DEPARTMENT OF TELECOMMUNICATIONS AND POSTAL SERVICES

The Department is an equal opportunity department and the Department’s intention is to promote equity through the filling of these posts.

APPLICATIONS

RPT Marketing has been retained to handle responses for all positions mentioned in this advertisement. Please forward your application via email to: rh@konesolutions.co.za or hand deliver your application to Hampton Office Park, 20 Georgian Crescent East Street, Highbury house, Bryanston, 2158 (quoting the relevant reference in the subject line).

CLOSING DATE

06 September 2019

NOTE

Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies (not older than six (6) months) of all qualification(s), statement(s) of results and ID document/Passport. Applications received after the closing date will not be considered. Faxed or e-mailed applications will be considered for SMS posts. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged and correspondence will be limited to short-listed candidates only. All shortlisted candidates for SMS positions 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 using the mandated DPSA SMS competency assessment tool. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV’s submitted will be destroyed after a three (3) month period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

MANAGEMENT ECHELON

POST 30/117

DEPUTY DIRECTOR-GENERAL: INFORMATION SOCIETY DEVELOPMENT AND RESEARCH REF NO: DDG1

SALARY

R1 521 591 per annum (An all-inclusive package)

CENTRE

Pretoria, Hatfield

REQUIREMENTS

Master Degree with major focus in Technology Research. PHD would be an added advantage. 8 to 10 years’ experience at senior management level of which at least 5 years’ experience must have been as a Project Manager, preferably in the ICT arena. Fully conversant in applications and/or application development. Masters level qualifications in either Information Systems, Computer Science, Electronic Engineering. Skills And Competencies: At an advanced level required in the following: Deep understanding of Technology Research and Building of Digital Society. The candidate must have supervised policy or technology research. He or she must be familiar with using advanced well-established research models and methodologies. Capabilities to develop Digital strategy and framework for SA. Coordinate Government Digital Transformation program. Publish in reputable journals papers dealing with the digital Society. Knowledge of information management and practices, monitoring, evaluation and research methodologies. Strategic capability and leadership qualities. Programme and project management using tools such as GitHub. Problem Analysis solving. Government operations, policies and legislation value chain management, service delivery innovation. The ability to engage stakeholders through an omni-channel using social media and digital. Customer/Client focus using Customer Relationship Management (CRM). Understanding of Broadband and Government imperatives in this arena. Communications skills (both written and verbal). Business acumen and organizational management. Ability to design Big Data models. Competence in Agile, Pringle and Togaf. Knowledge of Service Oriented Architecture (SOA)
DUTIES: The candidate will be responsible for developing 3 national digital verticals namely: (a) national compute and storage strategy, (b) Cloud Connectivity Strategy (c) Cyber defence strategy. The candidate will guide SA leadership on how to deal with Blockchain, AI, Cloud, Big Data, IoT and similar technologies. He or She to assist with the coordination of 4IR strategy. The successful candidate will render strategic delivery Management services in support of creating an inclusive ICT information society, development and capacity in order to establish an advanced information-based society. He/she will: Conduct research, track and measure the progress of creating an information-based society and attainment of the National Development Programme (NDP). Provide strategic oversight and ensure the provision of professional and secretariat support to the ISAD coordination. Provide leadership on the development and implementation of innovation and responsive programmes in order to develop capacity in the usage of ICTs in the building of an information society. Deliver on Government’s mandate in terms of the NDP and ensure the obligations in terms of outcome 12 are met. Ensure an effective promotion and practice of good corporate governance and compliance pertaining to all relevant legislation, regulations, treaties, memorandum of understandings, etc Perform generic management functions attached to the seniority of the post Ensure an effective promotion and practice of good corporate governance and compliance pertaining to all relevant legislation, regulations, treaties, memorandum of understandings, etc Perform generic management functions attached to the seniority of the post

ENQUIRIES: Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/118: DEPUTY DIRECTOR-GENERAL: ICT POLICY AND STRATEGY REF NO: DDG2

