

PROVINCIAL ADMINISTRATION: NORTH WEST

DEPARTMENT OF RURAL, ENVIRONMENT AND AGRICULTURAL DEVELOPMENT

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

- APPLICATIONS** : Applications; quoting the relevant reference, should be forwarded as follows : The Director - Human Resource Management, Department of Rural, Environment and Agricultural Development, Private Bag X2039, Mmabatho, 2735 or delivered at the Agricentre Building, corner Dr James Moroka and Stadium Road, Mmabatho,
- FOR ATTENTION** : Ms Pulane Mokoke.
- CLOSING DATE** : 24 February 2017
- NOTE** : Applications must be submitted on form Z83, obtainable from any Public Service department and be accompanied by a recently updated, comprehensive CV as well as copies of all qualification(s) (Matric certificate must also be attached), ID document and driver's licence. Non-RSA citizens/permanent resident permit holders must attach a copy of their permanent residence permits to their applications. Should you possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes and will be appointed on probation period of 12 months. The Department reserves the right not to make appointments for the advertised posts.

MANAGEMENT ECHELON

- POST 05/132** : **CHIEF DIRECTOR: FARMER SUPPORT AND DEVELOPMENT REF NO: NWREAD 01/01/17**

- SALARY CENTRE** : All-inclusive salary package of R 1 068 564 per annum, Level 14
- REQUIREMENTS** : Mahikeng - Head Office
- Postgraduate qualification in Agriculture. 10 years' experience in an agricultural management environment, of which 5 years should have been at Senior Management level. A minimum of 8 years' management experience, preferably in the Public Service. Advanced knowledge of global, regional and local political, economic and social agricultural aspects that impact on the North West Province. Knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and Treasury Regulations, Public Service Act, Regulations, and all related policies. An independent thinker and team player. Good strategic and analytical skills. Project management skills. Research, monitoring and evaluation skills. Communication (written and verbal) skills. Knowledge of writing high-level correspondence. Computer skills. Strategic planning and reporting procedures skills. Policy analysis, interpretation and implementation skills. Willingness to travel and work irregular hours. A valid driver's licence. Dynamic strategic leadership. In-depth knowledge of acts, regulations, policies and strategies related to the job. An understanding of the operational environment of the Department and service delivery imperatives. Client orientation and customer focus. Computer literacy. Excellent planning and organizational skills.
- DUTIES** : Develop, promote and implement policy frameworks, norms and standards to support sustainable animal and plant production, aquaculture, irrigation and horticulture systems. Ensure the regulation and promotion of sustainable animal and production, aquaculture and horticulture practices. Ensure effective monitoring, evaluation and impact assessment of animal and plant production, aquaculture and horticulture systems and trends. Manage extension and advisory services to farmers with regards to the following: horticulture, animal and plant production and aquaculture. Support, advise and coordinate the implementation of Pillar One of the Integrated Food Security Strategy of South Africa (IFSS). Manage human, financial, implementation of agricultural infrastructure projects and other resources in the Chief Directorate / Program
- ENQUIRIES** : Dr P Mokaila, tel. (018) 389-5147/5990

POST 05/133 : **CHIEF DIRECTOR: ENVIRONMENTAL SERVICES REF NO: NWREAD 02/01/17**

SALARY :

All-inclusive salary package of R1 068 564 per annum, Level 14

CENTRE :

Mahikeng - Head Office

REQUIREMENTS :

Postgraduate qualification in Environmental Management 10 years' experience in an environmental management sector, of which 5 years should have been at Senior Management level. A minimum of 8 years' management experience, preferably in the Environmental Management. Advanced knowledge, skills and extensive practical experience in the field of environmental management, policies and procedures. Knowledge of global, regional and local political, economic and social environmental aspects that impact on the North West Province. Knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and Treasury Regulations, Public Service Regulations, and all related Public Service legislation. An independent thinker and team player. Good strategic and analytical skills. Project management skills. Research, monitoring and evaluation skills. Communication (written and verbal) skills. Knowledge of writing high-level correspondence Strategic planning and reporting procedures skills. Knowledge of planning and budgeting processes. Policy analysis, interpretation and implementation skills. Willingness to travel and work irregular hours. A valid driver's licence. Dynamic strategic leadership. In-depth knowledge of acts, regulations, policies and strategies related to the environmental management as well as biodiversity management. An understanding of the operational environment of the Department and service delivery imperatives. Client orientation and customer focus. Computer literacy. Excellent planning and organizational skills.

