

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**

The Provincial Administration of the Northern Cape is an equal opportunity, affirmative action employer. It is the intentions of this Department to consider equity targets when filling these positions. Successful candidates will be required to enter into Performance Agreements.

- APPLICATIONS** : Please forward your applications quoting the relevant reference number to: The Head of Department, Private Bag X5018, Kimberley, 8300, Or Hand deliver to: Recruitment and selection unit, 162 George Street, Kimberley
- FOR ATTENTION** : Ms. P. Ntshangana Tel No: 053 8389100
- CLOSING DATE** : 16 November 2018
- NOTE** : Applications must be submitted on form Z83, obtainable from any Public Service department and should be accompanied by a recently updated, comprehensive CV as well as copies of all qualification(s) and ID-document and Driver's license [where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of his/her Permanent Residence Permit to his/her application. 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. Correspondence will be limited to short listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/knowledge test. The Department reserves the right not to make appointment(s) on the advertised post. Qualified women and people with disabilities are encouraged to apply.

MANAGEMENT ECHELON

- POST 44/240** : **SENIOR MANAGER: HUMAN RESOURCE REF NO: ALR/10/18/01**
Directorate: Human Resource Management
- SALARY** : R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
- CENTRE** : Kimberley
- REQUIREMENTS** : A self-motivated, dynamic, strategic and innovative thinker who is in possession of an appropriate Bachelor's Degree or a post graduate will be an added advantage, with a minimum of 5 years middle management experience. Extensive knowledge of human resource management, human resource utilization and human resource development, employee health and wellness, labour relations and people management. Applicants must have the ability to interact at both a strategic and operational level as well as the ability to conceptualize and drive strategic planning processes. Applicants should have extensive knowledge of legislation and policies governing human resource management, development and labour relations. Knowledge and understanding of the Public Finance Management Act, Treasury Regulations, Employment Equity and Skills Development, computer literacy and a valid code EB driver's license. Competencies: Strategic ability and Leadership, programme and project management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation, Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus.
- DUTIES** : Responsible for the strategic repositioning of Human Resources within the Department, overall strategic management of the Directorate. Ensure that HR becomes a strategic business partner and plays a greater strategic role in leveraging service delivery within the Department, managing human resource

utilization and capacity development, employee health and wellness and employee relations and people management. Manage all components reporting to the incumbent. Manage, co-ordinate and initiate programmes and processes which promote organizational development and job evaluation. Monitor and exercise control over the budget and expenditure for the Directorate and ensure effective utilization of financial resources, manage staff. Provide Strategic support to Senior Management.

- ENQUIRIES** : Mrs. L. Phayane Tel No: 053 8389100
- POST 44/241** : **SENIOR MANAGER: FARMER SUPPORT AND DISTRICT COORDINATION**
REF NO: ALR/10/18/02
Directorate: Farmer Support and Development
- SALARY** : R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
- CENTRE** : Kimberley
- REQUIREMENTS** : A self-motivated, dynamic, strategic and innovative thinker who is in possession of a Bachelor Degree in Agriculture with a minimum of 5 years managerial experience; Proven leadership and managerial skills, including Human Resource and Financial Management and knowledge of the PFMA; High-level problem solving and negotiation skills. The ability to interact at a strategic and operational level, and work under high pressure; An innovative and strategic leader with sound knowledge of government policies and programmes. The CASP, Norms and Standards for advisory services in Agriculture, Mentorship Policy, IFSNP; Good interpersonal and written and verbal communication skills. Extensive knowledge of the Agricultural Sector. Commitment and care for the farmer communities of the province. A valid driver's license. Competencies: Strategic ability and Leadership, programme and project management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation, Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus.
- DUTIES** : Provide strategic direction that is aligned to the Departments strategic goals. Responsible for the NDP, economic growth path and Fetsa Tlala. Contribute to Comprehensive Agricultural Development in the province. Integrate and coordinate the operations of Farmer Support and Rural Development in Five (5) District office of the department. Give strategic direction and leadership and integrate the functions of three sub-directorates, Farmer Support Services, Food Security as well as Training and Capacity Building of Emerging Farmers and Farm Workers; Implement policy on the norms and standards for advisory services in agriculture; Oversee the implementation of development programmes and projects and report accordingly; Implementing CASP and provide support to other land and agrarian reform programmes and projects; Develop and implement training and capacity building strategy for emerging farmers and farm workers; Oversee the implementation of IFNP and report accordingly; Ensure the provision of support to communal areas; Establish and maintain linkages with stakeholders in agricultural development, e.g. Organized Agriculture, Municipalities, etc. Facilitate and manage strategic, business and operational planning processes linked to budgetary processes; Manage the directorates finances and exercise budget control; Interact at a high level within and outside the organization.
- ENQUIRIES** : Ms. N. Moletsane Tel No: 053 838 9100
- NOTE** : Qualified women and people with disabilities are encouraged to apply.
- POST 44/242** : **SENIOR MANAGER: VETERINARY SERVICES REF NO: ALR/10/18/03**
Directorate: Veterinary Services
- SALARY** : R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
- CENTRE** : Kimberley

