

DEPARTMENT OF PUBLIC ENTERPRISES

- APPLICATIONS** : The Department of Public Enterprises, Private Bag X15, Hatfield, 0028 or hand deliver at 80 Hamilton Street, Arcadia, Pretoria 0007 or preferably by e-mail stated under each post
- FOR ATTENTION** : Human Resources
- CLOSING DATE** : 11 June 2021
- NOTE** : Applications must be submitted on form Z83 and should be accompanied by certified copies of qualifications, ID as well as a comprehensive CV in order to be considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to screening and security vetting to determine the suitability of a person for employment. Failure to submit the requested documents will result in your application not being considered. All shortlisted candidates for SMS posts will be subjected to a technical exercise and competency assessment. A pre-entry certificate obtained from National School of Government (NSG) is required for all SMS applications. The department reserves the right not to fill these positions. People with disabilities are encouraged to apply and preference will be given to the EE Target.

MANAGEMENT ECHELON

- POST 19/40** : **CHIEF SPECIALIST: ENERGY REF NO: DPE/2021/006**
Re-advertisement, applicants who previously applied need not re-apply
Sub stream: Energy Resources
- SALARY** : R1 521 591 per annum (Level 15), (all-inclusive remuneration package) consisting of a basic salary of 70% and 30% flexible portion that can be structured according to individual personal needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicants must be in possession of a postgraduate degree in Engineering/Economics/Finance/Business Management (NQF level 9) as recognized by SAQA accompanied by with 8-10 years' Senior Specialist experience in the energy cluster of which 5 years should be SMS management level as well as leadership experience in corporate structure and economic and models in the Energy sector coupled with deep understanding of the Energy industries and be regarded as one of the foremost voices in these industries. Candidate must have an understanding of the business economics of different forms of energy generation. It is essential that the successful candidate have a clear understanding of Government policies and programmes on economic growth and sustainability specifically related to the state owned enterprises (SOC) within the Energy sector. In-depth knowledge of South African Electricity Industry and the restructuring of the energy sector. Experience in managing multidisciplinary teams with a professional project driven environment. The ability to work in a team environment, Strategic thinking, strong negotiation skills, good problem solving skills, good analytical and communication skills. Ability to work under pressure and meet deadlines.
- DUTIES** : Direct processes to ensure the seamless implementation of policy and regulatory measures within the Energy Complex as determined by the policy departments and regulatory bodies. Initiate and direct research projects to define the policy "gaps" affecting the impact for the functioning of SOCs in the Energy Complex. Develop briefing documents for the Shareholder to influence the policy and regulatory regime. Lead consultation processes with policy departments and regulatory bodies at a technical level to ensure the seamless implementation of the energy sector policy regime. Direct and manage processes to facilitate the development of Shareholder Compacts for SOCs in the Energy Complex. Coordinate input processes by various specialist teams in the DPE to identify the

Compact alignment requirements for SOCs in the Complex. Coordinate inputs into the development of briefing documents to the Director General, Minister and Cabinet on critical alignment requirements. Lead at a technical level interaction with executive management of SOCs to facilitate SOC to SOC collaboration. Lead technical intergovernmental collaboration processes to ensure alignment of compacts with macro-economic and other government policy imperatives. Develop Compact documents for formal sign-off by the Minister and the relevant SOC Board Chairperson. Monitor, evaluate and report on the impact made by the aligned Compacts. Lead research projects to support the long term business sustainability of SOCs in the Energy Complex including the identification and modeling of growth opportunities and new/emerging markets. Direct and coordinate the initiation and delivery of specialist research projects to model the short, medium and long term business enhancement prospects within the Energy Complex. Co-ordinate the implementation of the Africa Strategy as it relates to the Energy Complex. Coordinate and oversee the development and implementation of pipeline business enhancement strategies and instruments for the Energy Complex. Oversee the implementation of capital projects and the built programme in the Energy Complex. Establish multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on business enhancement models. Lead at a technical level consultation processes to adopt the identified enhancement models by members of the Complex. Lead and coordinate the development of briefing documents to the Director General, Minister and Cabinet on the implementation of enhancement models for approval. Monitor, evaluate and report on the impact made through the implementation of approved business enhancement models. At a technical level engage with policy and regulatory institutions to mitigate risk in the regulatory regime with a possible impact on the implementation of business enhancement models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Monitor, evaluate and report on the performance of enhancement and transformation packages adopted for the Energy Complex. Lead multi-disciplinary monitoring and evaluation projects to report on the performance of enhancement packages. Develop performance reports and briefing notes for the Director General, the Minister and Cabinet. Represent the Department at a technical level in research, inter-departmental and industry forums. Develop and present (on assignment) progress reports to structures of Parliament. Report on the performance of the Energy Complex to EXCO. Ensure the effective, efficient and economical utilisation of resources allocated to research and modeling projects. Account for the utilisation of resources allocated to research and modelling projects. Ensure the development of sub-ordinate specialist staff members.

