

**NATIONAL TREASURY**

*The National Treasury is an equal opportunity employer and encourages applications from women and the persons with disabilities in particular. It is intended to promote representivity through filling of these posts. Our buildings are accessible to people with disabilities.*

- APPLICATIONS** : Please forward your application, quoting the relevant reference number and the name of the publication in which you saw this advertisement, to the Recruitment Administrator: National Treasury, Private Bag X115, Pretoria 0001 or to the e-mail address mentioned below.
- CLOSING DATE** : 23 June 2017 at 12:00
- NOTE** : Applications should be accompanied by a comprehensive CV and originally certified copies of Z83, qualifications and ID. No late applications will be accepted. Please note: All shortlisted candidates for SMS posts 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. Qualifications and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). If you have not received feedback from the National Treasury within 1 month of the closing date, please regard your application as unsuccessful. NOTE: The National Treasury reserves the right to fill or not fill the below-mentioned posts.

**MANAGEMENT ECHELON**

- POST 23/30** : **CHIEF DIRECTOR: FINANCIAL SECTOR DEVELOPMENT REF NO: S024/2017**  
Division: TAX and Financial Sector Policy (TFSP)  
Purpose: To design and implement policy and a legal framework pertaining to the financial sector for consumer protection, financial inclusion and transformation, in delivering fair customer outcomes and promote inclusive growth through the sector's support of the real economy.
- SALARY CENTRE REQUIREMENTS** : R1 068 564 per annum (all-inclusive remuneration package)  
: Pretoria  
: Postgraduate degree in law, commerce, finance, economics, development or similar, 8-10 years' experience obtained in the financial sector environment, Experience in project and stakeholder management; and Experience in the analysis and dissemination of information.
- DUTIES** : Design Regulatory Framework: Initiate the enactment of law/s through parliament and give effect to recommended regulatory framework, Oversee the establishment of a market conduct regulator, develop annual measures of accountability in support of PFMA requirements, and monitor and report on this regulator to the Minister, Regulatory Conduct, Develop and publish policy informing the legal framework for the fair treatment of financial customers and the conduct of financial institutions in general, Initiate drafting of conduct law/s for stakeholder consultation and tabling to Parliament, and produce the supporting policy documentation, Facilitate the enactment of necessary law/s through parliament, Industry-specific policy interventions and over-indebtedness, Identify and monitor poor industry practices that compromise customer outcomes, Implement remedial steps in response to improve consumer protection and promote sustainable market development, Develop and publish industry roadmaps that outline the steps being taken and why, Financial Inclusion and transformation, Monitor the assessment of the state of financial inclusion and transformation across relevant market segments, including for small enterprise, Oversee the development, publishing and implementation of financial inclusion and transformation policy, Financial Education, Develop, publish and implement financial education policy, to include consumers and SMEs, Establish and coordinate a national financial education consultation forum.
- ENQUIRIES** : Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092