DUTIES :

Develop, promote and implement policy frameworks, norms and standards to support Environmental services functions which include inter-alia, Biodiversity, Management, Environmental Quality and Protection, Environmental Empowerment Services and Environmental Planning and Coordination. Ensure the regulation and promotion of environmental services practices. Ensure effective monitoring, evaluation and impact assessment of environmental services systems and trends. Manage Environmental services functions which include inter-alia, Biodiversity Management, Environmental Quality and Protection, Environmental Empowerment Services and Environmental Planning and Coordination. Support, advise and coordinate the implementation of issues related to the programme. Manage human, financial and other resources in the Chief Directorate

ENQUIRIES :

Dr P Mokaila, tel. (018) 389 - 5147/ 5990

POST 05/134 :

DIRECTOR: RURAL DEVELOPMENT PLANNING AND COORDINATION REF NO: NWREAD 03/01/17

SALARY :

All-inclusive salary package of R898 743 per annum, Level 13

CENTRE :

Mahikeng - Head Office

REQUIREMENTS :

An appropriate recognized 4 years Bachelor's degree or equivalent qualification in Agriculture/ Rural Development with at least 8 years' relevant post- qualification experience. A minimum of 5 years' experience at Middle Management level coupled with knowledge and experience in Rural Development and Land Reform, Development Economics, Agriculture, Agricultural Economics and other related disciplines Experience and knowledge on challenges facing Rural areas of the North West Province. Understanding of the socio economic principles which impacts on rural development. Knowledge of rural development priorities, legislation and policies. Excellent planning and organizational skills. A dynamic person with the ability to mobilize communities Knowledge of Public Programmes which seeks to address socio economic. Ability to lead and interact with various developmental and financial institutions. Knowledge of strategic planning and budgeting processes *Programme and project management. Team leadership, with practical hands on approach to problem solving. Knowledge of the public service regulatory framework. Good analytical skills. An understanding of the discipline of monitoring and evaluation and the millennium development goals Client orientation and customer focus. Computer literacy. A valid Driver's Licence. Excellent planning and organizational skills.

DUTIES :

Plan, manage and coordinate all stakeholders in rural development and ensure the implementation of Comprehensive Rural Development programme (CRDP). Coordinate other government departments and ensure integrated plans are put in place for rural development. Mobilise communities for resource utilization and maintenance. Facilitate the process which ensures the sustainability of projects and programmes. Conduct research and benchmark rural development initiative with other countries. Facilitate the revitalization of rural towns. Develop strategic and development plans for the Directorate. Giving inputs into policy and strategic