ENQUIRIES
APPLICATIONS

: Ms Henriette Strauss Tel No: 012 431 1022
: applications for this post to e-mail: response6@pinpointone.co.za

POST 19/41

: **CHIEF SPECIALIST: LOGISTICS (TRANSPORT AND DEFENSE) REF NO: DPE/2021/007**

Re-advertisement, applicants who previously applied need not re-apply
Sub stream: Transport and Defense

SALARY

: R1 521 591 per annum (Level 15), (all-inclusive remuneration package) consisting of a basic salary of 70% and 30% flexible portion that can be structured according to individual's personal needs.

CENTRE
REQUIREMENTS

: Pretoria
: Applicants must be in possession of a relevant post-graduate qualification in Engineering/Economics/Finance at NQF level 9 as recognized by SAQA accompanied by 8-10 years' Specialist experience in the Logistics Cluster of which 5 years should be at SMS management level as well as leadership experience in corporate structure and economic and models in the Logistics Sector, coupled with deep understanding of the logistics industries and be regarded as one of the foremost voices in these industries. It is essential that the successful candidate have a clear understanding of Government policies and programmes on economic growth and sustainability specifically related to the state owned enterprises (SOC) in logistics. Experience of managing multidisciplinary teams within a professional project driven environment. The ability to work in a team environment, Strategic

DUTIES

: thinking, strong negotiation skills, good problem solving skills, good analytical and communication skills. Ability to work under pressure and meet deadlines.

: Direct the development and facilitate the implementation of government's overarching SOC Policy Framework for the Transport and Aviation Complex. Direct and initiate research projects to define the policy "gaps" affecting the optimal functioning of SOCs in the Transport and Aviation Complex. In collaboration with SOCs, industry and research institutions develop bridging strategies to enhance the operations of the SOCs in the Complex. Lead consultation processes for the adoption of bridging strategies and policy instruments. Lead technical level initiatives to facilitate alignment of the policy and regulatory regime falling outside the mandate of the Department. Direct and manage processes to facilitate the alignment of Shareholder Compacts for SOCs in the Transport and Aviation Complex. Coordinate input processes by various specialist teams in the DPE to identify the Compact alignment requirements for SOCs in the Complex. Lead and coordinate the development Investor briefs to the Minister and Cabinet on critical alignment requirements. Lead at a technical level interaction with the executive management of SOCs in the Complex to resolve alignment issues. Develop Compact documents for formal sign-off by the Minister and the relevant SOC Board. Monitor, evaluate and report on the impact made by the aligned Compacts. Direct and manage the initiation of research projects to enhance the business operations and performance of SOCs in the Transport and Aviation Complex. Direct and coordinate the initiation and delivery of specialist research projects to model the short, medium and long term business enhancement prospects within the Transport and Aviation Complex. Coordinate and oversee the development and implementation of pipeline business enhancement strategies and instruments for the Transport and Aviation Complex. Establish multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on business enhancement models. Lead at a technical level consultation processes to adopt the identified enhancement models by members of the Complex. Lead and coordinate the development Investor briefs to the Minister and Cabinet on the implementation of enhancement models for approval. Lead at a technical level processes to secure funding instruments for the implementation of adopted enhancement models. Monitor, evaluate and report on the impact made through the implementation of approved business enhancement models. At a technical level engage with policy and regulatory institutions to mitigate risk in the regulatory regime with a possible impact on the implementation of business enhancement models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Ensure the effective, efficient and economical utilisation of resources allocated to research and modeling projects. Ensure the establishment and maintenance of Project Governance Instruments. Account for the utilisation of resources allocated to research and modelling projects. Ensure the development of sub-ordinate specialist staff members.

ENQUIRIES
APPLICATIONS

: Mr George Malatsi Tel No: 012 431 1117

: applications for this post to e-mail: response4@pinpointone.co.za

POST 19/42

: **SENIOR SPECIALIST: ENERGY REF NO: DPE/2021/008**
Unit: Energy Resources

SALARY

: R1 251 591 per annum (Level 14), (All-inclusive salary package) consisting of a Basic salary 70% and 30 % flexible portion that can be structured according to individual's personal needs.

CENTRE
REQUIREMENTS

: Pretoria

: A relevant post graduate qualification at NQF level 9 in Business Administration and/or Energy Engineering with at least 5 years' Specialist and/or SMS management. Knowledge of global energy trends and SA energy policy. Experience/ monitor Eskom's performance in respect of broad energy sector reforms. Candidate must have an understanding of the business economics of different forms of energy generation. It is essential that the successful candidate have a clear understanding of Government policies and programmes on economic growth and sustainability specifically related to the state owned enterprises (SOC) within the Energy sector. In-depth knowledge of South African Electricity Industry and the restructuring of the energy sector. Experience in managing

multidisciplinary teams with a professional project driven environment. The ability to work in a team environment, Strategic thinking, strong negotiation skills, good problem solving skills, good analytical and communication skills. Ability to work under pressure and meet deadlines.