- APPLICATIONS** : National Treasury, Private Bag X115, Pretoria, 0001 or e-mail to [recruit.tpfsp@treasury.gov.za](mailto:recruit.tpfsp@treasury.gov.za).
- POST 23/31** : **CHIEF DIRECTOR: ECONOMIC TAX ANALYSIS REF NO: S023/2017**  
 Division: TAX and Financial Sector Policy (TFSP)  
 Purpose: To advise Ministry and NT on the broad spectrum of tax policy on all levels of government to enable an equitable and internationally competitive revenue raising system for Government in its tax policy making process and mandate all tax instruments to inform a structure that encompass a tax system consistent with Government's economic and development objectives.
- SALARY CENTRE REQUIREMENTS** : R1 068 564 per annum (all-inclusive remuneration package)  
 : Pretoria  
 : Honours degree in Economics, Master Degree will be an added advantage, 8-10 years in-depth experience in a Tax Policy environment, Knowledge of financial sector operations and methodology, In-depth experience in policies formulation and review, In-depth policy interpretation and advise, Knowledge and experience of the policy framework on business and personal income taxes formulation and dissemination.
- DUTIES** : Technical & Policy Contributions: Advise Minister and NT on the attainment of an equitable, revenue and tax system coordinating the analytical inputs and quantitative analyses w.r.t. direct and indirect tax instruments, Prepare in co-operation with SARS the annual tax proposals in terms of the Budget process for presentation to the Standing Committee of Finance (SCOF), Develop and propose tax reform measures to advance the socio-economic policies of Government, Monitor trends and international best practice in global tax reform initiatives, Co-ordinate the tax policy outputs of the directorates into a comprehensive tax reform strategy, Develop the capacity to review and model the distributional impact of tax policies and the adjustments thereof, Monitor of the SA tax structure and assess the SA tax structure and the revenue importance of its various tax instruments by comparing it continuously to international trends and developments Business Taxes: Research and monitor developments in corporate taxation (rates, tax base, etc.) to ensure that SA corporate taxation is efficient, effective, equitable and internationally competitive, Comply with cost survey for tax policy proposals in budgets, Personal Income Tax & Savings: Facilitate the development of an internationally competitive personal income tax system within given revenue constraint by analysing financial sector / market trends, Assess potential means to broaden the personal income tax base, Participate in the policy development process of the Comprehensive Social Security Committee by evaluating proposals to reform the old-age social security system, develop tax / financing proposals for social security programmes, Prepare appropriate tax reform proposals for the retirement industry, Indirect Taxation: Provide analytical inputs and quantitative analyses with respect to the indirect tax instruments for the annual budget cycle, Provide advice on policy options and develop appropriate tax policy interventions with respect to and related to sustainable development, environmental fiscal reform, inclusive of fuel taxes and other market based instruments (taxes, charges and tax incentives) that would contribute towards an effective, efficient, equitable, and coherent tax policy framework in South Africa, Provide advice on policy options and develop appropriate tax policy interventions with respect to and related to Value Added Tax, Excise Duties and Fiscal Decentralisation (Sub-National Taxes) to support a sound, coherent, effective, efficient and equitable tax policy framework in South Africa, Revenue Estimation & Tax Revenue Data Management, Initiate tax revenue forecasts and tax revenue analysis and develop and refine tax revenue forecasting models for the six main tax instruments analysing the revenue implications of tax proposals as well as the economic incidence of tax changes, Initiate the establishment and maintenance of a comprehensive database on tax revenues and non-tax revenues, Participate in workshops with International organisations such as the OECD, SADC & international donor funding, Attend to parliamentary queries, taxpayer letters and submissions, Oversight of documents for timely response.
- ENQUIRIES** : Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092

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**POST 23/32** : **DIRECTOR: FINANCIAL INCLUSION REF NO: S025/2017**  
Division: TAX and Financial Sector Policy (TFSP)  
Purpose: To design and implement financial inclusion and transformation policy and legislation and facilitate the development and re-positioning of the financial co-operative sector.

**SALARY** : R898 743 per annum (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Postgraduate qualification in Law, Commerce, Economics, Law, Finance or Development, 6-8 years' experience in the financial sector in one or more of the following organisations: Government department, regulatory agency, NGO, university or other research unit, financial institution, Experience in project and stakeholder management, and the analysis and dissemination of information; and experience in financial sector policy and regulation, especially financial inclusion and transformation.

**DUTIES** : Financial Co-operatives Policy: Create a conducive environment for the development of financial co-operatives through targeted policy and legislative interventions, Facilitate the management and development of financial co-operatives through the Co-operative Banks Development Agency, Establish a framework for the protection of depositor funds and enhancement of financial stability in the financial co-operative sector, Formulate strategic policy on financial inclusion and transformation, Assess the state of financial inclusion across market segments, for small enterprises development, Develop, publish and implement financial inclusion and transformation policy to transform the sector , Monitor Financial Access, Develop a system for monitoring progress in financial access through the utilisation of appropriate indicators for financial inclusion, Develop and implement a database of relevant indicators as a tool to monitor progress on financial access, Publish and disseminate information on financial access through the annual report, International Multilateral Processes on Financial Access, Provide South Africa's position on multilateral (e.g. G20, World Bank, IMF) initiatives for financial inclusion.

**ENQUIRIES** : Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092

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**POST 23/33** : **DIRECTOR: INVESTOR AND MEMBER PROTECTION REF NO: S026/2017**  
Division: TAX and Financial Sector Policy (TFSP)  
Purpose: To develop policy and legal framework for consumer conduct and protection pertaining to the financial sector in delivering fair customer outcomes and promote the sector's support of the real economy.

**SALARY** : R898 743 per annum (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Postgraduate degree in law or commerce or economics or development or government policy, 6-8 years' experience in the financial sector in one or more of the following organisations: Government department, regulatory agency or NGO or university or other research unit or financial institution, Experience in project and stakeholder management, and the analysis and dissemination of information, Experience in financial sector policy and regulation preferred.