<u>REQUIREMENTS</u>	:	A self-motivated, dynamic, strategic and innovative thinker who is in possession of and a BVSc/BVMCh degree from an accredited veterinary institution; Registration with the South African Veterinary Council is a prerequisite and a minimum of 5 years managerial experience. A valid driver's license. Competencies: In depth knowledge of the Animal and Veterinary Public Health environment and relevant legislation. High level problem solving and negotiation skills; Ability to interact at a strategic and operational level, and work under pressure. A thorough understanding of the Agricultural Sectoral, CASP, Food Security, WTO Sanitary and Phytosanitary Standards and community development; Good interpersonal and written and verbal communication skills. Leadership and management skills including human resources, financial management and knowledge of the PFMA.
<u>DUTIES</u>	:	Manage and integrate the functions under animal health, veterinary public health, export control and laboratory services; Give strategic leadership in line with interpersonal standards and animal health, veterinary public health, export control, epidemiological investigations and laboratory services, Advise management of the Department on policy matters related to veterinary services and animal production; Implement various surveillance programs in order to promote animal health and public health; Ensure that veterinary services officials participate in various agricultural development programmes, e.g. food security and CASP; Develop and implement primary animal health programmes to promote access to basic service; Manage the finances and report on the activities of the directorate in line with national and international standards; Interact with various role-players within and outside the Department including the establishment of linkages with stakeholders in the agricultural sector.
<u>ENQUIRIES</u>	:	Dr. P. Kegakilwe Tel No: 053 - 838 9100
<u>POST 44/243</u>	:	<u>SENIOR MANAGER: AGRICULTURAL ECONOMICS REF NO: ALR/10/18/04</u> Directorate: Agricultural Economics
<u>SALARY</u>	:	R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Kimberley A self-motivated, dynamic, strategic and innovative thinker who is in possession of an Honors Degree in Agricultural Economics, with a minimum of 5 years managerial experience. Competencies: Strategic ability and Leadership, programme and project management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation, Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus.
<u>DUTIES</u>	:	The successful candidate will be responsible for the Management of the Directorate. Analyze and interpret the value and contribution of Agriculture to the Economy of the Province and Country. Development of Agricultural Policy options for the Province. Monitor the changing pattern of Agriculture Enterprise Development in the province. Provide strategic thinking and support on project planning, appraisal, implementation, and evaluation; Render economic and marketing support services to the clients. Establish and maintain stakeholder relations with all relevant institutions; establish and promote Agribusinesses through the establishment of co-operatives and instill a sense of entrepreneurship in clients, especially farmers; effect capacity building through training to both emergent and commercial farmers; promote value adding through agro-processing; be able to develop information management systems for the office and clients; actively participate in forums where the sector and the Department are deliberated on; Play a leading role in driving and promoting AgriBEE concept in the Province; Promote access to finance by emergent farmers through any other source of finance.
<u>ENQUIRIES</u>	:	Ms. N. Moletsane Tel No: 053 - 838 9100
<u>POST 44/244</u>	:	<u>SENIOR MANAGER: FINANCIAL MANAGEMENT REF NO: ALR/10/18/05</u> Directorate: Financial Management