SALARY: R1 521 591 per annum (An all-inclusive package)
CENTRE: Pretoria, Hatfield
REQUIREMENTS: Masters Degree in Technology Policy or Engineering and 10+ years’ experience at senior management level of which at least 5 years’ experience must be related to the strategy environment. PhD would be an added advantage. The candidate must have addressed international, regional and national conferences of ICT. He or She must have published 5 or more series papers in the subject of ICT policy and strategy. Skills And Competencies: At an advanced level required in the following: A comprehensive understanding of the ICT including Digital, Cloud, IoT, AI and Big Data. Must have published at least five peer reviewed works in Policy Journals. A strong background and understanding of global ICT Policy environment. Understanding of AGILE, digital transformation and data sovereignty issues. Monitoring and evaluation methodologies. Government operations, policies and legislation. Understanding of internationally recognized research methodologies. Data collection and analysis methods and understanding of policy legislation. Strategic management capabilities to lead the ICT Policy and Strategy Branch. Communications skills (both written and verbal).

DUTIES: The successful candidate will provide strategic management and leadership in the development of the Information and Communication Technology’s (ICT) policy and regulatory framework including reviewing and monitoring implementation as well as its impact on the wellbeing of the citizens of South Africa. The candidate must have a deep understanding of Global trends in ICT and Digital Technologies. The candidate must understand the functioning of the ITU, OECD ICT unit, ICANN and all respective sub-structures and related organizations. He or she must understand global ICT dynamics, trade wars including services dialogue within the WTO and other regional trade organizations. The candidate must understand of Europe’s GDPR and implications to European companies residing in SA and be able to develop strategies on how to respond to such. Understanding import tariffs and how they impact universal broadband services and mobile communications. Develop a Data Price Policy of South Africa with objectives of reducing data pricing. Establish methodologies for the delivery of informed and robust ICT policies and regulatory frameworks in support of an inclusive growth of the South African economy. Ensure that development of ICT policies and regulatory frameworks are underscored by credible quantitative and qualitative analysis. Establish methodologies for ICT policy and strategy implementation, monitoring and evaluation, and review in order to measure its impact on the wellbeing of the citizens of South Africa. Ensure an effective promotion and
practice of good corporate governance and compliance in accordance with all relevant legislation, regulations, declarations, treaties, memorandum of understandings, etc. Perform generic management functions attached to the seniority of the post. Oversee the development and management of the strategic planning of the branch.

ENQUIRIES:
Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/119:
CHIEF DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: CD1

SALARY:
R1 251 183 per annum (An all-inclusive package)

CENTRE:
Pretoria, Hatfield

REQUIREMENTS:
A relevant undergraduate qualification at NQF level 7 in Human Resource Management or Human Capital as recognized by the South African Qualifications Authority (SAQA). At least 5-7 years’ relevant experience at a senior managerial level in the Human Resources Environment. A post graduate qualification will be an added advantage. Skills and Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, Preferential HR policies and related legislation, functioning of national, provincial and local government, fundamental economics, HR policies, Employment Equity Act and related policies, Labour Relations Act, COIDA, Resolutions, Payroll Administration, General knowledge of HR related standards, practices and procedures, Specialised knowledge of personnel provisioning and utilisation processes, conditions of service, service benefits and terminations of service, Structure and functioning of the Department, functioning of PERSAL and personnel information systems, Public Service Act and Regulations, Employment Equity Act, Basic Conditions of Employment Act, collective agreements, Codes of Remuneration and the Public Finance Management Act, Electronic and Communication Act, Broadcasting Act, Independent Communication Authority of South Africa Act. Must have excellent communication skills (both written and verbal), change management, people management, client orientation and customer focussed, diversity management and risk management.