DUTIES

: Project manage processes for the development and maintenance government's overarching SOC Policy Framework for the SOC(s) and affiliates in the Energy Complex. Direct and initiate research projects to define the policy "gaps" affecting the optimal functioning of SOC(s) and affiliates in the Energy Complex. In collaboration with the SOC(s), industry and research institutions develop bridging strategies to enhance the operations of the SOC(s) and affiliates in the Complex. Facilitate consultation processes for the adoption of bridging strategies and policy instruments. Manage the development of technical research products to enable the Shareholder to represent the strategic intent of the Energy Complex in processes to ensure a seamless implementation of the policy and regulatory regime falling outside the mandate of the Department. Manage processes to facilitate the alignment of Shareholder Compacts for the SOC(s) in the Energy Complex. Manage processes to consolidate technical inputs by various specialist teams in the DPE to identify the Compact structure and alignment requirements for the SOC(s) in the Energy Complex. Manage research assignments to development Investor briefs to the Minister and Cabinet on critical transformation and alignment requirements. Engage at a technical level with the business development structures in the SOC(s) to define and resolve compact content issues. Manage processes to develop Compact documents for formal sign-off by the Minister and the relevant SOC Board Chairperson. Manage processes to develop compact performance monitoring and evaluation instruments, inclusive managing collaboration processes with the SOC. Manage processes to monitor, evaluate and report on the performance of the adopted Compact(s). Manage research projects to enhance the business operations and performance of the SOC(s) in the Energy Complex. Direct and coordinate the initiation and delivery of specialist research projects to model the short, medium and long term business enhancement/expansion prospects for the Energy Complex. Coordinate and oversee the development and implementation of pipeline business enhancement/expansion strategies and instruments for the Energy Complex. Project manage multi-disciplinary market research initiatives aimed at identifying the short, medium and long term expansion prospects of the Energy Complex. Project manage the work of multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on proposed business enhancement/expansion models. At a technical level manage consultation processes to facilitate the adoption of identified enhancement/expansion models for the Energy Complex. Lead and coordinate the development research products and proposal packs to inform executive management on critical aspects of shareholder investment briefs requiring approval by the Minister and Cabinet on the implementation of enhancement/expansion models. Manage multi-disciplinary teams to develop prototype funding instruments for the implementation of proposed business enhancement/expansion models for the Energy Complex. Manage processes to develop performance monitoring and evaluation instruments for approved business enhancement/expansion programmes for the Energy Complex. Monitor, evaluate and report on the impact made through the implementation of approved business enhancement/expansion initiatives. At a technical level engage with policy and regulatory institutions to ensure a seamless implementation of business enhancement/expansion models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Ensure the effective, efficient and economical utilisation of resources allocated to research and modelling projects. Ensure the implementation of Project Governance Instruments. Account for the utilisation of resources allocated to research and modelling projects. Ensure the development of sub-ordinate specialist's staff members.

