

## DEPARTMENT OF TRANSPORT

*Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan.*

- APPLICATIONS** : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit. Room 4034.
- CLOSING DATE** : 30 April 2018
- NOTE** : Applications must be accompanied by form Z83, obtainable from any Public Service Department, (or obtainable at [www.gov.za](http://www.gov.za)) and a recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates), as well as certified copies of all qualifications and ID document. Failure to submit the requested documents/information will result in your application not being considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). The Department reserves the right not to fill the posts. The successful candidates must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. All appointments are subject to the verification of educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates. All shortlisted candidates will be subjected to undertake a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated to the candidates prior to the interviews. Recommended candidates will also be required to attend a generic managerial competency assessment after the interviews. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

## MANAGEMENT ECHELON

- POST 15/37** : **DIRECTOR – GENERAL TRANSPORT (REF NO: DOT/HRM/04)**
- SALARY** : All-inclusive salary package of R1 782 687 – R2 008 200 per annum of which 30% can be structured according to individual needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicants must be in possession of an appropriate Bachelor Degree in Public Administration /Management /Engineering /Transport Economics/ Transport Planning or an equivalent qualification at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight to ten (8-10) years' relevant experience at a Senior Management and leadership position of which five (5) years must be with any organ of State. An appropriate Masters Degree will be an added advantage. The candidate must have extensive knowledge and experience in transport management: including transport policy, legislation, systems and operations. Additional requirements: Strong and strategic and leadership abilities. Extensive knowledge of Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts. Financial management skills. Understanding of change management. Knowledge of management of service delivery innovations. Problem solving skills and analysis. Client and customer orientation. Excellent communication skills, both verbal and written. Interpersonal and good networking skills. Analytical thinking and research skills. Computer literacy. The following will serve as strong recommendations: Ability to interact at both strategic and operational levels. The candidate must be an effective manager and leader with a proven track record of managing a complex portfolio consisting of all modes of transport (Road, Rail, Maritime, Civil Aviation and Public Transport). The ability to manage strategic risks in the field of transport planning, regulation and policy development in order to provide safe, reliable, sustainable and fully

integrated transport systems and infrastructure across all modes of transport in South Africa. S/he must be conversant with current global and national trends as well as research issues and debates and have ability to convert policy into action. The ability to build and lead high performance teams to drive the national transport policy, strategy and implementation plans that respond to the overall developmental objectives of our country. S/he must have the ability to promote good relations with stakeholders, social partners and civil society. Strong governance and administration skills to ensure effective performance and service delivery with regard to the Department's obligations in Cabinet Clusters, Parliament, State Owned Entities and the sector as a whole.

**DUTIES**

: The successful candidate will: Render an effective, efficient strategic support and administrative services through the delivery of the Department's strategic goals by applying an integrated management programme approach which also includes the provision of international relation support to the DoT and its Agencies as well as ensuring corporate governance support and monitoring mechanisms for public entities. Oversee the integration of cross-modal transport planning and facilitate the development and transformation of the transport sector to maximise Transport's role in economic growth through conduct effective research. Monitor the performance and impact of modal transport policies and strategies. Manage macro sector planning within national and provincial governments; and coordinate the formulation of environmental policies and strategies for all modes of transport. Manage the facilitation and coordination of the development and implementation of a safe, reliable and efficient integrated rail network; develop rail legislation, regulatory frameworks, policies and strategies which are aligned to DoT strategic objectives and international norms and standards, as well as providing guidance on the development of an integrated transportation system network; develop, maintain and implement rail infrastructure network; explore funding mechanisms and coordinate funding needs of rail public entities informed by the Department's strategic objectives. Provide leadership in the development and implementation of safe, reliable integrated road infrastructure network and passenger transport systems through the development and implementation of policies, strategies, norms and standards, road engineering standards that will result in the creation of an efficient transport system by extending access to transport services, reducing travel times and cost, improving transport service quality, and promoting greater integration and co-ordination with other transport modes. Ensure the regulation of road safety and traffic management through the implementation of sustainable and consistent road safety education programmes and traffic law enforcement operations. Ensure an effective civil aviation industry through planning and development of integrated aviation infrastructure network and operations with an effective international and regional regulatory framework and monitoring and evaluating the impact of aviation safety, security and environmental regulatory frameworks. Oversee the development and alignment of maritime legislation, policies and strategies with DoT strategic objectives and international norms to ensure the development and promotion of an integrated maritime infrastructure and industry through the effective implementation and management of project "Operation Phakisa". Ensure the achievement of government objectives through building and strengthening relationships with other delivery partners, spheres of government and transport public entities. Actively participate in government clusters and interdepartmental structures aimed at facilitating and promoting the achievement of an integrated approach to delivery on government objectives and strategies. Support Cabinet and the Minister in the execution of the government's programme of action. Compliance with all applicable legislation and in particular, the provisions of the Public Finance Management Act, Public Service Act and its Regulations and the Preferential Procurement Policy Framework.

