAL and of related policies, directives and legislation.
DUTIES	:	To monitor the collection of Office of the Premier's, including: Supervises the collection and banking of all revenue for the Office of the Premier; Compiles the Deposit Advises and ensures that all money is bank; Authorise all transactions on Basic accounting system (BAS) according to the delegated powers by the Accounting Officer, Monitor the Assets and Liability accounts in respect of Revenue related transactions, Compile monthly revenue reconciliation. Compile and submit the monthly actual and projected revenue report to Provincial Treasury, Compile and monitor the Medium-Term

Expenditure Framework (MTEF) and Adjustment Budget Revenue Reports for the Office of the Premier, Review the Office of the Premier's revenue source, fees, charges or rates on an annual basis and obtain approval for adjustments from Provincial Treasury; Compile quarterly revenue bilateral presentations. To render an effective and efficient Petty Cash service to the Office of the Premier, including: Perform all the functions of the Petty Cash account for the Office of the Premier according to the approved Office of the Premier's Petty Cash Policy. To monitor the Provincial Government Gazette and Tender Bulletin subscribers, including: Monitor the timeous publication, printing and posting of the Provincial Government Gazette and Tender Bulletin; Monitor the update the subscribers' details and the subscribers' database; Do weekly updates to the Excel Register and compile reminding letters on outstanding advertising costs to municipalities; Issue weekly invoices and claims for recovery of cost relating to publications in the Provincial Government Gazette and Tender Bulletin. The management of resources to ensure that the objectives of the business process improvement, including: Management of staff within the component; The development and updating of Job Descriptions for reporting staff; The performance management of staff within the component.

ENQUIRIES : Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/385 : **NETWORK CONTROLLER REF NO: 28/2026 (X3 POSTS)**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 qualification in Information Technology as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 2 years technical experience. Knowledge of relevant ICT Policy, standards and strategies; ICT hardware and software; Data communication; ICT Security; TCP/IP for Windows; ICT industry and Legislative framework governing in the Public Service.

DUTIES : Configure ICT hardware and software to ensure effective utilization of ICT resources in the Department of the Premier, including: Install and configure operating system and drivers to desktops, laptops and printers; Develop standard configuration for desktops, laptops and printers and document them; Provide printer support for both network printers and standalone printers; Develop specifications for the procurement of desktops, laptops projectors and printers. Provide first line ICT hardware and software support services to the Department of the Premier and on request to other departments in the FSPG to ensure effective and efficient service delivery, including: Configure and install PC's and printers delivered at head office and remote offices; Set up user accounts, delete unused accounts on the domain and email server; Password reset and assign renew passwords for users on domain server. Provide data communication (Server, LAN, etc.) support to ensure effective access to email, Intranet, Internet and other transversal systems, including: Monitor servers, i.e. whether they are online or offline and submit daily reports; Provide network

problem management services, i.e. ensuring that users are connected to the network and they can utilize network services (LAN and WAN); Assist in developing policies on the provision of ICT equipment; Ensure availability of the network at 100% of the users; Setup email, internet and applications for users and ensure their availability to users; Use network tools to monitor the performance of the network, identify and remove bottlenecks; Ensure that anti-virus is installed and the machine is safe; Define the service levels for network related services and prepare technical specifications for the procurement of such services; Assist in developing network security related policies and implement them; Cable and connect new sites to the network of the office; Conduct hardware and software audits and compile condition reports; Manage the IT service desk and attending/closing of IT related calls.

ENQUIRIES : Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/386 : **HELPDESK ADVISOR: STUDENT LIAISON AND SUPPORT REF NO: 29/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 7 qualification as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 2 years in Public Management / Accounting. Financial experience will be an added advantage. Knowledge of relevant Acts; Regulations; Dealing with Bursaries and BAS.

DUTIES : Provide advice, guidance and support to all local and international students, including: Increase students' success by correctly advising them to make informed decisions about their educational goals; Refer students to Higher Educational Institution available on- and off-campus resources to meet students' individual needs. Assist with maintaining the Bursary Computer Programme by updating bursars' records as they speak to them, including: Capture new students on the system; Update the information of students on the system; Ensure that records of bursary holders are updated on the Provincial computerized bursary system and have the correct information available. Interprets exam results correctly and provide students with Information about alternatives, limitations and possible consequences of academic decisions (e.g. adding, dropping and withdrawing from courses, changes of study fields, postponement or suspension of bursaries) including: Provides recommendations for the continued improvement of correct advice aiming at improving services for all students; Foster strong relations with Bursary Offices within the FSPG and Higher Educational Institutions to ensure effective communication; Depending on the progress of the submitted academic record, the official takes the file for updating. Co-ordinate and advice on provincial Bursary activities including the facilitation of training, updating and utilization of the computerized bursary Communication Portal in FSPG, including: Refer bursary queries to the Office of the Premier in relation with

payments and Bursary Confirmation Letters; Refer graduates to the Skills Development Coordination Directorate for inclusion on Graduate Data Base once studies have been concluded.

ENQUIRIES : Mr. K.Z Morapela, e-mail: kgotso.morapela@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/387 : **ADMINISTRATIVE OFFICER: ADMINISTRATIVE SUPPORT SERVICE REF NO: 30/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 or equivalent as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-4 years. Knowledge of Basic personnel administration; BAS; Treasury Regulations and Financial Regulations.

DUTIES : To render general clerical support services, including: Record, organize, store, capture and retrieve correspondence and data (line function); Update registers and statistics; Handle routine enquiries; Make photocopies; 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; Collect/receive of any information for consolidation and reporting. To provide supply chain clerical support services within the component, including: 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; Keep and maintain the asset register of the component (district offices). To provide personnel administration clerical support services within the component, including: Maintain a leave register for the component; Keep and maintain personnel records in the component; Keep and maintain the attendance register of the component; Arrange travelling and accommodation. To provide financial administration support services in the component, including: Capture and update expenditure in component; Check correctness of subsistence and travel claims of officials and submit to manager for approval; Handle telephone accounts and petty cash for the component. To supervise human resources/staff, including: Allocate and ensure quality of work; Personnel development; Assess staff performance; Apply discipline.

ENQUIRIES : Ms. M.M Setai, e-mail: matshidiso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae

should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/388 : **PERSONAL ASSISTANT TO CHIEF DIRECTOR: GOVERNMENT COMMUNICATION SERVICES REF NO: 31/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 Secretarial Diploma or equivalent, Diploma in Office Administration will be an advantage as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-5 years in rendering support functions to top management. Advanced of relevant software packages. Knowledge of the relevant legislation/policies/prescripts and procedures. Knowledge of basic financial administration.

DUTIES : To provide a secretarial/receptionist service to the Chief Director. To render administrative support services. To provide support to the Chief Director regarding meetings. To support the Chief Director with administration of the Chief Directors' budget. Studies the relevant Public Service and departmental prescripts/policies and other documents and ensure that the application thereof is understood properly.

ENQUIRIES : Ms. M.M Setai, e-mail: matshidiso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/389 : **PERSONAL ASSISTANT TO CHIEF DIRECTOR: MONITORING AND EVALUATION PROGRAMMES REF NO: 32/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 Secretarial Diploma or equivalent, Diploma in Office Administration will be an advantage as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-5 years in rendering support functions to top management. Advanced of relevant software

packages. Knowledge of the relevant legislation/policies/prescripts and procedures. Knowledge of basic financial administration.

DUTIES : To provide a secretarial/receptionist service to the Chief Director. To render administrative support services. To provide support to the Chief Director regarding meetings. To support the Chief Director with administration of the Chief Directors' budget. Studies the relevant Public Service and departmental prescripts/policies and other documents and ensure that the application thereof is understood properly.

ENQUIRIES : Ms. I.E Griffiths, e-mail: irene.griffiths@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/390 : **HUMAN RESOURCE OFFICER: HUMAN RESOURCE PLANNING AND SPECIAL PROJECTS REF NO: 33/2026**

SALARY : R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. No experience needed. Knowledge of registry duties, practices as well as the ability to capture data, and operate computer. Working knowledge and understanding of legislative framework governing the Public Service. Knowledge of storage and retrieval procedures in terms of the working environment. Understanding of work in registry.

DUTIES : Implement Human Resource Administration practices, including: Recruitment and Selection (Advertisements, Appointments, Transfer, verification of qualifications, secretariat functions at interviews, absorptions, probationary periods e.g.); Implement conditions of services (Leave, Housing, Medical, Injury on Duty, Long Service Recognition, Overtime, Relocation, Pension, Allowances, PILIR or etc.) Performance Management; Termination of service (indicate the steps) Recruitment and Selection (Advertisements, Appointments, Transfer, verification of qualifications, secretariat functions at interviews, absorptions, probationary periods). Address human resource administration enquiries, including: Respond verbally or in writing in respect of relevant human resource related enquiries.

ENQUIRIES : Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system

such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/391 : **ADMINISTRATION CLERK: TRAINING SUPPORT SERVICES REF NO: 34/2026**

SALARY : R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. No experience needed. Added advantage 1 - 3 years in an administrative environment. Knowledge of Computer Skills; Planning and organizing; Interpersonal relations; Language; Flexibility; Verbal and written communication skills.

DUTIES : Render a general support service to the component, including: Handle enquiries; Make photocopies; Distribute documents to various stakeholders as required; Keep and maintain the filing system for the component; Maintain tracking & electronic systems; Keep and maintain a database of documents, reports, minutes, etc.; Type basic letters and/or other correspondence as required; Keep and maintain the incoming and outgoing register of the component; Send and receive facsimiles. Assist with matters related to personnel administration in the component, including: Obtain quotations for the procurement of equipment, goods & services; Assist with request forms / submissions for the ordering of goods, equipment & services; Assist with the procurement of standard items, like stationary and other office supplies; Keep and maintain the asset register of the component and assist with matters related to asset management within the component. Assist with matters related to financial administration in the component, including: Assist with the travel & accommodation arrangements of officials; Assist with the processing and administration of travel and subsistence claims for officials.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/392	:	**SECRETARY: PROVINCIAL STRATEGIC PLANNING, POLICY AND RESEARCH REF NO: 35/2026**
SALARY	:	R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. Secretarial and typing experience. Knowledge of Office Skills; Records Management and Telephone etiquette.
DUTIES	:	To provide a secretarial/receptionist service to the Director, including Receives telephone calls and refers to the correct role players if not meant for the Director. In the process the jobholder should finalise some enquiries, Records the engagements of the Director; Compile realistic schedules of appointments; Types documents for the Director and other staff within the unit; Operates and ensures that the office equipment, e.g. photocopier and shredding machine are in good working order. To provide clerical support to the Director, including Liaises with travel agencies to make travel arrangements. Checks the arrangements when relevant documents are received, arranges meetings and events for the Director and the staff in the unit, identifies venues, invites role players, organizes refreshments and sets up schedules for meetings and events, Processes the travel and subsistence claims for the unit, processes all invoices that emanate from the activities of the work of the Director. Records basic minutes of the meetings of the Director where required, Records basic minutes of the meetings of the Director where required, Drafts routine correspondence and reports, Does filing of documents for the Director and the unit where required, Administers matters like the leave registers and telephone accounts, Receives, records and distributes all incoming and outgoing documents, Handles the procurement of standard items like stationery, refreshments, etc., Collects all relevant documents to enable the Manager to prepare for meetings.
ENQUIRIES	:	Mr. C. Oelofse, e-mail: chris.oelofse@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/393	:	**MESSENGER/DRIVER: DIRECTOR – GENERAL'S OFFICE REF NO: 36/2026**
SALARY	:	R170 226 per annum (Level 03). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	NQF Level 3 (Grade 10) or ability to read and write. Valid Driver's License. 7 - 12 months experience. Knowledge of procedures and practices regarding messenger services.
DUTIES	:	To render a messenger services, including: Collect mail, files, documents and parcels from addresser; Deliver mail, files, documents and parcels to addresses; Ensure that the recipient sign on the delivery book/register; Record

contents and physical addresses in the delivery book/register; Record contents and physical addresses in the delivery book/register. To render driver services, including: Drive light and medium motor vehicles to transport passengers and deliver other items (mail and documents); Do routine maintenance on the allocated vehicle and report defects timely; Complete all the required and prescribed records and logbooks with regard to the vehicle and the goods handled.

ENQUIRIES : Ms. M. Modisapudi, e-mail: matshidiso.modisapudi@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. 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. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

CLOSING DATE : 07 December 2026 @ 16:00

DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representavity will receive preference.

APPLICATIONS : Applicants are invited to apply for posts online: access www, sacr.fs.gov.za, click on E service – open recruitment portal and follow instruction alternatively

CLOSING DATE : 04 December 2026

NOTE : Applications should be submitted on form Z.83, which can be downloaded from www.dpsa.gov.za and must be accompanied by a comprehensive CV only. Applications submitted on the old application for employment (Z83) will not be considered. All fields in the Z83 application form must be completed in full and signed and then download as part of application. Applicants are urged not to submit duplicate applications for the same post and if/when applying for more than one post submit/download separate application for each post. with reference number clearly indicated. It will be expected from Shortlisted candidates to present certified copies of qualifications once interview process is communicated. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA), NON-RSA citizens must provide proof of permanent residence permit (if shortlisted). The onus is on the applicants to ensure that their applications are downloaded/ couriered or hand delivered timeously as NO applications received after the closing date / incomplete applications will be considered. As part of recruitment practices all shortlisted candidates will be subjected to a practical/technical assessment that intends to test relevant technical, generic elements link to the post and this will be supported an integrity/ ethical conduct assessment as well Applicants are respectfully informed that shortlisted candidates are subjected to pre-employment screening (verification of qualification, security clearance, citizenship, credit record check and employment verification), to determine suitability for employment. Shortlisted candidates will be required to avail themselves for assessments/interviews at a date and time as determined by the department If no notification of appointment is received within 4 months of the closing date, applicants must accept that their application was unsuccessful. Department would like to inform candidates that should recruitment process during any stage be affected by unanticipated factors eg moratorium on filling of posts the department reserves the right to cancel the

recruitment process. The suitable candidates will be selected with intention of promoting representavity and achieving EE targets as contemplated in the departmental Employment Equity plan.

GENERAL GRADUATE INTERNSHIP PROGRAM 2027 TO 2029

NOTE : Candidates who will enter public service environment for the first time are invited to submit application (s) thus candidates should not have any previously appointment (s) as Intern / contract worker within any Public Service/ Private Sector Environment (Failure to disclose such information will lead to disqualification / dismissal) Successful Interns shall enter into a contract of employment between him/herself and the department for a period of 24 months intended from date of appointment. Applicants are urged to submit application per post as per their field of study and submit separate applications should they apply for more than one position Successful interns will be placed within Units/Components linked to their field of study so that they can be equipped with practical work experience, be developed in relevant professional skills, and work ethics to be capacitated towards future employment opportunities

OTHER POSTS

POST 42/394 : **INTERNSHIP: RISK MANAGEMENT REF NO: RM/1**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma /Bachelor of Technology in Internal Audit / B Com Accounting or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/395 : **INTERNSHIP: INTERNAL AUDIT REF NO: IA /2**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Internal Audit equivalent and related qualification at NQF level 6/7 as recognised by SAQA
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/396 : **INTERNSHIP: LEGAL SERVICES REF NO: LS /3**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / Degree in B Com Law equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/397 : **INTERNSHIP: SUPPLY CHAIN MANAGEMENT REF NO: SCM /4**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Supply Chain Management equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/398 : **INTERNSHIP: MANAGEMENT ACCOUNTING REF NO: MA /5**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Financial Management / Management Accounting or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/399 : **INTERNSHIP: INFRASTRUCTURE REF NO: IF / 6**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein

REQUIREMENTS	:	Degree /Bachelor of Technology in Office Management / Public Administration or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/400	:	**INTERNSHIP: EMPLOYEE ASSISTANCE AND WELLNESS REF NO: EAP/7**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Bachelor Degree Human Social Science or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/401	:	**INTERNSHIP: HUMAN RESOURCE MANAGEMENT REF NO: HRM/ 8**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National diploma/degree in Human Resource Management or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/402	:	**INTERNSHIP: COMMUNICATIONS REF NO: CM /9**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National Diploma / Degree in Media Relations/ Public Relations or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/403	:	**INTERNSHIP: LIBRARY SERVICES (ADELAID TAMBO BUILDING) REF NO: LS /10**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National Diploma / Bachelor of information science / Qualification in Record Management or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443

ANNEXURE Y

PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF HEALTH

OTHER POSTS

POST 42/404 : **HEAD CLINICAL DEPARTMENT: MEDICAL REF NO: REFS/057424**
(Re-advertisement, those who previously applied are encouraged to re-apply)
Directorate: Anaesthesia

SALARY : R2 704 842 per annum, (all-inclusive package)
CENTRE : Charlotte Maxeke Johannesburg Academic Hospital
REQUIREMENTS : Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist: Anaesthesia. Registration with the HPCSA as Medical Specialist: Anaesthesia. A minimum of 3 years appropriate experience in Anaesthesia after registration with HPCSA as a Medical Specialist: Anaesthesia. Management experience, Computer literacy (MS Word, MS Excel, PowerPoint), Experience in administration, finance, education, research and special interest or expertise in a branch of the specialty. This experience should be in terms of clinical service provision, teaching, administration and research. Additional recognizable clinical and departmental administration plus qualification/training in Anaesthesia specialties. A higher degree in the Health Science (Master's) other than the degree for specialization and experience in the Public Sector will be an advantage. Sound knowledge of government regulations, policies and acts, the ability to interpreted and implement policies. Administrative and management knowledge, project management skills, teambuilding, people and interpersonal relations skills, communication skills (verbal and written), organizational, problem-solving and interventional skills. Highly motivated and enthusiastic to contribute to the anaesthesia care services. The ability to work under pressure, lead transformational change in a complex environment and the ability to manage change in the department.
DUTIES : Co-ordinate, manage and administer efficient and cost-effective anaesthesia services at the institution. Encourage and foster research within the department. Manage and monitor appropriate and relevant undergraduate and postgraduate teaching and training within anaesthesia. Foster appropriate subspecialty development within the department. Promote staff development and where possible to further the aims of the faculty of sciences and the department of anaesthesia. Encourage collaboration between the departments within the teaching complex. Ensure that clinical teaching and supervision of medical staff are of adequate standards. As part of the university's responsibility, provide sufficient and quality teaching to undergraduates and medical students. Set norms and standards for the maintenance of service delivery and quality outputs in the department. Ensure that the strategic plan and the turnaround strategy of the hospital is implemented and be part of the executive management team in the hospital. Manage and provide leadership in delivery of clinical services to patients referred to the hospital for anaesthesia problems. Perform clinical duties in areas of personal special interest and expertise. See to fit that quality assurance, including clinical audit is conducted in the department in line with national core standards. Lead the department of anaesthesia of Charlotte Maxeke Academic Hospital, in line with the strategic goals set by the National and Provincial Departments of Health and the Chief Executive Officer of the hospital. Participate in the management activities of Charlotte Maxeke Academic Hospital as a whole and attend all applicable management meetings. Participate in university academic management activities, including membership of committees in the Faculty of Health Sciences as a whole and in the university's Department of Anaesthesia. Lead and participate in national and international efforts to advance aspects of Anaesthesia, both in research and advocacy. Examine and provide examiners for degree and diploma programmes and fellowships in anaesthesia in other universities and colleges in South Africa. Ensure that appropriate, ethical and quality research is performed in the department as part of a wider agenda to explore improvements in healthcare in the hospital area and South Africa as a whole, with publication of the results in peer-reviewed scientific journals. Provide clinical support and outreach to referring hospitals, community health centres and clinics in the Charlotte Maxeke Academic Hospital health cluster. Ensure the employment of the previously advantaged individuals in terms of race, gender and disability to enhance equity. Perform commuted overtime as

per departmental requirement. Contribute to anaesthesia planning, budgeting and procurement processes as well as monitoring and evaluation. Be immediately accountable in the execution of duties jointly to the Director Clinical Support of Charlotte Maxeke Academic Hospital and to the Academic Head in the Department of Anaesthesia at the University of Witwatersrand. Comply with the Performance Management and Development System (contracting, quarterly reviews and final assessment).

ENQUIRIES : Dr P Africa Tel No: (011) 488 3792
Ms. L Maseko Tel No: (011) 488 3711

APPLICATIONS : should be submitted strictly online at the following E-Recruitment portal: http://jobs.gauteng.gov.za. No hand-delivered, faxed, or emailed applications will be accepted.

NOTE : Kindly note that no payment of any kind is required when applying for posts advertised by the Gauteng Department of Health. The Department reserves the right not to fill any advertised posts. Applications should be accompanied by a fully completed and signed new Z83 form obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. The new Z83 form must be fully completed and signed by the applicant. The following must be considered in relation to the completion of the Z83 by applicants: All the fields in Part A, Part C and Part D must be completed. "If your profession or occupation requires official registration, provide date and particulars of registration". Application without proof of a new Z83 application form and detailed CV will be disqualified. Applicants must indicate the post reference number on their applications. Shortlisted candidates will receive communication from HR unit to submit certified copies of educational qualifications and other relevant documents not older than 6 months on or before the day of the interview. 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. Personnel Suitability Checks (criminal checks, citizenship checks, qualification verification, company directorship, social media, financial record checks, reference checks) must be conducted prior appointment. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA). Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA). The recommended candidate may be subjected to medical surveillance by the Occupational Health and Safety Act, Act 5/1993. The performance of normal and commuted overtime is not mandatory; however, it will be based on the operational needs of the hospitals.

CLOSING DATE : 04 December 2026

POST 42/405 : **PROFESSIONAL NURSE SPECIALTY PNB1 (PSYCHIATRY) (X3 POSTS)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits
CENTRE : Helen Joseph Tertiary Hospital
REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in Psychiatry. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan

(clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Participate in the development of protocols and SOPs in the unit. Demonstrate knowledge on the use of medical equipment and control and repairs of such equipment. Display leadership and supervisory skills. Demonstrate decision-making and problem-solving skills. Effective utilization of material and human resources. Ability to manage financial and budget allocated to the department. Display effective conflict and complaint management skills. Adherence to the Ideal Hospital Realization Framework. Ability to identify risks and patient safety incidents and manage accordingly. Compliance to PMDS and CPD requirements. Ensure a safe and therapeutic environment is created for patients, staff and public.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6

APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za. Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. 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, Act 5/1993. Institutions reserve the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

POST 42/406 : **PROFESSIONAL NURSE SPECIALTY PNB1 (THEATRE) (X4 POSTS)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits

CENTRE : Helen Joseph Tertiary Hospital

REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in the relevant speciality. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC

in General Nursing. At least one year of the period referred to above must be appropriate / recognisable experience working in the Theatre unit, obtaining the one-year post-basic qualification in the relevant speciality.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan (clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human and physical resources efficiently. Manage PMDS of the subordinates. Must be able to work shifts and work under stressful conditions. Maintain professional growth / ethical standards and development of self and subordinates. Demonstrate knowledge of the Ideal Hospital Realization Framework and be able to implement it. Ability to always adhere to infection prevention and control measures. Ability to create and maintain a safe environment. Ability to identify and prevent risks in the unit.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6

APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za. Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. 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, Act 5/1993. Institutions reserve the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

POST 42/407 : **PROFESSIONAL NURSE SPECIALTY PNB1 (ICU) (X1 POST)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits
CENTRE : Helen Joseph Tertiary Hospital
REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in the relevant speciality. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least one year of the period referred to above must be appropriate / recognisable experience working in the ICU unit, obtaining the one-year post-basic qualification in the relevant speciality.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan (clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human and physical resources efficiently. Manage PMDS of the subordinates. Must be able to work shifts and work under stressful conditions. Maintain professional growth / ethical standards and development of self and subordinates. Demonstrate knowledge of the Ideal Hospital Realization Framework and be able to implement it. Ability to always adhere to infection prevention and control measures. Ability to create and maintain a safe environment. Ability to identify and prevent risks in the unit.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6
APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your

application was unsuccessful. 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, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

POST 42/408 : **PROFESSIONAL NURSE SPECIALTY PNB1 (ORTHOPAEDIC) (X5 POSTS)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits
CENTRE : Helen Joseph Tertiary Hospital
REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in the relevant speciality. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least one year of the period referred to above must be appropriate / recognisable experience working in the Orthopaedic unit, obtaining the one-year post-basic qualification in the relevant speciality.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan (clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human and physical resources efficiently. Manage PMDS of the subordinates. Must be able to work shifts and work under stressful conditions. Maintain professional growth / ethical standards and development of self and subordinates. Demonstrate knowledge of the Ideal Hospital Realization Framework and be able to implement it. Ability to always adhere to infection prevention and control measures. Ability to create and maintain a safe environment. Ability to identify and prevent risks in the unit.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6
APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae

should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. 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, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

POST 42/409 : **PROFESSIONAL NURSE SPECIALTY PNB1 (RENAL) (X5 POSTS)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits
CENTRE : Helen Joseph Tertiary Hospital
REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in the relevant speciality. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least one year of the period referred to above must be appropriate / recognisable experience working in the Renal unit, obtaining the one-year post-basic qualification in the relevant speciality.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan (clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human and physical resources efficiently. Manage PMDS of the subordinates. Must be able to work shifts and work under stressful conditions. Maintain professional growth / ethical standards and development of self and subordinates. Demonstrate knowledge of the Ideal Hospital Realization Framework and be able to

implement it. Ability to always adhere to infection prevention and control measures. Ability to create and maintain a safe environment. Ability to identify and prevent risks in the unit.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6

APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. 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, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

POST 42/410 : **PROFESSIONAL NURSE SPECIALTY PNB1 TRAUMA (X5 POSTS)**
Directorate: Nursing Department

SALARY : R495 423 per annum, plus benefits

CENTRE : Helen Joseph Tertiary Hospital

REQUIREMENTS : A Basic R425 qualification (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as a Professional Nurse. A post-basic nursing qualification with duration of at least one year, accredited with SANC in the relevant speciality. A minimum of four years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least one year of the period referred to above must be appropriate / recognisable experience working in the Trauma unit, obtaining the one-year post-basic qualification in the relevant speciality.

DUTIES : Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Work as part of the multidisciplinary team to ensure good nursing care. Perform clinical nursing in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the health facility. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively, co-operatively and amicably with people of diverse intellectual, cultural, and racial or religious differences. Able

to plan and organise own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele principles). Provide direction and supervision for the implementation of the nursing care plan (clinical practices / quality patient care). Implement standards, practices, criteria and indicators for quality nursing with the prevention of serious adverse events. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human and physical resources efficiently. Manage PMDS of the subordinates. Must be able to work shifts and work under stressful conditions. Maintain professional growth / ethical standards and development of self and subordinates. Demonstrate knowledge of the Ideal Hospital Realization Framework and be able to implement it. Ability to always adhere to infection prevention and control measures. Ability to create and maintain a safe environment. Ability to identify and prevent risks in the unit.

ENQUIRIES : Mr M Mayekiso Tel No: (011) 489 0897 / 6

APPLICATIONS : Applications can be submitted by email HJHrecruitment@gauteng.gov.za Application should be submitted strictly online (on a PDF Format only). Only online applications will be considered. Please use the reference as the subject.

NOTE : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialled and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, 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. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. 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, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Females, African Males and Indian Males are encouraged to apply. Pre -Entry Assessment. 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 panel shall score both technical as additional criterion in the interview process.

CLOSING DATE : 07 December 2026 16:00 PM

DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT

The Department of Infrastructure Development is an equal opportunity, affirmative action employer. It is intended to promote representivity through the filling of these posts. The candidature of persons whose appointment/transfer/promotion will promote representivity will receive preference.

APPLICATIONS : To apply for the below position, please apply online at https://jobs.gauteng.gov.za. Only online applications will be considered and for general enquiries please contact Human Resource on 076 521 4118/076 942 4090.

CLOSING DATE : 04 December 2026

NOTE : Applicants must complete the online Z83 and attach a comprehensive Curriculum Vitae (CV). All other documents are submitted by shortlisted candidates). The selection process will be guided by the EE targets of the employing department. The Employment Equity targets will be taken into consideration during the selection process. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s). The employment decision shall be guided by the Department's Employment Equity Plan. The Department is committed to promoting employment equity, including race, gender and disability representation, through the filling of this post(s). Accordingly, the transfer, promotion or appointment of candidates should contribute towards improving representativity and achieving the numerical targets set out in the Department's Employment Equity Plan. In line with the Department's Employment Equity Plan, People with Disabilities are encouraged to apply. All shortlisted candidates will undertake practical assessment test, 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. Only shortlisted candidates will be requested to submit certified copies of qualifications not older than six (06) months, identity document and valid driver's license (where driving/travelling is an inherent requirement of the job). It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of this post and candidates whose transfer/promotion/appointment will promote representivity will receive preference. 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. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful. All shortlisted candidates for SMS posts will be subjected to technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

OTHER POST

POST 42/411 : **DEPUTY DIRECTOR: STRATEGIC PLANNING AND SERVICE DELIVERY REF NO: REFS/057431**
Directorate: Strategic Planning and Service Delivery

SALARY : R932 292 per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary).

CENTRE : Head Office Johannesburg

REQUIREMENTS : An undergraduate qualification at NQF level 7 as recognised by SAQA in Public Management/ Public Administration/ Business Management/Social Science. A minimum of 5 years' experience in the Strategic Planning and Service Delivery environment, of which 3 years must be at ASD level. A valid driver's license. Competencies: Sound and in-depth Knowledge of Gauteng Provincial Government and Department of Infrastructure Development policies and procedures, Legislation and Public Service Regulations, strategic management, Knowledge and understanding of government planning practices, understanding of expectations of customers, Management information knowledge, Knowledge of conducting research and benchmarking. Skills: Client orientation and Customer focus, Problem Solving, Communication, report Writing, analytical and Research. Attributes: People Management and Empowerment, Self-Driven, Innovative, team player, Adaptable. Decisive, Credible, Motivating.