ENQUIRIES

: Ms Dineo Masilo Tel No: (012) 431-1026

APPLICATIONS

: applications for this post to e-mail: response6@pinpointone.co.za

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| <u>POST 19/43</u> | : | <u>SPECIALIST: ENERGY REF NO: DPE/2021/009 (X2 POSTS)</u> Unit: Energy Resources |
| <u>SALARY</u> | : | R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary 70% and 30% flexible portion that can be structured according to individual's personal needs. |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria A relevant post graduate qualification at NQF level 8 in Economics/Business Administration and/or Engineering with at least 5 years' research experience at MMS level. Knowledge of global energy trends and SA energy policy. Experience/monitor Eskom's performance in respect of broad energy sector reforms. Candidate must have an understanding of the business economics of different forms of energy generation. It is essential that the successful candidate have a clear understanding of Government policies and programmes on economic growth and sustainability specifically related to the state owned enterprises (SOC) within the Energy sector. In-depth knowledge of South African Electricity Industry and the restructuring of the energy sector. Experience in managing multidisciplinary teams with a professional project driven environment. The ability to work in a team environment, Strategic thinking, strong negotiation skills, good problem solving skills, good analytical and communication skills. Ability to work under pressure and meet deadlines. |
| <u>DUTIES</u> | : | Provide technical support with processes for the development and maintenance government's overarching SOC Policy Framework for the SOC(s) and affiliates in the Energy Complex. Conduct specialist research projects to define the policy "gaps" affecting the optimal functioning of SOC(s) and affiliates in the Energy Complex. In collaboration with the SOC(s), industry and research institutions develop bridging strategies and instruments to enhance the operations of the SOC(s) and affiliates in the Energy Complex. Provide technical assistance with consultation processes for the adoption of bridging strategies and policy instruments. Develop technical research products to enable executive management to brief the Shareholder on the strategic intent of the Energy Complex and critical alignment requirements to ensure a seamless implementation of the policy and regulatory regime falling outside the mandate of the Department. Provide technical support with processes to facilitate the alignment of Shareholder Compacts for the SOC(s) in the Energy Complex. Consolidate technical inputs by various specialist teams in the DPE to identify the Compact structure and alignment requirements for the SOC(s) in the Energy Complex. Conduct research assignments to develop Investor briefs to the Minister and Cabinet on critical transformation and alignment requirements. Engage at a technical level with the business development structures in the SOC(s) to define compact content. Develop Compact documents for formal sign-off by the Minister and the relevant SOC Board Chairperson. Develop compact performance monitoring and evaluation instruments, inclusive managing collaboration processes with the SOC. Monitor, evaluate and report on the performance of the adopted Compact(s). Conduct research to enhance the business operations and performance of the Energy Complex. Conduct specialist research projects to model the short, medium and long term business enhancement/expansion prospects for the Energy Complex. Develop pipeline business enhancement/expansion strategies and instruments for the Energy Complex. Conduct market research initiatives aimed at identifying the short, medium and long term expansion prospects of the Energy Complex. Partake in the work of multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on proposed business enhancement/ expansion models. Provide technical input in support of consultation processes to facilitate the adoption of identified enhancement/ expansion models for the Energy Complex. Develop research products and proposal packs to inform executive management on critical aspects of shareholder investment briefs requiring approval by the Minister and Cabinet on the implementation of enhancement/expansion models. Partake in the work of multi-disciplinary teams to develop prototype funding instruments for the implementation of proposed business enhancement/expansion models for the Energy Complex. Develop performance monitoring and evaluation instruments for approved business enhancement/expansion programmes for the Energy Complex. Monitor, |

evaluate and report on the impact made through the implementation of approved business enhancement/expansion initiatives. Develop position papers to at a technical level engage with policy and regulatory institutions to ensure a seamless implementation of business enhancement/expansion models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Ensure the effective, efficient and economical utilisation of resources allocated to research and modelling projects. Develop Project Charters in line with the DPE's Project Governance Instruments. Ensure the development of sub-ordinate specialists' staff members.

ENQUIRIES : Ms Dineo Masilo Tel No: (012) 431-1026
APPLICATIONS : applications for this post to e-mail: response6@pinpointone.co.za

POST 19/44 : **SENIOR SPECIALIST: AVIATION REF NO: DPE/2021/010**
 Unit: Transport and Defense

SALARY : R1 251 183 per annum (Level 14),(All-inclusive salary package) consisting of a basic salary of 70% and 30% flexible portion that be structured according to individual's personal needs.

CENTRE : Pretoria
REQUIREMENTS : A relevant post graduate qualification at NQF level 9 in Business Administration and/or Aviation Engineering with at least 5 years' Specialist and/or SMS management experience as well as leadership experience in corporate structure and economic models in the Aviation Sector, coupled with deep understanding of the Aviation industries and be regarded as one of the foremost voices in these industries. It is essential that the successful candidate have a clear understanding of Government policies and programmes on economic growth and sustainability specifically related to the state owned enterprises (SOC) in aviation. Experience of managing multidisciplinary teams within a professional project driven environment. The ability to work in a team environment, Strategic thinking, strong negotiation skills, good problem solving skills, good analytical and communication skills. Ability to work under pressure and meet deadlines.

DUTIES : Project manage processes for the development and maintenance government's overarching SOC Policy Framework for the SOC(s) and affiliates in the Energy Complex. Direct and initiate research projects to define the policy "gaps" affecting the optimal functioning of SOC(s) and affiliates in the Energy Complex. In collaboration with the SOC(s), industry and research institutions develop bridging strategies to enhance the operations of the SOC(s) and affiliates in the Complex. Facilitate consultation processes for the adoption of bridging strategies and policy instruments. Manage the development of technical research products to enable the Shareholder to represent the strategic intent of the Energy Complex in processes to ensure a seamless implementation of the policy and regulatory regime falling outside the mandate of the Department. Manage processes to facilitate the alignment of Shareholder Compacts for the SOC(s) in the Energy Complex. Manage processes to consolidate technical inputs by various specialist teams in the DPE to identify the Compact structure and alignment requirements for the SOC(s) in the Energy Complex. Manage research assignments to development Investor briefs to the Minister and Cabinet on critical transformation and alignment requirements. Engage at a technical level with the business development structures in the SOC(s) to define and resolve compact content issues. Manage processes to develop Compact documents for formal sign-off by the Minister and the relevant SOC Board Chairperson. Manage processes to develop compact performance monitoring and evaluation instruments, inclusive managing collaboration processes with the SOC. Manage processes to monitor, evaluate and report on the performance of the adopted Compact(s).

