

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from women and the persons with disabilities in particular. It is intended to promote representivity through filling of these posts. Our buildings are accessible to people with disabilities.

- APPLICATIONS** : Please forward your application, quoting the relevant reference number and the name of the publication in which you saw this advertisement, to the Recruitment Administrator: National Treasury, Private Bag X115, Pretoria 0001 or to the e-mail address mentioned below.
- CLOSING DATE** : 18 December 2018 at 12H: 00
- NOTE** : Applications should be accompanied by a comprehensive CV, fully completed Z83 (non-negotiable) and certified copies of qualifications and ID. No late applications will be accepted. Please note: All shortlisted candidates for SMS 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. Qualifications and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). If you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. The National Treasury reserves the right not fill the below-mentioned posts.

MANAGEMENT ECHELON

- POST 48/89** : **DIRECTOR: PUBLIC FINANCIAL MANAGEMENT CAPACITY BUILDING REF NO: S075/2018**
(4 Years Fixed Term Contract)
Division: Office of the Accountant-General (OAG)
Purpose: To develop and enhance public financial management capacity for the economic utilisation of public resources in all spheres of government. This fixed term contract position is in support of the Public Financial Management Capacity Development Programme for Improved Service Deliver, funded by the European Union.
- SALARY** : R1 005 063 per annum (all-inclusive remuneration package)
- CENTRE** : Pretoria
- REQUIREMENTS** : A Degree in Public Finance, Education or Business Management or equivalent as recognised by SAQA, Honours Degree will be an added advantage (NQF Level 8), Minimum 5 years' middle management experience in strategy and leadership, Knowledge and experience in financial management, Knowledge of capacity development and/or education and training in financial management, Knowledge of data analysis and decision making, and managing of multiple and complex stakeholder relationship.
- DUTIES** : Develop a comprehensive capacity development strategy for public financial management, Develop and/ or influence related government policy (e.g. human resource management, human resource development, organisational design, and organisational development, Develop and maintain national frameworks, guidelines and standards aligned to legislation and policy environment, e.g. competency and learning frameworks and job standardisation, Support the creation of an enabling environment (e.g. maintain the competency framework for public financial management, maintain the integrated learning framework, develop nationally recognised occupational qualification, and implement supporting change management programmes), Develop and enhance organisational capacity e.g. support capacity development in departments and provincial treasuries, and coordinate the provision of national capacity development interventions on all public financial management, Develop and initiate implementation of education, training and development programmes on public financial management, Develop an environment that enables and sustains mutually beneficial stakeholder

relationships, e.g. marketing and communication, and implement a broad-based delivery model, Facilitate the establishment and maintenance of the strategic levers that will support the implementation of the strategy, e.g. champions of change, management and leadership capacity, team level transformation, professionalisation, diagnostics, and knowledge and information management Research on best practice with regard to capacity development.(PFM) (PFM) capacity development solutions for the South African context, Monitor and evaluate the progress and impact of the (PFM) capacity development strategic interventions, Monitor and evaluate the progress and impact of the (PFM) capacity development strategic interventions, Support the development of relevant legislative frameworks, policies, guidelines and other instruments, Develop and maintain the (PFM) competency framework, Support the professionalisation of the disciplines Support the technical advancement of the discipline through reforms, good practice and benchmarking, Engage with government stakeholders to facilitate and coordinate the implementation of the (PFM) capacity development strategy (national, provincial and local government departments), Engage with external stakeholders to facilitate and coordinate the implementation of the (PFM) capacity development strategy (educational institutions, professional bodies, service providers, relevant quality assurance bodies and research institutions), Engage with strategic partners to support the implementation of the strategy (DPSA, NSG, CoGTA, SALGA, The Presidency and the donor community).

ENQUIRIES : Ms Caroline Modibane Tel No: 012 315 5092
APPLICATIONS : National Treasury, Private Bag X115, Pretoria, 0001 or e-mail to recruit.oag@treasury.gov.za, please state reference number and title of position on the subject line of the email

POST 48/90 : **DIRECTOR: DIRECTOR: MONITORING, EVALUATION AND LEARNING REF NO: S076/2018**
 (4 Years Fixed-Term Contract)
 Division: Office of the Accountant-General (OAG)
 Purpose: To lead, facilitate and conduct monitoring, evaluation and learning as it relates to the Public Financial Management Capacity Development Programme for Improved Service Delivery, funded by the European Union.