DUTIES : Manage the development and review of the Departmental 5-year Strategic Plan and Annual Performance Plan aligned to the environment sector priorities, Government's Medium-Term Development Plan and Government's Planning Frameworks. Manage and coordinate the departmental planning cycle in accordance with applicable planning frameworks, prescripts, timelines and management directives. Manage and facilitate the consolidation and quality

assurance of programme inputs to ensure alignment with departmental priorities, provincial priorities, legislative mandates and national frameworks. Provide technical and advisory guidance to programme managers on the formulation and refinement of strategic priorities, outputs, indicators and targets. Manage and facilitate strategic planning sessions, Lekgotlas, APP reviews and related management engagements. Manage and coordinate the identification of strategic planning gaps, inconsistencies and risks and advise management on appropriate interventions. Monitor the quality and relevance of strategic planning outputs and recommend improvements to strengthen departmental planning. Manage the development, review and implementation-readiness of Annual Operational Plans (AOPs) across departmental programmes Coordinate the translation of Strategic Plan and APP commitments into programme-level operational outputs, activities, milestones and deliverables. Facilitate the assessment of AOP indicators and targets to ensure that they are SMART. Manage and coordinate the development of Annual Operational Plans (AOP). Manage and facilitate the development of AOP emanating from strategic outcome and performance outputs in line with the Annual Performance Plan. Facilitate alignment between AOP commitments, budget allocations, procurement planning and human resource planning inputs. Facilitate the identification and assessment of implementation, risks, resource constraints and dependencies that may affect planned outputs. Monitor the integration and consistency of operational plans across programmes and recommend corrective measures where required. Coordinate the departmental performance reporting cycle and ensure timely consolidation and submission of quarterly and annual performance information. Manage and coordinate the quality, consistency and integrity of performance information received from departmental programmes. Manage and coordinate analysis of organizational performance trends, deviations, under-performance and emerging risks and provide management with strategic advice. Manage the preparation and presentation of consolidated performance reports and management information. Coordinate the identification of corrective actions and performance improvement measures arising from performance analysis. Manage and coordinate the development and review of the Department's Service Delivery Improvement Programme and Plan, Service Delivery Charter and Service Delivery Model. Provide strategic support to Branches on the development of Service Delivery Improvement Plan, Service Delivery Charter and Service Delivery Mode. Produce Service Delivery quarterly and annual citizen's reports as per set departmental, Department of Public Service and Administration and Office of the Premier policies, frameworks and guidelines. Manage the development and maintenance of required statistical data on programme and service delivery monitoring targets. Coordinate the assessment of customer satisfaction and ensure that findings are incorporated into service delivery improvement initiatives. Coordinate the identification and assessment of service delivery challenges, trends and systemic areas requiring improvement. Manage and coordinate research, environmental scanning and benchmarking activities relating to developments that may impact on departmental service delivery and strategic priorities. Manage and coordinate the preparation and analysis of environmental scans, SWOT assessments, scenario-planning and strategic research reports. Facilitate the identification of opportunities for service delivery innovation, process improvement and improved organizational performance. Coordinate the provision of strategic research and analytical inputs to management planning, performance reviews and decision-making processes. Manage performance agreements for subordinates based on approved Job Descriptions, Strategic and Annual Performance Plans of the Department. Manage subordinates and maintain discipline. Manage training and development of subordinates according to agreed training interventions. Develop and update the service delivery and work plan for subordinates. Manage funds in the unit in compliance with Public Finance Management Act and the Treasury Regulations. Monitor under spending or overspending by the unit in terms of the departmental budget allocations.

ENQUIRIES : Ms. Sikelelwa Mboto at 076 521 4118

PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF HEALTH

OTHER POSTS

POST 42/412 : **MEDICAL SPECIALIST GRADE 1/2/3 ANAESTHETIC REF NO: MED 09/2026 (X1 POST)**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 – R2 301 186 per annum
Other Benefits: 13th Cheque, Plus 18% Inhospitable Area Allowance, Medical Aid: Optional (Employee must meet Prescribed Requirements)

CENTRE : Harry Gwala Regional Hospital

REQUIREMENTS : Grade 12 certificate / Senior Certificate. MBCHB or equivalent qualification. FCA (SA) or MMed (Anaes), Plus Registration certificate with the Health Professionals Council of South African (HPCSA) as a specialist Anaesthesiologist. Experience Required: **Grade 1:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department. Foreign candidates require 1 year relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. **Grade 2:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department. 5 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Anaesthetic Department. Foreign candidates require 6 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. **Grade 3:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department.10 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Anaesthetic Department. Foreign candidates require 11 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Sound clinical knowledge within the department of Anaesthesiology. Good communication and human relations. Sound knowledge of clinical procedures and protocols within the discipline. Assessment and management of patients. Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships. Please Note: This post would be suitable for candidates who have recently passed their specialist examinations and completed registrar time. In the event that a candidate who is eligible for specialist registration but has not received such registration from the council is successful, the appointment will be at their current salary level, with an upgrade to Specialist Grade 1 once registration is received. Specialist cover at Harry Gwala Regional Hospital is shared between the Anaesthetic and Critical Care Departments. The purpose of the post is to develop advanced Anaesthetic skills as well as develop an interest in critical care. The facility to spend 6 months focusing on Critical Care within the first two years of employment will be built into the job description on this post.

DUTIES : To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties / functions that fall within the reasonable prescripts of acceptable legislation. Accept responsibility for administration of anaesthesia. Willingness to participate in the after-hours call system, with an undertaking to sign a contract to participate in 16 hours commuted overtime per week, is essential. Overtime work will encompass both Critical Care and Anaesthesia call cover at any of the three hospitals in the PMB metropole. Liaise with other Metropolitan hospitals and Medical School as and when necessary, in consultation with the Head of Department. Supervision of postgraduate and undergraduate training. Participate in postgraduate and other relevant academic / and training programmes. Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained. Assess patients, plan, initiate and supervise medical care management of critically ill patients. Ensure the proper and economical use of equipment and other resources. This is a metropolitan post and the incumbent will be expected to be available for work at any of the metropolitan hospitals

(Grey's, Harry Gwala Regional and Northdale). Willingness to rotate through ICU for up to 6 months is essential. Candidates must remain within 30 minutes of the relevant PMB Hospital during all periods of on call at that Hospital.

ENQUIRIES : Dr Jonathan Invernizzi at 082 385 8915. Email: jonathan.invernizzi@kznhealth.gov.za

APPLICATIONS : All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216. or hand delivered to the box main gate behind the security office. Applicants can send their Z83s and CVs using the following email address: HGRH.Recruitment@kznhealth.gov.za

FOR ATTENTION : Mr. T.C. Manyoni

NOTE : The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za.Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2025. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Please note that applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. 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. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.

CLOSING DATE : 04 December 2026

POST 42/413 : **ASSISTANT MANAGER: PHARMACEUTICAL SERVICES REF NO: M03/2026 (X1 POST)**
Cluster: Medical Science and Support Services

SALARY : R1 137 354 per annum, an all-inclusive salary package

CENTRE : Provincial Pharmaceutical Supply Depot Durban

REQUIREMENTS : An undergraduate qualification (NQF level7) in Pharmacy. Current registration with South African Pharmacy Council (SAPC) as a Pharmacist. Three (3) years of appropriate experience after registration with (SAPC) as a Pharmacist. Plus, Unendorsed valid code B driver's license (code 8). Knowledge, Skills & Competencies: The incumbent of this post will work in an environment where SAPC and Department SCM systems and Policies have to be implemented and will be responsible for the implementation of financial requirements. Possess knowledge of change management. Possess knowledge of computer systems, including computerized stock management system and the application of Good Pharmacy and wholesaling. Ensuring service delivery. Possess knowledge of Discipline Procedures. Responsible officer for finance. Possess knowledge of Human Resources. Responsible for implementation of new policies. Be able to ensure Procedures are followed. Possess knowledge in comprehensive data collection.

DUTIES : Job Purpose: To support the provision of a safe, caring, cost-effective and efficient pharmaceutical service in supplying pharmaceutical products to all hospitals and clinics in KZN. To ensure that institutions receive their stock

accurately and timeously so that supply of medicines to patients is not compromised. To achieve the above while maintaining standards of Good Pharmacy Practice, Good Distribution/wholesaling Practice (GWP), and according to current legislation and South African Pharmacy Council regulations. To deputise the Depot Manager and act as both Depot Manager and responsible Pharmacist in their absence. To coordinate the development and consistent application of systems with respect to Demand Planning and Management (Forecasting), Acquisition, Storage and Distribution of Pharmaceutical products /supplies in the Department, thereby ensuring good quality, cost-effective and safe health care having regard to prevailing legislation and policy. Coordinate the allocated subsection processing of urgent and routine facilities, stock depot requisitions as per distribution plan. Participate in the pharmaceutical and non-pharmaceutical procurement processes. Implement a proper stock control management system for pharmaceutical and non-pharmaceutical stock. Supervise day-to-day activities of the warehouse as allocated in consultation with assistant manager logistics services.

ENQUIRIES : Mrs CT Njapha Tel No: (031) 4698305

APPLICATIONS : Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details. “Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs” or submit their Z83 and CV directly to the following email address: HeadOffice.HRJobApplication@kznhealth.gov.za NB//: The subject of your email must be the post name that you are applying for.

“Applicants may also visit any one of our Designated Online Application Centres (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 Centres (DOACS) at www.kznonline.gov.za/kznjobs.”

All Applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051, Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower.

FOR ATTENTION : Miss N Ngema

NOTE : Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship, verification of Educational Qualifications by (SAQA), verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant’s responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. It would be appreciated if you can attach course certificates only applicable to the post requirements. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be 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 and integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview.

CLOSING DATE : 11 December 2026

POST 42/414	:	**DEPUTY DIRECTOR: FINANCE REF NO: HGHD08/2026** Re-advertisement Directorate: Finance Management
SALARY	:	R932 292 per annum (Level 11)
CENTRE	:	Harry Gwala Health District Office
REQUIREMENTS	:	Senior certificate (Grade 12) or equivalent; Bachelor's Degree B.com in Accounting/Degree in Cost Management and Accounting or National Diploma in Accounting, National Diploma in Cost Management Accounting or Bachelor of Business Administration as recognized by South African Qualification Authority Plus 3 years managerial experience in Finance Management Component (salary level 9 Assistant Director/Assistant Manager/Finance Manager experience). Unendorsed valid driver's license. Knowledge, Skills, Behavioural Attributes and Competencies Required: South African Constitution, Public Service Act, Public Service Regulations 2016, Public Finance Management Act, Treasury Regulations and Practice Notes Preferential Procurement Policy Framework Act, Batho Pele. Financial Management, Conflict management, Project Management, Organisational, Influencing, Analytical, Motivational, Presentation Computer literacy e.g. MS Office suite, Facilitation, Interpersonal relations, Time management, Planning, Negotiation Communication – written and oral, Report writing, Problem solving, Change management, Decision making, Self-disciplined and ability to work under pressure with minimum supervision, Independent, Trustworthiness, Honesty, Accountability, Commitment to excellence, Continuous learning, Amenable to change, Cultural awareness, Innovative, Confidentiality, Pro-active, Reliability, Integrity, Transparency, Professionalism, Working under pressure.
DUTIES	:	Ensure that the budget is aligned to the Departmental Strategic Plans, Hospital and Clinics business plans, monitor and interpret cash flows and report on financial projections to Hospital Management and other relevant Management officials within the Department. Ensure proper responsibility for the management, safeguarding and maintenance of assets and liabilities of the Hospital and Clinics. Take effective and appropriate steps to ensure maximum collection of revenue due to Hospital and Clinics. Implement and manage and efficient, cost effective and integrated Supply Chain Management throughout the Hospital and Clinics. Monitor and manage the use of budget allocated to the Hospitals and Clinics and ensure that financial regulations/procedures and proper internal controls are in place and adhered to at all times. Ensure appropriate management and utilization of resources allocated to the component.
ENQUIRIES	:	All enquiries must be directed to Mrs. B.A Mkhize: District Director Tel No: (039) 834 1301
APPLICATIONS	:	All documents must be posted for: Attention: Mr. Z.N Dotyeni, Harry Gwala Health District Office, Private Bag X502, Ixopo, 3276 OR Dropped off in the applications box of Harry Gwala Health District Office, No.1 Northway Drive, Morningside, Ixopo, 3276. For online applications please search www.jobApp@kznhealth.gov.za
NOTE	:	Applicants who previously applied for the post must re-apply. An application for employment Form (Z83) must be fully completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za.Updated Curriculum Vitae and clearly indicating job title/rank of previous employment as well as roles and responsibilities performed. Identity Document, Driver's license, relevant educational Qualifications and proof of experience, will only be submitted by shortlisted candidates on the day of interview. 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 HGHD 08/2026. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. Please note that failure to comply with the above instructions will disqualify applicants. Please also note that 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. And only shortlisted candidates will be advised of the outcome

of interview. Due to financial constraints, there will be no payment of S&T Claims covering transport fees to the interview venue. Persons with disability are encouraged to apply. The employment equity target is African male

CLOSING DATE : 04 December 2026 at 16h00.

POST 42/415 : **OPERATIONAL MANAGER NURSING REF NO: GTN 01/2026 (X1 POST)**

SALARY : R720 819 – R821 454 per annum. Other benefits: homeowners' allowance must meet prescribed requirements): 12% rural allowance, medical aid optional

CENTRE : Greytown Hospital: Amakhabela Clinic

REQUIREMENTS : National Senior Certificate grade 12 or standard IO. Degree/National diploma In General Nursing and Midwifery plus 1 year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care. Current registration with South African Nursing Council (2026). A minimum of 9 years appropriate / recognizable experience in nursing after registration a professional nurse with SANC as general nurse and midwifery. At least 5 years of the period referred to above must be appropriate Recognizable experience after obtaining 1 year post basic qualification in the relevant specialty (Primary Health Care). A valid driver's license. computer literacy. Knowledge on AYFS, NIMART training, ICRM program will be added advantage. Diploma / Degree in Nursing Management and administration. Knowledge, Skills and Competencies Required: Good management and analytical skills. Good communication leadership and interpersonal skills, problem solving skills, conflict management and decision-making skills. Ability to work in a team. Knowledge Of public service acts, regulations and policies. Knowledge of Nursing Care processes and procedures, nursing statutes and other relevant legal frameworks. Knowledge and experience in implementation of Batho Pele Principle, Patients Right's Charter and code of conduct. Computer skills in basic programs. Human Resources management and Basic Financial management skills.

DUTIES : Assist in planning, organizing and monitoring of objectives of the facility. Manage all resources within the unit effectively to ensure optimum service delivery. Ability to plan and organize own work and that of support personnel to personnel to optimum service delivery. Monitor provision of quality comprehensive service delivery. Demonstrate effective communication with patients, community and multidisciplinary team. Monitor safe patient service and improve client statistician. Participate in the attainment of National Core Standard. Contribute in the realization of ideal clinic (ICRM) status norms and standards. Participate in the analysis and formulation of SOP for the facility. Provide direct and indirect supervision of all staff within the unit and give guidance. Demonstrate and understanding of Human Resource and Finance management policies and procedures. Monitor and evaluate the care management of all patients through clinical audits. Supervise and monitor implementation and performance of PHC Re- Engineering/ Community based model. Monitor implementation and performance of indicators on daily, weekly, and monthly basis, provide feedback to management, analyses data and draw quality improvement plan implementation thereof. Exercise control of discipline and any other Labour related issues in terms of he laid down procedures. Ensure complaint management committee is functional in the Clinic. Ensure functionality of the clinic committee programs so that community involvement and participation is achieved. Conduct Clinic open days. Monitor and evaluate employee's performance through EPMDS for relevant staff. Ensure data management is done as per prescripts, daily capturing and monthly report. Ensure proper and optimal utilization of resources and exercise care over government. Demonstrate knowledge of clinical programme i.e., MCWH, HAST, and NCD including all monitoring systems attached on each programme. Ability to access retrieves electronic report, analyses and use them to improve clinical care NB: Incumbent will be expected to work extended hours (overtime) including after hour on call

ENQUIRIES : Miss PPL Nkala Tel No: (033) 4139400, Ext, 410

APPLICATIONS : All applications should be forwarded to The Assistant Director: Human Resource Management, OR Hand delivered to Greytown District Hospital, Bell Street Extension, Greytown or emailed to lindizwi.nxumalo@kznhealth.gov.za

NOTE : This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational categories in the Department.) Applications must be submitted on the prescribed application for employment form (Z83-fully completed) and Curriculum Vitae. Only shortlisted candidates for a post will be required to submit certified documents and proof of current registration with the respective council on or before the

day of the interview following communication from HR. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise, and the other must be an integrity (ethical conduct) assessment. Selection panel shall score both technical exercises as an additional criterion in the interview process. The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. Faxed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks security clearance (vetting), criminal clearance, credit records and citizenship, verification of educational qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. NB: Preference will be given to African Male.

CLOSING DATE : 11 December 2026

POST 42/416 : **OPERATIONAL MANAGER NURSING (PHC) REF NO: VRH 10/2026 (X1 POST)**
Component: Gluckstadt Clinic

SALARY : R720 819 - R809 313 per annum. Other Benefits: Medical Aid – Optional, Housing Allowance – Employ ee must meet prescribed requirements, 13th Cheque and 12% rural allowance.

CENTRE : Vryheid District Hospital

REQUIREMENTS : Degree / Diploma in General Nursing and Midwifery. One year post basic qualification in Primary Health Care. Registration with SANC as Professional Nurse and Midwifery. A minimum of (9) nine years recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing and Midwifery, of which five (5) years must be recognizable experience after obtaining one (1) year post basic qualification in Primary Health Care Current SANC receipt. A valid driver's license. Knowledge, Skills, Training & Competencies Required: Knowledge and insight into nursing process and procedures. Knowledge of nursing statutes and other relevant Public Services Act/ legislations. Decision making and problem-solving skills. Interpersonal skills in dealing with conflict management. Knowledge and implement Batho Pele principles. Supervisory and analytical thinking skills. Stress tolerance, flexibility, empathy and ability to communicate constructively. Disaster management skills. Team building and supervisory skills.

DUTIES : Provide effective management and professional leadership ensuring that facility is organized and covered with professional staff. Co-ordinate provision of quality patient care. Provide effective supervision of staff in the facility. Ensuring implementation of nursing standard, policies and procedures. Manage and direct efficient utilization of resources to enhance service delivery. Exercise control of discipline, grievance and any other Labour related issues in terms of laid down procedures. Maintain client satisfaction through monitoring and setting of service standards. Implement and monitor Norms and Standards, Ideal clinic priorities and procurement processes. Monitoring and Implementation of EPMDS. Advocate for patients in facilitating proper treatment care, and adherence to Patient Rights Charter and Batho Pele Principles. Ensure to keep accurate records. Compile unit statistics monthly.

ENQUIRIES : Ms. ATS Sibiya Tel (034) 9822111, EXT. 4692

APPLICATIONS : All applications should be forwarded to: Assistant Director: HRM, Private Bag X9371 Vryheid 3100 or be hand delivered at Coswald Brown Street, Vryheid 3100, HR office No: 09 or email to VryheidHospital.HRJobApplication@kznhealth.gov.za

NOTE : Directions to Candidates: The following documents must be submitted: Application for employment form (Form Z83), which is obtainable at any Government Department OR from the website (www.kznhealth.gov.za) issued by Minister of DPSA in line with regulation 10 of the Public Service Regulations 2016. Applicant must utilize the most recent Z83 form. The Z83 must be fully completed: Failure to do so will result in disqualification. A detailed Curriculum Vitae (CV) and please note that it is no longer a requirement to submit any qualification or supporting documents, only shortlisted candidate will be required to produce certified copies of documents on or before the day of the interview. The Reference Number and the position for which you are applying (as stated in the advert) must be clearly indicated in the columns provided on

the Z83 form. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. The appointments are subject to positive outcome obtained from the NIA to the following checks (Security clearance, credit records, qualifications, citizenship and previous experience verifications) It is the applicant's responsibility to have a foreign qualification which is the inherent requirement of the job evaluated by the South African Qualifications Authority (SAQA) and to provide proof when shortlisted. Failure to comply will result in the application not being considered. Applicants are respectfully informed that if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. People living with disabilities are encouraged to apply for the post. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. The department reserves the right not to fill the post. Failure to comply with the above instructions will disqualify your application. The post will be filled in terms of the Employment Equity Target. NB: Sending applications using courier service/email is encouraged as we have challenges with the post office.

CLOSING DATE : 04 December 2026

POST 42/417 : **CLINICAL NURSE PRACTITIONER REF NO: VRH 11/2026 (X1 POST)**

SALARY : Grade 1: R495 423 – R571 161 per annum
Grade 2: R607 350 – R741 783 per annum
Other Benefits: Medical Aid – Optional, Housing Allowance - Employee must meet prescribed requirements, 13th Cheque and 12% rural allowance.

CENTRE : Vryheid District Hospital: Louwsburg Clinic

REQUIREMENTS : An appropriate B Degree/National Diploma in General nursing and Midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. Post basic qualification with the duration of at least 1- year qualification in Curative Skills in Clinical Nursing Science, Health Assessment, Treatment and Care accredited with SANC. Registration certificates with SANC as a General Nurse, Midwifery and Clinical Nursing Science. Current SANC receipt. Certificate of service from current and previous employers stamped and signed by the Human Resource Department. **Grade 1:** A minimum of 4 years appropriate / recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate / recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred above must be appropriate / recognizable experience after obtaining the 1- year post-basic qualification in the relevant specialty. Knowledge, Skills, Training and Competences Required: Knowledge of all applicable legislations such as Nursing Acts, Mental Acts, OH & S Act, Batho Pele Principles and Patient's Rights Charter, Labour Relations Act, Grievance procedure, etc. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies.

DUTIES : Provide quality, comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and the community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Assist in the orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. Provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Assist with conducting clinical audits and developing quality improvement plans. Improve the knowledge of staff and patients through health education and in-service training. Maintain a constructive working relationship with nursing and other stakeholders, implementation of the Integrated Multi Stakeholder Health Promotion Strategy. Management of patient's records, both written and electronic. Ensure the collection, collation and timeous submission of accurate verified data. Support the realization and maintenance of Ideal Clinic and OHSC Programme in the facility. Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises within a

primary health care environment. Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined for a primary health care facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a primary health care facility. Demonstrate a basic understanding of human resource and financial policies and practices.

ENQUIRIES : Ms. ATS Sibiya Tel No: (034) 982 2111, EXT. 4692

APPLICATIONS : All applications should be forwarded to: Assistant Director: HRM, Private Bag X9371, Vryheid, 3100 or be hand delivered at Coswald Brown Street, Vryheid 3100, HR office No: 09 or email to VryheidHospital.HRJobApplication@kznhealth.gov.za

NOTE : Directions to Candidates: The following documents must be submitted: Application for employment form (Form Z83), which is obtainable at any Government Department OR from the website (www.kznhealth.gov.za) issued by Minister of DPSA in line with regulation 10 of the Public Service Regulations 2016. Applicant must utilize the most recent Z83 form. The Z83 must be fully completed: Failure to do so will result in disqualification. A detailed Curriculum Vitae (CV) and please note that it is no longer a requirement to submit any qualification or supporting documents, only shortlisted candidate will be required to produce certified copies of documents on or before the day of the interview. The Reference Number and the position for which you are applying (as stated in the advert) must be clearly indicated in the columns provided on the Z83 form. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. The appointments are subject to positive outcome obtained from the NIA to the following checks (Security clearance, credit records, qualifications, citizenship and previous experience verifications) It is the applicant's responsibility to have a foreign qualification which is the inherent requirement of the job evaluated by the South African Qualifications Authority (SAQA) and to provide proof when shortlisted. Failure to comply will result in the application not being considered. Applicants are respectfully informed that if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. People living with disabilities are encouraged to apply for the post. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. The department reserves the right not to fill the post. Failure to comply with the above instructions will disqualify your application. The post will be filled in terms of the Employment Equity Target. NB: Sending applications using courier service/email is encouraged as we have challenges with the post office.

CLOSING DATE : 04 December 2026

POST 42/418 : **CLINICAL NURSE PRACTITIONER (BAMBANANI CLINIC) REF NO: BAM01/2026 (X1 POST)**
Component: Nursing-PHC

SALARY : Grade 1: R495 423 – R581 931 per annum
Grade 2: R583 989 – R723 954 per annum
Other Benefits 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet the prescribed requirements). Rural allowance 8%

CENTRE : Appelsbosch Hospital

REQUIREMENTS : Degree/National Diploma in General Nursing and Midwifery. Only shortlisted candidate will submit the current registration with SANC (2026) as a Professional Nurse and Midwifery. A Post Basic nursing qualification with a duration of at least 1 year in Curative skills in Primary Health Care accredited with SANC. **Grade 1:** A minimum of four (04) years appropriate/recognisable experience in nursing after registration as Professional nurse with SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in specific specialty after obtaining the 1year post-basic qualification in the relevant specialty. Certificate of Service endorsed by Human Resource as proof of experience. (Only if shortlisted) Additional information NIMART Certificate Computer literacy. Valid Driver's license Code B (08) will serve as recommendation only if shortlisted. Knowledge, Skills, Training, and Competencies Required: Knowledge of SANC

rules and regulations. Knowledge of Nursing procedures, relevant Acts and policies. Knowledge of Batho Pele principles and Patient's Right Charter. Knowledge of Code of conducts labour relations. Good communication and interpersonal skills. Decision making and problem solving skills. Basic Financial management.

DUTIES : Participate in Operational Plan Development. Reduction of complains by 10% monthly. Effective consultation with all relevant multi-disciplinary teams: daily – identification and report patient's safety incidents. Conduct clinical audits monthly. Attend or facilitate staff meetings Provide quality comprehensive primary health care by promoting preventative, curative and rehabilitative service for the clients and the community. Provide information and education to communities and households on health and related matters. Increase the number of stable clients decanted to external pick-up points and adhere clubs by 5%. To participate in health promoting awareness as per health calendar. Strengthen relations between CHW school health teams. Manage non-communicable and communicable diseases by screening assessing, early-diagnosing, treatment and retention to care. Implement priority programmes (hast, epi, imci, mcht+n, ccmdd, mcd etc) according to standardized guidelines, SOPs and protocols. Prepare and participate in facility information meetings or performance management meetings (huddle, Nerve Centre, information or quarterly performance meeting, etc. Participate in Ideal clinic norms and standards (OHSC) achievement and sustainability. Client prioritization, management and prompt referral of all emergency cases. Conduct staff in-service training on relevant topics. Monitoring of junior stuff. Involvement in research activities. Participate in leave management. Participate in drawing up and implementation of procument plans, maintenance plan and operational plan. Attend facility feedback about budget and expenditure meeting. Verification of stock-taking activities. Prevent fruitless and wasteful expenditure e.g. maintenance of cold-chain, FEFO/FIFO method and unauthorized vehicle trips. Asset management and verification.

ENQUIRIES : Mr. M Zele: Assistant Manager Nursing-PHC Tel No: (032) 294 80022

APPLICATIONS : should be forwarded to: The Chief Executive Officer, P/Bag X215, Ozwathini, 3242. Applicants are encouraging to hand delivered or email to zakhele.nxumalo@kznhealth.gov.za or courier their applications. This office will not be responsible for late or lost applications due to unreliable post office.

FOR ATTENTION : Human Resource Manager

NOTE : All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be integrity (ethical conduct) assessment. Selection panel shall score both technical exercises as an additional criterion in the interview process. Note: Equity Target: African Male.

CLOSING DATE : 11 December 2026

POST 42/419 : **PND LECTURER GRADE 1/2 REF NO: HGNC 08/2026 (X2 POSTS)**

SALARY : Grade 1: R495 423 - R581 931 per annum
Grade 2: R607 350 – R671 496 per annum
Other Benefits: 13th Cheque, Plus 8% Inhospitable Area Allowance, Medical Aid: Optional (Employee must meet prescribed requirements)

CENTRE : Harry Gwala Nursing Campus

REQUIREMENTS : Senior Certificate/National Senior Certificate. A Diploma / Degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Post Basic qualification in Nursing Education and Nursing Administration registered with the SANC. Experience: **Grade 1:** requires a minimum of Four years of the period referred to above must be appropriate/recognisable experience Nursing Education after obtaining the one year post-basic qualification in Nursing Education. OR **Grade 2:** requires a minimum of fourteen (14) years appropriate/recognizable experience after registration as a Professional Nursing with the South African Nursing Council in General Nursing of which ten (10) years of the period referred to above must be appropriate / recognizable experience in Nursing Education (in the case of grade 2 PND 2). An unendorsed valid driver's license (Code 08/EB) Possess knowledge of relevant legislation prescripts and policy framework regarding the area of Operation/Discipline. Have in-depth knowledge of procedures and processes related to Nursing Science. Possess sound knowledge of nursing education approaches and current changes in Nursing Education. Have research and analytic thinking. Have problem solving skills. Have effective interpersonal skills. Curriculum planning and development. Good research and analytical skills. Postgraduate Diploma in

		Primary Care Nursing. Postgraduate Diploma in Ophthalmic Nursing. Master's degree. Computer Literacy.
DUTIES	:	Administer and facilitate nurse education and training. Develop training curricula and prepare training material. Work as a team. Prepare course material for learners for the duration of training. Liaise with clinical personnel re-learning opportunities; and continuing professional development. Monitor learners' performance and provide academic reinforcement opportunities. Implement creative and innovative teaching strategies to stimulate learning. Ensure efficient documentation of all aspects of learners' training. Provide opportunities for learners' support. Implement quality assurance policies with relevance to nursing education. Coordinates the implementation of R635 programme including teaching and learning and assessment of R171 programme. Develops and ensure implementation of quality assurance programmes. Oversees the supervision of students. Policy analysis and development. Development and review of nursing programmes in line with SANC and CHE regulations. Participates in the provisioning of Continuous Professional Development (CPD) activities at the Campus. Participates in all governance structures of the College. Support the mission and promote the image of the College. Exercise control over Students.
ENQUIRIES	:	Mrs. R.T. Zondi Tel No: (033) 342 0017/8
APPLICATIONS	:	All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216. or hand delivered to the box main gate behind the security office. Applicants can send their Z83s and CVs using the following email address: HGRH.Recruitment@kznhealth.gov.za
FOR ATTENTION	:	Mr. T.C. Manyoni
NOTE	:	The following documents must be submitted: Application for Employment Form (Form Z83), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za.Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2025. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Please note that applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. 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. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply. Note: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.
CLOSING DATE	:	04 December 2026

ANNEXURE AA

PROVINCIAL ADMINISTRATION: LIMPOPO
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT

Limpopo Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer with clear employment equity targets. Applications are hereby invited for the filling of the vacant posts, which exist in the Limpopo Department of Agriculture and Rural Development. Women and people with disabilities are encouraged to apply.

APPLICATIONS : Applicants using electronic format must quote the relevant reference number on the application and apply on the following website: https://erecruitment.limpopo.gov.za and applicants submitting applications in a printed hard copy (manual or hand delivery) must quote the relevant reference number on the application and forward to the below addresses.

For Head office: Polokwane; Mara Research Station; Tompi Seleka College and Madzivhandila College: The Head of Department, Limpopo Department of Agriculture and Rural Development, Private Bag X9487, Polokwane, 0700 or hand delivered to: Office 48, Temo Towers Floor 2, 67/69 Biccard Street, Polokwane, 0699.

Waterberg District: The Director Waterberg District Limpopo Agriculture and Rural Development, Private Bag X1048, Modimolle 0510 or hand delivered to: NTK Building, Modimolle, 0510.

Capricorn District: The Director: Capricorn District, Limpopo Department of Agriculture and Rural Development, Private Bag X28, Chuenespoort 0745 or hand delivered to: Block 28 Next to Traffic Government offices: Lebowakgomo.

Sekhukhune District: The Director: Sekhukhune District, Limpopo Department of Agriculture and Rural Development, Private Bag X01, Chuenespoort, 0745 or hand delivered to: Block 27 Next to Traffic Government offices: Lebowakgomo.

Mopani District: The Director Mopani District Limpopo Department of Agriculture and Rural Development, Private Bag X577, Giyani, 0826 or hand delivered to: Old Parliamentary Building, Giyani, 0826.

Vhembe District: The Director: Vhembe District, Limpopo Department of Agriculture and Rural Development, Private Bag X2247, Sibasa, 0970 or Physical address: Handed in at Makwarela Government offices.