**DUTIES** : Monitor the Conduct Regulator : Initiate in conjunction with stakeholders the enactment of law/s through parliament recommending approval of twin peaks regulatory framework, Develop policy to establish the Conduct Regulator and its functions, Develop measurements to improve the accountability level for the Conduct Regulator in alignment with PFMA requirements, Monitor outputs of the Conduct Regulator and implement controlling mechanisms for reporting, Design diagnostic research system for South Africa's financial sector ombud system, Review relevant laws for reviewing and enhancement of the sector, Conduct Regulator Law Develop a legal framework to protect financial customers and

formalise the conduct of financial institutions, Monitor the legal drafting of conduct law for stakeholder consultation and enactment, Multi-institutional Approach to Conduct Policy: Formulate policy on the collaborations in financial sector consumer protection and conduct amongst government departments, Initiate collaborations of domestic and foreign regulators (and other enforcement agencies), private sector organisations and civil society, International Standard setting Organisations, Represent South Africa in international conduct forums pertaining to standard-setting bodies, based on clearly formulated policy positions that are appropriately mandate, Perform desktop research to monitor international developments in conduct and consumer protection, Participate in the International Standard-setting Organisations meetings and workshops.

**ENQUIRIES** : Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092

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**POST 23/34** : **DIRECTOR: PRUDENTIAL REGULATION REF NO: S027/2017**  
 Division: TAX and Financial Sector Policy (TFSP)  
 Purpose: To policy advice on appropriate prudential regulation for banks and non-banks, exchange control reforms and investment promotion.

**SALARY** : R898 743 per annum (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : BCom (Law), LLB, BCom (Economics Honours), MSc (Development Economics), 6-8 years' experience obtained in drafting of financial regulation on financial capital markets, Analysis of policy and application in business, and Development of financial oversight mechanisms.

**DUTIES** : Prudential regulation: Provide oversight on the regulation and developments of prudential regulation of financial sector institutions and of corporates with regards to foreign exposure limits, Formulate policy on the development and advancement of prudential regulation, Coordinate the implementation of policies on prudential regulation, Macro prudential and vulnerabilities assessments: Establish and promote policies that enhance institutional and systemic stability of the financial sector, Manage and ensure the implementation of financial stability policies, Create a conducive environment for oversight on the regulation and the development of policy for domestic financial stability, Implement mechanisms to ensure the financial markets clearing and settlements process is carried out efficiently, Exchange control applications: Advise on and process exchange control applications, Conduct in-depth research on issues around each application to maintain SA interests, Liaise with various the South African Reserve Bank on administrative and policy matters relating to exchange controls, Administration and Policy Maintenance, Provide commentary on international papers and reports, Provide inputs and respond to Parliamentary Questions, Participate in the appointment of members to various financial regulatory boards, Draft parliamentary speeches and provide inputs on content of speeches.

**ENQUIRIES** : Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092

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**POST 23/35** : **DIRECTOR: PERSONAL INCOME TAXES AND SAVINGS REF NO: S032/2017**  
 Division: TAX and Financial Sector Policy (TFSP)  
 Purpose: To oversee legislative proposals in respect of individual, savings and employment taxation and to co-ordinate savings issued with the Financial Sector policy units; and closely co-ordinate all initiatives with SARS for viable enforcement/administration purposes.

**SALARY** : R898 743 per annum (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A general law or an accounting degree and a higher qualification in tax (e.g. a LL.M, M Com or a higher diploma in tax), 6-8 years working experience in tax obtained

