

## 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).

**CLOSING DATE** : 19 March 2021

**NOTE** : Applications must be accompanied by form Z83, 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 for 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 Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General 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.

**ERRATUM:** Kindly note that the requirements of the following posts have been amended Deputy Director: Rail Safety Regulation Ref no: DOT/HRM/2021/10: A recognised NQF level 6 / 7 qualification in Transport Economics, Engineering or Legal qualification as recognised by SAQA with relevant experience in transport and drafting legislation and or regulations of which 3 years must be at an Assistant Director level, coupled with 5 years relevant experience. Experience in rail will be added advantage, Deputy Director: Manufacturers Importers and Builders Ref no: DOT/HRM/2021/11: A recognised NQF level 6 / 7 Bachelors of Administration in Licencing Practice as recognised by SAQA Plus 5 years' experience of which 3 years must be at an Assistant Director Level. Experience in monitoring and Evaluation of manufacturers importers and Builders (MBI) of motor vehicles and Abnormal Loads will be considered and added advantage. A valid unendorsed code B or EB driving licence, Deputy Director: Master Planning Implementation and Review Ref no: DOT/HRM/2021/12: A recognised NQF 6 / 7 Degree or Diploma in Transport Management /Town Planning/Transport Economics / Public Management or Public Policy as recognised by SAQA with 5 years or more experience in Transport, Government, Private or Non-Governmental Sectors and 3 years must be at an Assistant Director level and Deputy Director: Transport Appeal Tribunal Secretariat Ref no: DOT/HRM/2021/13: A recognised level 7 in Public Administration / Secretariat / Transport Planning / Public Management or related environment dealing with statutory bodies with a minimum of 5 years relevant experience of which 3 years must be at an Assistant Director level advertised in public service vacancy circular 06 dated 19 February 2020 closing

date 05 March 2021. The closing date has been extended until 19 March 2021.  
Enquiries: Mr. P Mailula Tel: (012) 309 3357.

#### MANAGEMENT ECHELON

**POST 08/111** : **DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES REF NO:  
DOT/HRM/2021/16**  
Branch: Administration

**SALARY** : R1 521 591 per annum (All-inclusive salary package) of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria (Head Office)

**REQUIREMENTS** : An appropriate Bachelor degree in Public Management or Human Resource Management / Law degree / International Relations / Communication / B.com or equivalent degree at NQF level 7 qualification and a post graduate qualification on NQF level 8 as recognized by SAQA and SMS pre-entry certificate with at least 8 to 10 years' relevant experience at a Senior Management level. Note: The following will serve as recommendation: Excellent communication skills, extensive knowledge and experience of the Transport planning, 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).

**DUTIES** : The successful candidate will: Provide internal and external communication. Manage the internal communication, media relations, monitor and analyze the media. Manage stakeholder management, research, content development and publications. Provide corporate management services. Provide a secretariat service, security services, travel and facilities management services. Manage and administer the Government Motor Transport processes and Government Fleet contracts. Render human resource management and development. Render 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 Agencies. Render a corporate legal service to the department, Minister and the domestic and International Air Services Councils. Develop appropriate legislation 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 of implementation plans. Evaluate infrastructure 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 A Moemi Tel No: 012 309 3172

**POST 08/112** : **DEPUTY DIRECTOR-GENERAL: RAIL TRANSPORT REF NO:  
DOT/HRM/2021/17**  
Branch: Rail Transport

**SALARY** : R1 521 591 per annum (All-inclusive salary package) of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria (Head Office)

**REQUIREMENTS** : A bachelor degree in Engineering/Transport Economics/Administration/ Management / Social Sciences or equivalent degree at NQF 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus at least 8 - 10 years relevant experience in the related field of which at Senior Management level. An appropriate Master's degree 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

<b><u>DUTIES</u></b>	:	Customer focus. Change Management. Excellent communication skills (written and verbal). 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. Manage the planning and development of an integrated rail Infrastructure network & industry by ensuring the development, maintenance and updating of infrastructure funding and coordinate funding needs; ensuring the coordination development of integrated transportation systems network with sectors in the built environment and economic development; ensuring the maintenance and updating 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 agencies against performance MOU; 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 & evaluation is carried out in all areas of the branch.
<b><u>ENQUIRIES</u></b>	:	Mr A Moemi Tel No: (012) 309 3172
<b><u>POST 08/113</u></b>	:	<b><u>DEPUTY DIRECTOR-GENERAL: MARITIME TRANSPORT REF NO: DOT/HRM/2021/18</u></b> Branch: Maritime Transport
<b><u>SALARY</u></b>	:	R1 521 591 per annum (All-inclusive salary package) of which 30% can be structured according to individual needs.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Pretoria (Head Office) A Bachelor Degree in Transport Economics / Transport Planning / Transport Engineering / Law / Administration / Management / Social Sciences or equivalent degree 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).
<b><u>DUTIES</u></b>	:	The successful candidate will: Develop and promote an integrated Maritime Infrastructure and Industry. Ensure 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. Ensure effective implementation of maritime economic regulations. Facilitate the implementation of and effective maritime environmental protection regime. Create an enabling environment for the provision of a search & 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. Ensure the implementation of the Maritime Safety Regulatory Framework. Ensure 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 its agencies.