CLOSING DATE : 04 December 2026 at 16:00 (walk-in) and 00:00 (online)

NOTE : It is compulsory for the applicant to complete all the mandatory fields of the E-recruitment System. Once all the fields in an E-recruitment System are completed, the applicant shall confirm that they understand that by applying electronically, they agree that all the information presented is true, correct, and legally binding. All applications submitted through an electronic format shall be accepted as the final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. Applicants submitting applications in a printed hard copy (manual or hand delivery) must utilize the most recent Z83 application for employment form as issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulation, 2016, as amended, failure to do so will results in disqualification. The Z83 form must be completed in a manner that provides sufficient information about the candidate and the post he or she applies for by completing all relevant fields. The declaration must be signed in order for an applicant to be considered. The following must be considered in relation to the completion of the new z83 form by the applicants: All the fields in Parts A, B, C, and D must be completed. In Part B, all fields must be completed in full except the following; South African applicants need not provide passport numbers, If an applicant responds "no" to the question I' Are you conducting business with the State or are you a Director of a Public or Private Company conducting business with the State?" then the answer to the next question "In the event that you are employed in the Public Service, will you immediately relinquish such business interests?" can be left blank or indicated as not applicable. A "not applicable" or blank response will be allowed on the question "if your profession or occupation requires official registration, provide date and particulars of registration", if you are not in possession of such registration. Noting there is limited space provided for Part E, F & G, applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information required is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. The question related to conditions that prevent re-

appointment under Part F must be answered (Applicants currently employed by the public service do not need to complete the section). The application must include only completed and signed Z83 form and a recently updated comprehensive CV (with detailed previous experience). Certified copies of Identity Document, Senior Certificate and the highest required qualification as well as a driver's license where necessary, will only be submitted by shortlisted candidates to HR on or before the date of the interview date. The applicant may submit additional information separately where the space provided on z83 form is not sufficient. Applicants who apply for more than one position are requested to submit separate applications for each position they wish to apply for. Correspondence will be limited to short-listed candidates only due to the large number of applications we envisage to receive and if you have not heard from us within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5(1)(2) of the Promotion of Administrative Justice Act 3 of 2000. By virtue of applying, you are consenting that the department subject you to personnel suitability checks e.g. the verification of educational qualifications, previous experience, citizenship, reference checks, financial checks and security vetting. Candidates with foreign qualifications are advised to attach SAQA accreditation of their qualifications. As per DPSA directive on human resources management and development for public service professionalization volume 1, “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. Note: Shortlisted candidates for Senior Management Services (SMS) 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 tool. In order to ensure that potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be a successful completion of the Senior Management pre-entry certificate/programme as endorsed by the National School of Governance (NSC) with effect from 01st April 2020. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. This is a Public Service specific training programme which will be applicable for appointments at SMS level. The link for the completion of the SMS pre-entry certificate is as follows: https://www.thensg.qov.za/training-course/sms-pre-entry-programme/. All short-listed candidates will be required to have completed the pre-entry SMS certificate and submit such upon appointment. Failure to comply with the above requirements will results in the disqualification of the application. Successful incumbents will be expected to sign a performance agreement within three months of the assumption of duty and be required to disclose their financial interest in accordance with the prescribed regulations. Failure to comply with the above requirements will result in the disqualification of the application. The Department reserves the right not to make any appointment for the advertised posts. The employment decision shall be made based on the Employment Equity Plan for the Department. Note: Due to austerity measures, the department will not carry any related costs (transport, accommodation, and meals) for candidates attending interviews. Note: These advertised posts will be posted on the following websites: www.ldard.gov.za / www.limpopo.gov.za and Departmental social media.

MANAGEMENT ECHELON

POST 42/420	:	**CHIEF DIRECTOR: AGRICULTURE REGULATORY AND TECHNOLOGY DEVELOPMENT REF NO: LDARD 01/11/2026 (X1 POST)** (Re-advertisement, those who have applied before are encouraged to re-apply.
SALARY	:	R1 554 696 per annum (Level 14), all-inclusive package to be structured in terms of applicable rules and guidelines.
CENTRE	:	Head Office: Polokwane
REQUIREMENTS	:	Grade 12 plus an appropriate undergraduate (NQF level 7) in Agriculture as recognized by SAQA. A Minimum of 5 years of experience at a senior managerial level in Agriculture. A valid driver`s license (with exception of people with disabilities). Proof of completion of SMS pre- entry certificate must be submitted before appointed. Knowledge, Competencies, and Skills: Extensive knowledge and understanding of the legislative framework governing the Public Service. Experience and knowledge in agricultural research. Understanding of Agricultural Education and Training environment. Proven experience and thorough understanding of agriculture and rural development sector. Core and Process Competencies: Strategic capability and leadership, People Management and empowerment, Programme and project management, Financial Management, Change Management, Knowledge Management, Services delivery innovation, problem solving analysis, client orientation and customer focus, communication.
DUTIES	:	Provide high level strategic leadership and direction on policy and programmes development and implementation within the chief directorate. Manage and coordinate the provision of agriculture research and technology development services in animals. Manage and coordinate the provision of agriculture research and technology development services in crops. Manage and coordinate the provision of veterinary services. Manage and coordinate the provision of agricultural training services. Manage and utilize resources (financial, human, and physical) in accordance with relevant directives and legislation.
ENQUIRIES	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347
POST 42/421	:	**DIRECTOR: ENGINEERING AND INFRASTRUCTURE DEVELOPMENT REF NO: LDARD 2/11/2026 (X1 POST)**
SALARY	:	R1 317 384 per annum (Level 13), all-inclusive package
CENTRE	:	Head Office
REQUIREMENTS	:	Grade 12 plus an appropriate undergraduate (NQF level 7) qualification in Engineering as recognized by SAQA. 5 years' experience at middle or senior management level. Successful completion of pre-entry certificate for senior management services. Compulsory registration as a Professional Engineer with the Engineering Council of South Africa (ECSA). A valid driver`s license (with exception of people with disabilities). Proof of completion of SMS pre-entry certificate must be submitted before appointed. Knowledge, Competencies, And Skills: legislative framework governing the Public Service i.e Public Service Act, Public Service Regulations, Basic Conditions of Employment Act, Labour Relations Act, etc. Sound and in-depth experience and knowledge of relevant legislative, prescripts, and application of Engineering practices and procedures such as Engineering Act, Resource Conservation Act, Occupational Health and Safety Act, Water Act, Environmental Conservation Act, CIDB Contract and Regulations, General Conditions of Contract (GCC). Knowledge and understanding of utilisation of GIS and CAD, Mechanisation, Irrigation, Farm Structures, soil conversation and agro processing. Ability to work in a highly pressured environment and driven by a sense of urgency to meet deadlines Core Competencies: Strategic capability and leadership, People Management and empowerment Programme and project management, Financial Management, change management, Process competencies, Knowledge, Management, Service delivery Innovation Problem solving analysis Client orientation and customer focus.
DUTIES	:	Manage Agricultural priority Engineering and Infrastructure Projects, Manage Infrastructure Projects Development coordination and Support, Manage the provision of capacity building and engagements with relevant stakeholders, Manage the provision of agricultural engineering and infrastructure in the districts, Manage component and Utilise Resources (Financial, Human and Physical) in accordance with relevant directives and Legislation.

ENQUIRIES	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

OTHER POSTS

POST 42/422	:	**ADMINISTRATIVE SUPPORT & COORDINATION REF NO: LDARD 3/11/2026 (X1 POST)**
SALARY	:	R932 292 per annum (Level 11)
CENTRE	:	Head Office: Polokwane
REQUIREMENTS	:	Grade 12 plus an appropriate an appropriate Degree or equivalent qualification at (NQF level 6),3-5 years' experience at junior management level. Proven management competencies. A Valid driver's license (with the exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge and understanding of relevant legislative framework governing the public service i.e. Public Finance Management Act, Treasury Regulations, Public Service Act, Public Service Regulations, Preferential Procurement Policy Framework Act and, Strategic capability & Leadership, Problem Solving ,Program and project Management skills, Financial Management skills, Change Management skills, Communication skills, Conflict Management skills, Policy analysing skills, Report writing skills.
DUTIES	:	Render the administrative and coordination activities within the office of the Executive Authority, Liaise with internal and external role players with regard to matters relating to the portfolio of the executive authority, Render an executive council support service to the executive authority, Manage and utilize resources (Human and physical) in accordance with relevant directives and legislation.
ENQUIRIES	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347
POST 42/423	:	**ENGINEER PRODUCTION GRADE A REF NO: LDARD 12/11/2026 (X1 POST)**
SALARY	:	R914 517 per annum (OSD), all-inclusive package to be structured in accordance with OSD dispensation.
CENTRE	:	Vhembe District
REQUIREMENTS	:	Grade 12 Certificate plus an appropriate Engineering degree (B Eng/ BSC (Eng) in Engineering or equivalent qualification as recognised by SAQA. Three years post qualification engineering experience required. Compulsory registration with ECSA as a Professional Engineer. A valid driver's licence (with exception of people with disabilities). Knowledge, Competencies, and Skills: Technical Competencies: Programme and project management. Engineering design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating high-performance culture. Professional judgment. Networking. Generic Competencies: 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
DUTIES	:	To perform all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications. Design new systems to solve practical engineering challenges and improve efficiency and enhance safety. Human capital development. Office administration and budget planning. Research and development. Assist with final certificate issued for infrastructure construction.
ENQUIRIES	:	Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007
POST 42/424	:	**CONTROL AGRICULTURAL RESOURCE TECHNICIAN REF NO: LDARD 5/11/2026 (X1 POST)**
SALARY	:	R605 742 per annum (Level 10)
CENTRE	:	Mopani North
REQUIREMENTS	:	Grade 12 plus an appropriate NQF level 6 qualification in Agriculture/Natural Resource Management/Environmental Science as recognised by SAQA. Project Management will be advantage. 5 years relevant experience in

Agricultural environment. Development/Land care Experience in Agricultural Experience. Proven Managerial skills. Valid driver's license (with exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge of the legislation that govern natural resources management viz. Conservation of Agricultural Resources Act (Act 43 of 1983) Subdivision of Agricultural Land Act (Act 70 of 1970) including other collaborative legislation in land use and environmental fraternities. Basic skills on the application of Global Positioning System (GPS) and skills in Geographic Information System (GIS) and other satellite data. Understanding of governmental service delivery environment, teamwork, Public Finance Management Act (PFMA), Division of Revenue Act (DoRA), Expanded Public Works Frameworks (EPWP), Limpopo Development Plan, Labour Relations Act, Integrated Development Plans, Intergovernmental Relations Framework Act, Implementation Framework for LandCare Programme, project planning, conflict resolution, community development. Good interpersonal relations. Computer proficiency. Report writing. Computer literacy will be tested.

DUTIES : Coordinate the provision of Landcare services in the agroecological zone. Facilitate and coordinate the implementation of the Landcare Programme and conservation agriculture in the agroecological zone. Coordinate the implementation of the Landcare projects in line with the applicable prescripts and legislation. Develop and implement the awareness and capacity building of Landcare. Provision of soil conservation services. Coordinate the implementation of EPWP reporting on Landcare in the province. Supervise and control technical and related personnel and budget.

ENQUIRIES : Ms. Malatji MA and Matlou MT Tel No: (015) 811 9837 or (015) 811 1189

POST 42/425 : **ASSISTANT DIRECTOR: AGRICULTURAL PROGRAMMES AND COORDINATION REF NO: LDARD 4/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 plus an appropriate Bachelor's degree undergraduate (NQF7) in agriculture/administration or equivalent qualification as recognized by SAQA. 3-5 years' experience as an Agricultural advisor/similar or Administration officer position in the technical agricultural environment. A Valid driver's license (with the exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge and understanding of the legislative framework, Acts and regulations governing the Public Service, Knowledge and understanding of agricultural extension and advisory regulations, policies and plans. Working experience and knowledge of agricultural environment, Working knowledge of Financial management, supply chain and asset prescripts and policies, Leadership & Management skills, Interpersonal relations, Communications skills Conflict management skills Policy analyzing and interpretation skills, Report writing skills, Presentation skills, Innovative, creative thinker Management principles, Labour Relations skills.

DUTIES : Facilitate and Coordinate the implementation of Agricultural Development and Support Program, Facilitate designated groups Programmes, Coordinate and Facilitate Producer capacity building and Training programmes, Facilitate commercialization of Black producers, Supervise subordinates and utilise resources (human and physical) in accordance with relevant directives and legislation.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/426 : **ASSISTANT DIRECTOR: COMMUNICATION SERVICES (CORPORATE COMMUNICATION) REF NO: LDARD 6/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Appropriate undergraduate (NQF level 6) qualification in Communication / Media Studies / Journalism / Strategic Brand Communication as recognized by SAQA.3-5 years' experience in Corporate Communication environment at supervisory position. A Valid driver's license (with the exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge of relevant prescripts, and application of public services as well as understanding of the legislative framework governing the Public Service. Negotiation skills. People Management, Financial Management, Problem Solving, Planning & organizing, Time Management, Policy analysis, Good Communication skills.

Group dynamics. Diversity management; Facilitation skills, Co-ordination skills, Leadership skills, Change and knowledge management, Planning and organization skills.

DUTIES : Facilitate the provision of Corporate Communication Services, Facilitate digital information platform, Ensure management of communication services, Provide corporate image, Supervise subordinates and utilise resources (Human and Physical) in accordance with relevant directives and legislation

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/427 : **ASSISTANT DIRECTOR: BOOKKEEPING AND BANK RECONCILIATION REF NO: LDARD 7/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 plus an National Diploma in Financial Accounting NQF level 6 as recognized by SAQA ,3 – 5 years' experience in Bookkeeping and Bank Reconciliation environment at supervisory position. Computer proficiency skills will be tested. Knowledge, Competencies and Skills: Knowledge of relevant prescripts and understanding of the legislative framework governing the Public Service i.e Public Service Act, Public Service Regulations, Labour Relations Act, Public Finance Management Act, BAS SCOA, PFMA, Treasury Regulation, Modified Cash Standards.

DUTIES : Coordinate Bank Reconciliation. Coordinate and control suspense accounts, Prepare monthly and quarterly reports, Prepare Financial Statements. supervise subordinates and utilise resources (human and physical) in accordance with relevant directives and legislation.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/428 : **ASSISTANT DIRECTOR: HUMAN RESOURCE PROVISIONING AND UTILISATION REF NO: LDARD 8/11/2026 (X2 POSTS)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 plus an appropriate (NQF level 6) qualification in Human Resource Management / Public Management or equivalent appropriate tertiary qualification as recognized by SAQA. A minimum of 03 years' experience in Human Resource Services/ Management at supervisory position. A Valid driver's license (with the exception of people with disabilities). PERSAL certificate / Results. Computer proficiency skills will be tested. Knowledge, Competencies and Skills: Knowledge of enabling legislations (BCEA, Public Service Act. Public Service Regulations, Employment Equity Act, Labour Relations Act and PFMA). Completion of PERSAL course relating to Human Resource Management. Report writing skills. Willingness to work outside normal working hours.

DUTIES : Manage the advertisement of posts. Facilitate recruitment processes, e.g. selection, appointment and etc. Support and advise the line managers and districts with regard to recruitment and selection processes. Compile reports on filling of the advertised posts. Development and review of Human resources policies and systems. Manage the structuring/restructuring of MMS and SMS packages. Manage upgrade posts from Job evaluation. Management of transfer and translations.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/429 : **ASSISTANT DIRECTOR: GENERAL RECORDS REF NO: LDARD 9/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 plus an appropriate NQF level 6, Degree/ Diploma in HRM, Archives, Public Management /Administration qualification as recognized by SAQA. 3- 5 years in records management Supervisory environment. A Valid driver's license (with the exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge of relevant prescripts and understanding of the legislative

framework governing the Public Service i.e Public Service Act, Public Service Regulations, Labour Relations Act, Public Finance Management Act.

DUTIES : Facilitate development of recruitment Plan Facilitate the implementation of the Promotion of Access to Information act, Facilitate Systematic disposal Programme Facilitate Provision of Support to divisions keeping files in the department, Supervise employees to ensure an effective general records management service and undertake all administrative functions required with regard to financial and hr administration.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/430 : **ASSISTANT DIRECTOR: CONDITIONS OF SERVICES REF NO: LDARD 10/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 plus an appropriate undergraduate (NQF level 6) qualification in Human Resource Management, Public Management/ Administration and Equivalent qualification recognized by SAQA.3 -5 years' experience in HR supervisory position. A Valid driver's license (with the exception of people with disabilities). PERSAL certificate / Results. Computer proficiency skills will be tested. Knowledge, Competencies and Skills: Sound and in-depth knowledge of relevant prescripts and understanding of the legislative framework governing the Public Service i.e Public Service Act, Public Service Regulations, Labour Relations Act, Public Finance Management Act, Pension Law Act, Basic Conditions of Employment Act.

DUTIES : Coordinate the termination of service. Facilitate leave of absence. Coordinate Service Benefits, Supervise subordinates and Utilise Resources (Human and Physical) in accordance with relevant directives and legislation.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/431 : **ASSISTANT DIRECTOR: FINANCIAL AND MANAGEMENT ACCOUNTING 11/11/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Vhembe District
REQUIREMENTS : Grade 12 plus an Appropriate undergraduate (NQF level 7) qualification in Financial Management /Financial Accounting/ BCom or equivalent,3-5 years' experience at supervisory level in Financial and management accounting field at supervisory level. A Valid driver's license (with the exception of people with disabilities). Computer proficiency skills will be tested. Knowledge, Competencies and Skills: Knowledge of Public Finance Management Act [PFMA] Treasury Regulations, Financial systems: BAS, PERSAL and LOGIS, People Management, Financial Management, Problem Solving, Planning & Organizing, Time Management, Policy analysis, Good Communication skills. Diversity management, Facilitation skills, Co-ordination skills.

DUTIES : Facilitate the financial planning, Budgeting and reporting, Facilitate the financial revenue and expenditure management, Facilitate the provision of financial accounting, Supervise employees to ensure an effective financial and management accounting services and undertake all administrative functions.

ENQUIRIES : Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007

POST 42/432 : **VETERINARY TECHNOLOGIST REF NO: LDARD 13/11/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office
REQUIREMENTS : Grade 12 plus an undergraduate NQF level 6 qualification in Veterinary Technology or equivalent appropriate tertiary qualification as recognized by SAQA. Current registration with the South African Veterinary Council as Veterinary Technologist is compulsory. No experience required. Valid driver's license (with the exception of people with disabilities). Knowledge, Competencies and Skills: Proven interpersonal, negotiation & communication skills (verbal & written). Time management. Computer proficiency skills will be tested. Quality assurance, Reproduction, Parasitology, hygiene survey and Serology.

DUTIES : Render a Veterinary Laboratory Testing service. Populate data bases (e.g. LIMS) to provide veterinary statistics for national and international planning. Keep up to date with regard to the applicable prescripts, policies, procedures, technologies and new developments to be able to render an efficient and effective Veterinary Diagnostic laboratory service. Promotion of a safe laboratory environment.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/433 : **SENIOR STATE ACCOUNTANT: ACQUISITION MANAGEMENT REF NO: LDARD 14/11/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office
REQUIREMENTS : Grade 12 plus an appropriate undergraduate (NQF level 6) qualification in Purchasing Management, Supply Chain Management and Logistics Management). 3 -5 years' experience in Acquisition Management / Supply Chain Management A valid driver's license (with exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge of relevant prescripts and understanding of the legislative framework governing the Public Service i.e Public Service Act, Public Service Regulations, Labour Relations Act, Public Finance Management Act, Understanding of Procurement Regulations, policies, Procurement strategies, Framework and Acts.

DUTIES : Advertise Bids and price quotations, Facilitate Bids evaluation meetings, Conduct Physical verification. Facilitate adjudication of Bids and price quotations.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/434 : **AGRICULTURAL ADVISOR (X2 POSTS)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Capricorn East Ref No: LDARD 15/11/2026
Vhembe Central Ref No: LDARD 16/11/2026
REQUIREMENTS : Grade 12 plus an appropriate NQF Level 8 qualification in Agriculture or equivalent appropriate tertiary qualification as recognised by SAQA. Compulsory registration with a South African Council Natural Scientific Professions National professional body (SACNASP) or other applicable and recognised statutory body is compulsory. A valid driver's licence (with exception of people with disabilities). Knowledge, Competencies and Skills: Extensive knowledge of agricultural advisory. Knowledge of production planning and management. Knowledge of Public Service Legislation. IDPS, PGDS and CASP, extension norms and standards. Report writing skills, Computer skills, Problem solving skills, Analytical skills, and ability to communicate with stakeholders at all levels. Knowledge of new agricultural technology and agricultural technical knowledge. Knowledge of project monitoring and evaluation. Knowledge of planning and organising, Facilitation skills. Networking skills and knowledge of other agricultural programmes, e.g. CASP, Letsema, Extension Recovery Plan (ERP), Land care and Fetsa Tlala. Language proficiency will be tested.

DUTIES : To promote sustainable development in the agricultural sector through the application of the appropriate extension principles and methods. Provide technical support for organised agriculture and other agricultural stakeholders and assist in planning, advice, and aftercare support. Promote sustainable production of agricultural products. Determine the research needs of the area. Establish and enhance the relationship with clients (internal and external) stakeholders. Provide continuous support to ensure sustained production and quality improvement. Render scientific and technical advice to internal and external clients to ensure sustainable development. Conduct farmers' days, demonstrations, and information days to the farming communities. Conduct situational analysis to identify the real needs and facilitate the implementation of best practices and technology. Empower and build capacity of producers and commodity groups to ensure self-reliance. Provide advice on various subjects like crop production. Establish networks and linkages with all stakeholders, keep relevant databases up to date, such as famers' databases. Compile and submit monthly and quarterly reports. Keep up to date regarding

applicable prescripts, policies, procedures, and advisory technology services. Implement programmes such as CASP, Letsema, Land care.

ENQUIRIES : Capricorn District: Mr. Masera Tel No: (015) 632 8625, Mr. Mphahlele STG Tel No: (015) 632 8600 or Ms. Matlou MT Tel No: (015) 632 8600.

POST 42/435 : **AGRICULTURAL ADVISOR REF NO: LDARD 17/11/2026 (X3 POSTS)**
Twelve months (12) fixed term contract (Placement will be done according to the needs in all the five districts)

SALARY : R413 001 per annum (Level 08), plus 37% in lieu.
CENTRE : LDARD
REQUIREMENTS : Grade 12 plus an appropriate NQF Level 8 qualification in Agriculture or equivalent appropriate tertiary qualification as recognised by SAQA. Compulsory registration with a South African Council Natural Scientific Professions National professional body (SACNASP) or other applicable and recognised statutory body is compulsory. A valid driver's licence (with exception of people with disabilities). Knowledge, Competencies and Skills: Extensive knowledge of agricultural advisory. Knowledge of production planning and management. Knowledge of Public Service Legislation. IDPS, PGDS and CASP, extension norms and standards. Report writing skills, Computer skills, Problem solving skills, Analytical skills, and ability to communicate with stakeholders at all levels. Knowledge of new agricultural technology and agricultural technical knowledge. Knowledge of project monitoring and evaluation. Knowledge of planning and organising, Facilitation skills. Networking skills and knowledge of other agricultural programmes, e.g. CASP, Letsema, Extension Recovery Plan (ERP), Land care and Fetsa Tlala. Language proficiency will be tested.

DUTIES : To promote sustainable development in the agricultural sector through the application of the appropriate extension principles and methods. Provide technical support for organised agriculture and other agricultural stakeholders and assist in planning, advice, and aftercare support. Promote sustainable production of agricultural products. Determine the research needs of the area. Establish and enhance the relationship with clients (internal and external) stakeholders. Provide continuous support to ensure sustained production and quality improvement. Render scientific and technical advice to internal and external clients to ensure sustainable development. Conduct farmers' days, demonstrations, and information days to the farming communities. Conduct situational analysis to identify the real needs and facilitate the implementation of best practices and technology. Empower and build capacity of producers and commodity groups to ensure self-reliance. Provide advice on various subjects like crop production. Establish networks and linkages with all stakeholders, keep relevant databases up to date, such as famers' databases. Compile and submit monthly and quarterly reports. Keep up to date regarding applicable prescripts, policies, procedures, and advisory technology services. Implement programmes such as CASP, Letsema, Land care.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/436 : **ANIMAL HEALTH TECHNICIAN REF NO: LDARD 18/11/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Madzivhandila College of Agriculture
REQUIREMENTS : Grade 12 plus an appropriate qualification NQF level 6 in Animal Health or equivalent appropriate tertiary qualification as recognised by SAQA. Current proof of registration with the South African Veterinary Council as Animal Health Technician. A valid driver's licence (with exception of people with disabilities). Knowledge, Competencies, and Skills: Excellent interpersonal, communication and negotiation skills. Time management. Thorough knowledge of Animal Diseases Act, 1984 (Act 35 of 1984). Thorough knowledge of Animal Identification Act, 2002 (Act 6 of 2002). Knowledge of Meat Safety Act, 2000 (Act 40 of 2000). Thorough knowledge of specific diseases control programmes and eradication schemes. Knowledge of the PFMA. Computer proficiency. Report writing skills.

DUTIES : Application of relevant acts and legislation in ward, district, province, and country wide such as Animal Disease Act, its regulations, protocols, control measures and eradication schemes. Perform the following duties for disease control purposes: Inspections, Eradication Schemes, Disease Control Campaigns, Surveys. Facilitate training, mentorship and extension

opportunities to farmers and do clinical work. Perform administrative responsibilities regarding line function administrative issues in area of responsibility. Render support service to the State Veterinarian and Control Animal Health with regard to animal disease control, reproduction and production advancement, sample collection and law enforcement.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/437 : **ARTISAN FOREMAN GRADE A: ENGINEERING AND INFRASTRUCTURE DEVELOPMENT SERVICES REF NO: LDARD 19/11/2026 (X1 POST)**

SALARY : R397 329 per annum (OSD)
CENTRE : Capricorn District
REQUIREMENTS : Grade 12 plus an appropriate Trade Test Certificate or equivalent appropriate tertiary qualification as recognised by SAQA. Minimum of 5 years' post qualification experience as an Artisan. A valid driver's license (with exception of persons with disabilities). Knowledge, Skills and Competencies: Extensive knowledge and understanding Public Service Regulations, Public Service Act, PFMA and Technical Report writing. Technical Analyses knowledge. Computer -Aided Application. Ability to source and analyse information. Organisational Communication Effectiveness. Problem Analysis. Creativity. Management. Customer Focus and Responsiveness. Developing Others. Planning and Organising skills. Problem Solving and Decision-Making. Project Management. Team Leadership.

DUTIES : To perform and/ or supervise technical design, production, operation and maintenance services. Supervise and produce designs according to client specification and within limits of production capability. Produce objects with material and equipment according to job specification and recognised standards. Quality assurance of produced objects. Maintenance Inspect equipment and/ or facilities for technical faults. Repair equipment and facilities according to standards. Test repair equipment and/ or facilities against specifications. Services equipment and/or facilities according to schedule. Quality assures serviced and maintained equipment and/or facilities according to schedule. Quality assures services and maintains equipment and/or facilities. Perform administrative and related functions: update register of maintained register of maintained and repaired faults. Provide Supply Chain management with specification to obtain quotations and purchase equipment and materials. Compile and submit reports as required. Provide inputs to the operational plan. Ensure adherence to safety standards, requirements and regulations. Human and capital resource management: Supervise and mentor staff. Planning of resources. Scheduling of work. Maintain expertise: Continuous individual development to keep up with new technologies and procedures. Research/literature studies on technical/engineering technology to improve expertise.

ENQUIRIES : Mr. Mphahlele STG Tel No: (015) 632 8627, MS Matlou MT Tel No: (015) 632 8640 or Mr. Masera TN (015) 632 8625

POST 42/438 : **ARTISAN PRODUCTION GRADE A REF NO: LDARD 32/11/202 (X1 POST)**

SALARY : R397 329 per annum (OSD)
CENTRE : Mopani District Office
REQUIREMENTS : Grade 12 plus an appropriate Trade Test Certificate (Electrical) or equivalent appropriate tertiary qualification as recognised by SAQA. A Valid driver's license (With exception of people with disabilities). Knowledge, Competencies and Skills: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process. knowledge and skills. Technical analysis knowledge. Problem solving and analysis. Decision making. Teamwork. Analytical skills. Creativity. Self-management. Customer focus and responsiveness. Communication. Computer skills. Planning and organizing.

DUTIES : To render technical design, production, operation and maintenance services. Produce designs according to client specification and within limits of production capability. Produce objects with material and equipment according to job specification and recognized standards. Quality assurance of produced objects. Inspect equipment and/or facilities for technical faults. Repair equipment and facilities according to standards. Test repair equipment and/or facilities against specifications. Service equipment and/or facilities according to schedule. Quality assures serviced and maintained equipment and/or

facilities. Perform administrative related functions. Maintain expertise. Continuous individual development to keep up with new technologies and procedures.

ENQUIRIES : Mopani District: Ms Malatji MA, Chaka NS and Hlungwani G Tel No: (015) 812 3210 / 11 / 18

POST 42/439 : **ADMINISTRATIVE OFFICER: FACILITIES AND RECORD MANAGEMENT REF NO: LDARD 20/11/2026 (X1 POST)**
(Re-advertisement, those who have applied before are encouraged to re-apply if still interested)

SALARY : R338 106 per annum (Level 07)
CENTRE : Capricorn District
REQUIREMENTS : Grade 12 plus NQF level 6 Qualifications in Public Management / Administration / Property Management or equivalent appropriate tertiary qualification as recognised by SAQA. Minimum of 2-3 years' experience in Facilities management. A valid driver's licence (with exception of persons with disabilities). Knowledge, Skills and Competencies: Extensive knowledge and understanding Public Service Regulations, Public Service Act, PFMA and Report writing. Ability to source and analyse information. Organisational Communication Effectiveness. Problem Analysis. Self-Management. Budgeting and Financial Management. Customer Focus and Responsiveness. Developing Others. Planning and Organising skills. Problem Solving and Decision-Making. Project Management. Team Leadership.
DUTIES : To provide office accommodation. Facilitate office automation/equipment. Facilitate maintenance services. Facilitate cleaning services. Administer switchboard operations. Processing of payments of contractual obligations. Supervise subordinates and utilise resources (Human and Physical) in accordance with relevant directives and legislations.
ENQUIRIES : Mr. Mphahlele STG Tel No: (015) 632 8627, Ms. Matlou MT Tel No: (015)632 8640 or Mr. Masera TN (015) 632 8625

POST 42/440 : **AGRICULTURAL RESOURCE TECHNICIAN (X6 POSTS)**

SALARY : R338 106 per annum (Level 07)
CENTRE : Mopani East Ref No: LDARD 21/11/2026 (X1 Post)
Capricorn East Ref No: LDARD 22/11/2026 (X1 Post)
Waterberg East Ref No: LDARD 23/11/2026 (X2 Posts)
Mopani North Ref No: LDARD 24/11/2026 (X1 Post)
Sekhukhune East Ref No: LDARD 25/11/2026 (X1 Post)
REQUIREMENTS : Grade 12 plus an appropriate NQF level 6 qualification in Agriculture/Natural Resource Management/Environmental Science as recognised by SAQA. A minimum of 1 year relevant experience in LandCare / Agriculture / Environment post the NQF level 6 qualification. Valid driver's license (with exception of people with disabilities). Knowledge, Competencies and Skills: Knowledge of the legislation that govern natural resources management viz. Conservation of Agricultural Resources Act (Act 43 of 1983) Subdivision of Agricultural Land Act (Act 70 of 1970) including other collaborative legislation in land use and environmental fraternities. Sound knowledge in surveying and designs e.g. contours, waterways, stockwatering systems. Knowledge in the determination of the potential of soils. Basic skills on the application of Global Positioning System (GPS) and skills in Geographic Information System (GIS) and other satellite data in managing natural agricultural resources. Understanding of governmental service delivery environment, teamwork, Public Finance Management Act (PFMA), Division of Revenue Act (DoRA), Expanded Public Works Frameworks (EPWP), Limpopo Development Plan, Labour Relations Act, Integrated Development Plans, Intergovernmental Relations Framework Act, Implementation Framework for LandCare Programme, project planning and conflict resolution. Good interpersonal relations. Computer proficiency. Report writing. Computer literacy will be tested.
DUTIES : Coordinate the provision of Landcare services. Facilitate and coordinate the implementation of the Landcare Programme and Conservation Agriculture. Coordinate the implementation of the Landcare projects in line with the applicable prescripts and legislation. Develop an integrated farm plan to maintain a sustainable farming system on a farm. Conduct soil surveys to predict or estimate the potentials and limitations of the soils' behaviour under different uses. Develop and implement the awareness and capacity building of Landcare. Provision of soil conservation services and coordinate the implementation of EPWP reporting on Landcare.

