

**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** : Mr J Mahlangu
- CLOSING DATE** : 30 April 2018 at 16:00
- NOTE** : Applications must be submitted on form Z83, obtainable from any public service department or on the internet at [www.gov.za/documents](http://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. Note: 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 15/43** : **DIRECTOR-GENERAL: 5 YEAR CONTRACT (REF NO: DOW/002/2018)**
- SALARY** : R1 782 687 fully inclusive package per annum, Level 16, plus 10% non-pensionable HoD allowance
- CENTRE** : Pretoria
- REQUIREMENTS** : Appropriate post-graduate qualification in Business Management, Social or Economic or Development Sciences or relevant NQF 8 qualification. 15 years' operational experience plus 10 years' experience at senior management level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996. Proven experience in: strategic policy-driven programmes; managing programmes related to women empowerment and gender equality. Advanced professional knowledge of: planning, monitoring, evaluation and reporting; policy and strategic frameworks of government; government socio-economic policy frameworks; stakeholder management and advocacy; dialogue and outreach initiatives, in particular with regard to young women; legislative framework applicable to gender-based violence, women's empowerment and gender equality; international protocols and instruments relevant to gender mainstreaming. Thorough understanding of: policy formulation

process within government; business and management principles involved in strategic planning, resource allocation, human resource modelling and leadership techniques; monitoring and evaluation methods, tools and techniques; South African legislative framework in relation to the mandate and functioning of the Department; departmental governance framework and mandate. Primary skills: 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.

**DUTIES**

: To provide strategic leadership to the Department in delivering its mandate of promoting women's socio-economic empowerment, rights and equality through mainstreaming, monitoring and evaluation: provide strategic leadership to ensure that the Department achieves its strategic outcome orientated goals and objectives; direct the implementation of programmes related to mainstreaming of the rights and empowerment of women and the advancement of gender equality; monitor and evaluate the implementation of national policies on women's social empowerment and gender equality; facilitate and advocate for the economic participation of women through preferential procurement and broad based black economic empowerment; facilitate economic empowerment projects for women; facilitate and advocate for promotion and protection of the rights for women; educate and contribute to eliminating gender based violence; provide gender mainstreaming and age disaggregated data through research and policy analysis into development planning and service delivery; formulate and monitor the implementation of the gender mainstreaming strategy into all 12 Outcomes of Government; adhere to the requirements of an Accounting Officer in terms of the Public Finance Management Act and Treasury Regulations.

**ENQUIRIES**

: Andre' Coetzee (012) 359 0220