DUTIES:
The successful candidate will effectively and efficiently oversee the management of all Human Resources for the Department. Benchmark Department Human Capital or Human Resource digital capabilities against other similar government departments in other parts of the African region and the world. Design a digital skills matrix for all Department employees. Design training programs that will cover digital transformation. Build digital skills across all branches of the department. Establish partnerships with on line organizations of learning. Relook and reconfigure all the departmental jobs given the new direction. Propose an organizational reengineering model based on AGILE. Introduce Service Oriented Architecture (SOA) as a way of working. Develop and oversee the implementation of policies and procedures in the areas of Human Resources Management within the department to comply with applicable legislation. Oversee the management of Human Resources Administration for the department. Oversee the management Organisational Development and Wellness for the Department. Oversee the management of Human Resources Development for the department. Oversee the management of Departmental and Labour Relations. Oversee the management of Departmental and human resources records. Manage all resources (human, financial, assets) within the Chief Directorate to ensure that they are optimally utilized and directed towards meeting the objectives of the Directorate. Benchmark Department Human Capital or Human Resource digital capabilities against other similar government departments in other parts of the African region and the world. Design a digital skills matrix for all Department employees. Design training programs that will cover digital transformation. Build digital skills across all branches of the department. Establish partnerships with on line organizations of learning. Relook and reconfigure all the departmental jobs given the new direction. Propose an organizational reengineering model based on AGILE. Introduce Service Oriented Architecture (SOA) as a way of working. Develop and oversee the implementation of policies and procedures in the areas of Human Resources Management within the department to comply with applicable legislation. Oversee the management of Human Resources Administration for the
department. Oversee the management Organisational Development and Wellness for the Department. Oversee the management of Human Resources Development for the department. Oversee the management of Labour Relations. Oversee the management of Departmental and human resources records. Manage all resources (human, financial, assets) within the Chief Directorate to ensure that they are optimally utilized and directed towards meeting the objectives of the Directorate.

ENQUIRIES
Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/120
CHIEF DIRECTOR: COMMUNICATIONS AND MARKETING REF NO: CD2

SALARY
R1 251 183 per annum (An all-inclusive package)

REQUIREMENTS
A relevant undergraduate qualification at NQF level 7 in Communications/Marketing/Journalism as recognised by the South African Qualifications Authority (SAQA) and 5-7 years of relevant experience at a senior managerial level in the Communications and Marketing environment. A post graduate degree will be an added advantage. Skills and Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, change management, knowledge of Applicable legislations, Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service Regulations Electronic and Communication Act, Broadcasting Act, Independent Communication Authority of South Africa Act, functioning of national, provincial and local government, structure and functioning of the Department, Parliamentary protocol processes, linkages with government clusters, Media and marketing industry, cross cultural knowledge, client relations. Knowledge of applicable legislations, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service Regulations Electronic and Communication Act, Functioning of national, provincial and local government. Structure and functioning of the Department, Parliamentary protocol processes, Linkages with government clusters, Media and marketing industry, Cross Cultural Knowledge, Client relations, ICT Industry. Must have excellent skills in communication (both written and verbal), digital marketing with deep understanding of web culture, social media platforms and channels, knowledge management, people management, client orientation and customer focus, diversity management, risk management, corporate governance.