ENQUIRIES	:	Waterberg District: Ms. Kekana RM Tel No: (014) 717 4949 or Mr. Nkoko KA Tel No: (014) 717 1064/2523. Mopani District: Ms. Malatji MA and Matlou MT Tel No: (015) 811 9837 or (015) 811 1189 Capricorn District: Mr. Masera Tel No: (015) 632 8625, Mr. Mphahlele STG Tel No: (015) 632 8600 or Ms. Matlou MT Tel No: (015) 632 8600. Sekhukhune District: Ms. Laka MA Tel No: (015) 632 7000 or Ms. Mphahlele RS Tel No: (015) 632 7000
POST 42/441	:	**ADMINISTRATIVE OFFICER: HUMAN RESOURCE TRAINING AND DEVELOPMENT REF NO: LDARD 26/11/2026 (X2 POSTS)**
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Head Office: Polokwane
REQUIREMENTS	:	Grade 12 plus an appropriate NQF Level 6 tertiary qualification in Human Resource Development / Human Resource Management. A minimum of 2-3 years experience in Human Resource Development/ Management. A Valid driver's license. (with the exception of people with disabilities). Knowledge, Competencies and Skills: Financial solving Planning & Organizing, Time Management, Policy analysis, good communication skills, Facilitation skills and Co-ordination skills. Deep knowledge of Human Resource Training and Development, Knowledge of Public Service Act, policies and procedures, Knowledge of Public Finance Management and Knowledge of Skill development Act.
DUTIES	:	Provide Skills Development Programmes. Implement learnership /RPL, internships. Experiential and AET programs. Administer bursaries. Provide induction and orientation program. Provide administrative support to HR training and development services.
ENQUIRIES	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi P.P Tel No: (015) 294 3395, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3587
POST 42/442	:	**PERSONAL ASSISTANT TO CHIEF FINANCIAL OFFICER REF NO: LDARD 27/11/2026 (X1 POST)**
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Head Office: Polokwane
REQUIREMENTS	:	Grade 12 plus an appropriate qualifications NQF level 6 in secretarial/ office management/ Administration / Management Assistant / or equivalent appropriate tertiary qualification as recognised by SAQA. Minimum of 3 years' experience in rendering a support service to senior management. Knowledge, Competencies, and Skills: Language skills and the ability to communicate well with people at different levels and from different backgrounds, Good telephone etiquette, Computer literacy, Sound organisational skills, Good people skills, High level of reliability, Written communication skills, Ability to act with tact and discretion, Ability to do research and analyze documents and situations, Good grooming and presentation, Self-management and motivation, Knowledge on the relevant legislation/policies/prescripts and procedures, Basic knowledge on financial administration.
DUTIES	:	Provides a secretarial/receptionist support service to the Chief Financial Officer: Perform typing work. Operates and ensure that office equipment, e.g. fax machines and photocopiers are in good working order. Records the engagements of the Chief Financial Officer. Render administrative support services. Provides support to Chief Financial Officer regarding meetings. Coordinates logistical arrangements for meetings when required. Support the manager with the administration of the Chief Financial Officer`s budget. Study the relevant Public Service and departmental prescripts/policies and other documents and ensure that the application thereof is understood properly.
ENQUIRIES	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.
POST 42/443	:	**FARM MANAGER REF NO: LDARD 28/11/202) (X1 POST)**
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Mara Research Centre
REQUIREMENTS	:	Grade 12 plus an appropriate National Diploma (NQF level 6) qualification in agriculture or relevant equivalent qualification as recognized by SAQA. Minimum of 3 years appropriate supervisory or foreman experience in farming

environment required. Knowledge, Competencies and Skills: Computer skills. Basic supervisory skills. Knowledge of relevant prescripts and applications of supply chain and assets management as well as understanding of the legislative framework governing the Public Service. People Management. Financial Management. Problem Solving. Planning & organizing. Time Management. Good Communication skills. Facilitation skills. Ability to work in a highly pressured environment.

DUTIES : Manage natural resources. Manage the day-to-day agricultural activities. Implement new infrastructure projects and maintain existing infrastructure eg. farm fences, roads, irrigation systems, buildings, animal housing, water supply systems, quarantine facilities, implements, tractors, etc. in support of research / training and / or general farm activities. Provide support for research/training purposes. Perform all administrative and related functions. Keep up to date with regard to the applicable prescripts, policies, procedures, technologies and new developments in the subject field.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.

POST 42/444 : **HUMAN RESOURCE CLERK: HR PROVISIONING AND UTILIZATION REF NO: LDARD 29/11/2026 (X1 POST)**

SALARY : R237 453 per annum (Level 05)
CENTRE : Head Office: Polokwane
REQUIREMENTS : Grade 12 or an equivalent appropriate (NQF Level 4) qualification as recognized by SAQA. Qualification in HRM and related fields will be an added advantage. Exposure in the field will be an added advantage. Knowledge, Competencies, and Skills: Knowledge of clerical duties, practices as well as the ability to capture data, operate computer and collecting statistics. Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of working procedures in terms of the working environment. Report writing skills. Communication skills.

DUTIES : Render Human Resource Clerical Services. Handle advertisement of posts, Shortlisting and Interviews. Attend to Transfers, Translations, Secondments and Debt Recoveries. Handle Probationary Appointments of Employees.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.

POST 42/445 : **SECRETARY: DIRECTOR: AGRICULTURAL TRAINING SERVICES REF NO: LDARD 30/11/2026 (X1 POST)**
(Twelve months fixed Contract)

SALARY : R237 453 per annum (Level 05), plus 37% in lieu
CENTRE : Head Office
REQUIREMENTS : Grade 12 certificate with typing as a subject or an appropriate (NQF Level 4) qualification as recognised by SAQA. Knowledge, Competencies, and Skills: Basic knowledge of clerical administration work. Language skills and the ability to communicate well with people at different levels and from different backgrounds. Good telephone etiquette. Computer literacy. Sound organisational skills. Good people skills. High level of reliability. Basic written communication skills. Ability to act with tact and discretion. Good grooming and presentation.

DUTIES : To render a secretarial support service to the Director: Agricultural Training Services. Provides a secretarial/receptionist support service to the Director: Agricultural Training Services. Provides a clerical support service to the office Director: Agricultural Training Services. Remains up to date with regard to prescript/policies and procedures applicable to his/her work terrain to ensure efficient and effective support to the office of the Director: Agricultural Training Services.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.

POST 42/446 : **ADMINISTRATIVE CLERK STORES REF NO: LDARD 33/11/2026 (X1 POST)**

SALARY : R237 453 per annum (Level 05)
CENTRE : Waterberg District

REQUIREMENTS	:	Grade 12 or equivalent qualification as recognized by SAQA. Knowledge, Competencies, and Skills: Knowledge of clerical duties, practices as well as the ability to capture data, operate computer and collecting statistics. Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of working procedures in terms of the working environment.
DUTIES	:	Render general clerical support services. Provide supply chain clerical support services within the component. Provide personnel administration clerical support services within the component. Manage inventory items. Identify stores redundant items.
ENQUIRIES	:	Ms. Modiba MM (015) 294 3170, Ms. Mtswene PV Tel No: (015)294 3395, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3587.
POST 42/447	:	**ADMINISTRATIVE CLERK: SUPPORT SERVICES REF NO: LDARD 34/11/2026 (X1 POST)**
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Vhembe Central
REQUIREMENTS	:	Grade 12 or equivalent qualification as recognised by SAQA. Knowledge, Competencies, and Skills: Knowledge of clerical duties, practices as well as the ability to capture data, operate computer and collecting statistics. Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of working procedures in terms of the working environment.
DUTIES	:	Render general clerical support services. Provide supply chain clerical support services within the component. Provide personnel administration clerical support services within the component. Manage inventory items. Identify stores redundant items.
ENQUIRIES	:	Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007.
POST 42/448	:	**ADMINISTRATION CLERK ADMINISTRATIVE SUPPORT SERVICES Ref No: LDARD 35/11/202 (X1 POST)** (Re-advertisement, those who have applied before are encouraged to re-apply if still interested)
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Sekhukhune East
REQUIREMENTS	:	Grade 12 or equivalent qualification as recognised by SAQA. Certificate / Qualification in Administration / Public Management or related fields will be an added advantage. Exposure in the field will be an added advantage. Knowledge, Competencies and Skills: Knowledge of clerical duties, practices as well as the ability to capture data, operate computer and collect statistics. Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of working procedures in terms of the working environment. Job Knowledge Good verbal and written communication skills. Interpersonal relations. Flexibility. Teamwork. Computer literacy. Planning and organisation.
DUTIES	:	Render general clerical support services. Provide supply chain clerical support services. Provide personnel administration clerical support services. Provide financial administration support services. Provide transport support services.
ENQUIRIES	:	Sekhukhune District: Ms. Laka MA Tel No: (015) 632 7000 or Ms. Mphahlele RS Tel No: (015) 632 7000
POST 42/449	:	**SWITCHBOARD OPERATOR REF NO: LDARD 31/11/2026 (X1 POST)**
SALARY	:	R201 093 per annum (Level 04)
CENTRE	:	Madzivhandila College of Agriculture
REQUIREMENTS	:	Grade 12 qualification or equivalent appropriate tertiary qualification as recognised by SAQA. Able to operate switchboard machines. Able to handle confidential information. Able to read and write. Good communication and interpersonal skills. Knowledge of Batho Pele Principle.
DUTIES	:	Attend to incoming and outgoing telephone calls. Transfer calls to relevant extensions. Provide clients with relevant information. Take messages and convey to relevant staff. Keep record of all outgoing calls. Print and issue telephone accounts. Maintain telephone database. Allocate pin codes when authorised. Identify and report telephone faults to the supervisor.

ENQUIRIES	:	Towoomba Research Station: Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347. Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007
POST 42/450	:	**DRIVER/MESSENGER REF NO: LDARD 36/11/2026 (X1 POST)**
SALARY	:	R201 093 per annum (Level 04)
CENTRE	:	Capricorn South
REQUIREMENTS	:	Grade 10 or equivalent appropriate qualification as recognised by SAQA. Minimum of 7-12-months relevant experience. A valid driver's license (with the exception of people with disabilities) as well as a PDP. Knowledge, Competencies and Skills: Knowledge of the procedures to operate the motor vehicle e.g. procedures to obtain trip authorities, complete the logbooks of the motor vehicle, to obtain consumables (e.g. petrol) and obtain basic services (e.g. fixing a flat tyre). Knowledge of prescripts for the correct Utilisation of the motor vehicle. Knowledge of the procedures to perform messenger functions and routine office support functions. Interpersonal skills. Driving skills. Time management skills. Customer care skills. Communication skills.
DUTIES	:	Drive light and medium motor vehicles. Facilitate maintenance on the allocated vehicle. Render a general support function. Collect and deliver documents.
ENQUIRIES	:	Capricorn District: Mr. Masera Tel No: (015) 632 8625, Mr. Mphahlele STG Tel No: (015) 632 8600 or Ms. Matlou MT Tel No: (015) 632 8600
POST 42/451	:	**ANIMAL HEALTH ASSISTANT (X3 POSTS)**
SALARY	:	R201 093 per annum (Level 04)
CENTRE	:	Mopani West Ref No: LDARD 37/11/2026 (X1 Post) Mopani East Ref No: LDARD 38/11/2026 (X1 Post) Vhembe East Ref No: LDARD 39/11/2026 (X1 Post)
REQUIREMENTS	:	Grade 12 or equivalent qualification as recognised by SAQA. A valid driver's license (with exception of people with disabilities). Knowledge, Competencies and skills: Good communication skills. Ability of mixing dip stuff, cleaning and re-assemble syringes, handling of veterinary tools and equipment. Experience in handling of cattle, small stock and poultry. Ability to read and write. Interpersonal, communication, evaluation persuasion, time management, conflict management.
DUTIES	:	Assist to implement disease control measures. Assist to improve animal health through biosecurity, vaccination and surveillance for disease and treatment of animals. Assist in collecting specimen, examination and dispatch samples of animal diseases. Assist in the provision of extension services on animal health to animal owners.
ENQUIRIES	:	Ms Malatji MA, Chaka NS and Hlungwani G Tel No: (015) 812 3210 / 11 / 18 Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007.
POST 42/452	:	**ASSISTANT AGRICULTURAL PRACTITIONER REF NO: LDARD 40/112/2026) (X14 POSTS)** Twelve months (12) fixed term contract (Placement will be done according to the needs in all the five districts)
SALARY	:	R201 093 per annum (Level 04), plus 37% in lieu
CENTRE	:	LDARD
REQUIREMENTS	:	Grade 12 plus an appropriate NQF Level 6 qualification in Agriculture majoring in Crop Production I Animal Production or equivalent qualification as recognised by SAQA. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP). No Experience Required. Valid driver's license (with exception of people with disabilities). Knowledge, Competencies and skills: Knowledge of extension methodology, good communication skills (verbal and written), basic reporting skills, a basic-level ability of public speaking, understanding of group dynamics and the ability to communicate with clients and farmers. Applicants must be prepared to physically visit farmers (farms or projects) within the areas where they will be placed.
DUTIES	:	To assist in rendering general agricultural advice to internal and external clients to ensure sustainable development. Assist in demonstrations of farming methods, to ensure efficient utilisation of resources like soil, water, veld, money and others. Assist in organising farmers' days, information sessions, etc. Assist

in conducting farm visits and use visitation tools for impact assessment and the development of farm business plans. Source technical and functional input from specialists as required by producers. Assist in providing clients-with information concerning financial assistance. To assist in providing technical support on all agricultural projects, food security initiatives and land development support programmes and assist with planning, advice, facilitation of training and after-care. Assist in identification and mobilise interest groups to form entities or institutions. Assist in organising meetings to identify training needs. Assist to facilitate capacity building and provide aftercare. Assist in facilitating the development and implementation of business plans. Assist to establish and revive inactive projects. Assist in establishing and maintaining home gardens. To assist in promoting a pluralistic approach and partnership with relevant agricultural approach and partnership with relevant agricultural stakeholders and organised agriculture. Assist in gathering and analysing relevant information to assist with identification of problem areas and prioritisation thereof, e.g., conduct extension surveys. Conduct planning meetings. Assist to facilitate the establishment of cooperatives, farmer's associations, interest groups etc. To assist in the promotion of sustainable production of agricultural products. Facilitate the identification of real and perceived needs. Establish structures to address the needs identified. Assist in building capacity of clients to enable them to fulfil their own needs. Assist in providing inputs for the implementation of best practice, technologies, and latest trends. Support the implementation of programs. Assist in evaluating the success / effectiveness of production systems. Provide continuous support to ensure sustained production. Provide administrative and related functions. Study technological advances and best practices to enable him / her to perform the extension function according to the required standards. Keep the relevant database up to date (including a register of farms within area of operation). Compile and submit monthly and quarterly reports. Comply with the Public Service prescripts, departmental policies, procedures, technologies, and new developments to be able to render efficient and effective extension services. Safe keeping of physical assets (where applicable).

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347

POST 42/453 : **FARM AID (X2 POSTS)**

SALARY : R144 024 per annum (Level 02)
CENTRE : Towoomba Research Station Ref No: LDARD 41/11/2026 (X1 Post)
Mara Research Centre Ref No: LDARD 42/11/2026 (X1 Post)

REQUIREMENTS : Grade 10/ABET/AET or equivalent appropriate qualification as recognised by SAQA. Knowledge, Competencies and Skills: Basic literacy and numeracy. Able to read and write. Communication skills. Good interpersonal relation and knowledge of Batho Pele Principles. Knowledge of various types of farm activities will be an added advantage.

DUTIES : Perform routine activities in respect of crop production. Perform routine activities in respect of livestock. Perform general routine activities. Perform general routine activities in respect of infrastructure

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mothupi PP Tel No: (015) 294 3100, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.

POST 42/454 : **CLEANER (X3 POSTS)**

SALARY : R144 024 per annum (Level 02)
CENTRE : Mopani North Ref No: LDARD 43/11/2026 (X1 Post)
Waterberg South Central Ref No: LDARD 44/11/2026 (X1 Post)
Waterberg District Ref No: LDARD 45/11/2026 (X1 Post)

REQUIREMENTS : Grade 10 / ABET / AET or equivalent qualification as recognised by SAQA. Knowledge, Competencies, and Skills: Basic literacy and numeracy. Able to read and write. Communication skills. Good interpersonal relations and knowledge of Batho Pele Principles. Knowledge of cleaning products/materials and equipment. Knowledge of operating cleaning equipment. Good interpersonal skills. Ability to work under pressure. Teamwork. Client focus and responsiveness. Be able to perform manual work. Show commitment and loyalty. Must be punctual, productive and show good behaviour towards customers. Knowledge of Batho Pele Principle. Health and safety measures. Working procedures in respect of working environment.

DUTIES : Cleaning of offices, storerooms, corridors, elevators, and boardrooms. Dust and take out waste and provide water during meetings. Refill aqua cooler/s washing walls and windows. Cleaning equipment and machinery. Cleaning windows and all general kitchen utensils. Scrubbing toilets and polishing office floors. Vacuum cleaning using vacuum machine. Provide toilet paper in the toilets. Keep and maintain cleaning materials and equipment.

ENQUIRIES : Mopani District: Ms. Malatji MA, Matlou MT, Chaka NS and Hlungwani G Tel No: (015) 811 9837 or (015) 811 1189
Waterberg District: Mr. Matjiu SK Tel No: (014) 717 4949 or Ms. Kekana RM Tel No: (014) 717 1324

POST 42/455 : **GENERAL WORKER (REDLINE GATE/ GUARD/FENCE PATROLER (X2 POSTS)**

SALARY : R144 024 per annum (Level 02)
CENTRE : Vhembe Far North Ref No: LDARD 46/11/2026 (X1 Post)
Vhembe Central Ref No: LDARD 47/11/2026 (X1 Post)

REQUIREMENTS : Grade 10 / ABET / AET or equivalent qualification as recognised by SAQA. Knowledge and experience in Security Services will be an added advantage. Knowledge, Competencies, and Skills: Basic literacy and numeracy. Able to read and write. Communication Skills. Good interpersonal relations. Report writing.

DUTIES : To perform routine manual farming activities. Control over Movement of cloven hooved animals. Stop, register, and search vehicle from the redline area. Check meat, dairy product, dung, grass, hides, skins, etc. Confiscate all product listed in (ii) above. Open and close the gate. Report confiscated products to the supervisor for further attention. Conduct fence patrol. Routine check of the redline fence. Repair of fence breakage. Trace animal track along the redline fence. Clear bushes along the redline fence. Control over quarantined animals. Check permit for animal quarantined. Liaise with the Animal Health Technician for inspection. Keep records. Keep permits register. Kep register for quarantined animals. Keep register for vehicle movement.

ENQUIRIES : Vhembe District: Mammburu TD Tel No: (015) 963 2005 / Rathogwa MM Tel No: (015) 9632007.

DEPARTMENT OF EDUCATION



APPLICATIONS : Quoting the relevant references `applications should be forwarded to the relevant District:
Capricorn North: The District Director Capricorn North Education District, Private Bag X9711, Polokwane, 0700. Cnr Blaauwberg & Yster Street Ladanna, Polokwane.
Capricorn South: The District Director Capricorn South Education District, Private Bag X03cChueniespoort, 0745, Old Parliament Complex, Lebowakgomo.
Sekhukhune South: The District Director Sekhukhune South Education District, Private Bag X70, Lebowakgomo, 0737. Old Parliament Complex, Lebowakgomo.
Mogalakwena Education District: The District Director, Private Bag X601, Mahwelereng, 0626. 805 Rufus Seakamela Street, Mahwelereng, 0626
Mopani East Education: District Private Bag X578, Giyani, 0826. Old Parliament Building, Giyani.
Mopani West: The District Director Mopani West Education District, Private Bag X4032, Tzaneen, 0850. 27 Peace Street, Prosperitas Building, Tzaneen, 0850.
Sekhukhune East: The Acting District Director Sekhukhune East Education District, Private Bag X 9041, Burgersfort, 1150. 83 Aloe Street, Stand No 2314, Ext 4 Aloeridge West, Burgersfort, 1150.
Sekhukhune South Education District: The District Director, Private Bag X70 Lebowakgomo, 0737. Old Parliament Complex, Lebowakgomo.
Vhembe East: The Acting District Director, Vhembe East Education District, Private Bag X2250, Sibasa. 0970 Makwarela, Old Parliament Building.
Vhembe West: The District Director Vhembe West Education District, Private Bag X2250, Sibasa, 0970. Block D, Old Parliament Building, Thohoyandou.

Waterberg: The Acting District Director, Waterberg Education District, Private Bag X1040, Modimolle, 051084. Limpopo Street. NTK Building. Modimolle, 0510.
Applications submitted via e-Recruitment system through the link a https://erecruitment.limpopo.gov.za

CLOSING DATE : 04 December 2026 at 14H00 (Applications received after the closing date and faxed copies will not be considered) For Admin Clerk Positions.

NOTE : 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. 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. The contents of the advertised post will also be posted on the following websites www.limpopo.gov.za/ www.edu.gov.za / www.dpsa.gov.za. The Department reserves the right not to make any appointment to the posts advertised. The employment decision shall be informed by the Employment Equity Plan of the Department All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be 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. The competency assessment will be limited to successful candidates in the interview process only.

OTHER POST

POST 42/456 : **ADMINISTRATION CLERK (X1040 POSTS)**

SALARY : R237 453 per annum
CENTRE : Capricorn North: Bahlaloga Ref No: LDOE 01/05/2026 (X1 Post)
Capricorn North: Maleboho West Ref No: LDOE 02/05/2026 (X1 Post)
Capricorn North: Koloti Ref No: LDOE 03/05/2026 (X1 Post)
Capricorn North: Sekgosese West Ref No: LDOE 04/05/2026 (X1 Post)
Capricorn North: Bahlaloga Ref No: LDOE 05/05/2026 (X1 Post)
Capricorn North: Sekgosese Central Ref No: LDOE 06/05/2026 (X1 Post)
Capricorn North: Bahananwa South Ref No: LDOE 07/05/2026 (X1 Post)
Capricorn North: Maleboho East Ref No: LDOE 08/05/2026 (X1 Post)
Capricorn North: Bahlaloga Ref No: LDOE 09/05/2026 (X1 Post)
Capricorn North: Sekgosese West Ref No: LDOE 10/05/2026 (X1 Post)
Capricorn North: Sekgosese Central Ref No: LDOE 11/05/2026 (X1 Post)
Capricorn North: Bochum East Ref No: LDOE 12/05/2026 (X1 Post)
Capricorn North: Maune Ref No: LDOE 13/05/2026 (X1 Post)
Capricorn North: Maleboho Central Ref No: LDOE 14/05/2026 (X1 Post)
Capricorn North: Bahlaloga Ref No: LDOE 15/05/2026 (X1 Post)
Capricorn North: Bahananwa South Ref No: LDOE 16/05/2026 (X1 Post)
Capricorn North: Maune Ref No: LDOE 17/05/2026 (X1 Post)
Capricorn North: Bahananwa North Ref No: LDOE 18/05/2026 (X1 Post)
Capricorn North: Bahananwa South Ref No: LDOE 19/05/2026 (X1 Post)

Capricorn North: Sekgosese Central Ref No: LDOE 20/05/2026 (X1 Post)
Capricorn North: Bahananwa North Ref No: LDOE 21/05/2026 (X1 Post)
Capricorn North: Bochum East Ref No: LDOE 22/05/2026 (X1 Post)
Capricorn North: Bochum East Ref No: LDOE 23/05/2026 (X1 Post)
Capricorn North: Bakone-Vlakfontein Ref No: LDOE 24/05/2026 (X1 Post)
Capricorn North: Bakone-Vlakfontein Ref No: LDOE 25/05/2026 (X1 Post)
Capricorn North: Sekgosese Central Ref No: LDOE 26/05/2026 (X1 Post)
Capricorn North: Maleboho Central Ref No: LDOE 27/05/2026 (X1 Post)
Capricorn North: Bochum West Ref No: LDOE 28/05/2026 (X1 Post)
Capricorn North: Maleboho Central Ref No: LDOE 29/05/2026 (X1 Post)
Capricorn North: Maleboho West Ref No: LDOE 30/05/2026 (X1 Post)
Capricorn North: Bochum East Ref No: LDOE 31/05/2026 (X1 Post)
Capricorn North: Mogoshi Ref No: LDOE 32/05/2026 (X1 Post)
Capricorn North: Sekgosese Central Ref No: LDOE 33/05/2026 (X1 Post)
Capricorn North: Koloti Ref No: LDOE 34/05/2026 (X1 Post)
Capricorn North: Koloti Ref No: LDOE 35/05/2026 (X1 Post)
Capricorn North: Mogoshi Ref No: LDOE 36/05/2026 (X1 Post)
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Capricorn North: Sekgosese Central Ref No: LDOE 38/05/2026 (X1 Post)
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Capricorn North: Sekgosese West Ref No: LDOE 40/05/2026 (X1 Post)
Capricorn North: Bakone- Vlakfontein Ref No: LDOE 41/05/2026 (X1 Post)
Capricorn North: Koloti Ref No: LDOE 42/05/2026 (X1 Post)
Capricorn North: Bahananwa South Ref No: LDOE 43/05/2026 (X1 Post)
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Capricorn North: Bochum East Ref No: LDOE 59/05/2026(X1 Post)
Capricorn South: Mogodumo Ref No: LDOE 60/05/2026 (X1 Post)
Capricorn South: Maraba Ref No: LDOE 61/05/2026 (X1 Post)
Capricorn South: Mogodumo Ref No: LDOE 62/05/2026 (X1 Post)
Capricorn South: Mogodumo Ref No: LDOE 63/05/2026 (X1 Post)
Capricorn South: Moletlane Ref No: LDOE 64/05/2026 (X1 Post)
Capricorn South: Mphahlele Ref No: LDOE 65/05/2026(X1 Post)
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Capricorn South: Moletlane Ref No: LDOE 67/05/2026 (X1 Post)
Capricorn South: Kgakotlou Ref No: LDOE 68/05/2026 (X1 Post)
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Capricorn South: Maraba Ref No: LDOE 72/05/2026 (X1 Post)
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Mopani East: Manombe Ref No: LDOE 227/05/2026 (X1 Post)
Mopani East: Rakwadu 1 Ref No: LDOE 228/05/2026 (X1 Post)

Mopani East: Lulekani Ref No: LDOE 229/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 230/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 231/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 232/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 233/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 234/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 235/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 236/05/2026 (X1 Post)
Mopani East: Molototsi Ref No: LDOE 237/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 238/05/2026 (X1 Post)
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Mopani East: Groot Letaba Ref No: LDOE 240/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 241/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 242/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 243/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 244/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 245/05/2026 (X1 Post)
Mopani East: Sekgosese East 2 Ref No: LDOE 246/05/2026 (X1 Post)
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Mopani East: Lulekani Ref No: LDOE 248/05/2026 (X1 Post)
Mopani East: Nsami Ref No: LDOE 249/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 250/05/2026 (X1 Post)
Mopani East: Modjadji Ref No: LDOE 251/05/2026 (X1 Post)
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Mopani East: Shamavunga Ref No: LDOE 253/05/2026 (X1 Post)
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Mopani East: Nsami Ref No: LDOE 255/05/2026 (X1 Post)
Mopani East: Rakwadu 1 Ref No: LDOE 256/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 257/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 258/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 259/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 260/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 261/05/2026 (X1 Post)
Mopani East: Rakwadu 1Ref No: LDOE 262/05/2026 (X1 Post)
Mopani East: Modjadji Ref No: LDOE 263/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 264/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 265/05/2026 (X1 Post)
Mopani East: Sekgosese East 2 Ref No: LDOE 266/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 267/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 268/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 269/05/2026 (X1 Post)
Mopani East: Manombe: LDOE 270/05/2026 (X1 Post)
Mopani East: Sekgosese East 1 Ref No: LDOE 271/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 272/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 273/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 274/05/2026 (X1 Post)
Mopani East: Sekgosese East 2 Ref No: LDOE 275/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 276/05/2026 (X1 Post)
Mopani East: Sekgosese East 1 Ref No: LDOE 277/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 278/05/2026 (X1 Post)
Mopani East: Sekgosese East 2 Ref No: LDOE 279/05/2026 (X1 Post)
Mopani East: Modjadji Ref No: LDOE 280/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 281/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 282/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 283/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 284/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 285/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 286/05/2026 (X1 Post)
Mopani East: Sekgosese East 1Ref No: LDOE 287/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 288/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 289/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 290/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 291/05/2026 (X1 Post)
Mopani East: Nsami Ref No: LDOE 292/05/2026 (X1 Post)
Mopani East: Rakwadu 1Ref No: LDOE 293/05/2026 (X1 Post)
Mopani East: Nsami Ref No: LDOE 294/05/2026 (X1 Post)
Mopani East: Sekgosese East 1 Ref No: LDOE 295/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 296/05/2026 (X1 Post)
Mopani East: Sekgosese East 2 Ref No: LDOE 297/05/2026 (X1 Post)