**ENQUIRIES**

: Ms Khibi Manana 012 309 3000

**NOTE**

: These posts are being re-advertised and candidates who applied previously may re-apply if they are still interested.

**POST 15/38** : **DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES (REF NO: DOT/HRM/05)**

Branch: Administration

**SALARY** : All-inclusive salary package of R1 299 501 per annum of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria

**REQUIREMENTS** : An appropriate Bachelor degree in Public Administration or Public Relations, Human Resource Management or Law qualification at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight to ten (10) years' relevant experience at a Senior Management level. An appropriate Master's degree will be an added advantage. The following will serve as recommendation: Excellent communication skills, extensive knowledge and experience of the transport sector, high level ability to analyse and synthesise information and to formulate policy and strategy, analytical abilities, excellent liaison skills, sound knowledge of government protocol and processes, sound knowledge of Public Finance Management Act (PFMA), Treasury Regulations, and Medium Term Expenditure Framework (MTEF); Public Service Act and Regulations.

**DUTIES** : The successful candidate will: Provide internal and external communication. Manage the internal communication, media relations, monitor and analyse the media. Manage stakeholder management, research, content development and publications. Provide corporate management services inclusive of secretariat services, security services, and travel and facilities management services. Manage and administer the Government Motor Transport processes and Government Fleet contracts. Render human resource management and development. Oversee human resource planning and administration services. Develop and improve departmental transport sector capacity. Provide an effective professional legal service to the Minister, Department and its State Owned Entities. Render a corporate legal service to the Department, Minister and the Domestic and International Air Services Councils. Develop appropriate legislation and regulations in support of the departmental policies. Provide and manage an effective information technology (IT) services to the Department. Develop and maintain business information systems to enhance DoT operations. Maintain current systems and ensure operational effectiveness. Maintain effective information technology infrastructure and manage IT security. Manage and control the Branch. Provide guidance and adequate support for and development of the staff of the branch. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch and the department. Establish and maintain governance and administrative systems continuity within the work of the branch and the Department. Develop financial reports for forecasting, trending and results analysis. Prepare and submit implementation plans. Evaluate spending plans, authorize expenditure, authorize travel plans, and monitor quality of work. Ensure the compilation of the annual performance plan, annual report and strategic plan of the branch. Monitor planning, organizing and delegation of work. Ensure that monitoring and evaluation is carried out in all areas of the branch.

**ENQUIRIES** : Mr Mathabatha Mokonyama; Tel No: (012) 309 3172

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**POST 15/39** : **DEPUTY DIRECTOR-GENERAL: RAIL TRANSPORT (REF NO: DOT/HRM/06)**

Branch: Rail Transport

**SALARY** : All-inclusive salary package of R1 299 501 per annum of which 30% may be structured according to the individual's needs.

**CENTRE** : Pretoria

**REQUIREMENTS** : A bachelor degree in Engineering, Transport Economics, Administration or Arts at NQF 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognised by SAQA plus eight to ten (8 – 10) years relevant experience in the related field of which must be at Senior Management level. An appropriate Master's degree will be an added advantage. The following will serve as