DUTIES
The successful candidate will oversee the management of the Department image and provide communication and marketing activities. Oversee the department's image in the digital space. This includes traditional media (print, electronic etc.) BUT more importantly all social media channels such as Facebook, Twitter, Google, YouTube etc. Develop and implement digital marketing, online communication and all new forms of digital marketing. Position the department favourably within the ICT sector and public through the development of strategic objectives (Build The department presence in the digital ecosystem, Reposition the Department to be number one digital organisation in SA, the department must be present in all digital channels, Monitor internet and digital platforms and be able to respond within seconds). Oversee the development of strategies in support of the DTPS, ICT sector and government programmes in order to encourage the accelerated use of ICT as a tool of social economic development (Protect the Department in the digital space, Listen on behalf of the department, engage all platforms that publish Transparency). Oversee the provision of marketing and communications support to the DTPS and its stakeholders to build a shared vision of the national ICT agenda (Conduct Web analytics on behalf of the department, curate Place all Departments content in the digital ecosystem). Oversee the development and implementation of an annual communications strategy and provide support for departmental projects. Build communications networks with stakeholders in the ICT sector in order to improve the stakeholder’s participation and involvement in Dtps programmes (Design the Department digital marketing and internet communications strategy. Daily, weekly and monthly provide Google analytics about the department activities and mention
online, liaise on behalf of the Department with all social media platforms, provide Department Twitter analytics daily, weekly and monthly, provide Department Facebook analytics daily weekly and monthly, build capacity such as Google Analytics, Twitter Developer and Facebook Developer skills within the team members. Oversee the development and participation of marketing and communications policies within the DTPS and manage participation of Intergovernmental communications forums. Oversee resources within the Media and Communications Chief Directorate in line with relevant legislation in order to reach the strategic objectives of the Department of Telecommunications and Postal Services (Responsible for all department's digital assets). Design and find Providers of digital training for members of the department. Oversee the department's image in the digital space. This includes traditional media (print, electronic etc.) BUT more importantly all social media channels such as Facebook, Twitter, Google, YouTube etc. Develop and implement digital marketing, online communication and all new forms of digital marketing. Position the department favourably within the ICT sector and public through the development of strategic objectives (Build the department presence in the digital ecosystem, Reposition the Department to be number one digital organisation in SA, the department must be present in all digital channels, monitor internet and digital platforms and be able to respond within seconds). Oversee the development of strategies in support of the DTPS, ICT sector and government programmes in order to encourage the accelerated use of ICT as a tool of social economic development (Protect the Department in the digital space, Listen on behalf of the Department, engage all platforms that publish Transparency). Oversee the development and implementation of an annual communications strategy and provide support for departmental projects. Build communications networks with stakeholders in the ICT sector in order to improve the stakeholder’s participation and involvement in DTPS programmes (Design the Department digital marketing and internet communications strategy. Daily, weekly and monthly provide Google analytics about the department activities and mention online, liaise on behalf of the Department with all social media platforms, Provide Department Twitter analytics daily, weekly and monthly, provide Department Facebook analytics daily weekly and monthly, build capacity such as Google Analytics, Twitter Developer and Facebook Developer skills within the team members. Oversee the development and participation of marketing and communications policies within the DTPS and manage participation of Intergovernmental communications forums. Oversee resources within the Media and Communications Chief Directorate in line with relevant legislation in order to reach the strategic objectives of the Department of Telecommunications and Postal Services (Responsible for all Department's digital assets). Design and find Providers of digital training for members of the department.

ENQUIRIES : Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/121 : CHIEF DIRECTOR: ICT STRATEGY DEVELOPMENT REF NO: CD3

SALARY : R1 251 183 per annum (An all-inclusive package)
CENTRE : Pretoria, Hatfield
REQUIREMENTS : A relevant undergraduate qualification at NQF Level 7, as recognised by the South African Qualifications Authority (SAQA) in the field of Economic and Management Sciences, Business, Telecommunications, and 5 years’ relevant experience at senior managerial level in developing ICT policies and strategies. A post-graduate qualification in the field of the post would be an added advantage. Skills And Competencies: At an advanced level required in the following: Knowledge of Applicable legislations, Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service is of baseline economic statistics related to the ICT sector in order to inform policy formulation. Contribute to the development of socio-economic impact analysis for major ICT policies and strategies developed in the Department. Provide analysis of ICT trends and international benchmarking reports. Liaise with other entities which provide economic and statistical
information as it relates to ICTs. Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, knowledge management, change management, knowledge and experience in ICT policy formulation, knowledge and understanding of ICT legislation and policies. Knowledge of ICT regulatory environment. Experience in developing socio-economic impact analysis reports; understanding of monitoring & evaluation methodologies. Excellent planning and organising skills, excellent interpersonal skills and an established track record in the field of ICT policy and strategy development.

**DUTIES**

The successful candidate will develop strategies to promote ICT industry growth and competitiveness and position the ICT sector in the industrialisation of South Africa. Develop frameworks that align ICT policy development and regulation, research and development and funding to promote investments across the entire value-chain of the sector. Develop mechanisms to coordinate, collaborate and effectively implement key programmes and initiatives to support ICT industry growth. Develop relevant strategies and policies taking into consideration gaps in existing policies in the ICT sector. Monitor, report, compile and provide analysis reports regarding South Africa’s performance against key international indices on ICT industry growth and competitiveness. Interact and participate in various governmental and stakeholder engagement platforms as they relate to the implementation of ICT policies and strategies. Plan and organise work of officials within the Chief Directorate and monitor the implementation of policies and strategies to ensure execution as planned, within budget and the required outcome is achieved. Manage resources within the ICT Strategy Chief Directorate in line with relevant legislation to reach the strategic objectives of the Department.