Mopani East: Mamaila Ref No: LDOE 298/05/2026 (X1 Post)
Mopani East: Rakwadu 1 Ref No: LDOE 299/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 300/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 301/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 302/05/2026 (X1 Post)
Mopani East: Modjadji Ref No: LDOE 303/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 304/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 305/05/2026 (X1 Post)
Mopani East: Mamaila Ref No: LDOE 306/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 307/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 308/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 309/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 310/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 311/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 312/05/2026 (X1 Post)
Mopani East: Nsami Ref No: LDOE 313/05/2026 (X1 Post)
Mopani East: Rakwadu 1 Ref No: LDOE 314/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 315/05/2026 (X1 Post)
Mopani East: Modjadji Ref No: LDOE 316/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 317/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 318/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 319/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 320/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 321/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 322/05/2026 (X1 Post)
Mopani East: Groot Letaba Ref No: LDOE 323/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 324/05/2026 (X1 Post)
Mopani East: Klein Letaba Ref No: LDOE 325/05/2026 (X1 Post)
Mopani East: Shamavunga Ref No: LDOE 326/05/2026 (X1 Post)
Mopani East: Namakgale Ref No: LDOE 327/05/2026 (X1 Post)
Mopani East: Lulekani Ref No: LDOE 328/05/2026 (X1 Post)
Mopani East: Manombe Ref No: LDOE 329/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 330/05/2026 (X1 Post)
Mopani West: Xihoko Ref No: LDOE 331/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 332/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 333/05/2026 (X1 Post)
Mopani West: Mawa Ref No: LDOE 334/05/2026 (X1 Post)
Mopani West: Motupa Ref No: LDOE 335/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: 336/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 337/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 338/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 339/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 340/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 341/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 342/05/2026 (X1 Post)
Mopani West: Xihoko Ref No: LDOE 343/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 344/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 345/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 346/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: LDOE 347/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 348/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 349/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 350/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 351/05/2026 (X1 Post)
Mopani West: Mawa Ref No: LDOE 352/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 353/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 354/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 355/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 356/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 357/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 358/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 359/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 360/05/2026 (X1 Post)
Mopani West: Xihoko Ref No: LDOE 361/05/2026 (X1 Post)
Mopani West: Mafarana Ref No: LDOE 362/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 363/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 364/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 365/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: Ref No: LDOE 366/05/2026 (X1 Post)

Mopani West: Nkowankowa Ref No: LDOE 367/05/2026 (X1 Post)
Mopani West: Mafarana Ref No: LDOE 368/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 369/05/2026 (X1 Post)
Mopani West: Motupa Ref No: LDOE 370/0562026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 371/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 372/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 373/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 374/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 375/05/2026 (X1 Post)
Mopani West: Motupa Ref No: LDOE 376/05/2026 (X1 Post)
Mopani West: Mawa Ref No: LDOE 377/05/2026 (X1 Post)
Mopani West: Motupa Ref No: LDOE 378/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 379/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 380/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 381/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 382/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 383/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 384/05/2026 (X1 Post)
Mopani West: Mawa Ref No: LDOE 385/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 386/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 387/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 388/05/2026 (X1 Post)
Mopani West: Xihoko Ref No: LDOE 389/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 390/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 391/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 392/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 393/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 394/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 395/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 396/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 397/05/2026 (X1 Post)
Mopani West: Lepelle(Mopani West) Ref No: LDOE 398/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 399/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 400/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: LDOE 401/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 402/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 403/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 404/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 405/05/2026 (X1 Post)
Mopani West: Mafarana Ref No: LDOE 406/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 407/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 408/05/2026 (X1 Post)
Mopani West: Motupa Ref No: LDOE 409/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: LDOE 410/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 411/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: LDOE 412/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 413/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 414/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 415/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 416/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 417/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 418/05/2026 (X1 Post)
Mopani West: Xihoko Ref No: LDOE 419/05/2026 (X1 Post)
Mopani West: Khujwana Ref No: LDOE 420/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 421/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 422/05/2026 (X1 Post)
Mopani West: Makhutswe Ref No: LDOE 423/05/2026 (X1 Post)
Mopani West: Tzaneen Ref No: LDOE 424/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 425/05/2026 (X1 Post)
Mopani West: Thabina Ref No: LDOE 426/05/2026 (X1 Post)
Mopani West: Thabina Ref No: Ref No: LDOE 427/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 428/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 429/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 430/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 431/05/2026 (X1 Post)
Mopani West: Nwanedzi Ref No: LDOE 432/05/2026 (X1 Post)
Mopani West: Rakwadu 2 Ref No: LDOE 433/05/2026 (X1 Post)
Mopani West: Shiluvane Ref No: LDOE 434/05/2026 (X1 Post)
Mopani West: Nkowankowa Ref No: LDOE 435/05/2026 (X1 Post)

Sekhukhune East: Seotlong Ref No: LDOE 436/05/2026 (X1 Post)
Sekhukhune East: Drakensberg Ref No: LDOE 437/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 438/05/2026 (X1 Post)
Sekhukhune East: Moroke Ref No: LDOE 439/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 440/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 441/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 442/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 443/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 444/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 445/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 446/05/2026 (X1 Post)
Sekhukhune East: Dilokong Ref No: LDOE 447/05/2026 (X1 Post)
Sekhukhune East: Moroke Ref No: LDOE 448/05/2026 (X1 Post)
Sekhukhune East: Malegale Ref No: LDOE 449/05/2026 (X1 Post)
Sekhukhune East: Mohlaletse Ref No: LDOE 450/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 451/05/2026 (X1 Post)
Sekhukhune East: Mabulane Ref No: LDOE 452/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 453/05/2026 (X1 Post)
Sekhukhune East: Malegale Ref No: LDOE 454/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 455/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 456/05/2026 (X1 Post)
Sekhukhune East: Mohlaletse Ref No: LDOE 457/05/2026 (X1 Post)
Sekhukhune East: Dilokong Ref No: LDOE 458/05/2026 (X1 Post)
Sekhukhune East: Lepellane Ref No: LDOE 459/05/2026 (X1 Post)
Sekhukhune East: Dilokong Ref No: LDOE 460/05/2026 (X1 Post)
Sekhukhune East: Malokela Ref No: LDOE 461/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 462/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 463/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 464/05/2026 (X1 Post)
Sekhukhune East: Lepellane Ref No: LDOE 465/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 466/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 467/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 468/05/2026 (X1 Post)
Sekhukhune East: Malegale Ref No: LDOE 469/05/2026 (X1 Post)
Sekhukhune East: Dilokong Ref No: LDOE 470/05/2026 (X1 Post)
Sekhukhune East: Moroke Ref No: LDOE 471/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 472/05/2026 (X1 Post)
Sekhukhune East: Leolo Ref No: LDOE 473/05/2026 (X1 Post)
Sekhukhune East: Lepellane Ref No: LDOE 474/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 475/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 476/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 477/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 478/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 479/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 480/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 481/05/2026 (X1 Post)
Sekhukhune East: Malokela Ref No: LDOE 482/05/2026 (X1 Post)
Sekhukhune East: Leolo Ref No: LDOE 483/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: Ref No: LDOE 484/05/2026 (X1 Post)
Sekhukhune East: Bogwasha Ref No: LDOE 485/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 486/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 487/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 488/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 489/05/2026 (X1 Post)
Sekhukhune East: Bogwasha Ref No: LDOE 490/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 491/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 492/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 493/05/2026 (X1 Post)
Sekhukhune East: Lepellane Ref No: LDOE 494/05/2026 (X1 Post)
Sekhukhune East: Malokela Ref No: LDOE 495/05/2026 (X1 Post)
Sekhukhune East: Bogwasha Ref No: LDOE 496/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 497/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 498/05/2026 (X1 Post)
Sekhukhune East: Leolo Ref No: LDOE 499/05/2026 (X1 Post)
Sekhukhune East: Dilokong Ref No: LDOE 500/05/2026 (X1 Post)
Sekhukhune East: Malokela Ref No: LDOE 501/05/2026 (X1 Post)
Sekhukhune East: Moroke Ref No: LDOE 502/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 503/05/2026 (X1 Post)
Sekhukhune East: Malegale Ref No: LDOE 504/05/2026 (X1 Post)

Sekhukhune East: Ngwaabe Ref No: LDOE 505/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 506/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 507/05/2026 (X1 Post)
Sekhukhune East: Moroke Ref No: LDOE 508/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 509/05/2026 (X1 Post)
Sekhukhune East: Mabulane Ref No: LDOE 510/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 511/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 512/05/2026 (X1 Post)
Sekhukhune East: Seotlong Ref No: LDOE 513/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 514/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 515/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 516/05/2026 (X1 Post)
Sekhukhune East: Malegale Ref No: LDOE 517/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 518/05/2026 (X1 Post)
Sekhukhune East: Leolo Ref No: LDOE 519/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 520/05/2026 (X1 Post)
Sekhukhune East: Bogwasha Ref No: LDOE 521/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 522/05/2026 (X1 Post)
Sekhukhune East: Mohlaletse Ref No: LDOE 523/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 524/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 525/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 526/05/2026 (X1 Post)
Sekhukhune East: Bogwasha Ref No: LDOE 527/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 528/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 529/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 530/05/2026 (X1 Post)
Sekhukhune East: Leolo Ref No: LDOE 531/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 532/05/2026 (X1 Post)
Sekhukhune East: Ngwaabe Ref No: LDOE 533/05/2026 (X1 Post)
Sekhukhune East: Driekop Ref No: LDOE 534/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 535/05/2026 (X1 Post)
Sekhukhune East: Tubatse Ref No: LDOE 536/05/2026 (X1 Post)
Sekhukhune East: Mmashadi Ref No: LDOE 537/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 538/05/2026 (X1 Post)
Sekhukhune South: Lepelle Ref No: LDOE 539/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 540/05/2026 (X1 Post)
Sekhukhune South: Eensaam Ref No: LDOE 541/05/2026 (X1 Post)
Sekhukhune South: Glen Cowie Ref No: LDOE 542/05/2026 (X1 Post)
Sekhukhune South: Lepelle Ref No: Ref No: LDOE 543/05/2026 (X1 Post)
Sekhukhune South: Phokoane Ref No: LDOE 544/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 545/05/2026 (X1 Post)
Sekhukhune South: Ngwaritsi Ref No: LDOE 546/05/2026 (X1 Post)
Sekhukhune South: Phokoane Ref No: LDOE 547/05/2026 (X1 Post)
Sekhukhune South: Moutse Central Ref No: LDOE 548/05/2026 (X1 Post)
Sekhukhune South: Ngwaritsi Ref No: LDOE 549/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 550/05/2026 (X1 Post)
Sekhukhune South: Moutse Central Ref No: LDOE 551/05/2026 (X1 Post)
Sekhukhune South: Hlogotlou Ref No: LDOE 552/05/2026 (X1 Post)
Sekhukhune South: Manthole Ref No: LDOE 553/05/2026 (X1 Post)
Sekhukhune South: Manthole Ref No: LDOE 554/05/2026 (X1 Post)
Sekhukhune South: Moutse East Ref No: LDOE 555/05/2026 (X1 Post)
Sekhukhune South: Moutse West Ref No: LDOE 556/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 557/05/2026 (X1 Post)
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Sekhukhune South: Phokoane Ref No: LDOE 559/05/2026 (X1 Post)
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Sekhukhune South: Groblersdal Ref No: LDOE 561/05/2026 (X1 Post)
Sekhukhune South: Moutse West Ref No: LDOE 562/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 563/05/2026 (X1 Post)
Sekhukhune South: Phokoane Ref No: LDOE 564/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 565/05/2026 (X1 Post)
Sekhukhune South: Ngwaritsi Ref No: LDOE 566/05/2026 (X1 Post)
Sekhukhune South: Moutse West Ref No: LDOE 567/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 568/05/2026 (X1 Post)
Sekhukhune South: Rakgwadi Ref No: LDOE 569/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 570/05/2026 (X1 Post)
Sekhukhune South: Eensaam Ref No: LDOE 571/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 572/05/2026 (X1 Post)
Sekhukhune South: Moutse Central Ref No: LDOE 573/05/2026 (X1 Post)

Sekhukhune South: Hlogotlou Ref No: LDOE 574/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 575/05/2026 (X1 Post)
Sekhukhune South: Moutse East Ref No: LDOE 576/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 577/05/2026 (X1 Post)
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Sekhukhune South: Tsimanyane Ref No: LDOE 582/05/2026 (X1 Post)
Sekhukhune South: Moutse East Ref No: LDOE 583/05/2026 (X1 Post)
Sekhukhune South: Moutse Central Ref No: LDOE 584/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 585/05/2026 (X1 Post)
Sekhukhune South: Moutse East Ref No: LDOE 586/05/2026 (X1 Post)
Sekhukhune South: Ngwaritsi Ref No: LDOE 587/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 588/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 589/05/2026 (X1 Post)
Sekhukhune South: Glen Cowie Ref No: LDOE 590/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 591/05/2026 (X1 Post)
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Sekhukhune South: Tsimanyane Ref No: LDOE 593/05/2026 (X1 Post)
Sekhukhune South: Hlogotlou Ref No: LDOE 594/05/2026 (X1 Post)
Sekhukhune South: Moutse Central Ref No: LDOE 595/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 596/05/2026 (X1 Post)
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Sekhukhune South: Glen Cowie Ref No: LDOE 602/05/2026 (X1 Post)
Sekhukhune South: Groblersdal Ref No: LDOE 603/05/2026 (X1 Post)
Sekhukhune South: Hlogotlou Ref No: LDOE 604/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 605/05/2026 (X1 Post)
Sekhukhune South: Glen Cowie Ref No: LDOE 606/05/2026 (X1 Post)
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Sekhukhune South: Eensaam Ref No: LDOE 608/05/2026 (X1 Post)
Sekhukhune South: Tsimanyane Ref No: LDOE 609/05/2026 (X1 Post)
Sekhukhune South: Hlogotlou Ref No: LDOE 610/05/2026 (X1 Post)
Sekhukhune South: Motetema Ref No: LDOE 611/05/2026 (X1 Post)
Sekhukhune South: Masemola Ref No: LDOE 612/05/2026 (X1 Post)
Sekhukhune South: Hlogotlou Ref No: LDOE 613/05/2026 (X1 Post)
Sekhukhune South: Lobethal Ref No: LDOE 614/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 615/05/2026 (X1 Post)
Vhembe East: Malamulele West Ref No: LDOE 616/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: LDOE 617/05/2026 (X1 Post)
Vhembe East: Malamulele West Ref No: LDOE 618/05/2026 (X1 Post)
Vhembe East: Vhuronga 1 Ref No: LDOE 619/05/2026 (X1 Post)
Vhembe East: Mutshindudi Ref No: LDOE 620/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: LDOE 621/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 622/05/2026 (X1 Post)
Vhembe East: Niani East Ref No: LDOE 623/05/2026 (X1 Post)
Vhembe East: Vhuronga 1 Ref No: LDOE 624/05/2026 (X1 Post)
Vhembe East: Malamulele East Ref No: LDOE 625/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 626/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: Ref No: LDOE 627/05/2026 (X1 Post)
Vhembe East: Malamulele East Ref No: LDOE 628/05/2026 (X1 Post)
Vhembe East: Niani West Ref No: LDOE 629/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 630/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 631/05/2026 (X1 Post)
Vhembe East: Malamulele North Ref No: LDOE 632/05/2026 (X1 Post)
Vhembe East: Malamulele South Ref No: LDOE 633/05/2026 (X1 Post)
Vhembe East: Mutshindudi Ref No: LDOE 634/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 635/05/2026 (X1 Post)
Vhembe East: Malamulele South LDOE 636/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 637/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 638/05/2026 (X1 Post)
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Vhembe East: Malamulele North Ref No: LDOE 640/05/2026 (X1 Post)
Vhembe East: Malamulele South Ref No: LDOE 641/05/2026 (X1 Post)
Vhembe East: Mutshindudi Ref No: LDOE 642/05/2026 (X1 Post)

Vhembe East: Malamulele South Ref No: LDOE 643/05/2026 (X1 Post)
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Vhembe East: Tshilamba Ref No: LDOE 645/05/2026 (X1 Post)
Vhembe East: Malamulele East Ref No: LDOE 646/05/2026 (X1 Post)
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Vhembe East: Malamulele North Ref No: LDOE 648/05/2026 (X1 Post)
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Vhembe East: Sibasa Ref No: LDOE 653/05/2026 (X1 Post)
Vhembe East: Sibasa Ref No: LDOE 654/05/2026 (X1 Post)
Vhembe East: Malamulele West Ref No: LDOE 655/05/2026 (X1 Post)
Vhembe East: Mudaswali Ref No: LDOE 656/05/2026 (X1 Post)
Vhembe East: Tshilamba Ref No: LDOE 657/05/2026 (X1 Post)
Vhembe East: Vhuronga 1 Ref No: LDOE 658/05/2026 (X1 Post)
Vhembe East: Malamulele West Ref No: LDOE 659/05/2026 (X1 Post)
Vhembe East: : Mutshindudi Ref No: LDOE 660/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: Ref No: LDOE 661/05/2026 (X1 Post)
Vhembe East: Malamulele West Ref No: LDOE 662/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 663/05/2026 (X1 Post)
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Vhembe East: Dzindi Ref No: LDOE 665/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 666/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 667/05/2026 (X1 Post)
Vhembe East: Malamulele North Ref No: LDOE 668/05/2026 (X1 Post)
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Vhembe East: Malamulele Central Ref No: LDOE 670/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 671/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: LDOE 672/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 673/05/2026 (X1 Post)
Vhembe East: Malamulele East Ref No: LDOE 674/05/2026 (X1 Post)
Vhembe East: Mutshindudi Ref No: LDOE 675/05/2026 (X1 Post)
Vhembe East: Malamulele North East Ref No: LDOE 676/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 677/05/2026 (X1 Post)
Vhembe East: Niani West Ref No: LDOE 678/05/2026 (X1 Post)
Vhembe East: Tshilamba Ref No: LDOE 679/05/2026 (X1 Post)
Vhembe East: Tshinane Ref No: LDOE 680/05/2026 (X1 Post)
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Vhembe East: Luvuvhu Ref No: LDOE 683/05/2026 (X1 Post)
Vhembe East: Mvudi Ref No: LDOE 684/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: LDOE 685/05/2026 (X1 Post)
Vhembe East: Malamulele South Ref No LDOE 686/05/2026 (X1 Post)
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Vhembe East: Tshinane Ref No: LDOE 699/05/2026 (X1 Post)
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Vhembe East: Sibasa Ref No: LDOE 707/05/2026 (X1 Post)
Vhembe East: Luvuvhu Ref No: LDOE 708/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 709/05/2026 (X1 Post)
Vhembe East: Dzindi Ref No: LDOE 710/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 711/05/2026 (X1 Post)

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Vhembe East: Malamulele Central Ref No: LDOE 715/05/2026 (X1 Post)
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Vhembe East: Malamulele North East Ref No: LDOE 717/05/2026 (X1 Post)
Vhembe East: Malamulele South Ref No: LDOE 718/05/2026 (X1 Post)
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Vhembe East: Mudaswali Ref No: LDOE 758/05/2026 (X1 Post)
Vhembe East: Vhumbedzi Ref No: LDOE 759/05/2026 (X1 Post)
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Vhembe East: Niani West Ref No: LDOE 764/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 765/05/2026 (X1 Post)
Vhembe East: Tshinane Ref No: LDOE 766/05/2026 (X1 Post)
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Vhembe East: Sibasa Ref No: LDOE 768/05/2026 (X1 Post)
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Vhembe East: Mvudi Ref No: LDOE 775/05/2026 (X1 Post)
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Vhembe East: Mvudi Ref No: LDOE 778/05/2026 (X1 Post)
Vhembe East: Malamulele Central Ref No: LDOE 779/05/2026 (X1 Post)
Vhembe East: Sibasa Ref No: LDOE 780/05/2026 (X1 Post)

Vhembe East: Luvuvhu Ref No: LDOE 781/05/2026 (X1 Post)
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Vhembe East: Tshinane Ref No: LDOE 783/05/2026 (X1 Post)
Vhembe East: Tshilamba Ref No: LDOE 784/05/2026 (X1 Post)
Vhembe East: Mvudi Ref No: LDOE 785/05/2026 (X1 Post)
Vhembe West: Hlanganani Central Ref No: LDOE 786/05/2026 (X1 Post)
Vhembe West: Soutpansberg East Ref No: LDOE 787/05/2026 (X1 Post)
Vhembe West: Soutpansberg North Ref No: LDOE 788/05/2026 (X1 Post)
Vhembe West: Nzhelele West Ref No: LDOE 789/05/2026 (X1 Post)
Vhembe West: Hlanganani North Ref No: LDOE 790/05/2026 (X1 Post)
Vhembe West: Soutpansberg East Ref No: LDOE 791/05/2026 (X1 Post)
Vhembe West: Nzhelele West Ref No: LDOE 792/05/2026 (X1 Post)
Vhembe West: Elim Ref No: LDOE 793/05/2026 (X1 Post)
Vhembe West: Soutpansberg West Ref No: LDOE 794/05/2026 (X1 Post)
Vhembe West: Soutpansberg North Ref No: LDOE 795/05/2026 (X1 Post)
Vhembe West: Hlanganani Central Ref No: LDOE 796/05/2026 (X1 Post)
Vhembe West: Elim Ref No: LDOE 797/05/2026 (X1 Post)
Vhembe West: Vhuronga 2 Ref No: LDOE 798/05/2026 (X1 Post)
Vhembe West: Vhuronga 2 Ref No: LDOE 789/05/2026 (X1 Post)
Vhembe West: Nzhelele Central Ref No: LDOE 800/05/2026 (X1 Post)
Vhembe West: Nzhelele West Ref No: LDOE 801/05/2026 (X1 Post)
Vhembe West: Nzhelele West Ref No: LDOE 802/05/2026 (X1 Post)
Vhembe West: Hlanganani North Ref No: LDOE 803/05/2026 (X1 Post)
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Vhembe West: Vhuronga 2 Ref No: LDOE 809/05/2026 (X1 Post)
Vhembe West: Nzhelele West Ref No: LDOE 810/05/2026 (X1 Post)
Vhembe West: Nzhelele East Ref No: LDOE 811/05/2026 (X1 Post)
Vhembe West: Hlanganani Central Ref No: LDOE 812/05/2026 (X1 Post)
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REQUIREMENTS : Grade 12 / Matric Certificate and an NQF Level 6 or 7 qualification in Administration or Accounting will be an added advantage. Core Competencies and Skill: Administrative and Technical Skill Computer literacy (MS Office and departmental systems). Records and document management Report writing and minute-taking. Data capturing and data verification. Basic financial administration. Analytical and Operational Skills. Problem-solving and attention to detail. Ability to perform routine administrative functions efficiently. Numerical and basic accounting skills. Organizing and time management. Interpersonal and Communication Skills. Effective verbal and written communication. Customer service orientation and stakeholder engagement. Ability to work in teams and support team cohesion. Professional conduct and confidentiality. Behavioural Competencies (Typical at this Level. Reliability and accountability. Initiative within defined procedures. Ability to handle sensitive and confidential information. Adaptability and willingness to learn.

DUTIES : General Administrative Support. Provide clerical and administrative support services to the school. Record, organise, store, capture and retrieve

correspondence and data. Maintain filing systems (manual and electronic). Manage incoming and outgoing correspondence registers. Type and process documents, including letters, reports and emails. Distribute documents to relevant stakeholders. Handle routine enquiries and provide information to internal and external stakeholders. Records and Information Management Maintain accurate registers, statistics and databases. Ensure proper document classification and archiving. Safeguard records in line with departmental policies. Ensure compliance with record-keeping requirements. Personnel Administration Support Maintain staff records and personnel files. Administer leave registers and attendance records Assist with HR-related administrative processes. Support coordination of staff travel and accommodation arrangements. Financial Administration Support Capture and update financial transactions and expenditure records Verify subsistence and travel claims before submission for approval. Maintain basic financial records in compliance with PFMA requirements. Assist with budget monitoring at school level. Supply Chain and Asset Management Support. Support procurement processes by liaising with suppliers and stakeholders. Maintain stationery stock levels and issue records. Keep and update the asset register for the school Ensure proper inventory and asset control procedures

ENQUIRIES : Mr. Lukheli TV at 081 535 3675, Mr. Ramaru TE at 067 873 7345, Mesdames Mmowa LS at 081 532 6059, Phasiwe N at 081 550 2664 and Tema MA at 081 387 2674.

PROVINCIAL ADMINISTRATION: MPUMALANGA
DEPARTMENT OF HEALTH

The Department of Health is an equal opportunity, affirmative action employer. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. Candidates whose transfer / promotion / appointment will promote representivity will receive preference.

APPLICATIONS : Departmental Online Application System: www.mpuhealth.gov.za
CLOSING DATE : 04 December 2026
NOTE : NB: Applicants are advised to apply as early as possible to avoid disappointments. 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. In order to alleviate the administration burden on HR Sections as well as considering the cost for applicants, Departments are encouraged to request certified copies of qualifications and other relevant documents from shortlisted candidates only which may be submitted to HR on or before the day of the interview following communication from the relevant HR section of the Department. All posts, health/engineering posts that are advertised within the Department professional registration will be required from various statutory councils for shortlisted candidates. A complete set of application documents should be submitted separately for every post that you wish to apply for. Please ensure that you clearly state the full post description and the relevant Post Reference Number on your application. No fax applications will be considered. Applicants must ensure that they fully complete and sign form Z 83, 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 the Mpumalanga Department of Health 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. www.mpuhealth.gov.za Only online applications will be accepted. NB: Candidates who are not contacted within 90 days after the closing date must consider their applications as having been unsuccessful. Please Note: 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. (People with disabilities are also requested to apply and indicate such in their applications). 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

OTHER POSTS

POST 42/457 : **MEDICAL OFFICER GRADE 1: PAEDIATRIC REF NO: MPDOH/NOV/26/1707**

SALARY : R1 041 402 - R1 121 241 per annum
CENTRE : Rob Ferreira Hospital (Ehlanzeni District)
REQUIREMENTS : MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner. Current registration with the HPCSA as a Medical Practitioner (2026) (Independent Practice). NB: The appointed Medical Officer must be able to work shifts. A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 1: No experience required after registration with the HPCSA as Medical Practitioner (Independent Practice). Minimum of 1-year relevant experience after registration with a recognised Foreign Health Professions and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and

Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship.

DUTIES : To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.

ENQUIRIES : Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087, Ms. Samukelisiwe Mgwenya Tel No: (013) 766 3540 and IT related queries: Help desk Tel No: (013) 766 3018.

POST 42/458 : **PRINCIPAL NETWORK CONTROLLER: IT SERVICE MANAGEMENT REF NO: MPDOH/NOV/26/1708**

SALARY : R932 292 per annum (Level 11), (all-inclusive package)
CENTRE : Provincial Office, Mbombela (Nelspruit)
REQUIREMENTS : Senior Certificate / Grade 12 plus Bachelor's Degree / Advance Diploma (NQF Level 7) in Information Technology as recognized by SAQA. ITIL certification (Intermediate or Expert preferred). A minimum of three (3) years of experience in IT service management, LAN & Desktop Support role. Understanding of networks (LAN/WAN/Wi-Fi), servers, and storage systems. Basic database management and SQL query skills (advantageous). Proficiency with Windows OS, Active Directory, and Microsoft 365. Understanding of cloud technologies (Azure, AWS—advantageous). System performance monitoring and diagnostic tools. Backup, restore, and patch management skills. ICT documentation and technical writing. Valid driver's licence. Knowledge: Windows 2003/2008. MS Exchange Server 2007/2010. Active Directory. ITIL and COBIT. MS 365 Packages. Skills: Project management experience (PMP, PMBOK or PRINCE2 certification is a plus). Experience in managing outsourced or hybrid IT environments. Familiarity with Agile and DevOps practices. Strong analytical and reporting capabilities. Personal Attributes: Business Analysis and Design. Strong understanding of software development life cycle (SDLC). Excellent communication and presentation skills for training purposes. Ability to explain technical concepts to non-technical users. Strong problem-solving and analytical skills. Patience and adaptability when working with diverse user groups. Ability to manage multiple tasks and meet deadlines.

DUTIES : To manage and coordinate Information and Communication Technology Operations. Provide ICT Governance and management processes. Monitor and coordinate the acquisition, installation and maintenance of new ICT systems. Develop and implement ITSM Strategy & Governance. Provide IT Service Delivery & Operations. Provide Team Leadership & Development. Manage Stakeholder Engagement. Deploy Tools & Technology Services across the Department. Develop and implement Continuous Improvement Plans.

ENQUIRIES : Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

POST 42/459 : **ASSISTANT MANAGER NURSING (PN-B4): PHC REF NO: MPDOH/NOV/26/1709**

SALARY : R755 355 – R863 667 per annum
CENTRE : Thulamahashe Local Area under Bushbuckridge Sub-district (Ehlanzeni District)

REQUIREMENTS	:	Senior Certificate / Grade 12 plus Basic qualification accredited with the South African Nursing Council in Terms of Government Notice 425, (i.e. Diploma/ Degree in Nursing) that allows registration with the 'South African Nursing Council' (SANC) as a Professional Nurse and Midwifery plus a post basic nursing qualification, with duration of at least one (01) year accredited with the SANC in above mentioned specialties in nursing. A Diploma in Clinical Nursing Assessment, treatment and Care or Community Health Nursing Science. A minimum of ten (10) years of appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing (2026). At least six (6) years of the period referred to above must be appropriate/ recognisable experience in the relevant specialty after obtaining the 1-year post-basic qualification in the specific specialty. At least three (3) years of the period referred to above must be appropriate/ recognisable experience at management level. Experience and Knowledge of the District Health System. Must have understanding of principles of Primary Health Care Re-engineering. Demonstrate an in depth understanding of Nursing legislation and related legal and ethical nursing practices and how these impacts on service delivery. A valid driver's licence.
DUTIES	:	Supervise and support allocated PHC facilities in line with the PHC Supervision Policy. Conduct monthly red flags and regular reviews. Demonstrate understanding of the District Health Information System (DHIS). Form part of the quarterly programme in-depth reviews together with respective Programme Co-ordinators and form part of the Sub-district and District review session to monitor progress on set targets according to the District Health Plan (DHP). Ensure that PHC facilities that she/he is responsible for are compliant with the National Core Norms and Standards. Ascertain smooth implementation of the referral system and address constraints related to continuity of care. Support initiatives of the three streams of PHC Re-engineering. Implement the Performance Management and Development System (PMDS) with Operational Managers of PHC facilities that she/he is responsible for.
ENQUIRIES	:	Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087and IT related queries: Help desk Tel No: (013) 766 3018.
POST 42/460	:	**PROFESSIONAL NURSE GRADE 1 (PN-B1): PHC REF NO: MPDOH/NOV/26/1710**
SALARY	:	R495 423 - R581 931 per annum
CENTRE	:	Hluvukani CHC (Ehlanzeni District)
REQUIREMENTS	:	Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse and Midwifery (2026), a post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in terms of Government Notice R212 specialty in Primary Health Care Science. Minimum of four (4) years appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC. Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills. Good supervisory and teaching skills.
DUTIES	:	Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Provide comprehensive health care services in the Primary Health Care Unit. Ensure effective and efficient management of resources. Provide quality patient care, follow norms and standards. Participate in quality improvement programs. Supervise and implement patient care standards. Implement and practice nursing health care in accordance with the statutory laws governing the nursing profession, labour and health care. Implement constructive working relations with nurses and other stake holders. Ensure compliance of Infection Prevention and Control policies. Ensure that the equipment is functional and ready all the time. Ability to prioritize, coordinate activities of patient management according to protocols. Able to plan and organize your own work and that of support personnel to ensure proper nursing care. Participate in staff development and performance management. Report patient safety incidence, challenges and deficiencies within the unit. Work effectively, co-operatively amicably with people of diverse intellectual, cultural, racial or religious differences. Ensure adherence to Batho - Pele Principles and Patient's Right Charter.
ENQUIRIES	:	Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087, Ms. Samukelisiwe Mgwenya

Tel No: (013) 766 3540 and IT related queries: Help desk Tel No: (013) 766 3018.