		recommendation: Financial Management and Treasury regulations. Strategic Capability and Leadership. People Management and Empowerment. Project / Programme Management. Client Orientation and Customer focus. Change Management. Excellent communication skills (written and verbal).
<b><u>DUTIES</u></b>	:	The successful candidate will: Manage the development of an effective rail regulatory framework by ensuring policy and strategy for the development of the rail industry; manage the development and implementation of a rail economic regulation framework; ensure the development of rail transport safety and security and develop operational standards and guidelines for safety. Oversee the planning and development of an integrated rail Infrastructure network and industry by ensuring the development, maintenance and implementation of infrastructure network plans, explore funding mechanisms and coordinate funding needs informed by the Department's strategic objectives; Ensure coordination of integrated transportation systems network with sectors in the built environment and economic development; Ensure the maintenance and update of expenditure related to rail infrastructure projects / programmes and evaluate the progress. Coordinate and manage the implementation of effective rail transport services by ensuring an analysis of service delivery challenges facing the rail transport industry and develop appropriate monitoring and evaluation systems; ensure the performance of rail public entities against their performance MOUs; ensure the effectiveness of passenger rail systems (PRASA & Gautrain); analyse, evaluate and monitor the performance of rail freight services. Manage and control the Branch by providing guidance and adequate support for and development of the staff of the branch; ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch; establish and maintain governance and administrative system's continuity within the work of the branch; develop financial reports for forecasting, trending and results analysis; prepare and submit implementation plans; evaluate infrastructure spending plans; authorise expenditure; Monitor quality control of work; ensure the compilation of the annual report and strategic plan of the branch; Set budget levels; monitor the planning, organising and delegation of work; ensure monitoring and evaluation is carried out in all areas of the branch including all branch state owned entities.
<b><u>ENQUIRIES</u></b>	:	Mr Mathabatha Mokonyama 012 309 3172
<b><u>NOTE</u></b>	:	These posts are being re-advertised and candidates who applied previously may re-apply if they are still interested.
<b><u>POST 15/40</u></b>	:	<b><u>DEPUTY DIRECTOR-GENERAL: MARITIME TRANSPORT (REF NO: DOT/HRM/07)</u></b> Branch: Maritime Transport
<b><u>SALARY</u></b>	:	All-inclusive salary package of R1 299 501 per annum of which 30% can Structured according to individual needs.
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	A Bachelor Degree in Transport Economics, Transport Planning, Transport Engineering, Law at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight to ten (8 -10) years' relevant experience at a Senior Management level. An appropriate Master's degree will be an added advantage. Possession of a qualification in Maritime related studies will be an added advantage. The following will serve as recommendation: Financial Management and Treasury regulations. Strategic Capability and Leadership. People Management and Empowerment. Project / Programme Management. Client Orientation and Customer focus. Change Management. Excellent communication skills (written and verbal).
<b><u>DUTIES</u></b>	:	The successful candidate will: Develop and promote an integrated Maritime Infrastructure and Industry. Oversee the development of a strategic framework for the development and growth of the maritime sector. Ensure the management and the development of and planning of Maritime Transport Infrastructure. Regulate and direct maritime industry promotion and capacity development. Provide and facilitate the management of an effective internationally competitive regulatory regime in support of the efficiency of maritime transport sector. Render effective implementation of maritime economic regulations. Facilitate the effective implementation of a maritime environmental protection regime. Create an enabling

environment for the provision of a Search and Rescue function within South Africa and in cooperation with other states. Provide an effective framework for the safety and security of navigation, port infrastructure, services and environment. Maintain and enhance South Africa's framework for bilateral and multilateral maritime transport agreements. Represent South Africa at the IMO Council. Ensure the implementation of the Maritime Safety Regulatory Framework. Manage the monitoring and evaluation of maritime environment compliance. Oversee the conducting of investigations on maritime accidents and incidents. Oversee the monitoring and evaluation of the performance of maritime public entities. Manage and control the Branch. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch. Establish and maintain governance and administrative systems continuity within the work of the branch. Develop financial reports for forecasting, trending and results analysis. Ensure the compilation of the annual report and strategic plan for the branch. Ensure that monitoring and evaluation is carried out in all areas of the branch including all branch state owned entities.

**ENQUIRIES** : Mr Mathabatha Mokonyama; Tel No: (012) 309 3172  
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**POST 15/41** : **DEPUTY DIRECTOR-GENERAL: INTEGRATED TRANSPORT PLANNING (REF NO: DOT/HRM/08)**  
 Branch: Integrated Transport Planning

**SALARY** : All-inclusive salary package of R1 299 501 per annum of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria  
**REQUIREMENTS** : A degree in BSc Civil Engineering, Transport Economics, Transport Planning, at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight to ten (8-10) years' relevant experience at a Senior Management level. An appropriate Master's degree will be an added advantage. The following will serve as recommendation: Financial Management and Treasury regulations. Strategic Capability and Leadership. People Management and Empowerment. Project / Programme Management. Client Orientation and Customer focus. Change Management. Excellent communication skills (written and verbal).