<u>SALARY</u>	:	R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Kimberley A self-motivated, dynamic, strategic and innovative thinker who is in possession of an appropriate relevant B. degree or equivalent tertiary qualification with 5 years extensive management and financial experience. Applicants must have the ability to interact at both strategic and operational level. A valid driver's license. Competencies: Excellent interpersonal relations skills; Proven well developed management and leadership skills; Understanding the ability to grasp and apply the Public Service Act, Public Service Regulations, PFMA and Treasury Regulations, Labour Relations Act and Employment Equity Act and Skills Development Act. Applied strategic thinking-managing conflict; Analytical and research skills; Problem solving skills; Excellent communication and report writing skills; Accuracy and flair to detail; A creative, assertive and confident approach; Knowledge of planning and budget control.
<u>DUTIES</u>	:	Reporting to the CFO: The incumbent will determine whether the programmes objectives are defined and reasonable and within the available resources; Ensure financial management measures exists to support all programmes; Support and advice the accounting officer on policies, procedures, laws and regulations to ensure sound financial management and budget of programmes; Evaluate measures to reveal inefficient and uneconomical use of State resources and advice Accounting Officer; Evaluate financial implications of new projects or proposed amendments to projects and advice senior management; Provide advice and assist the Accounting Officer and other Senior Managers with regard to implementation of and compliance with the PFMA and treasury regulations as well as DORA (Division of Revenue Act); Reporting on the achievement of set budget objectives and on financial and policy implications of the respective budget; Ensure that systems for internal financial control are put into practice; Control/monitor expenditure versus allocated funds on a monthly basis; Evaluate programmes/projects in order to identify wasteful practice; Coordinate financial management training; Verify submission to treasury containing budget or policy matters; Report any irregularity; Ensure the preparation and presentation of financial statement; Ensure the development of post audit and action plans for the department
<u>ENQUIRIES</u>	:	Ms. P. Catita Tel No: 053 - 838 9100
<u>POST 44/245</u>	:	<u>SENIOR MANAGER: SUSTAINABLE RESOURCE MANAGEMENT REF NO: ALR/10/18/06</u> Directorate: Sustainable Resource Management
<u>SALARY</u>	:	R1 005 063 per annum (Level 13) (An all-inclusive remuneration package) consisting of 70% basic salary and 30% flexible portion. The 30% flexible portion of the package can be structured according to the senior management service guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Kimberley A self-motivated, dynamic, strategic and innovative thinker who is in possession of a Degree/ B-Tech Degree in Agricultural Engineering with 10 years' experience in agricultural engineering and a minimum of 5 years managerial experience. Registration as a professional with ECSA is a prerequisite. A valid driver's license. Competencies: Proven leadership and management skills including human resource and financial management and an understanding of the PFMA; High-level problem-solving and negotiation skills and the ability to interact at a strategic and operational level, and work under high pressure; a thorough understanding of the Agricultural Sector, CASP, Land Care and Disaster Management. Extensive knowledge of sustainable resource management is essential; Good interpersonal, written and verbal communication skills.
<u>DUTIES</u>	:	Provide strategic direction that is aligned to the Department's strategic goals and the Provincial Growth and Development Strategy; give strategic direction and leadership and integrate the functions of engineering services, Land Care and Land Use Management. Ensure the implementation of the Conservation of

Agricultural Resources Act (CARA), No. 43 of 1983 and compliance with NEMA and SPLUMA; Develop and manage the implementation of agricultural risk and disaster management strategies; Ensure efficient water use in agriculture and promote and oversee infrastructure development; Ensure the provision of specialist support to all units of the Department and stakeholders; Facilitate and manage strategic, business and operational planning processes linked to budgetary processes of the department; Manage the directorate's finances and exercise strict budget control; Interact at a high level within and outside the department.

ENQUIRIES

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Dr. P Kegakilwe Tel No: 053 839100