SALARY : R1 005 063 per annum (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : A Degree in Public/ Business Administration/Management or equivalent as recognised by SAQA, A qualification in Monitoring & Evaluation will be an added advantage, Minimum 5 years' experience in middle management obtained in monitoring and evaluation, Knowledge and experience of Monitoring and Evaluation of Policy and Frameworks, Ability to design, develop and implement MEL systems, policies, processes and procedures, Experience in the formulation and implementation of baseline studies; monitoring and performance management and conducting evaluations, Understanding of Knowledge Management principles and Learning within organisations, Experience in public/ private sector project management, strategy management and entity oversight, Negotiation skills and report writing required.

DUTIES : Provide strategic direction and guidance on planning processes of donor funded projects and programmes through the development and implementation of Monitoring and Evaluation guidelines and policies, Develop a communication strategy to disseminate and convey key strategic information, Manage and develop all Monitoring, Evaluation and Learning (MEL) plans for the various projects and consolidate for Reporting to ensure correct alignment of objectives and priorities of National Treasury, Ensure proper planning and implementation of MEL plans, Formulate, conduct and lead reviews of donor projects and programmes, Formulate and conduct baselines of projects and programmes, Monitor and evaluate the required measures for the implementation of project plans and procedures, Develop and implement an institutional monitoring and evaluation mechanism to fast-track performance targets and other related information, Implement measurements and monitor progress against implementation of projects, Develop performance indicators and measurements pertaining to

reporting, monitoring, evaluation and Learning, Facilitate the development and implementation of improvement plans for projects, Review and align the project improvement plans with National Treasury's framework, Coordinate and engage stakeholders on the progress of the implementation of the improvement plans, Present provisional periodic reports to the donor, project leads and head of unit for deliberation and inputs, prior to sign-off, Foster relationships with strategic partners on national, provincial departments, local authorities, private sector organisations pertaining to terms of performance as well as monitoring and evaluation processes, Develop, implement and review governance framework for quality assurance and oversight and establish best practices, Ensure the implementation of the performance guidelines and frameworks and advice to stakeholders accordingly, Develop performance and monitoring tools, learning frameworks and policy in compliance with strategic annual reports and plans, Consult stakeholders within and outside of government, Foster knowledge management and learning within the department and various beneficiary institutions.

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POST 48/91

: **PROJECT COORDINATOR: PUBLIC FINANCIAL MANAGEMENT CAPACITY DEVELOPMENT REF NO: S078/2018**
 (4 Years Fixed-Term Contract)
 Division: Office of the Accountant-General (OAG)
 Purpose: To coordinate and manage all capacity development projects that fall under the Public Financial Management Capacity Development Programme for Improved Service Delivery, funded by the European Union.

**SALARY
CENTRE
REQUIREMENTS**

: R1 005 063 per annum (all-inclusive remuneration package)
 : Pretoria
 : A Degree in Business Administration, Public Administration, Project Management, or PFM or equivalent as recognised by SAQA, A minimum of 5 years' experience at a middle management level in project management and managing of various projects or programmes, Proven experience in project financial management, Thorough understanding of PFM challenges in all spheres of government, Demonstrated research and/or report writing skills, Experience in Monitoring and Evaluation and managing stakeholder relationships with international donors, Extensive experience with Microsoft Project management, Word, PowerPoint and Publisher will be an added advantage, as well as excellent analytical and organisational skills.

DUTIES

: Develop policies and procedures required for programme implementation, Develop quality assurance standards, norms and all relevant policies and processes related to the programme, Prepare periodic narrative progress reports and financial reports in relation to the programme, Develop and publish communications and promotional materials for distribution such as newsletters and brochures, Identify gaps and best practices in the implementation of the programme, Develop and schedule work plans in accordance with specifications and funding confinements, Prepare and quality assure all substantive technical reports, briefs and required documents, Oversee and coordinate programme operations, Establish and manage the Project Steering Committee, Develop tools to track and monitor projects, Coordinate projects in conjunction with stakeholders to ensure optimum efficiency and compliance with appropriate policies, procedures and specifications, Coordinate and oversee the outputs of project experts and consultants, Implement an early recognition or warning mechanism for risks identification and the smooth management of projects, Ensure that the project activities are budgeted for, Facilitate the procurement and appointment of service providers for PFM capacity development projects in line with prescribed Supply Chain Management processes and procedures, Coordinate service providers appointed for various capacity development projects, Develop and oversee the implementation of an open and transparent donor fund process, Prepare