**DUTIES** : The successful candidate will: Manage a national innovative research and development programme, monitor and evaluate the performance of the transport sector. Manage and conduct transport related research studies and provide strategic leadership in the development, implementation and management of transport innovation and technology for the transport sector. Coordinate the formulation and implementation of environmental policies and strategies for the transport sector. Ensure effective macro sector planning within national and provincial governments. Ensure that the National Transport Master Plan planning process is implemented, updated, realigned and reviewed every five (5) years. Facilitate integrated transport planning through macro planning, statutory instruments, policy and coordination frameworks. Oversee Sector Planning and Coordination process; oversee the development of Multi - modal transport planning modelling. Develop transport funding mechanisms and provide relevant economical advice. Manage the development of infrastructure finance mechanisms. Provide an economic modelling and macro analysis service. Promote the development and transformation of the transport sector. Coordinate and facilitate the development and implementation of transport strategies in the South African Development Communities (SADC) region and the continent. Enhance efficient flow of goods and people through the borders of the country. Facilitate good working relationship between South Africa and SADC operators. Facilitate efficient trade through the development of Regional Corridors. Manage the development and implementation of an integrated global logistic strategy and facilitate coordination between all the modes of transport. Develop an effective global logistics strategy and implement guidelines to put in place effective integrated freight platforms. Monitor modal logistics effectiveness and make recommendations to various modes of transport. Manage and control the Branch

by ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch and department, establish and maintain governance and administrative system's continuity within the work of the branch. Develop financial reports for forecasting, trending and results analysis. Ensure the compilation of the annual report and strategic plan for the branch. Ensure that monitoring and evaluation is carried out in all areas of the branch.

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**POST 15/42** : **DEPUTY DIRECTOR-GENERAL: CIVIL AVIATION REF NO: (DOT/HRM/09)**  
Branch: Civil Aviation

**SALARY** : All-inclusive salary package of R1 299 501 per annum of which 30% can be Structured according to individual needs.

**CENTRE** : Pretoria  
**REQUIREMENTS** : Bachelor of Science Degree in Civil Aviation or Engineering/ Transport Economics/ Transport Planning at NQF Level 7 and an appropriate postgraduate qualification at NQF level 8 as recognised by SAQA plus eight to ten (8 – 10) years' at a Senior Management level. An appropriate Master's degree will be an added advantage. Possession of a qualification in Civil Aviation related studies will be an added advantage. The following will serve as recommendation: Financial Management and Treasury regulations. Strategic Capability and Leadership. People Management and Empowerment. Project / Programme Management. Client Orientation and Customer focus. Change Management. Excellent communication skills (written and verbal).

**DUTIES** : The successful candidate will: Coordinate the development and implementation of safe, economically viable integrated and reliable air transport and infrastructure. Ensure effective public entity oversight. Ensure effective monitoring and evaluation of the performance of civil aviation public entities. Ensure alignment of civil aviation public entities with DoT performance management system. Report on Public Entity annual reports and recommend actions to improve performance. Manage all aspects related to licensing and permits and provide an admin support service to the licensing councils. Ensure the provision of secretariat and technical support services to the International and Domestic Air Services Councils and the Regulating Committee. Ensure technical support at council meetings. Provide guidance and monitor the issuing of Foreign Operator Permits. Maintain and enhance South Africa's framework for bilateral and multilateral air transport agreements. Ensure the administration of the International Air Services Act of 1993 and the International Air Services Regulations of 1994. Ensure the preparations for air services agreements and memoranda of understanding during bilateral air services negotiations. Ensure the preparations for air services agreements and memoranda of understanding during multilateral air services negotiations. Represent South Africa at the ICAO Council. Ensure the provision of aviation economic analysis services and the regulation and development of strategies for industry development. Put in place strategies to manage the development of the aviation industry and freight logistics. Monitor and evaluate the impact of aviation safety, security and environmental frameworks regulatory and manage search and rescue. Regulate the investigation of aviation accidents and incidents to prioritise safety through the implementation of recommendations. Manage and control the Branch. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch. Establish and maintain governance and administrative systems continuity within the work of the branch. Develop financial reports for forecasting, trending and results analysis. Ensure the compilation of the annual report and strategic plan for the branch. Ensure that monitoring and evaluation is carried out in all areas of the branch including all branch state owned entities.

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