		within a large corporate institution and or SARS, Knowledge of personal income taxes and payroll taxes.
<b><u>DUTIES</u></b>	:	Retirement and general savings: Initiate and co-ordinate savings tax policy proposals for the annual Budget Review (Chapter 4 and Annexure C), Prepare and initiate policy documents, Prepare drafter's notes for legislative amendments, Oversee tax legislation associated with savings taxation, Reviewing savings regulatory legislation with a view to co-ordinate that legislation with the tax system, Employment taxation: Initiate employment tax policy proposals for the annual Budget Review, Prepare and assign policy documents, Prepare drafter's notes for legislative amendments, Oversee legislation associated with other employment taxes, General individual taxation: Initiate individual tax policy proposals for the annual Budget Review (e.g. medical credit and annual rebate), Prepare and assign policy documents, Prepare drafter's notes for legislative amendments, Oversee legislation associated with individual tax issues (e.g. medical credit and annual rebate), Tax Exempt Entities including Public Benefit Organisations, Government and other, Initiate Tax Exempt Entities tax policy proposals for the annual Budget Review, Prepare and assign policy documents, Prepare drafter's notes for legislative amendments, Oversee legislation associated with Tax Exempt Entities.
<b><u>ENQUIRIES</u></b>	:	Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092
<b><u>APPLICATIONS</u></b>	:	National Treasury, Private Bag X115, Pretoria, 0001 or e-mail to <a href="mailto:recruit.tpfsp@treasury.gov.za">recruit.tpfsp@treasury.gov.za</a> .
<b><u>POST 23/36</u></b>	:	<b><u>DIRECTOR: TAX REVENUE FORECASTING REF NO: S033/2017</u></b> Division: TAX and Financial Sector Policy (TFSP) Purpose: To perform tax revenue forecasts and tax revenue analysis by developing and refining tax revenue forecasting models, and assist with calculating the revenue implications of tax proposals.
<b><u>SALARY</u></b>	:	R898 743 per annum (all-inclusive remuneration package)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	Post graduate qualifications in Econometrics and / or Statistics, 6-8 years' experience in research and / or policy analysis (formulation), Experience with statistical software (such as R or STATA), Knowledge and experience of the policy framework for tax revenues and related tax policy matters.
<b><u>DUTIES</u></b>	:	Develop appropriate statistical and econometric techniques to improve on the quality and accuracy of tax revenue estimates, Develop statistical and /or econometric models to forecast tax revenues, Provide basic regression techniques and, where appropriate, more advanced econometric and statistical modelling, Develop micro simulation models for personal income tax (PIT), corporate income tax (CIT) and value-added tax (VAT), Regular updating of the micro-simulation models, Prepare tax revenue estimates for the annual Budget and revised estimates at the time of the MTBPS, Estimates of tax revenue by tax instrument – the focus being of the main tax instruments, i.e. PIT, VAT, CIT, Fuel taxes, Excise duties and Customs duties, Revised tax revenue estimates at the time of the MTBPS, Monitor monthly tax revenues in order to track and revise tax revenue estimates, Monitor monthly tax revenues to track deviations from estimates and provide plausible explanations for deviations by tax instrument, Convene the revenue analysis working committee (RAWC), Arrange the logistics of the RAWC meetings, Prepare the tax revenues estimates on behalf of the Economic Tax Analysis chief directorate for these meetings, Prepare the inputs of the Economic Tax Analysis chief director for deliberations by the RAWC and keep minutes of the outcome of such deliberations, Assist with estimating the revenue implications of tax proposals and the economic incidence of various taxes, Undertake analysis and help with estimating the revenue implications of specific tax proposals, Undertake studies to quantify the economic incidence of various taxes.
<b><u>ENQUIRIES</u></b>	:	Ms Anne Tjale Tel no: (012) 395 6608 or Ms Caroline Modibane Tel no: (012) 315 5092
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**POST 23/37** : **DIRECTOR: DEBT OPERATIONS REF NO: S029/2017**  
 Division: Assets and Liability Management (ALM)  
 Purpose: To service all the government debt redemptions and interest due, including settling all government bond market related transactions and debt obligations. To maintain relations with key stakeholders to ensure successful servicing of debt.

**SALARY** : R898 743.00 per annum (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Post Graduate qualification in Economics/ Financial Economics/ Accounting/Business Management/ Investment Management pertaining to money and capital markets, 5-6 years' experience in financial markets operations, Knowledge and experience in capital markets.

**DUTIES** : Efficient servicing of all debt obligations: Accurate and timely payment of redemptions and interest due, Timely settlement of market transactions in respect of auctions, bond switch auctions and script lending etc., Enhancement and maintenance of an integrated Back Office system, Maintenance of registers on domestic and retail investors, Fully effective process controls and complete workflow processes: Updated process manuals, Clear, unambiguous separation of duties, Introduction of controls and process workflow as per procedure manual and audit specifications, Implementation of controls in line with Office of Accountant General audit specifications, Contributing to the developments of the domestic debt market: Serve on various market related committees, Contribute to enhancement of settlement processes, Sound stakeholder relations, Liaise with Stakeholders such as SARB, JSE, STRATE, Banks and Brokers, Address all investor related queries, Ensure collaboration and cooperation between back and front office.

**ENQUIRIES** : Ms Mary-Jane Mothoa Tel no: (012) 395 6714  
**APPLICATIONS** : National Treasury, Private Bag X115, Pretoria, 0001 or e-mail to [recruit.alm@treasury.gov.za](mailto:recruit.alm@treasury.gov.za).