- issues as required by the Department and the North West government. Manage finances and human resources of the Directorate.
- ENQUIRIES** : Mr P Leteane, tel. (018) 389 - 5430/5432
- POST 05/135** : **DIRECTOR: SUSTAINABLE RESOURCE MANAGEMENT REF NO: NWREAD 04/01/17**
- SALARY CENTRE REQUIREMENTS** : All-inclusive salary package of R898 743 per annum, Level 13
 : Mahikeng - Head Office
 : An appropriate recognized 4 years Bachelor's degree or equivalent qualification in Agricultural/Agricultural Engineering with at least 8 years' relevant post-qualification experience. A minimum of 5 years' experience at Middle Management level coupled with knowledge and experience in agricultural engineering, sustainable resource management/ land care as well as agricultural risk and disaster management and related disciplines. Experience and knowledge on challenges facing sustainable resource management/ land care as well as agricultural risk and disaster issues of the North West Province. Understanding of the principles which impacts on land care as well as agricultural risk and disaster issues. Knowledge of engineering, land care and agricultural risk and disaster management legislation and policies. Excellent planning and organizational skills. Knowledge of government programmes which seeks to address socio economic issues related to agricultural risks management. Ability to lead and interact with various stakeholder. Knowledge of strategic planning and budgeting processes. Programme and project management. Team leadership, with practical hands on approach to problem solving. Knowledge of the public service regulatory framework. Good analytical skills. An understanding of the discipline of monitoring and evaluation. Client orientation and customer focus. Computer literacy. A valid Driver's Licence. Excellent planning and organizational skills.
- DUTIES** : Manage coordinate the provision of sustainable resource Management. Development of the provincial agricultural policy and strategies and managing the provision of agricultural engineering services. Promotion of sustainable resource utilisation practices with regards to Land Care and implementation of sustainable use and management of land. Management of agricultural risk and disaster management field. Oversee the management of resource (including the management and development of human resources, finances) of the Directorate.
- ENQUIRIES** : Mr P Leteane, Tel no: (018) 389 - 5430/5432
- POST 05/136** : **DIRECTOR: AGRICULTURAL ECONOMICS REF NO: NWREAD 05/01/17**
- SALARY CENTRE REQUIREMENTS** : All-inclusive salary package of R898 743 per annum: Level 13
 : Mahikeng - Head Office
 : An appropriate recognized 4 years Bachelor's degree or equivalent qualification in Agricultural Economics with at least 8 years' relevant post- qualification experience. A minimum of 5 years' experience at Middle Management level coupled with knowledge and experience in Agricultural Economics and other related disciplines Experience and knowledge on challenges facing the economy of the North West Province. Understand the socio economic principles which impacts on the province. Knowledge of economic development priorities, legislation and policies *Excellent planning and organizational skills. Knowledge of government programmes which seeks to address socio economic issues. Ability to lead and interact with various developmental and financial institutions. Knowledge if strategic planning and budgeting processes. Programme and project management. Team leadership, with practical hands on approach to problem solving. Knowledge of the public service regulatory framework. Good analytical skills. An understanding of the discipline of monitoring and evaluation and the millennium development goals.
- DUTIES** : Manage and provide agricultural economics support to internal and external clients with regards to business plans development, agricultural economics studies and agricultural marketing and trade. Ensure implementation of sound agricultural economics practices. Manage the socio-economic studies, impact assessment and financial resources for decision making. Manage access to marketing and trade information by Agri - business. Manage the human and financial resources of the Directorate.
- ENQUIRIES** : Ms B Pule, Tel no: (018) 389 - 5622/5698
- POST 05/137** : **DIRECTOR: STRUCTURED AGRICULTURAL TRAINING AND EMPOWERMENT REF NO: NWREAD 06/01/17**
- SALARY** : All-inclusive salary package of R898 743 per annum, Level 13

CENTRE REQUIREMENTS : Mahikeng - Head Office
 : An appropriate recognized three year (3) Bachelor's degree at NQF Level 7, or equivalent, in Agricultural Education/ Agricultural Management or relevant related field Applicable Master's Degree in Agriculture or Administration serve as a strong advantage. At least eight (8) years' experience in Agricultural Education and Management. A minimum of 5 years' experience at Middle Management level. Proven experience within the Higher and Farmer Education and Training. Knowledge and experience in HET curricula as well as QMS setting and implementation. Proven track-record of managing and implementing large scale capital projects. Knowledge and experience in the application of the legislative framework that governs agricultural education in the Public service environment, Knowledge of PFMA, Public Service Act and regulations, DORA, PPPFA and Treasury Regulations. Excellent verbal and written communication skills. Sound knowledge of strategic planning processes and budgetary and financial systems/processes. Strong leadership ability and innovation. A valid driver's license.

