

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** : 25 September 2018
- NOTE** : Applications must be accompanied by form Z83, obtainable from any Public Service Department, (or obtainable at 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 39/50** : **DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES (REF NO: DOT/HRM/48)**
Branch: Administration
- SALARY** : All-inclusive salary package of R1 446 378 – R1 689 348 per annum of which 30% can be structured according to individual needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : An appropriate Bachelor degree in Public Management/Administration qualification at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight (8) 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 Public Service, 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. Develop appropriate legislation and regulations in support of the departmental policies.

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 C Hlabisa, Tel No: (012) 309 3172

POST 36/51 : **DEPUTY DIRECTOR-GENERAL: RAIL TRANSPORT (REF NO: DOT/HRM/49)**
Branch: Rail Transport

SALARY : All-inclusive salary package of R1 446 378 – R1 689 348 per annum of which 30% may be structured according to the individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A bachelor degree in Engineering, Transport Economics 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).

DUTIES : 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.

ENQUIRIES : Mr C Hlabisa, Tel No: (012) 309 3172

<u>POST 36/52</u>	:	<u>DEPUTY DIRECTOR-GENERAL: MARITIME TRANSPORT (REF NO: DOT/HRM/50)</u> Branch: Maritime Transport
<u>SALARY</u>	:	All-inclusive salary package of R1 446 378 – R1 689 348 per annum of which 30% can be structured according to individual needs.
<u>CENTRE REQUIREMENTS</u>	:	Pretoria A Bachelor Degree in Transport Economics, Transport Planning, Transport Engineering, Law specialising in Maritime 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. Note: 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).
<u>DUTIES</u>	:	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.
<u>ENQUIRIES</u>	:	Mr C Hlabisa, Tel No: (012) 309 3172
<u>POST 36/53</u>	:	<u>DEPUTY DIRECTOR-GENERAL: INTEGRATED TRANSPORT PLANNING (REF NO: DOT/HRM/51)</u> Branch: Integrated Transport Planning
<u>SALARY</u>	:	All-inclusive salary package of R1 446 378 – R1 689 348 per annum of which 30% can be structured according to individual needs.
<u>CENTRE REQUIREMENTS</u>	:	Pretoria 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).
<u>DUTIES</u>	:	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.

- ENQUIRIES** : Mr C Hlabisa, Tel No: (012) 309 3172
- POST 36/54** : **DEPUTY DIRECTOR-GENERAL: CIVIL AVIATION (REF NO: DOT/HRM/52)**
Branch: Civil Aviation
- SALARY** : All-inclusive salary package of R1 446 378 – R1 689 348 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.

ENQUIRIES : Mr C Hlabisa, Tel No: (012) 309 3172
NOTE : The above mentioned posts are being re-advertised and candidates who applied previously need not to re-apply.

POST 36/55 : **CHIEF DIRECTOR: AVIATION SAFETY, SECURITY AND ENVIRONMENT (REF NO: DOT/HRM/53)**
 Branch: Civil Aviation Transport

SALARY : All inclusive- salary package of R1 189 338 per annum of which 30% can be structured according to individual needs.

CENTRE : Pretoria
REQUIREMENTS : An appropriate Bachelor Degree in Political Science, Aviation Management or Transport Economics/Transport Planning, LLB specialising in Aviation at NQF level 7 as recognised by SAQA plus Ten (10) years' relevant experience in the Aviation of which five (5) years must be at Senior Management level (SMS). The following will serve as recommendation: Providing an energetic, strong, visible and effective leadership; Excellent management skills; Experience in international diplomacy and negotiation skills; Understanding South African's role in the international arena; Sound background of South African Aviation Transport; A clear understanding of South African civil aviation policy, legislation and the role of civil aviation in fulfilling the Government's broader socio-economic issues; A clear understanding of regional and continental civil aviation initiatives of Southern African Development Community (SADC), African Union (AU), United Nation (UN) and South Africa's position; A thorough understanding of national and international civil aviation transport system; The ability to work in a team; The ability to present papers.

DUTIES : The successful candidate will: Facilitate the development, implementation and monitoring of aviation safety regulatory frameworks and enforcement regime; Monitor and evaluate the investigation of aviation accidents and incidents to prioritize safety through the implementation of recommendations; Monitor and evaluate outputs and outcomes of aviation related agencies; Monitor aviation industry compliance with aviation safety related legislative and regulatory frameworks; Facilitate the development, implementation and monitoring of aviation security regulatory frameworks and enforcement regime; Compilation, promulgation and review of the National Aviation Security Plan (NASP); Monitor industry compliance with aviation security related legislative and regulatory Frameworks; Evaluate advice and make recommendations on interventions aimed at reducing aviation greenhouse gas emissions; Develop and monitor mechanism to evaluate the effectiveness of interventions; Publish annual report on aviation environment protection and preservation compliance and performance; Represent the department on environmental issues on various Forum; Manage aviation related climate change issues; Develop, Implement, monitor and evaluate search and rescue regulatory frameworks; Provide strategic and secretariat service to South Africa Search and Rescue; Participate in search and rescue forum to promote the Department's mandate; Manage South African search and rescue global integration and cooperation; Manage and control of the Chief Directorate.

ENQUIRIES : Ms T Phewa, Tel No: (012) 309 3285

<u>POST 36/56</u>	:	<u>CHIEF DIRECTOR: HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT (REF NO: DOT/HRM/54)</u> Branch: Administration (Office of the Chief Operations Officer)
<u>SALARY</u>	:	All inclusive- salary package of R1 189 338 per annum of which 30% can be structured according to individual needs.
<u>CENTRE REQUIREMENTS</u>	:	Pretoria A Bachelor's in Public Administration or Bachelors in Human Resource Management at NQF level 7 as recognised by SAQA. A minimum 6-10 years relevant experience of which 5 years must be at Senior Management Level. The following will serve as recommendation: Knowledge of Public Finance Management Act (PFMA), Public Service Act, Public Service Regulations, excellent communication skills, interpersonal relations, project management, and financial management.
<u>DUTIES</u>	:	The successful candidate will: To render human resource management and development services in the department: Render human resource planning and administration services, Ensure the planning of human resources for current and future needs, provide strategic support on HR practices and policies, Manage the recruitment and selection process, Manage conditions of service and remuneration of employees, promote and maintain sound employee relations. Develop and improve departmental and transport sector capacity: Manage the training and development processes and programmes in the department, manage the training and development processes and programmes in the Transport Sector, develop, manage and monitor the implementation of the Performance Management Development System (PMDS) in the department. Provide organisational development solutions and manage employee health and wellness and change management: Provide management advisory and organisational design service, Ensure implementation of change management processes, Manage and promote employee health and wellness and occupational health and safety programmes, develop, co-ordinate and implement all GDYC (gender, disability, youth and children) related programmes and activities within the Department and across the Transport sector. Provide high level management advice and strategic support: Strategic advice to Minister, Director-General, Senior Management and other role players (Agencies, Provinces, Departments), high level submissions, research, comments and presentations, conduct objective research and /or surveys, assist with / or conduct high level negotiations, ensure compliance with regulatory frameworks and public service directives. Manage and Control the Chief Directorate: Provide strategic direction for the functioning of the Chief Directorate, promulgate internal management directives and procedures for the chief directorate, present and obtain approval for the strategic business plan of the chief directorate, define performance targets for the chief directorate, manage the performance of the chief directorate, manage the allocated resources of the chief directorate according to departmental prescripts.
<u>ENQUIRIES</u>	:	Ms L Sizani: Tel No: (012) 309 3085