**ENQUIRIES**

Louisa Tel No: (012) 421 7006 Tania (012) 427 8184

For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

**POST 30/122**

CHIEF DIRECTOR: ISAD INSTITUTIONAL COORDINATION REF NO: CD4

**SALARY**

R1 251 183 per annum (An all-inclusive package)

**CENTRE**

Pretoria, Hatfield

**REQUIREMENTS**

A relevant undergraduate qualification in the following fields ICT and project management, at NQF level 7, as recognized by the South African Qualifications Authority (SAQA) with at least 5 years’ relevant experience at senior managerial level. Skills And Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, knowledge management, change management, Electronic Communications Act, Independent Communication Authority of South Africa Act. Ability to design Big Data models, Competence in Agile, Pringle and Togaf. Knowledge of Service Oriented Architecture (SOA), World Summit on the Information Society Applicable legislations, norms and standards related to the ICT industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service Regulations, Broadcasting Act, Independent Communication Authority of South Africa Act, Functioning of national, provincial and local government, Structure and functioning of the Department, Parliamentary protocol processes, Cross Cultural Knowledge, Client relations, ICT Industry.

**DUTIES**

The successful candidate will ensure innovative, responsive and development-oriented e-applications in the building of an inclusive information society in South Africa. Create a research platform and a sandbox for the development of digital technologies. This to be accomplished with the development of digital native groups amongst the SA youth. Develop policy framework and enablement for the creation of Digital Society in South Africa. Develop Digital society charter for the country. Design a Poly-Centric digital governance model for SA. Develop South Africa Digital Ecosystem, model and framework. Help Coordinate activities of Global Broadband Commission. Position South Africa in the Internet Governance Forum (IGF) globally and in Africa. Develop Universal Internet Service strategy for rural and previously disadvantaged areas. Coordinate Smart City digital strategy. Establish and maintain Multi-Stakeholder Platform of Information Society and maintain stakeholder database. Ensure the analysis, monitoring and evaluation of impact of ISAD governance structures decision on the development of an
Information Society. Ensure the management of research analysis, information gathering and storage. Provide a framework for analysis and evaluation of policies and legislation in order to ensure integration, alignment and their impact. Ensure an effective and efficient management of secretariat services to the ISAD programmes. Manage the resources within the ISAD Institutional Coordination Chief Directorate in line with relevant legislation in order to reach the strategic objectives of the Department of Telecommunications and Postal Services.

ENQUIRIES: Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/123: CHIEF DIRECTOR: RADIO AND SATELLITE COMMUNICATIONS REF NO: CD5

SALARY: R1 251 183 per annum (An all-inclusive package)
CENTRE: Pretoria, Hatfield
REQUIREMENTS: A relevant undergraduate qualification at NQF level 7, as recognized by the South African Qualifications Authority (SAQA), in the Engineering, Science, Telecommunications, or Public/Private Stakeholder Management fields. A post-graduate qualification in the field of the post would be an added advantage. Experience in Spectrum Engineering and Management, and Information Communication Technology (ICT) infrastructure deployment, Project Management, Stakeholder Management, Policy Development and a minimum of 5 years’ experience at senior managerial level of which at least 3 years’ experience must be in the ICT sector. Skills And Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, knowledge management, change management, Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, knowledge management, change management, People management, Risk management, Radio-communication technical skills, Client orientation and customer focused, Corporate governance and good communications skills (both written and verbal).

DUTIES: The successful candidate will develop satellite communications policies and strategies to support the development and deployment of satellite communications infrastructure. Contribute to the development of national space programmes in South Africa. Manage the Rapid Deployment Co-ordination Centre. Facilitate and coordinate deployment of ICT infrastructure across all spheres of government and industry stakeholders. Manage ICT infrastructure GIS Databases. Effectively manage human and financial resources in line with the PFMA to achieve the Chief Directorate’s objective.