ENQUIRIES : Mr Benneth Baloyi Tel No: 012 431 1029
APPLICATIONS : applications for this post to e-mail: response4@pinpointone.co.za

POST 19/45 : **SPECIALIST: LEGAL ASSURANCE REF NO: DPE/2021/011 (X2 POSTS)**
Specialist Stream: Governance and Legal Assurance

SALARY : R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary of 70% and 30% flexible portion that can be structure according to individual's personal needs.

CENTRE REQUIREMENTS : Pretoria
: Applicants must be in possession of an appropriate LLB degree (NQF Level 7) as recognized by SAQA accompanied by minimum of 5 years' experience at middle / senior managerial level. As a member of the Legal team, assist the business units on the legal aspects of transactions, ensuring that a particular action, situation, initiative and/or investment by the State Owned Companies does not have an adverse reputational or other negative consequences for the State Owned Companies and the Department. Business acumen to develop short and long term strategies. Demonstrate commercial and financial expertise. Ability to use methodical problem solving approach as a foundation for effective decision making taking into account importance, urgency and risk. Delivery and translation of business objectives into practical and organized action plans to ensure successful implementation of such plans. Ability to be part of a team, communicate ideas, information and business objectives effectively and persuasively resulting in desired actions and outcomes. Ability to promote collaboration and learning within and across business boundaries to achieve stakeholder satisfaction. Ability to work under pressure and meet deadlines. Legislative understanding and Knowledge of various legislation including but not limited to Public Finance Management Act, 1999, Companies Act, 2008, Environmental laws and the Constitution, 1996.

DUTIES : Implement legal structures and practices through pro-active approach and maintain high legal service standards to ensure regulation and compliance. Provide oversight and direction to corporate and operational areas, regarding regulatory compliance requirements, including analysing policies, laws and regulations to determine compliance requirements. Provide guidance and direction to business units to ensure complies to/ensure the department is in compliance with all applicable laws and regulations. Oversee the development and quality assurance of legal instruments (Memoranda of Understanding, Service Level Agreements, Contracts, etc.).Develop and maintain a system to ensure efficient record storage for reference and auditing purposes. Provide legal advice and recommendation to line management to minimise and mitigate foreseeable lawsuits. Support divisions by seeking a clear mandate and ensure legal representation through the State Attorney's Office (including proceeding oversight) in court proceedings and present the Accounting Officer/Executive Authority with relevant facts and suggest solutions/approach. Oversee the provisioning of specialist legal advisory services and opinions. Develop and maintain a system to ensure efficient records storage for reference and auditing purposes. Identify the resource (financial, human and equipment) needs of the Directorate required to optimally support the implementation of the Annual Performance Plan and Work Plan. Represent the operational intent of the Directorate as part of internal resource allocation processes. Manage and account for the utilisation of the financial resources of the Directorate in line with the departmental delegations. Monitor, evaluate and account for the effective and efficient utilisation (value for money) of allocated resources. Direct, manage and account for the utilisation of the Directorate's human resources. Based on operational imperatives re-prioritise the allocation of resources within the Directorate. Manage strategic, annual- and work planning as well as reporting processes for the Directorate and ensure compliance with DEDEAT's Strategic Planning and Performance Review Agenda. Direct the utilisation of technology in support of the Directorate's business processes.

ENQUIRIES APPLICATIONS : Mr Benneth Baloyi Tel No: 012 431 1029
: applications for this post to e-mail: response11@pinpontone.co.za