**ENQUIRIES** : Mr A Moemi Tel No: (012) 309 3172

**POST 08/114** : **DEPUTY DIRECTOR-GENERAL: CIVIL AVIATION REF NO: DOT/HRM/2021/19**  
Branch: Civil Aviation

**SALARY** : R1 521 591 per annum (All-inclusive salary package) of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria (Head Office)

**REQUIREMENTS** : Bachelor Degree in Science / Civil Aviation / Engineering / Transport Economics / Transport Planning / Administration / Management / Law / Social Sciences or equivalent degree at NQF level 7 and a post graduate qualification at NQF level 8 as recognised by SAQA and 8 - 10 years' senior management experience in Civil Aviation and thorough knowledge of the aviation industry. 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).

**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. 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.

**ENQUIRIES** : Mr A Moemi Tel No: 012 309 3172

**POST 08/115** : **DEPUTY DIRECTOR-GENERAL: INTEGRATED TRANSPORT PLANNING REF NO: DOT/HRM/2021/20**  
Branch: Integrated Transport Planning

**SALARY** : R1 521 591 per annum (All-inclusive salary package) of which 30% can be structured according to individual needs.

**CENTRE** : Pretoria (Head of office)

**REQUIREMENTS** : A Bachelor degree in Science / Civil Engineering / Transport Economics / Transport Planning / Law / Management / Administration / Social Sciences or equivalent degree at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours) as recognized by SAQA plus eight to ten (8-10) year's relevant

experience at a Senior Management level. An appropriate Master's degree will be added advantage. Note: The following will serve as recommendation: Financial Management and Treasury Regulations; Strategic Capability and Leadership; People Management and Empowerment; Project / People Management; Client Orientation and Customer focus; Change Management; Excellent Communication skills (written and verbal).

**DUTIES**

: 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 A Moemi Tel No: 012 309 3172

**OTHER POSTS**

**POST 08/116**

: **DEPUTY DIRECTOR: TRANSPORT APPEAL TRIBUNAL INVESTIGATIONS AND RESEARCH REF NO: DOT/HRM/2021/21**  
(Branch: Public Transport)  
(Chief Directorate: Public Transport Regulation)  
(Directorate: Transport Appeal Tribunal)  
(Sub-directorate: Transport Appeal Tribunal Investigations and Research)

**SALARY**

: R869 007 per annum (Level 12), (All-inclusive salary package)

**CENTRE**

: Pretoria

**REQUIREMENTS**

: A recognised NQF 7 level qualification in Law with a minimum of 5 years' experience in legal services or related environment dealing with statutory bodies and of which 3 years' experience must be at an Assistant Director Level. Knowledge of public transport and related legislations will be an advantage. Note the following will serve as a recommendation: Excellent understanding of the NLTA; its Regulations and related legal statutes. Knowledge of TAT Act and Regulations. Sounds knowledge of Government protocol and processes. Sound knowledge of PFMA and Treasury Regulations. Investigations and Research skills. Good communication skills. (Verbal & written). Reporting writing. Computer literacy. Good project management skills. Organising and planning skills. Excellent liaison skills and interpersonal skills. Good analytical, problem solving skills and

**DUTIES**

observance of Batho Pele Principles. Negotiation skills. Training skills. Good facilitation and presentation skills. Monitoring and Evaluation skills.