ENQUIRIES: Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/124: DIRECTOR: SPECTRUM (TECHNICAL) REF NO: D1

SALARY: R1 057 326 per annum (An all-inclusive package)
CENTRE: Pretoria, Hatfield
REQUIREMENTS: A relevant undergraduate qualification at NQF level 7 in Engineering, Science or Technology as recognized by the South African Qualifications Authority (SAQA). Experience in Spectrum Engineering and Management, and Information Communication Technology (ICT), wireless network engineering and a minimum of 5 years’ relevant experience at middle / senior managerial level of which at least 3 years’ experience must be in the ICT sector. Skills And Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, knowledge management, change management, People management, risk management, Radio-communication technical understanding of Radio Communications of ITU, and IEEE standards, orbital Slots, Space based Frequencies, Problem solving and analytic skills, Service delivery implementation skills, Innovation, Client orientation and customer focused, corporate governance and good communication skills (both written and verbal).
DUTIES: The successful candidate will develop radio-frequency spectrum plans, strategies in spectrum management, conduct and where necessary support technical and regulatory studies to satisfy agenda items of the World Radio communication conferences and support its outcomes for implementation, and new services spectrum requirements in order to support the deployment of ICT radio communication based Infrastructure. Develop radio-frequency spectrum plans, strategies in spectrum management. Analyse spectrum requirements for radio communication services and where necessary conduct technical and regulatory studies in preparation for World Radio communication Conferences and thereafter support implementation of conference outcomes. Ensure that the legislative and regulatory framework promotes effective and efficient utilisation of the radio frequency spectrum in South Africa. Actively participate in relevant national, regional and international fora to influence direction and strategies. Keep inventory and Database of SA spectrum use (Past and Present). Liaise with the office of Outer Space Affairs through the DTI. Develop the technical aspects of policy and legislative framework that promotes the efficient and effective utilisation of Radio Spectrum in South Africa. Provide technical input and requirements in the development of radio-frequency spectrum policies, strategies and policy directions in order to support the development and deployment of ICT radio-based Infrastructure. Participate actively in the international and regional activities to ensure compliance and adherence to technical provisions of the radio frequency spectrum. Evaluate sharing and compatibility studies and to contribute to ITU-R meetings. Monitor and evaluate radio spectrum planning and new services spectrum requirements. Establish Space coordination Forum between SANSA, SPACE COUNCIL and The Department of Communications and Digital Technology. Effectively manage human and financial resources in line with PFMA and Public Service Regulations in order to achieve the Directorate’s objectives.

ENQUIRIES: Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/125: DIRECTOR: CYBERSECURITY OPERATIONS REF NO: D2

SALARY: R1 057 326 per annum (An all-inclusive package)
CENTRE: Pretoria, Hatfield
REQUIREMENTS: A relevant undergraduate qualification at NQF level 7 Computer Science, Information Systems, Electrical Engineering as recognized by the South African Qualifications Authority (SAQA). A post graduate qualification in Information Security will be an added advantage. Experience in Information Security and related fields and a minimum of 5 years’ experience at middle / senior managerial level of which at least 3 years’ experience must be in the ICT sector. Skills And Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, risk management, change management, knowledge management, radio-communication technical skills, Understand Kali Linux, client orientation and customer focused, corporate governance and good communications skills (both written and verbal).

involved in cyber such as CERT, World Wide Web Consortium (W3C), ICANN Internet Engineering Task Force (IETF). Facilitate and coordinate the performance of the CyberSecurity Operations with other relevant entities in South Africa. Manage human and financial resources in line with the PFMA in order to achieve the Directorate’s objectives.

ENQUIRIES
Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/126
DIRECTOR: LEGAL SERVICES REF NO: D3

SALARY
R1 057 326 per annum (An all-inclusive package)