POST 42/461 : **DATA TECHNOLOGIST: LAN AND DESKTOP SUPPORT REF NO: MPDOH/NOV/26/1712 (X2 POSTS)**
(Re-advertisement)

SALARY : R413 001 per annum (Level 08)
CENTRE : Provincial Office, Mbombela (Nelspruit)
REQUIREMENTS : Senior Certificate / Grade 12 plus National Diploma / Degree (NQF Level 6/7) in Information Technology as recognised by SAQA. A minimum of two (2) years of experience in IT service management, LAN & Desktop Support role. Strong knowledge of ITSM frameworks, tools, and methodologies. Excellent communication, leadership, and problem-solving skills. Experience with service management platforms (e.g., Service Now, Any desk, BMC Remedy). Valid driver's licence. Knowledge: Windows 2003/2008. MS O365 packages. Active Directory. Remote Support. Skills: Remote support platforms. Business analysis. Project management. Network and telecommunications security. Problem solving abilities. Personal Attributes: Proactive and resourceful abilities. Team player.
DUTIES : To provide Local Area Network, Wide Area Network and Desk top Support services to all users. Provide Technical Support & Troubleshooting. Perform Hardware & Software Maintenance. Provide Network & Systems Administration. Maintain Security & Compliance for Server and Network. Provide Project Support.
ENQUIRIES : Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087, Ms. Samukelisiwe Mgwenya Tel No: (013) 766 3540 and IT related queries: Help desk Tel No: (013) 766 3018.

POST 42/462 : **PROFESSIONAL NURSE GRADE 2-3 (PN-A3-A4): NEPHROLOGY EXPERIENCE / COMPETENCY BASED REF NO: MPDOH/NOV/26/1718 (X6 POSTS)**

SALARY : Grade 2: R411 978 - R485 289 per annum
Grade 3: R495 423 - R635 088 per annum
CENTRE : Witbank Hospital (Nkangala District)
REQUIREMENTS : Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse and Midwifery (2026). **Grade 2:** A minimum of ten (10) years appropriate /recognizable experience in nursing after registration as a Professional Nurse with the South African Nursing Council (SANC). **Grade 3:** A minimum of twenty (20) years appropriate /recognizable experience in nursing after registration as a Professional Nurse with the South African Nursing Council (SANC) in General Nursing. Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills. Good supervisory and teaching skills.
DUTIES : Provide comprehensive health care services in the Nephrology Unit. Ensure effective and efficient management of resources. Provide quality patient care, follow norms and standards. Participate in quality improvement programs. Supervise and implement patient care standards. Implement and practice nursing health care in accordance with the statutory laws governing the nursing profession, labour and health care. Implement constructive working relations with nurses and other stake holders. Ensure compliance of Infection Prevention and Control policies. Ensure that the equipment is functional and ready all the time. Ability to prioritize, coordinate activities of patient management according to protocols. Able to plan and organize your own work and that of support personnel to ensure proper nursing care. Participate in staff development and performance management. Report patient safety incidence, challenges and deficiencies within the unit. Work effectively, co-operatively amicably with people of diverse intellectual, cultural, racial or religious differences. Ensure adherence to Batho - Pele Principles and Patient's Right Charter.
ENQUIRIES : Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087and IT related queries: Help desk Tel No: (013) 766 3018.

POST 42/463	:	**PROFESSIONAL NURSE GRADE 1 (PN-A2): WITH MIDWIFERY REF NO: MPDOH/NOV/26/1720 (X2 POSTS)**
SALARY	:	R337 359 – R397 392 per annum
CENTRE	:	Rob Ferreira Hospital (Ehlanzeni District)
REQUIREMENTS	:	Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse (2026). Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills.
DUTIES	:	Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards. Participate in the implementation of the National Core Standards and Ideal Hospital Realization Framework. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure quality nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and expectations (Batho- Pele). Effectively manage resources allocated in your unit.
ENQUIRIES	:	Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087, Ms. Samukelisiwe Mgwenya Tel No: (013) 766 3540 and IT related queries: Help desk Tel No: (013) 766 3018.
POST 42/464	:	**OCCUPATIONAL THERAPIST TECHNICIAN GRADE 1 REF NO: MPDOH/NOV/26/1721**
SALARY	:	R279 870 – R317 880 per annum
CENTRE	:	Thulamahashe CHC (Ehlanzeni District)
REQUIREMENTS	:	Senior Certificate / Grade 12 plus an appropriate qualification (with a duration of at least 2 years) or prescribed in-service training (with a duration of at least 2 years) that allows registration with the Health Professions Council of South Africa (HPCSA), where applicable in the relevant profession. Grade 1: none after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession. Knowledge, Skills Training and Competencies Required: Good verbal and written communication skills. Good interpersonal relations. Problem solving skills. Knowledge of relevant Health and Safety Act. Ability to perform basic quality assurance tests. Computer literacy. Valid driver's licence.
DUTIES	:	Refer clients to the relevant stakeholders. Screen and assess clients. Treat clients appropriately. Conduct home visits. Conduct health talks. Issue assistive devices. Conduct group screening. Conduct support group meetings. Conduct home, schools and crèche visits. Conduct awareness campaigns. Attend community meetings. Conduct peer reviews. Conduct in service at OTTC. Attend accredited workshops and in service training. Attend staff and OTTC meetings.
ENQUIRIES	:	Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087, Ms. Samukelisiwe Mgwenya Tel No: (013) 766 3540 and IT related queries: Help desk Tel No: (013) 766 3018.

PROVINCIAL TREASURY

The Mpumalanga Provincial Treasury is an equal opportunity, affirmative action Employer. The Provincial Treasury intends to promote representation in terms of (race, gender, and disability) through the filling of these posts. All appointments will be made in accordance with the Employment Equity targets of the Provincial Treasury. Suitably qualified women and persons with disabilities remain the targeted group and are encouraged to apply.

APPLICATIONS	:	All applications must be submitted through the provincial e-recruitment portal at https://erecruitment.mpg.gov.za Applicants are required to register/create a profile and upload all mandatory documents on the portal to apply for these opportunities.

CLOSING DATE : 04 December 2026

NOTE : All appointments will be subjected to a personnel suitability check process, not limited to the following: (criminal record, credit record, qualification verification, citizenship, employment reference, and social media). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). 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. 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 exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Successful candidates will be required to enter into a performance contract within three (03) months of employment. All Middle Management Services (MMS) and SMS positions will be subjected to a compulsory competency-based assessment. Appointment to the Senior Management post is subject to successful completion of the Senior Management Pre-Entry Programme offered by the National School of Government. The full details can be sourced from the following link: https://www.thensg.gov.za/training-course/sms pre-entry programme. Applications received after the closing date or those that do not comply with the requirements indicated above will not be considered. If you have not been contacted within three (3) 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, within 90 days, seek reasons for the above administrative action in terms of section 5 of the Promotion of Administrative Justice, 2000 (Act No. 3 of 2000). No facsimile, post, or hand-delivered applications will be accepted. Only applications submitted via the e-recruitment system will be accepted. The Provincial Treasury reserves the right not to make any appointment(s) to the advertised posts.

MANAGEMENT ECHELON

POST 42/465 : **CHIEF DIRECTOR REF NO: MPT/FG/17/2026**
Directorate: Financial Governance

SALARY : R1 554 696 - R1 858 821 per annum (Level 14), (all-inclusive remuneration package)

CENTRE : Head Office, Mbombela

REQUIREMENTS : Minimum three (03) years bachelor's degree/Advanced Diploma/BTech (NQF Level 07) in Financial Management/Finance/Accounting as recognised by SAQA with 5 years of experience at a senior managerial level in financial governance environment at Senior Management level. Public Service SMS Pre-Entry Certificate (Nyukela) submitted prior to appointment. A valid driver's license. Competencies: Knowledge of Public Service Act, Public Service Regulations, Public Finance Management Act, Municipal Finance Management Act, Treasury Regulations, Supply Chain Management, Regulatory Frameworks, Knowledge of General Recognised Accounting Practices (GRAP) and MCS (Modified Cash Standards), and relevant prescripts governing public financial governance. Skills: Competency in Microsoft Office Suite (Excel, Word, and PowerPoint). Must have good communication (verbal and written), interpersonal, report writing, innovative thinking, analytical, planning, and coordination skills. Strong strategic capability and strong leadership, financial management, people management and empowerment, problem solving, and change management.

DUTIES : Establish and oversee the provision of effective financial governance, internal auditing and support services to departments, public entities and municipalities (PFMA, MFMA). Coordinate and monitor compliance to financial reporting, norms and standards. Consolidate annual financial statements of departments and public entities. Promote and report on the implementation of accounting standards. Monitor compliance with legislation, Regulations, Norms and Standards. Monitor the compilation and tabling of consolidated financial statements at the Provincial Legislature. Facilitate effective implementation of risk management processes. Oversee the evaluation of risk management processes. Oversee the analysis of risk assessment reports. Oversee the provision of training and capacity building of officials in the Province. Improve

the effectiveness of internal audit processes. Monitor implementation of internal audit standards and frameworks. Facilitate and monitor the establishment of audit committees and risk committees by Departments Public Entities and Municipalities. Manage the provision of support and capacity building on internal audit and risk management services. Monitor compliance and report on the implementation of the risk management framework. Manage the development and maintenance of the provincial risk register. Issue feedback to public institutions on interim and annual financial statements analyzed. Issue feedback to public institutions on compliance with the Financial Management Legislation and Information Management Prescripts. Monitor the implementation of the budget. Coordinate accounting services and financial reporting. Oversee the provision of administrative support. Manage human and financial resources of the programme.

ENQUIRIES : Mr. PM Nkambule Tel No: (013) 766 4138/4435/4478, Mr. DJ Sibiya Tel No: (013) 766 4386.

POST 42/466 : **DIRECTOR REF NO: MPT/HRMD/18/2026**
Directorate: Human Resource Management and Development

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

CENTRE : Head Office, Mbombela

REQUIREMENTS : Minimum three (03) years Bachelor's Degree or Advanced Diploma in Human Resource Management/Public Administration/Management (NQF Level 7) as recognised by SAQA with 5 years of experience at a middle/senior managerial level within the human resources management and development environment. Public Service SMS Pre-Entry Certificate (Nyukela) submitted prior to appointment. A valid driver's license. Competencies: Knowledge of Public Service Act, Public Service Regulations, Public Finance Management Act, Municipal Finance Management Act, Treasury Regulations, Protection of Personal Information Act, Promotion of Access to Information Act, Occupational Health and Safety Act, Labour Relation Act, Employment Equity Act. Skills: Competency in Microsoft Office Suite (Excel, Word, and PowerPoint). Must have good communication (verbal and written), interpersonal, report writing, innovative thinking, analytical, planning, and coordination skills. Strong strategic capability and strong leadership, financial management, people management and empowerment, problem solving, and change management. Ability to work under pressure, good interpersonal relation, responsible and loyal, honest and reliable and ability to work long hours voluntarily.

DUTIES : Manage the provision of human resource practise and administration services. Manage recruitment, selection, appointments and other life cycle of employees. Manage employee compensation and conditions of service. Manage human resource records. Manage the development and implementation of human resource organisational strategy and planning. Manage HR information system. Manage human resource utilisation and capacity development services. Manage and monitor the implementation of skills development legislation. Manage and coordinate the implementation of learnership and internship programmes. Manage and coordinate the provision of the training and development of employees. Facilitate the implementation of performance management and development System. Develop and monitor the implementation of skills development strategy. Manage the assessment of the implementation of training and performance management programmes and produce reports thereof. Manage the implementation of departmental incentive system. Monitor the implementation of career management programmes. Manage organisational human resource planning and information management services. Monitor the development and implementation of human resource strategy and plan. Monitor the development and implementation of employment equity plan. Manage organisational design and job evaluation services. Manage the provision of labour relations services. Facilitate the implementation of labour relations guidelines and processes. Facilitate departmental collective bargaining and dispute resolution processes. Facilitate the resolution of disciplinary cases, grievance and disputes processes. Manage the employee health and wellness programmes. Manage the development and implementation of employee health and wellness policies and programmes. Manage the implementation of occupational health, safety and environmental management strategies and programmes. Monitor the implement employee assistance and wellness programmes. Monitor and evaluate employee assistance and wellness programmes. Provide relevant

advice to management and employees. Manage records and auxiliary services. Manage and safeguard departmental records. Maintain safe custody of electronic and audio-visual records. Manage the provision of administrative support services.

ENQUIRIES : Mr. PM Nkambule Tel No: (013) 766 4138/4435/4478, Mr. DJ Sibiya Tel No: (013) 766 4386.

PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF HEALTH
This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.

APPLICATIONS : Applications must be e-mailed to NCHealthHR-ZFM@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801. Applicants must complete an application register when an application is hand delivered.

CLOSING DATE : 04 December 2026

NOTE : Applications must be submitted on the new prescribed application form Z83 obtainable from any Public Service Department or any Public Service Administration website. The fully completed and signed Z83 should be accompanied by a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only short-listed candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representivity in line with the numerical targets as contained in our Employment Equity Plan. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. 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. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The request for certified documents will be limited to shortlisted candidates. The Human Resource Administration of the Department will inform shortlisted candidate for a post to submit certified documents on or before the day of the interview. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts.

OTHER POST

POST 42/467 : **OPERATIONAL MANAGER: GENERAL (TB FOCAL – HOSPITALS) REF NO: NCDOH 90/2026 (X2 POSTS)**

SALARY : Grade 1: R571 161 per annum
Grade 2: R661 572 per annum

CENTRE : **ZF Mgcawu District:**
Kakamas Hospital
Postmasburg Hospital

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as Professional. Registration with a professional council: Registration with SANC as a Professional/Enrolled Nurse. Experience: 7 years appropriate/recognisable experience in nursing after registration as Professional with SANC in General Nursing. Inherent requirement of the job: Valid (code B/EB) driver's license and a willingness to travel in and outside the province Competencies in TB & HIV. Community Prevention and Control (knowledge/skills): Work experience in HIV and TB programme implementation. Good understanding of the South African public health national and provincial policies. Nurse related Community Practices and Health Programme Policies. Extensive experience with client tracking (via telephone and in person through home visits). Knowledge of health information

systems e.g. DHIS, Tier HPRS etc. Good interpersonal, collaborative, leadership and communication skills. Solid data management, analysis and interpretation abilities, Computer literacy (MS Word, Excel and PowerPoint) and Good report writing skills. Good planning, organisational, project management and training skills.

DUTIES : Coordinate TB activities in the hospitals, in close collaboration with hospital management, TB Manager, HAST and Facility Managers. Implement TB FAST Model. Implement hospital-based TB Quality Improvement (QI) activities, including establishing QI teams (where none exist) and facilitating QI meetings. Support data collection and data management activities by working closely with data capturers and data management teams; Promote high quality data collation and data management; Support in-hospital TB and HIV care and prevention activities, including screening, patient education, sputum collection and HIV testing; Provide mentorship and support for provision of appropriate treatment for latent TB infection (LTBI) Support linkage to care in hospital, in close collaboration with the TB Linkage Officer. Support active TB case finding using appropriate messaging and IEC material. Promote and support implementation of effective infection prevention and control activities throughout the hospital. Ensure profile and service data on TB patients are accurate and reported to M&E team in a timeous manner. Ensure staff adhere to standard operating procedures (SOP) with respect to personal protective equipment (PPE). Coordinator and facilitate TB/TB IPC training in the hospital. Collaborate with internal and external stakeholders to strengthen TB&IPC in the hospitals.

ENQUIRIES : Mr. F. van Neel/Ms. B. van Loggenberg Tel No: (054) 337 0600

NOTE : All applicants must complete an application register when an application is hand delivered.

PROVINCIAL ADMINISTRATION: NORTH WEST
PROVINCIAL TREASURY

The North West Provincial Treasury is an Equal Opportunity, Affirmative Action Employer and is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender, and disability. Women, People with Disabilities and Youth are encouraged to apply as the targeted groups as per our employment equity plan. The Employment Equity Plan for the Department will be considered when filling vacant positions. It is our intention to promote representivity. Please note that women will be targeted for SMS posts as per the Department's Employment Equity Plan.

APPLICATIONS : Applications should be forwarded to: The Director: Human Resource Management, North West Provincial Treasury, Private Bag X2060, Mmabatho 2735, marked for attention: S Nage, L Rapodile, K Chuma, or N Marengwa, 2nd Floor, Garona Building. You can also email your application to ptvacancies@nwpg.gov.za. The maximum limit is 35MB for applications to be transmitted successfully, otherwise you will have to send more than one email. When you submit by email, please put the reference number and post job title in the subject line. The reference number should be indicated on the application. If you apply for more than 1 post, please submit separate applications for each post that you apply for. Applications should be submitted on time. Applications received after the closing date will not be accepted and considered.

CLOSING DATE : 04 December 2026 at 16h00

NOTE : Applications must quote the relevant reference number and be submitted on the New Z83 form, obtainable from any Public Service Department or the DPSA website at https://www.dpsa.gov.za/newsroom/psvc/ Should an application be received using the incorrect application for employment (old Z83), it will not be considered. The Z83 must be fully completed and signed and accompanied by a comprehensive/ detailed recent Curriculum Vitae (including full particulars of training, qualifications, certificates, skills, competencies, and knowledge, specific starting and ending dates in all relevant positions and clarity on the levels and ranks pertaining to experience as compared to the Public Service). At least three contactable referees should be provided. (Telephone numbers and email addresses must be indicated). 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. Only shortlisted candidates will be required to submit certified copies of Identity Document, Qualifications, and training certificates as well as a driver's license where necessary. This must be submitted on or before the day of the interviews. Non-SA citizens who are shortlisted must submit a copy of proof of permanent residence in South Africa on or before the day of the interviews. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by a SAQA evaluation report on the qualification. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such an evaluation report (only when shortlisted). It will be expected of candidates to be available for interviews and assessments on the date and time and at a place as determined by the Department. 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. The Department will conduct reference checks which may include social media profiles of the shortlisted candidates. All shortlisted candidates will be subjected to personnel suitability checks. The successful candidate will be subjected to undergo security vetting The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract and sign a performance agreement with the Department. 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 and declare any business they had or are conducting with an Organ of State. It will be required by employees who fall within the designated groups to do financial disclosures to submit such within three months of their appointment. Failure to comply with the above requirements will result in the disqualification of the application. Due to the large number of applications, we envisage receiving, applications will not be acknowledged. Should you not be contacted within three (3) months of the closing date of the advertisement, please consider your application to be unsuccessful. The Department reserves the right to cancel the recruitment

process and not fill a position or re-advertise the posts at any time in the future. Correspondence will be limited to short-listed candidates only. Candidates invited for interviews will be responsible for their own travel and accommodation costs, as the Department will not reimburse or cover these expenses. Requirements for Senior Management Posts (SL13-16): The requirements for appointments at SMS level include the successful completion of the Senior Management Pre-entry Programme as endorsed by the NSG. Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services which is an online course, endorsed by DPSA and the National School of Government (NSG). The course is available at the NSG under the name "Certificate for entry into the SMS". The full details can be sourced at 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 at: www.thensg.gov.za. The certificate must be submitted on or before the day of interviews. No appointment to an SMS post will take place without the successful completion of the pre-entry certificate and submission of proof thereof. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence and integrity. An assessment of core competencies outlined in the SMS Handbook shall be conducted within one month of the appointment of the successful candidate.

MANAGEMENT ECHELON

POST 42/468 : **DIRECTOR: PROVINCIAL RISK MANAGEMENT REF NO: NWFIN/2026/33**
Programme: Financial Governance
Sub-Programme: Risk Management
Directorate: Provincial Risk Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum, a Bachelor's Degree or Advanced Diploma in Risk Management / Internal Auditing or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Risk Management in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Good understanding and knowledge of the Public Sector Risk Management Framework, PFMA, Treasury Regulations and other related risk management prescripts. Good strategic capability and leadership. Good financial management skills. Good people management, empowerment, problem-solving and change management intervention skills. Client orientated and customer focused. Good verbal and written communication. Conflict management, accountability and good ethical conduct. Knowledge of development of guidelines and standards at different management levels. Computer literacy with a working knowledge of computer spreadsheets, word processors and presentations.
DUTIES : Provide support to Provincial Departments, North West Provincial Legislature and Public Entities by monitoring and assessing the implementation of effective risk management in line with relevant prescripts; assisting in the development of risk management policies, strategies and procedures and their implementation and maintenance; building of risk management capacity; and prescribing relevant norms and standards and monitoring implementation. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES : Mr. Geo Paul Tel No: (018) 388 3039

POST 42/469 : **DIRECTOR: TRANSVERSAL ACCOUNTING REF NO: NWFIN/2026/34**
Programme: Financial Governance
Sub-Programme: Transversal Accounting
Directorate: Transversal Accounting

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum, a Bachelor's Degree or Advanced Diploma in Accounting or equivalent NQF 7 qualification. Chartered Accountancy or completed articles will be an added advantage. Five (5) years' experience at a middle/senior

managerial level in accounting and reporting in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license is a necessity. Strong financial management and analytical skills. Good understanding and knowledge and advisory skills of Modified Cash Standard (MCS) in Public Service and GRAP standards. Ability to prepare and interpret financial statements. Good understanding and knowledge of the PFMA, Treasury Regulations and other related risk management prescripts. Good strategic capability and leadership. Good people management, empowerment, problem-solving and change management intervention skills. Client orientated and customer focused. Good verbal and written communication. Conflict management, accountability and good ethical conduct. Knowledge of development of guidelines and standards at different management levels. Computer literacy with a working knowledge of computer spreadsheets, word processors and presentations. Ability to solve complex issues. The successful candidate should have the ability to work independently and within a dynamic team. Ability to facilitate workshops, provide training, ability to interpret and apply policies and other prescripts. Must be computer literate, have good inter – personal relations, excellent communications (verbal and written). Honesty and integrity.

DUTIES : Manage the development and implementation of systems and processes to improve sound financial management and audit outcome of the Departments, Entities and Provincial Revenue Fund. Review and report on the quality of Interim (IFS) and Annual Financial Statements (AFS) of Provincial Departments and Entities. Provide audit support and participate in audit steering committee for Departments and Entities and make presentations to Audit committee. Preparation of Financial Statements for Tribal and Trust Account, Provincial Revenue Fund and Consolidated Financial Statements for the Provincial Departments and Entities. Development of Provincial standard operating procedures and ensure implementation and adherence by all Provincial Departments. Implement National Treasury prescripts and approved accounting standards. Facilitate Provincial SARS forums and resolve all tax related matters. Prepare and present at various workshops in the Directorate and in the Department and any other forums as well as facilitating at CFO forums. Participate in the Departmental management committee and all other activities. Liaise with banking institutions and other stakeholders in the Province. Manage the accounting work of the Provincial Revenue Fund and Tribal and Trust Accounts. Manage the review and reporting on the quality of Interim (IFS) and Annual Financial Statements (AFS) of Provincial Departments and Entities in line with modified cash standards and GRAP which includes the Provincial Revenue Fund. Manage the clearance of monthly suspense and inter-department accounts for provincial departments. Review the implementation of National Treasury prescripts and approved accounting standards. Prepare an audit file/s to support the Consolidated Annual Financial Statements, which includes the Provincial Revenue Fund. Liaise with external stakeholders. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr. Geo Paul Tel No: (018) 388 3039

POST 42/470 : **DIRECTOR: RISK BASED AUDITS REF NO: NWFIN/2026/35 (X2 POSTS)**
Programme: Financial Governance
Sub-Programme: Provincial Internal Audit
Directorate: Risk Based Audits

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor Degree or Advanced Diploma in Accounting/ Internal Audit or equivalent NQF 7 qualification. Chartered Accountancy or completed articles will be an added advantage. Five (5) years' experience at a middle/senior managerial level in internal auditing in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license is a necessity. Experience should include comprehensive planning of/for audit projects, review of audit work papers and compilation of the relevant audit reports/report writing, staff appraisal, on the job training and submission of progress reports. A professional qualification (CA/CIA) or postgraduate degree will be an added advantage. Extensive knowledge IIA Standards, PFMA, Treasury Regulations and Internal Audit Methodology and knowledge of development in the Internal Audit field.

DUTIES : Establish strategic and operational risk-based audit plans for the Cluster. Prepare and monitor cluster budgets. Oversee the management of all cluster audits and ensure that audits are completed in line with the annual audit coverage plan and comply with quality standards. Finalize and approve audit reports. Communicate the results of the IA engagement to the relevant stakeholders. Establish and maintain client relationships. Assume responsibility for quality assurance of all audit work performed in the cluster. Conduct peer reviews. Coordinate the activities of the Cluster Audit Committee and perform the Secretariat function for the Cluster. Coordinate the activities of internal audit with those of other assurance providers. Conduct training to subordinates and do presentations internally and externally where needed. Execute PMDS requirements. Oversee monthly and quarterly reporting to the CAE, the Cluster Departments and the Audit Committee. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr A Nel Tel No: (018) 388 1616

POST 42/471 : **DIRECTOR: MUNICIPAL FINANCE DISTRICT MANAGEMENT REF NO: NWFIN/2026/36**
Programme: Sustainable Resource Management
Sub-Programme: Municipal Finance
Directorate: Governance, Institutional Management & Keneth Kaunda District

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in public or private sector finance environments. Experience in a municipal finance environment will be an added advantage. A pre-entry certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Ability to write reports, analyse financial statements, compile multi-year budgets, annual financial statements and cash flows. Computer literacy. Good communication skills (written and spoken). Interpersonal skills. Client orientation and customer focus. Willingness to be placed in any district in the province as directed by Provincial Treasury.

DUTIES : Reporting to the Chief Director, the successful candidate will be responsible for leading and coordinating the provision of financial management support, oversight and capacity-building initiatives to municipalities and municipal entities within the Dr Kenneth Kaunda District. The incumbent will drive the implementation of the Municipal Finance Management Act and related reforms aimed at strengthening municipal financial governance, accountability and sustainability. Key responsibilities include Manage and coordinate support to municipalities in the areas of budgeting, financial planning, revenue management, expenditure management, financial assets and liabilities, accounting and financial reporting, Manage the implementation, monitoring and evaluation of municipal budget processes, ensuring compliance with legislative and regulatory frameworks, Provide strategic guidance and support to municipalities on budget preparation, implementation, adjustments and long-term financial planning, Manage the monitoring, analysis and reporting of municipal financial performance, financial sustainability and service delivery outcomes, Manage the provision of support and monitor compliance with Generally Recognised Accounting Practice (GRAP), MFMA reporting requirements and other applicable financial management standards, manage the implementation and monitoring of municipal revenue enhancement initiatives, debt management strategies and measures aimed at improving cash flow management and financial sustainability, Manage the monitoring and evaluation of financial asset and liability management practices within municipalities, Provide strategic oversight and support on municipal Supply Chain Management (SCM) systems, compliance, governance and performance improvement initiatives, Monitor the implementation of audit action plans, internal control improvements and remedial measures arising from audit findings and oversight interventions. Coordinate and oversee transversal MFMA functions within the province, including governance, compliance monitoring, financial reporting and implementation support. Lead the provincial coordination, monitoring and reporting of municipal governance, financial governance, risk management and internal audit functions. Facilitate the development, implementation and monitoring of governance frameworks, policies and improvement plans aimed at strengthening accountability and

institutional performance. Coordinate provincial reporting on municipal grants, conditional grants and other funding instruments, and assess their impact on municipal performance and service delivery. Manage the preparation and submission of reports, analyses and briefing documents for National Treasury, Provincial Executive structures, the Provincial Legislature and other oversight bodies. Coordinate institutional capacity-building and support programmes aimed at strengthening financial management, governance and technical competencies within municipalities. Support municipalities in implementing financial reforms and improvement initiatives, including mSCOA, financial recovery interventions and governance enhancement programmes. Foster collaborative relationships with National Treasury, Provincial Departments, COGTA, SALGA, Auditor-General South Africa, municipalities and other stakeholders involved in local government support and oversight. Manage the operational performance of the Directorate, including strategic planning, annual performance planning, quarterly and annual performance reporting, risk management and compliance management. Ensure effective financial, human resource and administrative management within the Directorate in accordance with relevant legislation, policies and departmental prescripts. Lead, coach and manage staff to achieve organisational objectives and promote a culture of high performance, professionalism and service excellence. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. Linda Nengovhela Tel No: (018) 388 2142

POST 42/472 : **DIRECTOR: MUNICIPAL FINANCE DISTRICT MANAGEMENT REF NO: NWFIN/2026/37 (X3 POSTS)**
Programme: Sustainable Resource Management
Sub-Programme: Municipal Finance
Directorates: Dr. RSM District Management, Bojanala District Management and Ngaka Modiri Molema District Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho (Dr. RSM and Ngaka Modiri Molema) Rustenburg (Bojanala)
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in public or private sector finance environments. Experience in municipal finance environment will be an added advantage. A pre-entry certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Ability to write reports, analyse financial statements, compile multi-year budgets, annual financial statements and cash flows. Computer literacy. Good communication skills (written and spoken). Interpersonal skills. Client orientation and customer focus. Willingness to be placed at any district in the Province as directed by Provincial Treasury.

DUTIES : Reporting to the Chief Director, the incumbent will be responsible for leading and coordinating the provision of financial management support, oversight and capacity-building initiatives to municipalities and municipal entities within the assigned district (Bojanala District Municipality, Dr Ruth Segomotsi Mompati District Municipality, or Ngaka Modiri Molema District Municipality). The incumbent will drive the implementation of the Municipal Finance Management Act (MFMA), municipal financial reforms and related governance initiatives aimed at strengthening municipal financial sustainability, accountability, compliance and service delivery outcomes. Key responsibilities include: Manage and enhance efficient and effective financial management within municipalities and municipal entities in the district. Lead and coordinate support to municipalities in the areas of budgeting, financial planning, revenue management, expenditure management, accounting, financial reporting, financial asset management and liability management. Manage the implementation, monitoring and evaluation of municipal budgeting frameworks and processes, ensuring compliance with applicable legislative and regulatory requirements. Provide strategic guidance and support to municipalities on budget preparation, implementation, adjustments, funding compliance and long-term financial sustainability. Oversee the monitoring, analysis and reporting of municipal financial performance, financial health and service delivery outcomes. Manage and promote compliance with Generally Recognised Accounting Practice (GRAP), MFMA reporting requirements, Treasury Regulations and other applicable financial management prescripts. Provision of support in the implementation and monitoring of municipal revenue enhancement programmes, debt management initiatives, cash flow

management strategies and other measures aimed at improving financial sustainability. Manage the monitoring and evaluation of municipal financial asset and liability management practices and provide support to strengthen financial controls. Provide strategic oversight and support on Supply Chain Management (SCM) governance, compliance, performance improvement initiatives and implementation of SCM reforms. Monitor municipal compliance with financial management legislation, regulations, norms and standards and ensure appropriate corrective measures are implemented. Oversee the monitoring and implementation of audit action plans, internal control improvements and remedial actions arising from Auditor-General findings, oversight recommendations and governance interventions. Support municipalities in strengthening institutional capacity through targeted financial management support, mentoring, training and capacity-building programmes. Provide strategic advice and recommendations to municipal leadership and Provincial Treasury on emerging financial risks, governance challenges and intervention requirements. Lead, develop and manage personnel within the District to promote a high-performance culture, accountability, innovation and service excellence. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. Linda Nengovhela Tel No: (018) 388 2142

POST 42/473 : **DIRECTOR: BUDGET MANAGEMENT REF NO: NWFIN/2026/38**
Programme: Sustainable Resource Management
Sub-Programme: Budget Management
Directorate: Budget Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. A BCom Degree will be an added advantage. Five (5) years' experience at a middle/senior managerial level in public or private sector budget management. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Sound analytical, interpretive, and high-level communication skills. A proven track record of the ability to multi-task and manage change, strategic planning, business processes and efficiency, development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation skills, problem solving. Organization skills, people management, financial management and systems management. Planning, organization and stakeholder relationship management including the ability to liaise and operate within intergovernmental context. Knowledge of Public Service Act, 1994 as amended and Public Financial Management Act (PFMA). Deep understanding of intergovernmental system and budgeting process in government.