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| <u>POST 19/46</u> | : | <u>SPECIALIST: ANTI-CORRUPTION, FRAUD AND COMPLIANCE MANAGEMENT REF NO: DPE/2021/012</u> Specialist Stream: Legal Assurance |
| <u>SALARY</u> | : | R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary of 70% and 30% flexible portion that can be structured according to individual's personal needs. |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria Applicants must be in possession of a LLB degree or a 4 year recognized qualification in Governance/Compliance/Corporate Law or equivalent qualification (NQF Level 7) as recognized by SAQA accompanied by minimum of 5 years' experience at middle / senior managerial level in the fields of legal and litigation; Admission as an Attorney. Knowledge and experience in public sector compliance management and thorough knowledge of legal practice and all King Reports will be an added advantage. Knowledge and understanding of the Prevention and Combatting of Corrupt Activities Act, 2004 and the Public Service Anti-Corruption Strategy. The candidate must demonstrate strong capabilities in strategic, change, risk, quality and project management as well as the ability to interpret and codify legal statutes. Excellent report writing, communication, presentation, negotiation and problem solving skills as well as the ability to work under pressure and meet deadlines are crucial in the position. |
| <u>DUTIES</u> | : | Oversee and direct the development of a fraud prevention and anti-corruption strategy, policy and instruments. Coordinate the provisioning of technical support to the department to implement appropriate fraud prevention and anti-corruption measures. Develop and implement a departmental system to appropriately manage issues of conflict of interest. Coordinate internal and SOC investigations (including forensic investigations) related to fraud and corruption, track implementation of Investigation Reports with SOCs; Track all compliance activities within the prescribed frameworks and report thereon. Oversee the development and implementation of DPE's Code of Ethics. Monitor, evaluate and report on the impact of DPE's fraud prevention and anti-corruption. Provide technical support on Corporate Commercial transactions. Manage and represent the department in litigations, provide legal advice and opinions. Deal with all forms of arbitration. Also, advise and support the department on all aforementioned matters. |
| <u>ENQUIRIES APPLICATIONS</u> | : | Mr George Malatsi Tel No: (012) 431 1117 applications for this post to e-mail: response12@pinpointone.co.za |
| <u>POST 19/47</u> | : | <u>SPECIALIST: TRANSPORT (OPERATIONS AND INFRASTRUCTURE) REF NO: DPE/2021/013</u> Sub Stream: Transport and Defense |
| <u>SALARY</u> | : | R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary of 70% and 30% flexible portion that can be structured according to individual's personal needs. |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria An appropriate post graduate degree in Transport Economics or Transport Logistics or Industrial Engineering (NQF Level 8) as recognised by SAQA accompanied by minimum 5 years middle/senior managerial level experience in freight transport logistics and operations, project management and business intelligence applications. Problem solving skills. Self-motivated. Leadership potential. Solid verbal and written communication skills. Sound interpersonal skills. Ability to think strategically. Ability to work under pressure and deliver timeously. Excellent people management skills. |
| <u>DUTIES</u> | : | Conduct specialist research projects to define the policy "gaps" affecting the optimal functioning of SOC(s) and affiliates in the Transport Complex. In collaboration with the SOC(s), industry and research institutions develop bridging strategies and instruments to enhance the operations of the SOC(s) and affiliates in the Complex. Provide technical assistance with consultation processes for the adoption of bridging strategies and policy instruments. Develop technical research products to enable executive management to brief the Shareholder on the strategic intent of the Transport Complex and critical alignment requirements to ensure a seamless implementation of the policy and regulatory regime falling outside the |

mandate of the Department. Consolidate technical inputs by various specialist teams in the DPE to identify the Compact structure and alignment requirements for the SOC(s) in the Transport Complex. Conduct research assignments to develop Investor briefs to the Minister and Cabinet on critical transformation and alignment requirements. Engage at a technical level with the business development structures in the SOC(s) to define compact content. Develop Compact documents for formal sign-off by the Minister and the relevant SOC Board Chairperson. Develop compact performance monitoring and evaluation instruments, inclusive managing collaboration processes with the SOC. Monitor, evaluate and report on the performance of the adopted Compact(s). Conduct specialist research projects to model the short, medium and long term business enhancement/expansion prospects for the Freight Infrastructure stream. Develop pipeline business enhancement/expansion strategies and instruments for the Freight Infrastructure stream. Conduct market research initiatives aimed at identifying the short, medium and long term expansion prospects of the Freight Infrastructure stream. Partake in the work of multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on proposed business enhancement/expansion models. Provide technical input in support of consultation processes to facilitate the adoption of identified enhancement/expansion models for the Freight Infrastructure stream. Develop research products and proposal packs to inform executive management on critical aspects of shareholder investment briefs requiring approval by the Minister and Cabinet on the implementation of enhancement/expansion models. Partake in the work of multi-disciplinary teams to develop prototype funding instruments for the implementation of proposed business enhancement/expansion models for the Freight Infrastructure stream. Develop performance monitoring and evaluation instruments for approved business enhancement/expansion programmes for the Freight Infrastructure stream. Monitor, evaluate and report on the impact made through the implementation of approved business enhancement/expansion initiatives. Develop position papers to at a technical level engage with policy and regulatory institutions to ensure a seamless implementation of business enhancement/expansion models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Develop Project Charters in line with the DPE's Project Governance Instruments. Ensure the development of sub-ordinates.

**ENQUIRIES
APPLICATIONS**

: Mr Benneth Baloyi Tel No: (012) 431 1029
: applications for this post to e-mail: response13@pinpointone.co.za

POST 19/48

: **SPECIALIST FUNDING AND FINANCIAL ANALYSIS REF NO: DPE/2021/014
(X2 POSTS)**
Unit: Financial Assessment and Investment Support

SALARY

: R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary of 70% and 30% flexible that can be structured according to individual's personal needs.