DUTIES : Comprehensive management of provincial Agricultural Colleges as Institutions of Higher Learning in terms of Chapter 3 of the Higher Education Act, 1997 and harmonious administration of the College. Unbiased implementation of the Colleges Quality Management System towards delivery of a credible Diploma in Agriculture compliant to Higher Education norms and standards. Provision and facilitation of education and training to all participant in the agricultural sector through provision of - Accredited Higher and Further Agricultural Education and Training at the Agricultural Colleges. Ensuring upkeep of students facilities and colleges infrastructure. Provision of Farmers training and institutional capacity building. Manage human, financial and other resources in the Directorate.

ENQUIRIES : Ms B Pule, tel. (018) 389 - 5622/5698

POST 05/138 : **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: NWREAD 07/01/17**

SALARY : All-inclusive salary package of R898 743 per annum, Level 13
CENTRE : Mahikeng - Head Office
REQUIREMENTS : An appropriate recognized three year (3) Bachelor's degree at NQF Level 7, or equivalent, in Supply Chain Management/Finance/ Commerce or relevant related field. At least seven (7) years' experience in supply chain management (including asset management) of which four years (4) of the experience in should be in Supply Chain Management. A minimum of 5 years' experience at Middle Management level. Extensive knowledge and experience in Supply Chain Management and Asset Management. Knowledge and experience in the application of the legislative framework that governs supply chain management in the Public service environment, PFMA, PPPFA, BBBEE and Treasury Regulations. Excellent verbal and written communication skills. Sound knowledge of strategic planning processes and budgetary and financial systems/processes. Strong leadership ability and innovation in support of the Chief Financial Officer Ability to draft service level agreements and basic contract documents with respect to bid administration. Appropriate experience in and understanding of black economic empowerment issues within the Government procurement context. A valid driver's license.

DUTIES : Develop and oversee the implementation of the supply chain management system (including asset management) Establish the bid specification, bid evaluation and bid adjudication committees, and oversee the proper functioning of the committees. Manage human, financial and other resources in the Directorate. Identify and analyse risks with regard to supply chain management, which includes monitoring all procurement-related non-compliant expenditure (unauthorized, irregular, wasteful and fruitless expenditure), administration and fixed asset and inventory management. Monitor, manage and report on the performance indicators for the Supply Chain Management Directorate and develop service delivery improvement interventions. Manage the preparations of all schedules required for relevant MPAT KRA's. Manage the preparation of all schedules for directorate specific audits and IFS & AFS preparation. Assist the Chief Financial Officer in budget compilation and expenditure monitoring and control.

ENQUIRIES : Ms S Koikanyang, Tel no: (018) 389 - 5495/5496

NOTE : The remuneration package for the above - mentioned posts consist of a basic salary (70%) and employer's contribution to the Government Employees Pension Fund and a flexible portion. The flexible portion of the package can be structured according to the Senior Management Service guidelines. Candidates shortlisted for the above - mentioned posts will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the 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. Furthermore, the person appointed to this position will be subjected to a security clearance, the signing of performance agreement and employment contract.