CENTRE
Pretoria, Hatfield

REQUIREMENTS
An LLB or a relevant legal degree or equivalent qualification at NQF level 7, admission as an attorney or advocate with at least 6 years’ relevant experience at middle/senior managerial level and legal practice background. A post-graduate qualification (Masters) in the legal field, particularly related to ICT’s would be an added advantage. Skills And Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, risk management, change management, knowledge management, knowledge of ICT legislation, technical understanding of ICT’s. Operational knowledge of and exposure to Constitutional Law, Administrative Law, Corporate Law, the legislation and other prescripts applicable in public administration and the Public Service will be an added advantage. All legislation administered by the Department and its SoCs, Magistrates Court Act, Postal Services Act, Post and Telecommunication-related Matters Act, South African Post Office Act, South African Postbank Act, Sentech Act, Promotion of Access to Information Act, Banks Act, RICA, IGR Act, Supreme Court Act, Promotion of Administrative Justice Act, Electronic Communications Act, Electronic Communications and Transactions Act, Broadcasting Act, Independent Communications Authority of South Africa Act, Public Service Act, PFMA and other Financial Regulations, Government Policies, Departmental policies & procedures, Departmental prescripts, Public service regulations, Policy analysis and development. Must have excellent communications skills (both written and verbal), people management, client orientation and customer focused, and time management skills.

DUTIES
The successful candidate will effectively and efficiently manage legal services matters of the Department. Drafting and / or amending of legislation that is administered by the Department. Management of litigation for the Department. Drafting, vetting and negotiation of contracts. Ensure effective governance and compliance within the Directorate. Consult with stakeholders on matters related to legal services. Effectively manage human and financial resources in line with the PFMA.

ENQUIRIES
Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

POST 30/127
DIRECTOR: ORGANIZATIONAL DEVELOPMENT, EMPLOYMENT RELATIONS AND EMPLOYEE WELLNESS AND HEALTH REF NO: D4

SALARY
R1 057 326 per annum (An all-inclusive package)

CENTRE
Pretoria, Hatfield

REQUIREMENTS
A relevant undergraduate qualification at NQF level 7 in Human Resources Management/ Psychology/Organisational Development/ Labour Relations, or equivalent qualification at NQF level 7, with at least 5 years’ relevant experience at middle/senior managerial level. Skills and Competencies: At an advanced level required in the following: Strategic capability and leadership, programme and project management, financial management, service delivery and innovation, problem-solving and analysis, risk management, change management, corporate governance, presentation and facilitation, knowledge management, Public Service Act, Public Service Regulations, Basic Conditions of Employment Act, Codes of Remuneration, PFMA Act, OHSA, Departmental policies & procedures, policy analysis and development, general knowledge of HR related standards, practices, processes and procedures, Structure and functioning of the Department, dispute resolutions, legal and
grievance procedures, negotiation skills. Knowledge of organization design, job evaluation process. Must have excellent communication skills (both written and verbal), presentation and facilitation skills, client orientation and customer focus and time management skills.

**DUTIES**

The successful candidate will manage employee relations, implement transformation programmes through organisational development and change management processes, systems and policies and enhance employee well-being that impact on health and performance. Manage resolution of disputes, disciplinary and grievance cases within the required legislative time frames and ensure effective functioning of collective bargaining processes. Ensure designing and implementation of the organisational structure in line with the Departmental strategy. Implement Climate and Culture Survey and implement change management interventions aligned to the strategic objectives of the Department. Design Department’s restructuring plan Manage alignment of jobs in the approved structure development of job descriptions and job evaluations in line with the statutory requirements. Manage implementation of Employee Wellness, health and safety programmes, policies and plans to improve quality of work life and performance. Manage resources in the Employee Relations, Organisational Development and Employee Wellness Management Directorate to ensure that the objectives of the Directorate are met.

**ENQUIRIES**

Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

**POST 30/128**

**DIRECTOR: EXTERNAL COMMUNICATIONS REF NO: D5**

(12 Months Fixed Contract)

**SALARY**

R1 057 326 per annum (An all-inclusive package)

**CENTRE**

Pretoria, Hatfield

**REQUIREMENTS**

A relevant undergraduate qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Communication/Journalism/Public Relations/Marketing or equivalent relevant qualification with at least 5 years' experience at middle/senior managerial level in the Communications and Marketing environment. Skills and Competencies:

At an advanced level required in the following: Knowledge of Applicable legislations, Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service Regulations Electronic and Communication Act, Broadcasting Act, Independent Communication Authority of South Africa Act, functioning of national, provincial and local government, structure and functioning of the Department, Parliamentary protocol processes, linkages with government clusters, Media and marketing industry, cross cultural knowledge, client relations. Knowledge and experience of working with major projects and events management within the ICT Sector and a proven track record of experience in: managing and leading people, projects, budgets and finance, risks, strategic planning, organisational performance and corporate governance. Must have excellent skills in communication (both written and verbal), strategic management, program and project management, knowledge management, financial management, problem solving and analysis, people management, service delivery innovation, client orientation and customer focus, diversity management, leadership and risk management skills.

