

DEPARTMENT OF WOMEN

The purpose of the Department of Women is to lead, coordinate and oversee the transformation agenda on women's socio-economic empowerment, rights and equality through mainstreaming, monitoring and evaluation.

- APPLICATIONS** : The Director-General, Department of Women, Private Bag X931, Pretoria, 0001, or hand delivered at 36 Hamilton Street, Arcadia, Pretoria.
- FOR ATTENTION** : Ms Thoriso Siko telephone 012 359 0225
- CLOSING DATE** : 11 January 2018: note that posts are intended to be filled from April 2018.
- NOTE** : Applications must be submitted on form Z83, obtainable from any public service department or on the internet at www.gov.za/documents and must be accompanied by a comprehensive CV as well as original certified copies of all qualification(s) and ID-document. Non-RSA citizens/ permanent resident permit holders must attach a copy of their Permanent Residence Permit. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. Should you not hear from the Department within three (3) months of the closing date of this advertisement, please consider your application to be unsuccessful. The Department reserves the right not to make appointment(s) to the post(s). All short-listed candidates for senior management 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. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Designated employees shall be required to disclose their financial interests within 30 days after assumption of duty. Senior managers shall be required to enter into a performance agreement within three (3) months of assuming their duties in the Department. Senior managers shall within one (1) month of the date of their appointment conclude the prescribed contract of employment. If the applicant fails to sign the Z-83 form that will constitute an automatic disqualification. The Department of Women is an equal opportunity employer. In the filling of these posts, the objectives of section 195 of the Constitution of the Republic of South Africa and the Employment Equity Act, 1998 (Act 55 of 1998) will be taken into consideration. Women and persons with disabilities in particular are encouraged to apply. Appointment(s) will only be made on the first notch of the advertised salary level.

MANAGEMENT ECHELON

- POST 50/191** : **DIRECTOR, GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY (REF: DOW/009/2017)**
- SALARY** : R948, 174 fully inclusive package per annum (Level 13)
- CENTRE** : Pretoria
- REQUIREMENTS** : Appropriate degree in Social Sciences, Development Sciences or relevant NQF 7 qualification. A postgraduate degree will be an added advantage. 10 years operational experience of which 5 years were in middle management. Proven experience in: gender activism, policy and, programme analysis and consolidation, governance matters related to gender and gender mainstreaming. Advanced professional knowledge of: regulatory framework related to the protection of gender rights, such as the Commission of Gender Equality Act, Domestic Violence Act, Recognition of Customary Marriages Act and other policies that integrate coherent socio-economic issues related to women; intergovernmental initiatives and interventions on women's socio-economic and gender-based violence programmes; policy formulation process within government; departmental governance framework and mandate. Primary skills: gender diversities awareness; advanced verbal communication and report writing; change management; programme and project management; ability to work with line functional experts across government to add value to other departments' work; ability to effectively work under tight

		<p>deadlines, compliance requests and stressful situations. Attributes: analytical thinking; strong commitment to service orientation towards others; assertive; highly motivated; people orientated and able to function within a group; solution orientated – ability to design ideas without direction. The successful applicant will be subject to personal security vetting at a top secret level.</p>
<u>DUTIES</u>	:	<p>To ensure policies and programmes that mainstreams the social transformation of women and promotion of gender equality in South Africa: ensure policies and programmes that mainstream women's equality in the public sector and eliminate gender-based violence: coordinate the implementation, mainstreaming and capacity development of interventions for the social empowerment of women across government on issues of socio-economic empowerment of women, as well as gender equality considerations into government programmes; coordinate the implementation of policies, programmes and mechanisms that promote women's access to justice, security and gender equality; ensure that policies and programmes promote gender-responsive budgeting; standardise and strengthen Gender Focal mechanisms and machineries to build capacity to promote gender equality across all sectors; drive the departmental contribution to the Integrated Programme of Action Against Violence against Women; ensure the adequacy and effectiveness of systems and structures available to victims of gender-based violence.</p>
<u>ENQUIRIES</u>	:	<p>Thoriso Siko (012) 359 0225</p>
<u>POST 50/192</u>	:	<p><u>DIRECTOR, ECONOMIC EMPOWERMENT AND PARTICIPATION (REF: DOW/010/2017)</u></p>
<u>SALARY CENTRE REQUIREMENTS</u>	:	<p>R948, 174 fully inclusive package per annum (Level 13)</p>
	:	<p>Pretoria</p>
	:	<p>Appropriate degree in Economics/Development Economics/Political Economics or relevant NQF 7 qualification. A postgraduate degree will be an added advantage. 10 years operational experience of which 5 years were in middle management. Proven experience in: gender activism, government policies and programmes, gender research and knowledge dissemination, gender mainstreaming and economics/development economics/political economics. Advanced professional knowledge of: policy formulation process within government; intergovernmental functioning and gender critical stakeholders; business and financial environment and stakeholders; government and private sector economics of scale; mandate and strategic objectives of the Department. Primary skills: gender diversities awareness; advanced verbal communication and report writing; change management; programme and project management; ability to work with line functional experts across government to add value to other departments' work; ability to effectively work under tight deadlines, compliance requests and stressful situations. Attributes: analytical thinking; strong commitment to service orientation towards others; assertive; highly motivated; people orientated and able to function within a group; solution orientated – ability to design ideas without direction. The successful applicant will be subject to personal security vetting at a top secret level.</p>
<u>DUTIES</u>	:	<p>To provide interventions on policies and programmes for mainstreaming the economic empowerment and participation towards economic inclusion of women: initiate and conceptualise the facilitation of the economic development strategies across government departments in the Nine Point Plan to ensure economic growth and development with equitable gender benefit; analyse and evaluate the implementation of the Presidential Directive to ensure that Women benefit from the implementation of the National Development Plan 2030 by forming partnerships and fostering collaboration with government departments, state owned enterprises together with private sector, civil society organisations and organised labour formations; conceptualise how to lead and influence the process of policy development that cut across national, regional and local government spheres; oversee and report on the implementation of policies, programmes, mechanisms and interventions that promote women's social and economic participation and delivery in the mainstream economy; manage/strengthen and input on policies and programme that mainstream the social transformation and economic empowerment of women in South Africa.</p>
<u>ENQUIRIES</u>	:	<p>Thoriso Siko (012) 359 0225</p>