programme financial management reports, Assist with internal and external audits, Develop a Monitoring and Evaluation Framework for the programme, Managing the Monitoring and evaluation of programme effectiveness, Conduct field visits to coordinate and monitor field level processes of the project appropriation action plan in consultation with stakeholders, Report regularly, verbally and in writing to stakeholders on the progress of the project implementation and challenges encountered highlighting constraints and proposed solutions to resolve the issue, Establish information and feedback mechanisms within targeted communities including a specific system to deal with beneficiary complaints/constraints, Analyse key project issues (including intervention priorities definition) and provide key recommendations on activities and action plan, Systematically evaluate the quality of project outcomes and provide recommendations for their improvement or their modification in order to ensure quality standards are met, Develop a Stakeholder Management Framework for the programme, Foster, develop and maintain strong partnership relationships and regular contact with several stakeholders to support programme implementation, Foster, develop and maintain partnership relationships with national partners and local communities to assess the effectiveness of current projects and to identify possibilities for new projects, Address all stakeholder queries related to projects implemented.

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POST 48/92 : **DIRECTOR: PRUDENTIAL REGULATION REF NO: S083/2018**
 Division: Tax and Financial Sector Policy (TFSP)
 Purpose: To Provide a platform for the formulation and development of assessment instruments, oversight on regulation and the development of policy for prudential regulation of the banks.

SALARY : R1 005 063 per annum (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : A degree in Finance, Law Economics or Development Economics as recognised by SAQA, A minimum of 5 years' experience in the financial sector, middle management experience, Analysis of policy and application in business, Development of a financial oversight mechanisms.

DUTIES : Work with regulators, contribute to prudential regulation pertaining to financial sector companies and general corporates, Formulate policy on the development and enhancement of prudential regulatory frameworks, Coordinate the implementation of policies on prudential regulation, Work closely with the Reserve Bank on financial stability issues, and the development of policies for domestic financial stability, Implement mechanisms to ensure the financial markets clearing and settlements process are executed accordingly, Advise on the processing of exchange control applications, Conduct in-depth research on concerns around each application to maintain SA interests, Liaise with various role-players including the South African Reserve Bank on administrative and policy matters relating to exchange controls Provide commentary on international papers and reports, Provide inputs and respond to Parliamentary Questions, Participate in the appointment of members to various financial regulatory boards, Compile draft parliamentary speeches and provide inputs to content.

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POST 48/93 : **DIRECTOR: FISCAL FRAMEWORK REF NO: S084/2018**
 Division: Intergovernmental Relations (IGR)
 Purpose: To Coordinate the annual fiscal framework reviews and provide a policy advice platform on the funding requirements needed for the different sectoral frontline services in health, education and social development.

SALARY : R1 005 063 per annum (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : A degree in economics, A minimum 5 years' experience at a middle management level, A good understanding of the Intergovernmental Fiscal Framework system, Public Finances including Provincial Financing, Knowledge and experience of financial and economic analysis and policy development, Knowledge and experience of policy development and analyses; Knowledge and experience in Social Sciences research.

DUTIES : Represent provinces in the national budget processes to ensure alignment between government strategies, expenditure responsibilities of provinces, and the available funding envelope, Prepare provincial fiscal frameworks for MTEF and in-year adjustments budget processes and present to appropriate forums, Provide advice and inputs into the annual division of revenue regarding provinces, Undertake annual technical updates to the provincial equitable share formula, Undertake ad hoc policy reviews of the provincial equitable share formula, Develop and implement provincial conditional grant frameworks and allocations in consultation with other units in National Treasury, the relevant transferring national officers and provincial treasuries, Embark on policy reviews of the provincial fiscal framework to enhance the ability of provinces to achieve their service delivery and developmental objectives, Participate in the development of policies impacting on the funding of provinces in general, Provide inputs in the development of the annual Division of Revenue Bill (DoRB) and Division of Revenue Amendment Bill (DoRAB), including drafting the provincial aspects of Annexure W1 to the annual DoRB, DoRAB, Medium Term Budget Policy Statement, Budget Review and other relevant National Treasury publications.

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