**DUTIES**

The successful candidate will manage the positioning of the department favourably internally and externally through identifying appropriate communication channels and platforms. Develop comprehensive multi-year and annual external communications and marketing strategies and plans for the department in order to position the department favourably and support the Department’s projects. Oversee the department's image in the digital space. This includes traditional media (print, electronic etc.) BUT more importantly all social media channels such as Facebook, Twitter, Google, YouTube etc. Build the department presence in the digital ecosystem. Reposition the Department to be number one digital organisation in SA. The department must be present in all digital channels. Monitor internet and digital platforms and be able to respond within seconds. Identify and prioritise opportunities to promote Department’s projects and programmes externally (exhibitions, events and public relations). Build communications networks with stakeholders in the ICT sector in order to improve the stakeholder's participation and involvement in Departmental programmes. Manage the implementation of the corporate
identity within the Department. Manage all branding related activities of the Department. Manage the implementation of communications and marketing strategies in support of government programmes. Manage resources within the directorate in order to achieve the strategic objectives of the Communications and Marketing Chief Directorate.

ENQUIRIES : Louisa Tel No: (012) 421 7006 Tania (012) 427 8184
For applications: Ms Tumi Morake, Tel No. (010) 880 2636, during office hours (08:30am-16:00pm)

OTHER POST

POST 30/129 : DEPUTY DIRECTOR: ECONOMIC ANALYSIS AND SCENARIO CONSTRUCTION REF NO: DD1

SALARY : R869 007 per annum (An all-inclusive salary)
CENTRE : Pretoria, Hatfield
REQUIREMENTS : A recognised Bachelors degree (NQF level 7) in Economics/Economics Management and or Econometrics with 3-5 years relevant experience. A postgraduate qualification will be an added advantage. Skills and Competencies: Applicable legislations, norms and standards related to the ICT environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, and Public Service Regulations Electronic Communication Act, ICT Industry, knowledge of Application of ICT Regulations, knowledge of ICT Policy Development, statistical knowledge. The candidate must have good communication skills (verbal and written), technical skills (economic, econometrics and Statistics), Job Knowledge, Technical Skills, Acceptance of responsibility, Quality of work, Reliability, Initiative, Interpersonal relationships, Flexibility, Team work, Planning and execution, Leadership, Delegation and Empowerment, Management of resources.

DUTIES : The successful candidate will facilitate the development of ICT scenarios in order to ensure proactive policy development. Provide economic analysis and research to support ICT policy development. Provide and analyse baseline economic statistics related to the Telecommunications and ICT sector in order to inform the decision-making process. Keep abreast and monitor the South African socio-economic and political trends in order to provide context for research related to the ICT environment. Provide analysis of ICT trends and international benchmarking reports. Liaise with other entities which provide economic and statistical information as it relates to ICTs. Map national ICT strategy against SA macroeconomic framework. Show collaboration between GDP and broadband. Demonstrate ICT and broadband to micro city base economic development. Analyse micro economic environment against local ICT indicators. Manage and update national ICT indicators. Use and model from Statistics SA data ICT growth as a percentage of GDP. Analyse economic impact of political actions and design quantitative models and administer all potential outcomes and recommend legislative changes. Contribute to reports on economic content and perform quantitative analysis of performance issues. Provide support to investment activities and analyze all costs and benefits for the country. Perform internal analysis and design strategies according to regulations and in coordination with regulatory agencies. Provide analytical support to all proposals and provide forecasts. Manage the resources within the sub-directorate in order to achieve the strategic objectives of the Chief Directorate. Develop economic growth models in the Telecommunications and Postal Services domain in order input into the policy formulation process.

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