OTHER POSTS

- POST 05/139** : **DEPUTY DIRECTOR - EXPORT CONTROL REF NO: NWREAD 10/01/17**
Directorate -Veterinary Services
- SALARY** : All-inclusive salary package of R726 276 per annum), Level 12
CENTRE : Mahikeng - Head Office
REQUIREMENTS : An appropriate BVMCh or BVSc and registration with the South African Veterinary Council. Understanding of the application of the Animal Diseases Act (Act 35 of 1984). An understanding of the Meat Safety Act (Act 40 of 2000). A good understanding of the Import and Export facilitation protocols. A good understanding of Veterinary Procedural Notices (VPN). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy. Valid driver's licence.
- DUTIES** : Manage the facilitation of export and import functions Regulate and monitor compliance of export facilities in the province and enforce their compliance to the relevant Act. Co-ordinating the auditing of export facilities in the province. Co-ordinating the assessment of compliance of border export offices. Facilitating the export of commodities through ensuring compliance with import requirements of foreign countries. Co-ordinate conduction of risk assessment on all commodities that are destined for export. Ensure compliance of all imported commodities arriving in the District. Co-ordinating inspection and registration of all facilities that intend to export commodities out of South Africa and maintain their database. To compile a quarterly performance report according to the APP and provide accompanying portfolio of evidence. Preparing the District office operational budget requirements and inputs into the Regional MTEF budgets. Preparing the work statistics and data management. Participating in the compilation of personnel work plans and evaluation of personnel performance in a State Veterinary office (PMDS) Reporting to the Director Veterinary Services.
- ENQUIRIES** : Dr L Madyibi, tel. (018) 389 - 5102/ 5057
- POST 05/140** : **DEPUTY DIRECTOR (CAMPUS HEAD) REF NO: NWREAD 08/01/17**
Directorate - Structured Agricultural Training and Empowerment
- SALARY** : All-inclusive salary package of R612 822 per annum, Level 11
CENTRE : Potchefstroom Agricultural College
REQUIREMENTS : NQF Level 7 formal qualifications in Agriculture (Applicable Master's Degree in Agriculture or Administration or HRM will serve as a strong advantage. Proven and demonstrable lecturing experience within the Higher Education and Training milieu, preferably at a College of Agriculture of at least 6 years. Proven and demonstrable agricultural production (farming and related fields) practical knowledge and experience. Knowledge and experience in HET curriculum as well as QMS setting and implementation. Experience of proven large scale mixed farming production. Proven track-record of managing and implementing large scale capital projects.
- DUTIES** : Comprehensive management of Potchefstroom Agricultural College as an Institution of Higher Learning in terms of the Higher Education Act, 1997 and harmonious administration of the College. Implementation of the College Quality Management System towards delivery of a credible Diploma in Agriculture in Mixed farming in compliant to Higher Education norms and standards. High level planning and administration of the College budget in compliance to all applicable financial legislations, regulations, policies and prescripts. Human capital development mentoring and management in line with all applicable legislations, regulations and policies. College Marketing and Comprehensive students recruitments, administration and maintenance of the College students facilities and infrastructure.
- ENQUIRIES** : Ms B Pule, Tel no: (018) 389 - 5622/5698
- POST 05/141** : **DEPUTY DIRECTOR - FARMER SUPPORT AND DEVELOPMENT Ref NO: NWREAD, 09/01/17**
Directorate -Dr Kenneth Kaunda District Services
- SALARY** : All- inclusive salary package of R612 822 per annum, Level 11
CENTRE : Potchefstroom
REQUIREMENTS : An appropriate degree/equivalent qualification in the Agricultural field (A post graduate qualification will be an added advantage). A minimum of 10 years'

experience in agricultural extension and advisory services coupled with 5 years managerial experience. Technical knowledge in the fields of Horticulture, Crops, Livestock production, Land care and project management. An Advanced knowledge of economic and social agricultural issues with a good understanding of the department and service delivery imperatives. Knowledge of the Public Finance Management Act, Treasury Regulations and Public Service Regulations and related prescripts. Project management, monitoring and evaluation skills. Good written and verbal communication, conflict management and leadership skills. Computer literacy and good policy analysis and interpretation skills. Ability to communicate across all sectors. Willingness to travel and work irregular hours. A valid driver's licence and farmer organizations. Facilitate the integration of the departmental projects with municipal IDPs to promote intergraded planning and development within the sub- district.

ENQUIRIES : Mr J Molefe, Tel no: (018) 299 - 6504

POST 05/142 : **STATE VETERINARIAN - EPIDEMIOLOGY (2) REF NO: NWREAD 11/01/17**

SALARY : All-inclusive salary package of R612 822 per annum, Level 11
CENTRE : Potchefstroom State Veterinary Laboratory
REQUIREMENTS : An appropriate BVSc or BVMCh and registration with the South African Veterinary Council. Previous experience as a laboratory veterinarian and keen interest to work in a laboratory environment will serve as an advantage. Understanding of the functioning of a veterinary diagnostic laboratory and knowledge of basic principles of analytical epidemiology. Computer literacy. Valid driver's licence. Understanding of ISO/IEC 17025 standards and postgraduate education in a laboratory diagnostic subject or epidemiology will be an added advantage. A motivation stating the applicant's reasons for pursuing a career in a laboratory environment should accompany the application.

