

**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, therefore Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.*

- 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 or email to: [Recruitment@dot.gov.za](mailto:Recruitment@dot.gov.za). (Applicants are encouraged to send one set of document when their apply i.e. Z83, CV, ID and qualifications)
- CLOSING DATE** : 04 October 2021.
- NOTE** : Applications must be accompanied by new Z83 form, obtainable from any Public Service Department, (or obtainable at [www.gov.za](http://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 post. All shortlisted candidates will be subjected to undertake a technical exercise that intends to test relevant technical elements of the job; the logistics will be communicated to candidates prior to the interviews. Recommended candidates will also be required to attend a generic managerial competency assessment after the interviews also take a note that National School of Governance (NSG) has introduced compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services and can be accessed through the following link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Minister particulars of all registrable financial interests, sign a performance agreement and employment contract with the Minister within three months from the date of assumption of duty. The successful candidate 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. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please Note: Correspondence will only be entered into with short-listed candidates.

**MANAGEMENT ECHELON**

- POST 33/65** : **DIRECTOR-GENERAL: TRANSPORT REF NO: DOT/HRM/2021/70**
- SALARY** : R1 978 533 – R2 228 820 per annum, (All-inclusive salary package) of which 30% can be structured according to individual needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicants must be in possession of an appropriate Bachelor Degree in Public Administration /Management /Engineering /Transport Economics/ Transport Planning or an equivalent qualification 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 and leadership position of which five (5) years must be with any organ of State. An appropriate Master's Degree will be an added advantage. The candidate must have extensive knowledge and experience in transport management: including transport policy, legislation, systems and operations. Additional requirements: Strong and strategic and leadership abilities Extensive knowledge of Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts ; Financial management skills; Understanding of change management ; Knowledge of management of service delivery innovations; Problem solving skills and analysis Client and customer orientation ; Excellent communication

skills, both verbal and written Interpersonal and good networking skills; Analytical thinking and research skills ; Computer literacy. Note: The following will serve as strong recommendations: Ability to interact at both strategic and operational levels; The candidate must be; an effective manager and leader with a proven track record of managing a complex portfolio consisting of all modes of transport (Road, Rail, Maritime, Civil Aviation and Public Transport) ; The ability to manage strategic risks in the field of transport planning, regulation and policy development in order to provide safe, reliable, sustainable and fully integrated transport systems and infrastructure across all modes of transport in South Africa; S/he must be conversant with current global and national trends as well as research issues and debates and have ability to convert policy into action; The ability to build and lead high performance teams to drive the national transport policy, strategy and implementation plans that respond to the overall developmental objectives of our country; S/he must have the ability to promote good relations with stakeholders, social partners and civil society; Strong governance and administration skills to ensure effective performance and service delivery with regard to the Department's obligations in Cabinet Clusters, Parliament, State Owned Entities and the sector as a whole.

## **DUTIES**

: The successful candidate will: Render an effective, efficient strategic support and administrative services through the delivery of the Department's strategic goals by applying an integrated management programme approach which also includes the provision of international relation support to the DoT and its Agencies as well as ensuring corporate governance support and monitoring mechanisms for public entities; Oversee the integration of cross-modal transport planning and facilitate the development and transformation of the transport sector to maximise Transport's role in economic growth through conduct effective research; monitor the performance and impact of modal transport policies and strategies; manage macro sector planning within national and provincial governments; and coordinate the formulation of environmental policies and strategies for all modes of transport; Manage the facilitation and coordination of the development and implementation of a safe, reliable and efficient integrated rail network; develop rail legislation, regulatory frameworks, policies and strategies which are aligned to DoT strategic objectives and international norms and standards, as well as providing guidance on the development of an integrated transportation system network; develop, maintain and implement rail infrastructure network; explore funding mechanisms and coordinate funding needs of rail public entities informed by the Department's strategic objectives; Provide leadership in the development and implementation of safe, reliable integrated road infrastructure network and passenger transport systems through the development and implementation of policies, strategies, norms and standards, road engineering standards that will result in the creation of an efficient transport system by extending access to transport services, reducing travel times and cost, improving transport service quality, and promoting greater integration and co-ordination with other transport modes; Ensure the regulation of road safety and traffic management through the implementation of sustainable and consistent road safety education programmes and traffic law enforcement operations; Ensure an effective civil aviation industry through planning and development of integrated aviation infrastructure network and operations with an effective international and regional regulatory framework and monitoring and evaluating the impact of aviation safety, security and environmental regulatory frameworks; Oversee the development and alignment of maritime legislation, policies and strategies with DoT strategic objectives and international norms to ensure the development and promotion of an integrated maritime infrastructure and industry through the effective implementation and management of project "Operation Phakisa"; Ensure the achievement of government objectives through building and strengthening relationships with other delivery partners, spheres of government and transport public entities; Actively participate in government clusters and interdepartmental structures aimed at facilitating and promoting the achievement of an integrated approach to delivery on government objectives and strategies; Support Cabinet and the Minister in the execution of the government's programme of action; Compliance with all applicable legislation and in particular, the provisions of the Public Finance Management Act, Public Service Act and its Regulations and the Preferential Procurement Policy Framework. Championing transformation in the department as well as in the transport sector.

**ENQUIRIES**  
**NOTE**

- : Adv Adam Masombuka Tel No: 012 309 3888
- : Candidates must quote name of the post for the abovementioned position on the subject line when applying i.e. "Deputy General: Transport"