DUTIES : Promote the effective and optimal resource allocation in the provincial administration and public entities through efficient allocation of government priorities. Develop and facilitate the provincial budget process in line with national budgetary processes. Manage the consolidation, preparation and printing of the provincial administration budget (main budget and adjustment budget) for tabling in the Provincial Legislature. Monitor and evaluate the financial and non-financial performance of provincial departments and public entities. Provide strategic advice on budgetary matters to the different stakeholders including the intergovernmental system. Promote and drive budget reforms processes including the capacity building programmes relating to budgetary matters. Manage, co-ordinate and maintain an integrated budget planning process. Provide strategic leadership to internal and external clients including directorates within the division. Provide support and guidance in the implementation of PFMA and Treasury Regulations in all provincial departments and public entities. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr. L Sidumo Tel No: (018) 388 2227

POST 42/474 : **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: NWFIN/2026/39**
Programme: Administration
Sub-Programme: Financial Management Services
Directorate: Departmental Supply Chain Management

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

CENTRE	:	Mmabatho
REQUIREMENTS	:	As a minimum a Bachelor's Degree or Advanced Diploma in in SCM/ Logistics Management/ Advance Procurement Management or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in a SCM environment. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Thorough knowledge on Supply Chain Management, PPPFA, PFMA, Treasury Regulations, practice notes and prescripts, GIAMA, Broad Based Black Economic Empowerment, Cooperatives/SMME development, supplier trends and commodities analysis. Knowledge of financial systems used in the Department for procurement. Ability to conduct financial analysis. Bidding process, procurement planning and demand management. Credit management. Good interpersonal relations and the ability to work effectively with officials across all levels within and outside the Department. Good planning, decision making and problem-solving skills. Must be computer literate, have good communication and numeracy skills. Project Management, presentation skills, ability to work under pressure and the knowledge of supplier performance evaluation. Negotiation and excellent communication skills (Verbal and written), willingness to travel, work under pressure. Must be knowledgeable about Policy Development and Policy Compliance Monitoring. Ability to find workable solutions while dealing with multiple constituents and conflicting objectives. Facilitate continuous improvement and Programme and Project Management.
DUTIES	:	Provide advice on policy and regulatory matters of Supply Chain Management. Manage and implement Supply Chain Management policies and system in the department. Ensure effective demand and acquisition and logistics service provision in the department, Ensure effective and efficient management of transport within the department. Ensure effective and efficient contract management within the department. To provide proper Assets Management and processes in line with the Assets Management Policy. To take effective and appropriate steps to prevent unauthorised, irregular and fruitless and wasteful expenditure. Prepare procurement delegations, process charts and manage the payment of suppliers within 30 days. Ensure that effective and efficient souring strategies are developed and promote the development and utilization of BEE companies. Manage acquisitions in order to minimize related risks. Administer and manage service provider contracts and service level agreements by developing SLA's and monitor contracts outcomes and supplier performance. Ensure that the department meets financial performance expectations and complies with all relevant legislation, including PFMA, PPPFA, BEE, BBBEE, Treasury regulations and instructions. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES	:	Ms. B Pule Tel No: (018) 388 2834
POST 42/475	:	**DIRECTOR: FINANCIAL ACCOUNTING SERVICES REF NO: NWFIN/2026/40** Programme: Administration Sub-Programme: Financial Management Services Directorate: Financial Accounting Services
SALARY	:	R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE	:	Mmabatho
REQUIREMENTS	:	As a minimum a Bachelor's Degree or Advanced Diploma in Financial Management/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Accounting Services. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Knowledge of GRAP, PFMA, Treasury Regulations and Guidelines, Knowledge of Government accounting, financial statement standards, financial systems, Organizational and Government structures, as well as principles of financial accounting and financial planning, budgeting principles, methodologies. Sound analytical, interpretive, and high-level communication skills. A proven track record of the ability to multi – task, manage change, adhere to deadlines, drive strategic planning, business processes and efficiency, development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation skills, problem solving. Organization skills, people management, financial management, risk management and systems management.

DUTIES : To ensure the completion of the Annual Financial Statements (AFS) and Interim Financial Statements (IFS), including the financial sections of the Annual Report. To ensure the submission of all Auditor-General and internal audit requests for financial statement information and prepare/ co-ordinate management responses to audit findings as well as monitoring of the Post Audit Action Plan (PAAP system). To review and recommend journals & oversee and sign off all monthly and quarterly financial reconciliations, including revenue and bank reconciliations, ensuring timeous clearance of exceptions and completeness of revenue processing. To oversee month-end & year-end financial accounting system closure procedures and sign off the Trial Balance. To ensure that all payroll transactions are verified and properly approved/ authorized. To ensure the employer's obligations as prescribed by the Receiver of Revenue (SARS) are met. To ensure the timeous and accurate implementation of Salary adjustments and S&T claims and resolve salary related queries. Provide oversight on the management of debts and other asset and liability control accounts. To manage the provisioning of Departmental Financial systems to ensure monthly system closure by due dates. To ensure the implementation and maintenance of Basic Accounting System (BAS) and Telephone Management support and security measures. Provide support and oversight to ensure the banking needs of the Department are met. Provide strategic advice and guidance on accounting, salary and financial system matters to internal clients and Service Providers. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. B Pule Tel No: (018) 388 2834

POST 42/476 : **DIRECTOR: HUMAN RESOURCE MANAGEMENT & DEVELOPMENT REF NO: NWFIN/2026/41**
Programme: Administration
Sub-Programme: Corporate Services
Directorate: Human Resource Management and Development

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in HRM/ Public Administration and Management/ Social Sciences or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Human Resource and Development Management. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as part of the job functions requires travelling. Thorough knowledge and understanding of all Acts, Regulations, Prescripts and Directives governing the HRM & D environment. Knowledge and understanding of PERSAL. Ability to conduct analysis on various HR functions. Good interpersonal relations and the ability to work effectively with officials across all levels within and outside the Department. Good planning, decision making and problem-solving skills. Must be computer literate, have good communication and numeracy skills. Project Management, presentation skills and ability to work under pressure. Negotiation and excellent communication skills (Verbal and written), willingness to travel. Must be knowledgeable about Policy Development, Compliance and Monitoring. Ability to find workable solutions while dealing with multiple constituents and conflicting objectives. Facilitate continuous improvement and Programme and Project Management.

DUTIES : Manage the provision and utilization of personnel. Manage the administration of conditions of service and remunerative matters. Manage the implementation and provision of HRMIS. Manage Employee Health and Wellness programmes through the monitoring of quality of worklife within the Department and monitoring the implementation of occupational health and safety programmes in the Department. Manage the promotion of optimal development of employees in the Department, through ensuring the training and development of employees. Ensure the management of internships and learnerships. Manage the provision of effective labour relations services. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. M.J. Jansen Tel No: (018) 388 3419/ 4849

POST 42/477 : **DIRECTOR: STRATEGIC MANAGEMENT SERVICES REF NO: NWFIN/2026/42**
Programme: Administration
Sub-Programme: Corporate Services
Directorate: Strategic Management Services

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Business Management/ Strategic Management or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Strategic Management Services. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Knowledge of strategic planning and monitoring cycle, Change and project management skills, business and operational planning, government planning cycle as well as aligning planning to organizational business processes. Knowledge of Public Service Act, 1994 as amended, Public Service Regulations, 2001 as amended, Public Financial Management Act (PFMA), Municipal Finance Management Act (MFMA) and relevant related acts and regulations. Sound analytical, interpretive, and high-level communication (written and verbal) skills. Ability to multi-task and manage change, strategic planning, business processes and development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation and problem-solving skills. Organization skills, people management, financial management and systems management.
DUTIES : Ensure the management and coordination of strategic planning, monitoring and evaluation services such as the development of the Departmental strategic and annual performance planning processes in line with relevant legislation. Ensure that the strategic planning activities are coordinated and align departmental planning with National and Provincial priorities. Ensure the facilitation and conducting of research and policy coordination services. Manage and coordinate the implementation of departmental transformation programmes. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES : Ms. M.J. Jansen Tel No: (018) 388 3419/ 4849

POST 42/478 : **DIRECTOR: SCM POLICIES, M&E AND CAPACITY BUILDING REF NO: NWFIN/2026/43**
Programme: Asset and Liability Management
Sub Programme: Support and Interlinked (Prov. SCM)
Directorate: SCM Policies, M&E and Capacity Building

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a B Degree or Advanced Diploma in SCM/ Finance/ Commerce/ Logistics or LLB, or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in the SCM environment. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. Valid Code 08 drivers' license or above is a necessity. Substantial knowledge of relevant prescripts and regulatory/legislative framework governing Supply Chain Management and the Public Service including the Constitution of the Republic of South Africa, 1996, Public Finance Management Act (PFMA) and related regulations, Preferential Procurement Policy Framework Policy (PPPFA) Act and its regulations and/ or Public Procurement Act Public Service Act and its regulations, Broad Based Black Economic Empowerment Act (BBBEE) Act and its Codes of Good Practice and Charters, National Treasury instructions/ Practice Notes/ Circulars and guidelines, Construction Industry Development Board (CIDB) Prescripts, Public Service Act and its regulations including various Bargaining Council Resolutions. Strategic managerial functions, including need analysis, planning and organizing, compilation of reports. Effective understanding of Supply Chain Management related risk management methodologies and strategies. Ability to co-ordinate the development, interpretation and application of policy and legislative positions and reforms. Analytical and innovative thinking. Research skills. Effective report writing, presentation and facilitation skills. Project management, conflict management skills. Adaptability during changes to meet the goals, change/ diversity management. Self-driven and motivated. Computer literacy and good communication (written and verbal) skills.

DUTIES	:	Co-ordinate the development and/ or review the provincial SCM Policies, norms and standards. Coordination of provincial inputs and engagement with National Treasury. Management of the monitoring and evaluation efforts in provincial institutions. Ensure provision of capacity building/ training on strategic Supply Chain Management related areas in the province. Ensure the provision of Supply Chain Management advisories and support provincial institutions. Manage the establishment of general Supply Chain Management Governance, Compliance. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES	:	Adv. T Sekoboane Tel No: (018) 388 1582

PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF HEALTH AND WELLNESS
In line with the Employment Equity Plan of the Department of Health 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 : 04 December 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. Selection panels shall score both technical exercises as an additional criterion in the interview process.

OTHER POSTS

POST 42/479 : **HEAD CLINICAL DEPARTMENT (MEDICAL) GRADE 1**

SALARY : R2 704 842 per annum (A portion of the package can be structured according to the individual's personal needs.)
CENTRE : Forensic Medicine and Toxicology, Observatory Forensic Pathology Institute
REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Forensic Pathology. Registration with a professional council: Registration with the HPCSA as Medical Specialist in Forensic Pathology. Experience: A minimum of 3 years' experience as Medical Specialist after registration with the HPCSA as Medical Specialist in Forensic Pathology. Inherent requirement of the job: Valid Code B/EB driver's license and able to drive manual and automatic cars and bakkies. Must be able to perform Commuted Overtime and on call duties. Competencies (knowledge/skills): Clinical and strategic leadership; medico-legal expert opinion and communication; teaching and assessment; research and scholarly writing; people and conflict management; project/ change management; financial/ resource management; data interpretation; computer literacy and use of health/ academic information systems. Knowledge of Forensic pathology and medico-legal investigation; relevant WCG Health and UCT policies; HPCSA requirements; applicable health, human-tissue; occupational health and safety and medico-legal legislation; clinical governance and quality assurance, public-sector financial and human resource management; academic and research governance. Ability to communicate clearly and discreetly in person and in writing. Substantial post-specialist forensic pathology experience, with demonstrated experience in clinical leadership, medico-legal service delivery, governance, academic teaching/ training and research. Experience managing multidisciplinary teams and complex stakeholder environments. Ability to work in mortuary, clinical laboratory, scene and academic environments. Ability to travel across the assigned service platform.
DUTIES : Strategic leadership and operational management of the Division and Heads of Division across the service platform. Rendering of clinical service in the field of Forensic Pathology across the platform. Embed good governance and values-driven leadership practices through the establishment of specific targeted governance and quality assurance initiative across the service platform. Teaching and guidance of undergraduate and postgraduate students in Forensic Medicine. Guiding and participation in the design, execution and publication of research.
ENQUIRIES : Ms VR Thompson Tel No: (021) 928-1505
NOTE : No payment of any kind is required when applying for this post. The successful candidate will also be the Head of Division of Forensic Medicine and Toxicology University of Cape Town Faculty of Medicine and Health Sciences.

POST 42/480 : **MEDICAL SPECIALIST GRADE 1 TO 3 (FORENSIC PATHOLOGY)**
Chief Directorate: Emergency Clinical and Services Support

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 : Forensic Medicine, Stellenbosch University

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Forensic Pathology. Registration with a professional council: Appropriate registration with the Health Professions Council (HPCSA) as a Medical Specialist in Forensic Pathology. Experience: **Grade 1:** None after registration with the HPCSA as Medical Specialist in Forensic Pathology. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or recognised Foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Forensic Pathology. **Grade 3:** A minimum of 10 years' appropriate experience as Medical Specialist with the HPCSA (or recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Forensic Pathology. Inherent requirement of the job: Valid driver's license (Code B/EB). Will be required to perform routine service autopsies. Will be required to deliver expert testimony in court proceedings. Will be required to perform work duties outside normal working hours and away from base of employment. Availability to travel to regional facilities to offer a service for limited periods. Must be able to perform Commuted Overtime and on call duties. Competencies (knowledge/skills): Ability to communicate clearly and discreetly in person and in writing. Knowledge of the functioning of a Forensic Pathology Department. Ability to teach and train medical students, Forensic Pathology Officers and Medical staff. Good interpersonal skills including effective service delivery within a group situation at all levels of authority. Working knowledge of the legislation, policies and code of conduct pertaining to Forensic Pathology Practice in the Republic of South Africa. Research ability. Exposure to Post-mortems, autopsy work and dissection. Creativity and openness to new ideas. Above-average computer and software literacy.

DUTIES : Provide full-time medico-legal death investigative service within the Division of Forensic Medicine by performance of post-mortems of natural and unnatural deaths. Provide full-time medico-legal death investigative service within the Division of Forensic Medicine by compiling and completing reports, including ancillary investigations. Expert testimony in court as well as expert opinion on inquest dockets or the relevant cases as requested by the Department of Justice. Academic teaching and training, research, clinical governance and quality assurance. Support to the Head: Clinical Unit with all administrative functions of the Division.

ENQUIRIES : Prof J Verster, email: jverster@sun.ac.za

NOTE : No payment of any kind is required when applying for this post. Candidates may be subjected to a profiling assessment prior to appointment. 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 42/481 : **DEPUTY MANAGER NURSING (LEVEL 1 AND 2 HOSPITAL)**
Chief Directorate: Metro Health Services

SALARY : R1 069 215 per annum

CENTRE : Metro TB Hospital Complex

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. OR - A 4-year Bachelor's degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR - A 3 year Diploma in Nursing (R171) 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 or General Nurse. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 4 years of the period referred to above must be

appropriate/recognisable experience at management level. Inherent requirement of the job: A valid driver's licence. Willingness to work overtime, do shift work and standby duties. Willingness to travel and work between Brooklyn Chest Hospital and DP Marais Hospital. Competencies (knowledge/skills): Knowledge of Nursing administration, Nursing Education, Quality Improvement, Infection Prevention and Control and Occupational Health strategies in health. Finance management. Computer literacy in Microsoft Word, Excel and Power Point packages. Excellent verbal and written communication skills.

DUTIES : Provide strategic management and leadership to the nursing department Oversee clinical governance and service delivery of nursing department Effective people management of nursing services which include nursing personnel, HR matters, Staff development and staff support. Manage allocated budgets which include, Nursing Personnel, Agency, and Overtime, Budget, Equipment, Vetting and Asset Management.

ENQUIRIES : Ms W Sonnie Tel No: (021) 508-7400

NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a written/practical and oral assessment.

POST 42/482 : **MEDICAL OFFICER GRADE 1 TO 3 (ORTHOPEDICS) (X2 POSTS)**
Chief Directorate: Rural Health Services

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 : Worcester Regional Hospital

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Officer. Registration with a professional council: Registration with the HPCSA as 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 who 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 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: Valid (Code B/EB) driver's license. Participate in the after-hours call system. Availability during major incidents as needed. 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.

DUTIES : Patient-centred services are delivered through comprehensive, efficient, cost-effective, and high-quality care that provides patient experience aligned with the values of the Western Cape Department of Health and Wellness. Clinical governance is strengthened through a sustained culture of continuous quality improvement and ongoing departmental research to remain current with clinical developments. Teaching and learning are promoted through creating a supportive learning environment for students, junior staff, and peers at both undergraduate and postgraduate levels, while continually updating one's own knowledge and skills. Outreach and support activities focus on strengthening and improving service delivery across the Rural Central Ecosystem. Corporate governance is upheld through effective and efficient financial and physical resource management, together with full adherence to all people management requirements.

ENQUIRIES : Dr AJ Troskie Tel No: (023) 348-1121

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 42/483 : **PHARMACY SUPERVISOR GRADE 1**
Chief Directorate: Metro Health Services

SALARY : R1 041 402 per annum (A portion of the package can be structured according to the individual's personal needs.)

CENTRE : Kleinvlei CDC, Khayelitsha/Eastern sub-structure

REQUIREMENTS : Minimum educational qualification: Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist. Registration with a professional council: Registration with the SAPC as a Pharmacist. Experience: A minimum of 3 years appropriate experience after registration as a Pharmacist with the SAPC. Inherent requirement of the job: Willingness to register as a Responsible Pharmacist. Willingness to register as tutor. Valid (Code B/EB) driver's licence. Willingness to do after hours work and be on call. Ability and willingness to supervise, tutor and train staff. Competencies (knowledge/skills): Knowledge of National and Provincial Health Policies and Pharmaceutical Acts and Laws. Ability to work accurately under pressure and maintain a high standard of professionalism. Good communication and interpersonal skills. Computer literacy.

DUTIES : Overall responsibility for pharmaceutical service delivery at Kleinvlei Community Day Centre in line with statutory requirements, Western Cape Government regulations and circulars. Overall responsibility for the provision of quality pharmaceutical care to patients by monitoring work procedures, ensuring compliance to provincial code list, managing clinical service delivery by the pharmacy department and providing information to prescribers and other healthcare workers at the facility. Effective management of human resource functions for the pharmacy. Provide strategy and support to ensure effective and efficient functioning of pharmacy services. Overall responsibility for pharmaceuticals supplies management at Kleinvlei Community Day Centre by ensuring safe and reliable procurement, storage, control and distribution of quality pharmaceuticals. -Responsible for pharmaceutical expenditure which includes monitoring, evaluation and analysis of expenditure trends and implement strategies to control expenditure within financial prescripts. Overall responsibility for the submission of pharmaceutical data for the hospital and ensure representation of pharmacy services at all relevant meetings.

ENQUIRIES : Mr T Mtubisi Tel No: (021) 904-4410

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 a specific category with the relevant council (including individuals who must apply for change in registration status)". It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/484 : **ENGINEER PRODUCTION: ELECTRICAL GRADE A TO C**
Directorate: Engineering and Technical Services

SALARY : Grade A: R914 517 per annum
Grade B: R1 030 296 per annum
Grade C: R1 172 184 per annum
(A portion of the package can be structured according to the individual's personal needs).

CENTRE : Professional Engineering Services (Location on the grounds of Karl Bremer Hospital, Bellville, Cape Town)

REQUIREMENTS : Minimum educational qualification: An appropriate 4-year degree in Electrical Engineering (BEng/BSc Eng). Registration with a professional council: Registration with Engineering Council of South Africa (ECSA)as a Professional Engineer. Experience: **Grade A:** At least 3 years appropriate/recognisable experience after obtaining the relevant qualification e.g. B Eng / BSc (Eng.). **Grade B:** At least 14 years' appropriate/recognisable experience after registration as a Professional Engineer. **Grade C:** At least 26 years appropriate/recognisable after registration as a Professional Engineer. Inherent requirement of the job: Willing to work overtime, stay away and travel throughout the Western Cape Province, often at short notice. Willing to assist in other institutions and directorates. Physically fit and able to inspect buildings and related engineering infrastructure and machinery. Valid (Code B/EB) driver's licence. Competencies (knowledge/skills): Knowledge in the compilation of specifications and tender documentation. Contracts and quality management skills. Knowledge of risk analysis and risk mitigation strategies and prioritisation. Conversant with OHSA and regulations pertaining to Electrical and Electrical installations. Conversant with NEC contracts especially the Short-, Term service- and Framework agreement forms of contracts. Computer literate (MS Word. Auto CAD and Excel). Knowledge and experience in computer aided design of engineering infrastructure in the health care environment. Sound interpersonal and good verbal and written communication skills.

DUTIES : Compile specifications and tender documentation within time limits. Identify and Manage projects from inception to close-out. Investigate proposals for innovative service delivery mechanisms for Routine and Day-to-Day Maintenance. Liaise with clients regarding information and work progress. Ensure continuity of service schedules, prioritizing work, and consideration of operational requirements. Ensure Engineering infrastructure, plant and equipment complies with Occupational Health and Safety Act of 1993 and Built environment related regulations and prescripts in the Health Care environment.

ENQUIRIES : Mr C Badenhorst/Mr S Reichert Tel No: (021) 830-3752/3768

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 compliance with the requirements, including the academic qualification, as prescribed by the relevant professional council for registration in the applicable professional category; proof of application for registration as a Professional Engineer with ECSA and proof of payment of the prescribed registration fees to the council are submitted on or before the day of the interview." Appointment is subject to compulsory (actual) registration within six (6) calendar months after appointment."

POST 42/485 : **CLINICAL PROGRAMME COORDINATOR GRADE 1 (PRIMARY HEALTH CARE)**
Overberg District

SALARY : R571 161 per annum

CENTRE : 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 as a Professional Nurse. A post basic qualification, with a duration of at least a one-year diploma, in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC(R48) OR a – 4-year bachelor's degree in nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration in the South African Nursing Council as a Professional Nurse. (This dispensation is only appliable for the post of Clinical Programme Coordinator where it is an inherent requirement of the post, incumbent to maintain registration with the SANC). Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with SANC in general nursing. Inherent requirement of the job: Valid (Code B/EB/C1) driver's licence. Willingness to work overtime when necessary. It will be expected of the candidate to perform clinical functions within the Primary Health Care setting. Competencies (knowledge/skills): Good communication skills (written and verbal). Ability to function/make decisions independently an as part of a multi-disciplinary team. Good interpersonal relations, exceptional leadership and conflict resolution skills. -Knowledge of all relevant public service regulations and policies. Understand the District

Health System. Experience in Primary care and statistical data. Understanding public/ private partnerships. Good psychosocial, health assessment, planning, organisational and training skills -Appropriate knowledge of mental health, rehab, eyecare, infectious and HIV/AIDS/STI/TB, Chronic Conditions and community-based services. Computer literacy (MS Word, Excel and PowerPoint). Experience in Health programmes (women's health, child health, mental health, chronic diseases, infectious diseases, community-based services).

DUTIES : Ensure implementation, coordination, governance, monitoring and evaluation of the District Chronic, rehab, eyecare, mental and HAST health services and strategies. Support the implementation of Mental health, rehab, eye care, chronic health, infectious and HIV/AIDS/STI/TB services, establish linkages with integrated management of conditions and life stages. -Support the internal and external interface strengthening with the focus on the COPC Model. Monitor and evaluate programmed goals and targets including the collection, validation and interpretation of statistical data. -Involvement in training/capacity building programmed to develop skills and roll out training to support implementation and provision of services related to chronic, rehab, eyecare, mental, infections and HAST. Effective implementation of appropriate projects to improve the integrated primary health care services in the sub-district.

ENQUIRIES : Ms GJ van der Westhuizen Tel No: (028) 514-8418

NOTE : No payment of any kind is required when applying for this post.

POST 42/486 : **OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL)**
Central Karoo District

SALARY : R571 161 per annum, (Plus non pensionable rural allowance of 12% of your annual basic salary).

CENTRE : Laingsburg Hospital

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 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. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 7 years appropriate / recognisable experience in nursing after registration with SANC as Professional Nurse in General Nursing. Inherent requirement of the job: A valid (Code B/EB) driver's licence and willingness to travel. Willingness to perform overtime, after-hour and weekend standby duties for the hospital. Willingness to relief the Assistant Manager Nursing and Operational Managers when needed. Competencies (knowledge/skills): Knowledge and understanding of Nursing legislation, related legal ethical nursing practices and framework, as well as labour legislation and relevant public sector policies, guidelines and protocols. Computer literacy (MS Word, Excel, PowerPoint and Outlook).

DUTIES : Manage the clinical services and rostering of staff. Responsible for planning, managing, coordinating and maintaining an optimal quality Nursing Service as an Operational Manager in a hospital setting. Participative management and utilization of Human Resources, to fulfil operational and developmental functions in the area. Manage and monitor the Financial Resources, consumables and equipment of the clinical area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service Department and the institution. Maintain ethical standards and promote professional growth and self-development.

ENQUIRIES : Mr G Samuels Tel No: (023) 814 - 2015

NOTE : No payment of any kind is required when applying for this post. Candidates may be subjected to a competency test. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/487 : **CLINICAL NURSE PRACTITIONER GRADE 1 TO 2**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Nomzamo CDC, Khayelitsha Eastern Sub-structure

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 a 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 periods referred to above must be appropriate/recognisable experience in the specific speciality after obtaining the one-year post-basic qualification or post-graduate diploma in relevant specialty. Inherent requirement of the job: Valid driver's licence. Willingness to work overtime when necessary. Willingness to provide outreach services. Competencies (knowledge/skills): Knowledge of procedures relating to nursing education, training and of basic post basic nursing. Knowledge and understanding of nursing Code of Ethics and Professional Practice of the SANC of nursing Standard of Practice and scope of practice. Computer literate in MS Office (Excel, Word and Power point) and MS Outlook.

DUTIES : Provide and perform clinical nursing practice in accordance with the scope of practice and nursing standards for PHC services. Plan and implement Health Promotion and Prevention activities. Link with community structures and NPO's. Collect data and submit reports on or before time. Assist with managing human and equipment resources. Ensure an effective administrative service. Facilitate clinical teaching, training and health education. Provision of effective clinical services. Participate in research activities.

ENQUIRIES : Ms P Langa Tel No: (021) 818-0657

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 diploma in the relevant specialty. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/488 : **PROFESSIONAL NURSE GRADE 1 TO GRADE 2 (SPECIALTY: TRAUMA AND EMERGENCIES)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Mitchells Plain District Hospital

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 or Medical and Surgical Nursing Science: Critical Care Nursing: Trauma and Emergency 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 SANC as a Professional Nurse. Experience: **Grade 1:** A minimum of 4 years' appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years' appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC

in General Nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post-basic qualification or post-graduate diploma in the relevant specialty. Inherent requirement of the job: Willingness to work shifts, day and night duty, weekends and public holidays to meet the operational requirements. Ability to work under pressure and in a multi-disciplinary team context. Competencies (knowledge/skills): Ability to function/ make decisions independently and as part of a multi-disciplinary team. Good communication, interpersonal, leadership and conflict resolution skills. Knowledge of major incident disaster plan. Computer skills (MS Office).

DUTIES : Provide safe and comprehensive care delivered to patients in trauma and emergency unit. Provision of optimal, holistic specialized care with set standards within professional/legal framework. Ensure adherence to the principles of IPC practices in the trauma and emergency unit. Ensure accurate record keeping for statistical and legal purposes. Support and supervise students and subordinates in trauma and emergency. Effective utilization of human, material and physical resources.

ENQUIRIES : Mr R Geswindt Tel No: (021) 377- 4410

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 registration in the post-basic qualification or Post Graduate Diploma accredited with the SANC in the relevant speciality.

POST 42/489 : **ASSISTANT DIRECTOR: FINANCE**
Garden Route District

SALARY : R487 197 per annum

CENTRE : Oudtshoorn Hospital

REQUIREMENTS : Minimum educational qualification: An appropriate National Diploma (NQF Level 6 or equivalent). Experience: Appropriate experience in Financial and Supply Chain Management. Inherent requirement of the job: Willingness to work after-hours when required. Valid (Code B/EB) driver's licence and willingness to travel. Competencies (knowledge/skills): Ability to meet need and to recognize and respond to problematic matters. Good system management skills. Advanced computer skills in MS Office (MS Word, Excel, PowerPoint and Outlook). Good management and supervisory skills. Ability to work independently and part of a team. Practical workable knowledge of Logis and BAS.

DUTIES : Develop and maintain an effective, efficient and economic supply chain management administration and service. Manage efficient control of expenditure in accordance with the approved institutional budget. Develop and maintain an effective, efficient and economic patient administration, revenue and patient record service. Manage subordinates within components. Provide support with regards to contract management in the Sub-district.

ENQUIRIES : Dr CA Dreyer Tel No: (044) 203 - 7204

NOTE : No payment of any kind is required when applying for this post. Short listed candidates will be subject to competency testing.

POST 42/490 : **ASSISTANT DIRECTOR: HEALTH SUPPORT (LATE LIFE COURSE)**
Chief Directorate: Emergency and Clinical Services Support

SALARY : R487 197 per annum

CENTRE : Service Priorities Coordination

REQUIREMENTS : Minimum educational qualification: A health-related qualification at NQF Level 7 that allows registration with the Health Professions Council of South Africa (HPCSA), the South African Nursing Council (SANC), or the South African Pharmacy Council (SAPC). Experience: Appropriate experience in public health management/programme development. Appropriate experience in community or primary health care services and management thereof. Inherent requirements of the job: Valid drivers' license. Willingness to travel to the districts and national offices. Competencies (knowledge/skills): Analytical and problem-solving skills. Computer literacy. Good written and communication skills. Edit LibraryX Knowledge and application of regulations, policies,

procedures and indicators relevant to health programmes. Project management skills. Understanding of the District Health System.