**CENTRE
REQUIREMENTS**

: Pretoria
: Applications in possession of degree in Financial Management/ Investment Management and Costs Accounting (NQF Level 7) as recognised by SAQA accompanied by at least 5 Years' investment and funding appraisals, financial analysis and modelling experience at specialist Middle Management/Senior Management level. Excellent negotiator, ability to build and maintain sufficient internal and external stakeholders, inter-personal skills, sound financial analysis and modelling skills, strategic management, good leadership and excellent verbal and written communication skills. Relevant expertise in the following areas: Capital raising (local and international markets), transaction experience (deal origination, structuring and implementation), structured finance, project finance and private equity experience. Analytical innovative, creative and conceptual finance thinking.

DUTIES

: Develop and maintain the DPE's funding and financial transaction policy regime and standardised financial performance review instruments for the SOC Group. Develop and facilitate the implementation of the SOC Groups generic financial funding, financial transaction and financial performance review standards. Develop the SOC Group's financial funding, financial transaction and financial performance

policy framework and instruments. Research and develop SOC financial funding and transaction programme reform packages. Provide technical advisory services to the Shareholder (through executive management) enabling the Shareholder and the Head of Department to influence funding policy. Promote research and financial modelling collaboration with national and international research institutes/bodies. Analyse applications for the approval of funding instruments and coordinate processes to facilitate National Treasury concurrence. Develop and maintain standardised due diligence instruments for the assessment of applications/business plans received from SOCs for funding instruments requiring the approval of the Shareholder and/or endorsement of National Treasury. Perform financial instrument/business plan verification initiatives and report thereon to the Stakeholder. Identify best practice funding instruments for the benchmarking of applications received from SOCs and recommend alternative solutions. Conducting funding impact assessment studies. Identify the short, medium and long term cost-benefits of proposed funding instruments and report thereon to the Shareholder. Assist with technical processes to secure Treasury endorsement of adopted financial instruments. Monitor, evaluate and report on the performance of funding instruments approved for SOCs in the DPE Group. Review the performance of approved funding instruments in line with the standard review instruments and generic performance standards.

- ENQUIRIES** : Ms Dineo Masilo Tel No: (012) 431 1026
- APPLICATIONS** : applications for this post to e-mail: response10@pinpointone.co.za
- POST 19/49** : **DIRECTOR: STRATEGIC MANAGEMENT REF NO: DPE/2021/015**
Branch: Corporate Services
- SALARY** : R1 057 326 per annum (Level 13),(All-inclusive salary package) consisting of a Basic salary of 70% and 30% flexible portion that can be structured according to individual's personal needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicant must be in possession of an appropriate NQF level 7 qualification as recognised by SAQA in Public Administration/Public Management/Business Administration accompanied by at least 5 years' experience at middle/senior managerial level. Project management skills, Knowledge of and experience in governance issues and report writing at corporate level, Working knowledge of the Governmental Planning cycle (MTEF and Strategic Planning), Reporting and Monitoring and Evaluation (M&E), Analytical thinking and problem-solving abilities, Innovative and customer-focused, action and orientated and results driven, Computer skills including business software such as project management tools, spreadsheet, PowerPoint and editorial skills will be an advantage, Strong leadership and management capabilities and the ability to work under pressure, and to solve problems, Good organizational, administrative and co-ordination skills, Good interpersonal and stakeholder liaison as well as communication (verbal and written).
- DUTIES** : Manage and direct the development and maintenance of the DPE's Strategic and Annual Performance Planning Agenda. Based on legislative and policy directives develop and publish the DPE Group's planning agenda. Develop and maintain planning input instruments and templates. Provide technical support to line managers to enable compliance with the planning agenda. Provide technical support to SOCs on the implementation of the Agenda and input processes. Facilitate the development and maintenance of DPE's Strategic Plan. Facilitate the development of DPE's Strategic Plan based on the legislative mandate of the Department, the NDP, Government's Plan of Action, National Performance Outcomes. Coordinate strategic research initiatives to inform/influence planning processes. Coordinate and consolidate strategic planning input processes for the DPE Group and other external stakeholders. Coordinate and consolidate consultation processes, including at SOC complex level. Develop and publish DPE's Strategic Plan for tabling in Parliament by the Minister. Provide technical support to ensure that outcomes indicators are defined in measurable terms. Provide continuous technical support and advisory services to DPE's governance structures (EXCO, MANCO and Audit Committee) and ensure that planned activities are aligned to objectives set out in the Strategic Plan. Facilitate the