DUTIES : The purpose of the State Veterinarian: Laboratory is to provide laboratory diagnostics. The incumbent will therefore be responsible for. Making diagnoses on controlled/notifiable and non-controlled animal diseases (mastitis, zoonoses and food-borne illnesses included). Co-ordinating the collection and investigation of diagnostic specimens. Conducting necropsy and on-farm problem investigations and extension work when required. Participate in provincial epidemiology strategy. Participating in the elaboration and implementation of the laboratory business/strategic plans and quality system (ISO/IEC 17025). As a Veterinarian in charge at section(s) level, rendering administrative duties including line-function supervision over technical personnel assigned to the section(s). Preparing the sections operational budget requirements and inputs into the laboratory MTEF budgets. Preparing the work statistics and data management. Participating in the compilation of personnel work plans and evaluation of personnel performance (PMDS). Reporting to line function manager.

ENQUIRIES : Dr L Madyibi, Tel no: (018) 389 - 5102/ 5057

POST 05/143 : **STATE VETERINARIAN - ANIMAL HEALTH (2) REF NO: NWREAD 12/01/17**

SALARY : All-inclusive salary package of R612 822 per annum), Level 11
CENTRE : Mahikeng and Ventersdorp State Veterinary Offices
REQUIREMENTS : An appropriate BVMCh or BVSc and registration with the South African Veterinary Council. Understanding of the application of the Animal Diseases Act (Act 35 of 1984) An understanding of the Meat Safety Act (Act 40 of 2000) A good understanding of the Import and Export facilitation protocols. Understanding of the Animal Disease Eradication Schemes of South Africa (TB and CA Schemes). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy. Valid driver's licence.

DUTIES : The purpose of the State Veterinarian is to provide risk assessment of potential hazardous situations in area that involve Animal Health. The incumbent will therefore be responsible for: Managing and Co-ordinating the Brucellosis Scheme in the State Veterinary area. Assessing the prevalence of TB in the area and instituting the necessary control measures. Participating in the Departmental Primary Animal Health Care (PAHC) project through providing necessary secondary intervention function. Conducting risk assessment on all commodities that are destined for export. Ensure compliance of all imported commodities arriving in the State Veterinary area. Inspecting and registering all facilities that intend to export commodities out of South Africa. Preparing the State Veterinary office operational budget requirements and inputs into the Regional MTEF budgets. Preparing the work statistics and data management. Participating in the compilation of personnel work plans and evaluation of personnel performance in a State Veterinary office (PMDS) Reporting to line function manager.