: Manage and coordinate the implementation of promotion and awareness programme and activities affecting TAT Regulations by developing an awareness campaign on TAT Act and Regulations. Ensure the development and implementation of effective communication strategies. Plan and design promotional / training material relating to TAT Act and affected stakeholders. Liaise with the both provincial and district municipalities, bus & taxi associations and other mandate. Manage the Court Review / Appeal processes against TAT decisions and related matters. Manage the Court Review / Appeal Register. Manage the amendment process of the TAT Act and Regulations. Manage the Appointment process of the Tribunal Members and related matters. Analyse appeals lodged against PRE's, C-BRTA, NPTR, MRE's and responses from Respondents, Objectors and Operators etc. Conduct field investigations and research on TAT appeals. Analyse Court decisions that impact on the TAT with the view of infusing the same to the Tribunal Operations. Analyse complaints and trends by the stakeholders and register them provide solutions. Prepare reports on the findings of issues raised by the public as required. Investigate pre and post appeals hearing assignments. Ensure compliance with all administrative requirements, regulations and rules pertaining to the Public Transport Branch. Provide inputs into the Budget of the Directorate. Develop operational standards and ensure their attainability & sustainability. Plan, organise and control activities pertaining to the component. Prepare and submit project reports regularly. Compile monthly, quarterly and annual reports. Manage the assets of the Sub-directorate. Provide inputs and supports with the compilation of the Annual report and strategic plan, as well as the annual operational plan for the Sub-directorate.

**ENQUIRIES**

: Mr Z M Matebese Tel No: (012) 309 3861

**POST 08/117**

: **DEPUTY DIRECTOR: ROAD TRAFFIC LEGISLATION REF NO: DOT/HRM/2021/22**  
(Branch: Road Transport)  
(Chief Directorate: Road Transport Regulation)  
(Directorate: Road Traffic Legislation and Standards)  
(Sub-directorate: Road Traffic Legislation)

**SALARY CENTRE REQUIREMENTS**

: R869 007 per annum (Level 12), (All-inclusive salary package)  
: Pretoria  
: Bachelor's of Law (LLB) or equivalent four-year legal qualification, with 5 years' experience of which 3 years must be at an Assistant Director Level. Knowledge and understanding of Government policies, programmes and priorities, proven practical relevant experience in external communication with a strong inter-governmental and community liaison focus, excellent writing and editing skills, excellent interpersonal skills, proven planning, organising and project management skills. Candidates must have excellent verbal and written communications skills, excellent computer skills (MS Word, MS Excel, MS PowerPoint, MS Outlook, Internet Explorer), the ability to work accurately and independently. Candidates must also have sound interpersonal relations, negotiations and ability to communicate with stakeholders at all levels. Knowledge and skills in formulating and writing reports and submissions are essential. Candidates have to be in possession of a valid driving licence. Note the following will serve as strong recommendation: Knowledge of the National Road Traffic Act, 1996 (Act No.93 of 1996) and all other traffic related legislation, i.e. AARTO Act, CBRTA Act, RAF Act, SANRAL Act. Knowledge of processing legislation development and taking legislation through Parliament. Willingness to travel and work extended hours.

**DUTIES**

: Drafting of the National Road Traffic Act, 1996 (Act No.93 of 1996) and other road traffic related legislation. Chairing of various National legislation development Committees, working groups and sub-working group meetings. Assist with the implementation of the National Road Traffic Legislation for public comments, inputs or objections. Incorporated submissions, inputs and comments on proposed Road Traffic Legislation. Submit draft Road Traffic Legislation or any other road traffic related matter to the Government Department, Provincial Departments, any Agency of the Department, Local Authorities and role-players. Processing any requests concerning any new Road Traffic Legislation or amendments to existing

legislation. Attend to all enquiries as well as correspondence in relation to vehicle standards to relation to vehicle standards and legal requirements. Harmonisation of the National Road Traffic Act and other roads legislation with other legislation such as the Constitution, PAJA and PAIA.

**ENQUIRIES** : Mr J Motsatsing Tel No: (012) 309 3574/3114

**POST 08/118** : **SENIOR STATE ACCOUNTANT: INTERNAL CONTROL AND COMPLIANCE**  
**REF NO: DOT/HRM/2021/23**

(Office of the Chief Financial Officer)  
(Chief Directorate: Budgeting and Compliance)  
(Directorate: Internal Control and Compliance)  
(Sub-directorate: Internal Control and Compliance)

**SALARY** : R316 791per annum (Level 08)

**CENTRE** : Pretoria

**REQUIREMENTS** : A recognized NQF Level 6 / 7 qualification in Accounting or Finance with 3 years relevant working experience. Note the following will serve as a recommendation: Knowledge of government processes. Knowledge of the PFMA, Treasury Regulations and MTEF processes. Ability to analyse and synthesise information. Internal Control Framework. Knowledge of BAS. Interpersonal skills. Planning and Organisational skills.

**DUTIES** : Manage the internal checking process. Manage the safekeeping of payment batches. Review financial policies and procedures. Manage the internal and external audit queries. Coordinate loss control committee activities.

**ENQUIRIES** : Ms A Ngombane Tel No: (012) 309 3869