DUTIES : Assess and evaluate public health programs as required, focusing on implementation status, service quality, program outcomes, and disease burden implications. Edit LibraryX Develop and adapt policies, guidelines, and tools for planning, implementing and monitoring of a provincial public health programmes / intervention. Manage and coordinate priority public health programmes and interventions. Participate as key member of the Service Priorities Coordination team and or Project teams to give effect to health system responses as required. Produce quarterly reports and annual reviews of health programmes. Support and oversee the implementation of public health programme policy and strategies at the provincial level.

ENQUIRIES : Mr JA Julies Tel No: (021) 815-8682

NOTE : No payment of any kind is required when applying for this post. Candidates may undergo a Competency Based Assessment. Candidates will be subjected to a written/practical and oral assessment.

POST 42/491 : **SENIOR ADMINISTRATIVE OFFICER: SUPPLY CHAIN MANAGEMENT (CLINICAL SOURCING) (CARDIAC, ENDOSCOPY, TORAX)**
Directorate: Supply Chain Sourcing

SALARY : R413 001 per annum

CENTRE : Head Office, Cape Town

REQUIREMENTS : Minimum educational qualification: An appropriate National Diploma (NQF 6) or equivalent. Experience: Appropriate experience and understanding of procuring consumables, services and equipment. Inherent requirement of the job: Valid driver's licence (Code B/EB). Competencies (knowledge/skills): Report-writing. Rigorous expenditure analysis and reporting. Ability to assimilate and interpret detailed information. Ability to work under pressure and meet deadlines. Attention to detail. Good organisational skills. Computer literacy (Word, Excel and PowerPoint). Excellent written and verbal communication. Knowledge of the PFMA, National Treasury Regulations and Preferential Procurement Regulations.

DUTIES : Facilitate the demand management process for a specific clinical commodity. Facilitate the acquisition management process for a specific clinical commodity. Manage contracts for specific clinical commodity. Governance: Provide support in the development, implementation and review of SCM policies and practices. SCM Information Management.

ENQUIRIES : Mr J September Tel No: (021) 834-9020 or email: Jeremy.September@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post.

POST 42/492 : **CHIEF INDUSTRIAL TECHNICIAN**
Chief Directorate: Emergency Clinical and Services Support

SALARY : R413 001 per annum

CENTRE : Observatory Forensic Pathology Institute

REQUIREMENTS : Minimum educational qualification: National Diploma in Mechanical or Mechatronics Engineering (T-stream) (or equivalent qualification). Experience: Appropriate experience in refrigeration, air conditioning and heavy current electrical systems. Appropriate experience in repair and maintenance of electrical and mechanical equipment. Appropriate experience in automation and automated guided systems. Appropriate experience in managing, planning and organising maintenance schedules on equipment. Appropriate experience in building maintenance and management systems. Appropriate service level agreement contract management experience. Inherent requirement of the job: Valid (Code B/EB) driver's license. Ability to work standby duties and handle after-hour callouts. Competencies (knowledge/skills): Knowledge of building regulations in line with relevant legislation. Knowledge of electrical regulations and prescripts. Understanding Health Infrastructure and equipment needs. Knowledge of legal, financial and procurement prescripts. Knowledge of what constitutes acceptable performance. Knowledge of procurement procedures and tender regulations. Knowledge of departmental norms and standards implementations and specifications compatible with international standards. In depth knowledge of mechanical, electrical and building trades. Technical expertise in health and facility maintenance. Ability to communicate clearly and discreetly in person and in writing. Above average computer and software skills with smart tech such as automated guided systems comprising of maintenance and management systems. Financial planning, budgeting and financial

monitoring skills. Ability to deliver specifications timeously. Ability to prepare comprehensive specifications for repairs and renovations. Ability to compile technical specifications for equipment and adhere to all legal requirements, protocols and procedures. Ability to provide clarity surrounding projects and work-related issues attainted/ maintained. Ability to fault-find and repair equipment. Ability to apply electrical, mechanical and building trades. Compliance with OHS Act of 1993 and it's relevant regulations, NOSA, Safety Health and Environment (SHE) standards, Manufacturers' standards and benchmarking against best practice.

DUTIES : Effective related administrative duties in a structured manner. Effective control of scheduled services to OFPI. Provide and maintain technical back-up/ support to OFPI. Effective management of Building Management System (BMS) which includes quality electrical, mechanical and any other building services to the OFPI.

ENQUIRIES : Mr AR White, email: Andrew.White@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be subjected to a practical assessment. Candidates will be subjected to security clearance prior to appointment.

POST 42/493 : **SENIOR PERSONNEL PRACTITIONER: PM (HR PLANNING, ESTABLISHMENTS AND SPMS)**
Overberg District

SALARY : R413 001 per annum

CENTRE : Overberg District Office, Caledon

REQUIREMENTS : Minimum educational qualification: An appropriate National Diploma (NQF 6) or equivalent in a Human Resource-related field. Experience: Appropriate experience in HR Planning, Establishment Administration, Recruitment & Selection Administration, and Performance Management. Inherent requirement of the job: Valid (Code B/EB/C1) driver's licence. Willingness to travel and essential skills to do after hour's work. Competencies (knowledge/skills): Ability to communicate effectively. Leadership capabilities, managerial and organisational skills. Computer literacy (MS Word, Excel, PowerPoint, Outlook and Internet). Ability to manage conflict and function under pressure. The ability to analyse, interpret and apply legislation, policies and prescripts.

DUTIES : Responsible for HR Planning, Establishment Control, and Compensation management within the District and conduct training in this regard. Assist with Recruitment and Selection, Advertising of posts, DOTS Verifications, Pay Progressions, Grade Progressions, Salary Determination in respect of different OSD and non-OSD categories. -Responsible for the Staff Performance Management System process in the District and Permis training in Sub Districts and acts as helpdesk for Permis. Assist the Pre-and Formal Moderating Committees with strategic overview of the performance management process. -Give support and guidance to the institutions in the District regarding the HR Planning process Responsible for the administration of staff establishment within the parameters of the approved post structure, i.e. the creation/ abolishment of posts, the Approved Post List and the HF2 process. Responsible for the investigation of grievances/disputes linked to recruitment and selection and performance management Serve as nodal point for maintaining and reporting on integrated HR Information and provide input to the District Health Plan. Effective supervision and development of sub ordinates and provision of a general support service to supervisor and colleagues.

ENQUIRIES : Mr E Sass Tel No: (028) 214-5805

NOTE : No payment of any kind is required when applying for this post.

POST 42/494 : **SENIOR ADMINISTRATIVE OFFICER: LABOUR RELATIONS AND HUMAN RESOURCE DEVELOPMENT**
Chief Directorate: Rural Health Services

SALARY : R413 001 per annum

CENTRE : George Regional Hospital

REQUIREMENTS : Minimum educational qualification: An appropriate National Diploma (NQF Level 6 or equivalent). Experience: Appropriate experience in Labour Relations and Human Resource Development. Appropriate experience in PERSAL. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Competencies (knowledge/skills): Knowledge and implementation of Labour Relations and Human Resource Development and Training standards,

prescripts and legislation. Ability to analyse data to compile management reports, detailing relevant trend analysis and excellent report writing and presentation skills. High level of computer skills in MS Office (i.e., Word, Excel, PowerPoint, Outlook and PERSAL).

DUTIES : Administer grievance and disciplinary cases and maintain a database to generate monthly reports for Labour Relations and all training interventions. Assist in the development, implementation and evaluation of the Workplace Skills Plan (WSP). Effective and efficient support to supervisor and Hospital management and represent the Hospital at the relevant platforms. Consult and advise Management on all Labour Relations and Human Resource Development and Training policies, procedures and interventions. Co-ordinate the administration internship programmes and assist with recruitment & selection at the Institution. Co-ordinate the management of the Skills Development Committee as well as the Institutional Management and Labour Committee.

ENQUIRIES : Ms B Ntshingila Tel No: (044) 802-4365

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be subjected to a practical test.

POST 42/495 : **SENIOR ADMINISTRATIVE OFFICER: FINANCE (PATIENT ADMINISTRATION) (OUTPATIENT)**

SALARY : R413 001 per annum

CENTRE : Groote Schuur Hospital, Observatory

REQUIREMENTS : Minimum educational qualification: An appropriate National Diploma (NQF 6) or equivalent. Experience: Appropriate experience in a Patient Administration environment including Hospital Information Systems. Appropriate supervisory experience. Competencies (knowledge/skills): Knowledge of Hospital Fees Memorandum Chapter 18, UPFS, HIS (Clinicom/AR) Finance Instructions, PFMA and Treasury Instructions. Computer literacy (MS Word, Excel, Outlook, Powerpoint). Good Interpersonal and Labour Relations abilities. Good Managing Skills. Knowledge of Budget.

DUTIES : Management and control of Fees Patient Administration department (Out-patient administration functions). Ensure all Billing procedures are completed in line with Revenue Generated projects. Monitor all Cash Collection reports. Ensure all Patient Administration procedures as per Hospital Fees Manual and Financial Instructions is maintained. Manage Revenue Targets. Interpretation and application of directives and policies.

ENQUIRIES : Mr TJ Langenhoven Tel No: (021) 404-2358

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be required to attend a practical test.

POST 42/496 : **ADMINISTRATIVE OFFICER: SUPPLY CHAIN MANAGEMENT**
West Coast District

SALARY : R338 106 per annum

CENTRE : Vredendal Hospital, Matzikama Sub-district

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 (KPA's) of the post. Experience: Appropriate experience in Supply Chain Management (warehouse and asset management) and Finance processes. Appropriate working experience in LOGIS system & EPS. Inherent requirements of the job: Valid driver's licence and willingness to travel. Competencies (knowledge/skills): Computer literacy (MS Word, Excel and Power point) Public Finance Management Act (PFMA), National Treasury Regulations, Provincial Treasury Instructions, Accounting Officer System and Delegations. Good leadership abilities. The ability to meet deadlines and complete tasks under extreme pressure.

DUTIES : Effective management of the supply chain component. The effective management of Human Resources in the Supply chain component. Efficient support to the supervisor. Audit Compliance in SCM section.

ENQUIRIES : Ms. CA Davids Tel No: (027) 213- 2038

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical assessment.

POST 42/497 : **PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL: WELLNESS/COPC)**
Cape Winelands Health District

SALARY : Grade 1: R337 359 per annum
Grade 2: R411 978 per annum
Grade 3: R495 423 per annum

CENTRE : TC Newman CDC, Drakenstein Sub-district (Dalvale)

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. OR A 4-year bachelor's degree in nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 3-year Diploma in Nursing (R171) 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 after registration as Professional Nurse with SANC in General Nursing. **Grade 2:** A minimum of 10 years appropriate/recognisable nursing experience 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 requirements of the job: Valid (code B/EB) driver's licence. Competencies (knowledge/skills): Excellent communication with community and other stakeholders' engagement and facilitation skills. Knowledge of relevant legislation, policies including Health care 2030, Sustainable Development Goals, 1 000 days. Excellent planning and organizational skills in Community Health Care program and services. Computer literate in Microsoft office programs. Verbal and written communication skills.

DUTIES : External interface management planning, coordination and implementation of wellness initiatives and interventions with support from internal stakeholders to implement community orientated primary care. Intersectoral interface management with strong organizational linkages and partnerships with outside stakeholders, sector, departments, NGO's and community structures. Lead and co-ordinate scheduled wellness activities for men, woman, adolescents, and youth with the focus on the 1st 1 000 Days initiative towards building healthy communities. Co-ordinate wellness activities in the specific communities with the focus on Western Cape Wellness (WOW) to support integrated approach in managing chronic conditions eg Diabetes, hypertension, TB, HIV, mental health. Coordinate and support collection, collation, interpreting of health data for reporting, monitoring and evaluation purposes.

ENQUIRIES : Ms J Bosch Tel No: (021) 862-4520

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. It should be noted that advertised posts are linked to the Institution/Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/498 : **EMS LECTURER (PARAMEDIC) GRADE 1 TO 4 (X3 POSTS)**
Chief Directorate: People Management

SALARY : Grade 1: R334 227 per annum
Grade 2: R413 199 per annum
Grade 3: R506 496 per annum
Grade 4: R593 079 per annum

CENTRE : Western Cape Government College of Emergency Care

REQUIREMENTS : Minimum educational qualification: **Grade 1:** Successful completion of the Critical Care Assistant (CCA) qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Paramedic. **Grade 2:** Successful completion of the Critical Care Assistant (CCA) qualification or a recognised National Diploma that allows registration with the HPCSA as a Paramedic. **Grade 3:** Successful completion of the Critical Care Assistant (CCA) qualification or a recognised National Diploma that allows registration with the HPCSA as a Paramedic or B-Tech degree that allows registration with the HPCSA as an Emergency Care Practitioner (ECP). **Grade 4:** Successful

completion of the Critical Care Assistant (CCA) qualification or a recognised National Diploma that allows registration with the HPCSA as a Paramedic or B-Tech degree that allows registration with the HPCSA as an Emergency Care Practitioner (ECP). Registration with a professional council: Grade 1: Registration with the Health Professions Council of South Africa (HPCSA) as a Paramedic (CCA). Grade 2: Registration with the Health Professions Council of South Africa (HPCSA) as a Paramedic with CCA or NDIP. Grade 3: Registration with the Health Professions Council of South Africa (HPCSA) as a Paramedic (CCA or NDIP) or ECP. Grade 4: Registration with the Health Professions Council of South Africa (HPCSA) as a Paramedic (CCA or NDIP) or ECP. Experience: Grade 1: None after registration with the HPCSA as Paramedic (CCA). Grade 2: 7 Years after registration with the HPCSA as Paramedic (CCA). None after registration with the HPCSA as Paramedic with a National Diploma. Grade 3: Registered Paramedic (CCA) - 14 years after registration with the HPCSA as Paramedic. Registered Paramedic (NDIP) - 7 years after registration with the HPCSA as a Paramedic. None after registration with the HPCSA as an ECP. Grade 4: Registered Paramedic (CCA) - 24 years after registration with the HPCSA as Paramedic. Registered Paramedic (NDIP) - 17 years after registration with the HPCSA as Paramedic. Registered ECP's -10 years after registration with the HPCSA as an ECP. Inherent requirement of the job: Valid code B driver's license. Physical and mental fitness Bachelor's Degree in Emergency Medical Care (BEMC) or BTech EMC. Competencies (knowledge/skills): Proficient in MS Word, Excel, PowerPoint. Ability to work under pressure in a stressful environment. Excellent verbal and written communication skills. Ability to provide mentorship and coaching. Ability to work within a team in Higher Education Institution.

DUTIES : Provide effective and efficient teaching on NQF 5 and above health sciences programmes. Ensure adherence to institutional policies and procedures. Perform front-line shifts with students and other clinical duties. Teach across clinical training programmes where required.

ENQUIRIES : Dr R Cermak Tel No: (021) 938-4116

NOTE : No payment of any kind is required when applying for this post. Obtaining of Code C1 driver's license with PrDP will be required during the probationary period. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. 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 42/499 : **OCCUPATIONAL THERAPIST GRADE 1 TO 3 (5/8TH POST)**
Garden Route District

SALARY : Grade 1: R258 201 per annum
Grade 2: R301 563 per annum
Grade 3: R353 013 per annum

CENTRE : Mossel Bay PHC Support and Outreach, Mossel Bay Sub-district

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows for registration with the Health Professional Council of South Africa (HPCSA) as Occupational Therapist. Registration with a professional council: Registration with the HPCSA as Occupational Therapist. Experience: **Grade 1:** None after registration with the HPCSA as an Occupational Therapist in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as an Occupational Therapist 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 an Occupational Therapist in respect of RSA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as an Occupational Therapist 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 an Occupational Therapist in respect of RSA qualified employees. A minimum of 21 years' relevant experience after registration with the HPCSA as an Occupational Therapist 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 driver's licence (Code B/EB) and willingness to travel in the sub-district. The incumbent is expected to consult with patients at different facilities in the Sub-District. Competencies (knowledge/skills): Good interpersonal, planning and organizational skills. Computer literacy (MS Office). Appropriate knowledge of applicable health legislation, relevant acts and policies. Ability to adapt and work efficiently in a resource-constrained environment and as part of a multidisciplinary team.

DUTIES : Provide quality care to patients in the Mossel Bay Sub-District including Mossel Bay Hospital and surrounding clinics and healthcare facilities. Actively participate in skills transfer, training and academic opportunities relevant to the post. Administrative duties and referral to secondary hospitals. To render a clinical occupational therapy service at district hospital and PHC level. Provide health promotion and render mobility assistive device service. Appropriate financial and administrative management and Professional ethics. Provide relevant relief duty in absence of a peer colleague and provide support to supervisor.

ENQUIRIES : Dr JB van Jaarsveld Tel No: (044) 604 - 6101

NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/ oral assessment. 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 health professionals who apply for the first time registration as Occupational Therapist with the relevant council (including individuals who must apply for change in registration status).

POST 42/500 : **OCCUPATIONAL THERAPIST GRADE 1 TO 3 (5/8TH)**
Chief Directorate: Metro Health Services

SALARY : Grade 1: R258 201 per annum
Grade 2: R301 563 per annum
Grade 3: R353 013 per annum

CENTRE : Western Cape Rehabilitation Centre

REQUIREMENTS : Minimum educational qualification: An appropriate qualification that allows for the registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist Registration with a professional council: Registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Experience: **Grade 1:** None after registration with the Health Professions Council of South Africa (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 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 Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. A minimum of 11 years relevant experience after registration with the Health Professions Council of South Africa as an Occupational Therapist 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 Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. A minimum of 21 years relevant experience after registration with the HPCSA as an Occupational Therapist 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: Valid Code driver's licence. Willingness to travel between Western Cape Rehabilitation Centre and Brackengate Transitional Care Facility to provide support when operationally required. Competencies (knowledge/skills): Therapeutic knowledge and skills in the management of clients with neurological deficits and other medical conditions. Ability to be flexible and innovative in response to differing client needs and work within the MDT/IDT. Knowledge and optimal utilization of community resources. Knowledge and correct application of internal and external procedures and prescripts, DOHW ethical codes and HPCSA standards of professional practice. Ability to guide and supervise students. Appropriate experience working with people with complex and varied conditions as an Occupational therapist in a healthcare setting. Computer literacy in MS Office.

DUTIES : Provision of Occupational Therapy services in the field of specialised rehabilitation. Provision of seating and/or mobility assistive devices and/or assistive devices. Clinical management of clients including facilitation of re-integration into the community. Support of Supervisory structures / persons including resource management and adherence to HR pre-scripts. Participation in training and development including guidance of students

ENQUIRIES : Ms C van Genderen Tel No: (021) 370 2441

NOTE : No payment of any kind is required when applying for this post.

POST 42/501 : **DIETICIAN GRADE 1 TO 3 (5/8TH)**
Garden Route District

SALARY : Grade 1: R258 201 per annum
Grade 2: R301 563 per annum
Grade 3: R353 013 per annum

CENTRE : Mossel Bay PHC Support and Outreach, Mossel Bay Sub-district

REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Dietician. Registration with a professional council: Registration with the 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 RSA 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 a Dietician in respect of RSA 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: Valid driver's licence (Code B/EB). The incumbent is expected to consult with patients at different facilities in the Sub-District. Competencies (knowledge/skills): Good interpersonal, planning and organizational skills. Computer literacy (MS Office). Appropriate knowledge of applicable health legislation, relevant acts and policies. Ability to adapt and work efficiently in a resource-constrained environment and as part of a multidisciplinary team.

DUTIES : Provide quality care to patients in the Mossel Bay Sub-District including Mossel Bay Hospital and surrounding clinics and healthcare facilities. Actively participate in skills transfer, training and academic opportunities relevant to the post. Administrative duties and referral to secondary hospitals. To render a clinical dietician service at district hospital and PHC level. Provide health promotion and support the mother and baby friendly initiative. Appropriate financial and administrative management and Professional ethics. Provide relevant relief duty in absence of a peer colleague and provide support to supervisor.

ENQUIRIES : Dr JB van Jaarsveld Tel No: (044) 604 -6101

NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/ oral assessment. 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 registration as a Dietician with the relevant council (including individuals who must apply for change in registration status).

POST 42/502 : **ADMINISTRATION CLERK: FINANCE/ADMIN (DEBT AND BOOKKEEPING ADMINISTRATION)**
Directorate: Financial Accounting

SALARY : R237 453 per annum

CENTRE : Head Office, Cape Town

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics or Accountancy 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 BAS systems and working in a Debt & Bookkeeping Administration environment. Competencies (knowledge/skills): Computer literacy in Microsoft applications (MS Word and Excel). Good interpersonal relations, communication and organizational skills. Ability to perform routine tasks. Knowledge of the Basic Accounting System (BAS). Knowledge of Clearing of Assets and Liability ledger/suspense/control accounts. Knowledge of Debt Management. Knowledge of financial transactions in asset and liability accounts. Knowledge of the Public Financial Management Act (PFMA), National and Provincial Treasury Regulations. Excellent written and verbal communication skills.

DUTIES : Ensure the clearing of suspense/ledger/control accounts monthly. Ensure that debts are registered and accounted for. Ensure new debt files are taken on and followed up adequately. Provide/compile inputs (stats) for In Year Monitoring (IYM), Quarterly Debt Reporting, Interim Financial Statements (IFS) and Annual Financial Statements (AFS). Request, analyse, and interpret financial data to support informed financial decision-making. Ensuring Petty Cash is managed effectively. Ensure effective document control. Provide debt management, bookkeeping, personnel administration, and clerical support services within the component.

ENQUIRIES : Mr JK Ntlokwana Tel No: (021) 483-0380

NOTE : No payment of any kind is required when applying for this post.

POST 42/503 : **ADMINISTRATION CLERK: FINANCE/ADMIN (X2 POSTS)**

SALARY : R237 453 per annum

CENTRE : Western Cape College of Nursing, Premises of Stikland Hospital

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics or Accountancy 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 Revenue, Debtors' management, Administration of petty cash and Ledger account maintenance is required. Appropriate experience in financial and expenditure management. Competencies (knowledge/skills): Computer literacy (MS Office Package: Excel, Word and PowerPoint). Working knowledge of and the ability to interpret and apply the Public Finance Management Act (PFMA), Treasury Regulations and Instructions, and Departmental Financial and Revenue related prescripts. Working knowledge of computerized Financial Systems (BAS and Logis) related to Assets & Liabilities accounts, Debts, Revenue payments and Standard Chart of Accounts (SCOA). Planning and organizational skills and an aptitude for accurate mathematical calculations to compile reports and submissions.

DUTIES : Compile, verify and process payments on the BAS and LOGIS systems, and reconcile supplier statements. Revenue management (including receipting, safekeeping and banking of State monies and capturing on BAS). Clearing of Asset and Liabilities accounts (including interpreting of reports, compiling FINN448, compiling and processing of journals). Administration of Debts (including liaising with Debtors and relevant stakeholders, administration and recovery of Debt accounts according to prescripts). Administration of Petty Cash. Administration of College Council Funds. Assistance with Year-end and In-Year Monitoring and monthly reporting and compliance controls.

ENQUIRIES : Mr GC Rudolph Tel No: (021) 831-5847

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be subjected to a practical and competency test as part of the interview process.

POST 42/504 : **ADMINISTRATION CLERK: ADMISSIONS (X2 POSTS)**
Chief Directorate: Metro Health Services

SALARY : R237 453 per annum

CENTRE : Khayelitsha CHC, Khayelitsha Eastern Sub-structure

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience of Patient Administration, including the PHCIS System. Inherent requirement of the job: Prepared to work 12-hour shift (including night duty, weekends, public holidays and overtime). Competencies (knowledge/skills): Sound interpersonal and communication skills. Computer literacy. Ability to accept accountability, responsibility, work independently. Ability to function and participate actively in a group.

DUTIES : Admit and update client information, schedule and maintain appointments, register clients on appropriate systems. Timeous collection, capturing folder data and management of data, head counts and TB service using appropriate data collecting systems. Record keeping, compiling of new folders, filing and retrieving folders, tracing of old folders, archiving and destruction of old folders. Ensure proper management of folders at reception areas and schedule appointments (new, follow-up and operations) on the system. Correct patient assessment and accurate data recording. General administrative duties and perform relief duties. Support to Supervisor/Managers.

ENQUIRIES : Ms Z Mtshali-Luthuli Tel No: (021) 360-5209

NOTE : No payment of any kind is required when applying for this post. It should be noted that advertised posts are linked to the Institution/Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/505 : **ADMINISTRATION CLERK: SUPPORT**
Chief Directorate: Metro Health Services

SALARY : R237 453 per annum

CENTRE : Metro TB Hospital Complex

REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience within a support services environment. Inherent requirements of the job: Valid driver's licence (Code B/C). Willingness to travel and work overtime when required due to operational needs. Competencies (knowledge/skills): Computer literacy (Word and Excel). Ability to accept accountability and responsibility, and to work independently and unsupervised.

DUTIES : To perform all the tasks necessary to ensure an effective and efficient transport service to the hospital. Ensure that vehicles are serviced as prescribed by the relevant OEM. Ensuring that all records in connection with the fleet are properly completed, checked regularly, monitored and submitted in accordance with instructions. All instructions in connection with the use, operation and maintenance of vehicles are compiled with, as prescribed in the GMT Handbook (Version 1 of 2019) and that all other prescripts are distributed within their department. Random spot checks of transport logs to identify discrepancies of the usage of GG vehicles.

ENQUIRIES : Mr C Dilgee Tel No: (021) 713-7621

NOTE : No payment of any kind is required when applying for this post.

POST 42/506 : **STAFF NURSE GRADE 1 TO 3**
Garden Route District

SALARY : Grade 1: R229 440 per annum
Grade 2: R272 778 per annum
Grade 3: R319 071 per annum

CENTRE : Uniondale Hospital

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with the SANC as a Staff Nurse. Registration with a professional council: Registration with the SANC as a Staff Nurse. Experience: **Grade 1:** None **Grade 2:** A minimum of 10 years' appropriate/recognisable experience in nursing after registration as Staff Nurse with the SANC. **Grade 3:** A minimum of 20 years' appropriate/recognisable experience in nursing after registration as Staff Nurse with the SANC. Inherent requirement of the job: Willingness to work overtime, shifts, night duty, including weekends and public holidays. Willingness to rotate to other wards in the hospital when needed. Competencies (knowledge/skills): Good communication and interpersonal relationships. Self- discipline and motivation. Ability to work in a team across the service platforms.

DUTIES : Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilization of physical and financial resources. Maintain professional growth/ethical standards and self- development. Take actions to improve quality of nursing care. Participate in infection prevention and control.

ENQUIRIES : Mr R Lewis-Peters Tel No: (044) 814 - 1117

NOTE : No payment of any kind is required when applying for this post. Candidates will be required to undergo a practical assessment. 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 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). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 42/507 : **DENTAL ASSISTANT GRADE 1 TO 2**
Overberg District

SALARY : Grade 1: R225 777 per annum
Grade 2: R262 953 per annum

CENTRE : Swellendam and Cape Agulhas PHC (stationed at Bredasdorp Clinic)

REQUIREMENTS : Minimum educational qualification: Appropriate qualification or prescribed in-service training (with duration of less than 2years) that allows for the required registration with the Health Professions Council of South Africa (HPCSA) as Dental Assistant. Registration with a professional council: Registration with the HPCSA as a Dental Assistant. Experience: **Grade 1:** None after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as 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 Dental Assistant. Inherent requirement of the job: Valid code B/EB/C1 driver's license. Competencies (knowledge/skills): Basic computer skills. Knowledge of patient preparations and dental instruments. Knowledge of National Oral Health Policy, National Norms, Standards and Practice. Guidelines for Primary Oral Health Care, Occupational Health and Safety Act of 1993 and its relevant regulations.

DUTIES : Clinical assistance: Optimal assistance with dental treatment at Oral health facilities. Admin functions: Efficient and effective management of clinic, statistics and stock. Ensure quality of care and maintaining IPC within the oral health department. Participate in training and maintain professional growth and self-development.

ENQUIRIES : Dr A Lategan Tel No: (028) 5148-450

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. "It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery."

POST 42/508 : **LIBRARIAN ASSISTANT (X2 POSTS)**
Western Cape College of Nursing

SALARY : R201 093 per annum

CENTRE : Southern Cape Karoo Campus (stationed in George) (X1 Post)
Metro Campus (Stationed in Athlone) (X1 Post)

REQUIREMENTS : Minimum educational qualification: Grade 12 / Senior Certificate (or equivalent) qualification. Experience: Appropriate experience in a library or computer laboratory. Appropriate experience with library management systems and circulation services. Competencies (knowledge/skills): Computer literacy, including Microsoft Office applications and online information resources. Ability to assist users with printing, scanning, photocopying and basic troubleshooting of library technology. Good administrative and record-keeping skills. Excellent interpersonal, customer service and communication skills. Ability to work independently and as part of a team. Ability to maintain confidentiality and apply policies and procedures consistently. Good verbal and written communication skills.

DUTIES	:	Customer Service and Library Support: Provide friendly, professional frontline services. Assist users in locating print and electronic resources. Promote library services and resources and participate in shift work and service point rotations as required. Circulation Services: Maintain patron records. Process loans, returns, renewals, reservations and holds and maintain accurate circulation records and reports. Collection Management: Shelve and shelf-read library materials according to established classification systems. Assist with stocktaking, inventory control and collection maintenance and identify and report damaged or missing items. Collection Management: Shelve and shelf-read library materials according to established classification systems. Assist with stocktaking, inventory control and collection maintenance and identify and report damaged or missing items. Academic and Digital Support: Assist users with accessing electronic resources, databases and online learning materials and support information literacy, referencing, orientation and library training activities. Administrative and Operational Support: Perform data capturing, filing, record-keeping and basic financial administration where required and maintain a clean, organised and welcoming library environment. Adhere to library policies, procedures, copyright requirements and relevant legislation.
ENQUIRIES	:	Ms N Vajat Tel No: (021) 684-1204/1205
NOTE	:	No payment of any kind is required when applying for this post.

POST 42/509	:	**NURSING ASSISTANT GRADE 1 TO 3** Central Karoo District
SALARY	:	Grade 1: R181 230 per annum Grade 2: R211 401 per annum Grade 3: R249 141 per annum
CENTRE	:	Nelspoort Hospital
REQUIREMENTS	:	Minimum educational qualification: Qualification that allows registration with the SANC as a Nursing Assistant. Registration with a professional council: Registration with the SANC as a Nursing Assistant. Experience: **Grade 1:** None **Grade 2:** A minimum of 10 years' appropriate/recognisable experience in nursing after registration as Nursing Assistant with the SANC. **Grade 3:** A minimum of 20 years appropriate/recognisable experience in nursing after registration as Nursing Assistant with the SANC. Inherent requirement of the job: Willingness to work overtime, shifts, public holidays, after-hours, night duty and weekend. Willingness to rotate to other wards in the hospital. Competencies (knowledge/skills): Good communication skills. Self- discipline and motivation.
DUTIES	:	Provide quality basic nursing care. Provide elementary clinical nursing care. Assist patients with activities of daily living which include patient hygiene, nutritional status, mobility and elimination needs. Effective utilization of physical and financial resources. Maintain professional growth, ethical standards and self-development. Record keeping.
ENQUIRIES	:	Ms S Frieslaar Tel No: (023) 418 - 2369
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 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). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.