- ENQUIRIES** : Dr L Madyibi, Tel no: (018) 389 - 5102/ 5057
- POST 05/144** : **CONTROL ENVIRONMENTAL OFFICER: GRADE A - B (2) REF NO: NWREAD 13/01/17**
Directorate - Environmental Empowerment Services
- SALARY** : Appropriate salary will be determined according to the regulatory framework based on OSD
- CENTRE** : Taung Skull World Heritage Site, (1 x Taung) and Vredefort Dome World Heritage Site, (1 x Potchefstroom)
- REQUIREMENTS** : A degree in Environmental Management /Heritage Management/ Biodiversity Management or an equivalent plus Project Management. Minimum of 5years' experience at middle management level. An independent worker with strong management acumen to manage conflict both internally and outside the office environment Managerial skills. Clear understanding of Government procurement processes and procedures in line with PFMA and Supply Chain Management prescripts. Strong communication, stakeholder management and programme and project management skills Strong leadership, financial management, people management and empowerment skill. Computer literacy Client orientation and customer focus. Good planning and organizational skills. Good written and verbal communication, interpersonal, conflict management and leadership skills. Good time, change management and initiative skills. A valid driver's licence and ability work under pressure and irregular hours.
- DUTIES** : Manage the Taung Skull World and Vredefort Dome World Heritage Sites in line with the World Heritage Convention and related legislation. Develop and implement relevant and responsive management systems and tools for the projects. Set up relevant and technology wise systems for the marketing of the Sites (information programme). Implement the Integrated Management, Heritage Resources Management and the Conservation Management Plans for the Sites. Implement the METT (Management Effectiveness Tool) for the protected areas. Develop and implement a robust communication / stakeholder management policy and strategy for the sites. Manage human, financial and other resources in the world Heritage Sites.
- ENQUIRIES** : Ms L Diale, Tel no: (018) 389 - 5323/5751
- POST 05/145** : **DEPUTY DIRECTOR: MANAGEMENT ACCOUNTING REF NO: NWREAD, 14/01/17**
Directorate - Financial Administration
- SALARY** : All-inclusive salary package of R612 822 per annum, Level 11
- CENTRE** : Mahikeng - Head Office
- REQUIREMENTS** : A recognized three year Bachelor's Degree in Economics/ Financial Accounting or equivalent qualification with 5 years practical experience of which 5 years must be at level of an Assistant Manager in financial management/ budget planning environment in government. In-depth knowledge and understanding of the PFMA, Treasury Regulations and DoRA. Excellent verbal and written communication skills. Problem solving, analytical skills and computer literacy. Proven management skills and a track record in the preparation, implementation and management of strategic, operational and financial plans and projects. A valid driver's license.
- DUTIES** : Drive the departmental MTEF and annual budget processes to ensure responsive allocations. Co-ordinate, consolidate and manage the Departmental budget Consolidate and Cost all new policy imperatives and proposals properly. Co-ordinate the inputs for MTEC hearings to Provincial Treasury. Consolidate inputs for Revenue collection, reporting and annual tariffs reviews Identify potential new sources of revenue and motivate for adoption. Provide secretariat services to the departmental budget committee. Check & assess compliance of submissions of all rollover requests. Monitor budget implementation and performance against service delivery imperatives. Prepare and analyse the department's In-year Monitoring reports. Prepare consolidated annual and monthly cash flow projections Manage and direct the financial management staff Prepare all schedules required for relevant MPAT KRA's & participate in relevant reporting forums. Prepare all schedules for sub-programme specific audits and IFS & AFS preparation.
- ENQUIRIES** : Mr D Mompei, Tel no: (018) 389 - 5306/5094
- POST 05/146** : **DEPUTY DIRECTOR: PERFORMANCE MANAGEMENT AND SKILLS DEVELOPMENT REF NO: NWREAD 15/01/17**
Directorate - Human Resource Development
- SALARY** : All-inclusive salary package of R612 822 per annum, Level 11

CENTRE
REQUIREMENTS

: Mahikeng - Head Office
: A Bachelor's Degree in Human Resource Management / Development with 5 years practical experience in performance management and skills development field Knowledge of Public Service prescripts e.g Public Service Act and Regulations. Knowledge of applicable policies and procedures related to human resource development Insight into Human Resource Management best Practices Knowledge and experience in policy development. Good inter-personal, verbal and written communication skills. Good Planning, organizing and report writing skills Computer literacy. Valid driver's license. Ability to work under pressure.

DUTIES

: Develop, implement and review skills development programmes, policies and strategies. Develop, implement and report on the departmental workplace skills plan and Human Resource Development Plan. Coordinate departmental training and skill development programmes, viz internship, learnership, compulsory induction programme and ABET. Coordinate the allocation and management of departmental bursaries. Support, coordinate and report on the implementation of the departmental performance management and development systems.

ENQUIRIES

: Ms KO Nyezi, Tel no: (018) 389 – 5062