OTHER POSTS

POST 50/193 : **DEPUTY DIRECTOR, GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY (REF: DOW/012/2017)**

SALARY CENTRE : R657, 558 fully inclusive package per annum (Level 11)
: Pretoria

REQUIREMENTS : Appropriate degree in Social Sciences, Development Sciences or relevant NQF 7 qualification. 5 years operational experience of which 3 years were at supervisory level. Proven experience in: gender activism, governance matters related to gender and gender mainstreaming. Knowledge of: regulatory framework related to the protection of gender rights, such as the Commission of Gender Equality Act, Domestic Violence Act, Recognition of Customary Marriages Act and other policies that integrate coherent socio-economic issues related to women; intergovernmental initiatives and interventions on women's socio-economic and gender-based violence programmes; policy formulation process within government. Primary skills: gender diversities awareness; advanced verbal communication and report writing; change management; programme and project management; ability to work with line functional experts across government to add value to other departments' work; ability to effectively work under tight deadlines, compliance requests and stressful situations. Attributes: analytical thinking; strong commitment to service orientation towards others; assertive; highly motivated; people orientated and able to function within a group; solution orientated – ability to design ideas without direction. a group; solution orientated – ability to design ideas without direction. The successful applicant will be subject to personal security vetting at a secret level.

DUTIES : To support policies and programmes that mainstreams the social transformation of women and promotion of gender equality in South Africa: support policies and programmes that mainstream women's equality in the public sector and eliminate gender-based violence: support the implementation, mainstreaming and capacity development of interventions for the social empowerment of women across government on issues of socio-economic empowerment of women; support the implementation of policies, programmes and mechanisms that promote women's access to justice, security and gender equality; support policies and programmes that promote gender-responsive budgeting; support Gender Focal mechanisms and machineries to build capacity to promote gender equality across all sectors; support the departmental contribution to the Integrated Programme of Action Against Violence against Women; support the adequacy and effectiveness of systems and structures available to victims of gender-based violence.

ENQUIRIES : Thoriso Siko (012) 359 0225

POST 50/194 : **DEPUTY DIRECTOR, ECONOMIC EMPOWERMENT AND PARTICIPATION (REF: DOW/013/2017)**

SALARY CENTRE : R657, 558 fully inclusive package per annum (Level 11)
: Pretoria

REQUIREMENTS : Appropriate degree in Economics/Development Economics or relevant NQF 7 qualification. 5 years operational experience of which 3 years were at supervisory level. Proven experience in: economics/ development economics/political economics. Knowledge of: policy formulation process within government; intergovernmental functioning and gender critical stakeholders; business and financial environment and stakeholders; government and private sector economics of scale; mandate and strategic objectives of the Department. Primary skills: gender diversities awareness; advanced verbal communication and report writing; change management; programme and project management; ability to work with line functional experts across government to add value to other departments' work; ability to effectively work under tight deadlines, compliance requests and stressful situations. Attributes: analytical thinking; strong commitment to service orientation towards others; assertive; highly motivated; people orientated and able to function within a group; solution orientated – ability to design ideas without direction. The successful applicant will be subject to personal security vetting at a secret level.

DUTIES : To support interventions on policies and programmes for mainstreaming the economic empowerment and participation towards economic inclusion of

women: support the facilitation of economic development strategies across government departments in the Nine Point Plan to ensure economic growth and development with equitable gender benefit; analyse and evaluate the implementation of the Presidential Directive to ensure that Women benefit from the implementation of the National Development Plan 2030; support the process of policy development that cut across national, regional and local government spheres; support the implementation of policies, programmes, mechanisms and interventions that promote women's social and economic participation and delivery in the mainstream economy; support policies and programme that mainstream the social transformation and economic empowerment of women in South Africa.

ENQUIRIES

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