development and maintenance of DPE's Annual Performance Plan. Facilitate the development of DPE's Annual Performance Plan based on the Department's Strategic Plan. Coordinate strategic research initiatives to inform/influence planning processes. Coordinate and consolidate annual performance planning input processes. Coordinate and consolidate consultation processes for the DPE Group and other external stakeholders. Analyse planning inputs and provide technical support to the governance structures of DPE regarding the alignment thereof with national planning imperatives. Provide technical support to ensure that performance indicators are defined in measurable terms. Develop and publish DPE's Annual Performance Plan for approval and tabling. Provide continuous technical support and advisory services to DPE's governance structures to ensure that planned activities are aligned to objectives set out in the Strategic Plan. Provide technical support to Programme Managers to ensure that targets set in the Annual Performance Plan are realistic and attainable. Monitor, evaluate and report on the performance of DPE in line with its strategic objectives and annual performance targets. Develop and maintain organisational monitoring, evaluation and reporting instruments and templates. Coordinate performance evaluation processes. Based on the identified objectives and performance targets set in relevant plans coordinate the submission of quarterly performance reports. Validate and analyse performance data/evidence, develop and present on a quarterly basis performance reports to the governance structures of the Department. Provide early warning support to executive management. Coordinate performance input processes for reporting to Parliament. Coordinate the development and publishing of DPE's Annual Performance Report. Coordinate organisational performance review processes. Review input documents received from Branches and test as far as possible the correctness of statistical data and statements. Ensure that data and information provided correlate with performance and other reports issued. Consolidate input documents into work papers for the Head of Department. Quality assure documents and work papers ensuring the delivery of professional products. Manage and direct the provisioning of Project Management Office services. Manage the development, maintenance and implementation of the DPE's Project Management Framework and instruments. Manage the development, maintenance and implementation of the DPE's Dashboard of Projects. Manage the development, maintenance and implementation of a platform for effective planning, implementation, management, monitoring and reporting on projects across the DPE. Manage processes to monitor, evaluate and report on the performance of Projects. Manage the development, maintenance and implementation of a central repository of DPE's Project Products in conjunction with the Knowledge Management Unit. Cluster co-ordination and Reporting on Outcome 6. Co-ordination of Cluster activities. Reporting on Cluster activities. Manage the allocated resources of the Office in line with legislative and departmental policy directives and comply with corporate governance and planning imperatives. Identify and manage the financial, human and equipment resources of the Office required to optimally support the implementation of the Unit's Annual Performance Plan. Represent the strategic intent of the Office as part of internal resource allocation processes. Manage and account for the utilisation of the financial resources of the Office in line with the departmental delegations. Monitor, evaluate and account for the effective and efficient utilisation (value for money) of allocated resources. Direct, manage and account for the utilisation of the Office's human resources. Based on operational imperatives re-prioritise the allocation of resources within the Office. Oversee strategic and annual planning processes for the Office. Direct the utilisation of technology in support of the Office's business processes.

ENQUIRIES
APPLICATIONS

: Mr George Malatsi Tel No: (012) 431 1117
 : applications for this post to e-mail: response18@pinpointone.co.za

OTHER POSTS

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| <u>POST 19/50</u> | : | <u>DEPUTY DIRECTOR: EMPLOYEE DEVELOPMENT AND ORGANISATIONAL DEVELOPMENT REF NO: DPE/2021/016</u> Branch: Corporate Services |
| <u>SALARY</u> | : | R733 257 per annum (Level 11), (All-inclusive salary package) consisting of a basic salary of 70/75% and 30%/25% flexible portion that can be structured according to individual's personal needs. |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria A relevant undergraduate qualification at NQF level 7 as recognised by SAQA in Human Resource Management, Human Resource Development or any relevant qualification with experience in HRD, Performance management and/or Organisational Design, of which at least 3 years' experience at supervisory level. Experience in organisational design. A certificate obtained as Job Evaluation Analyst, understanding of organisational development prescripts, training and development and performance management practices. Understanding of the ETD environment including the SAQA, NQF Frameworks and SETA's, Knowledge of National Skills Development Strategies and standards as well as practices, processes and procedures related to management of skills development, Thorough knowledge of the Skills Development Act and other Regulatory Frameworks related to HRD, Excellent Computer skills in MS Excel, PowerPoint and MS Words, Data analysis techniques, Report Writing skills, Ability to communicate at all levels (verbal & written), Interpersonal relations and Analytical thinking, Research, Policy formulation, Conflict management, Change/diversity management. Problem solving skills. Self-motivated. Leadership potential. Solid verbal and written communication skills. Ability to work under pressure and deliver timeously. |
| <u>DUTIES</u> | : | Provide technical support with the development of the departmental human resource strategy, policy and systems framework and oversee the implementation thereof. Assist with the development and maintenance of appropriate human resource management governance structures for the department, including the management of risks, implementation of mitigation mechanisms and establishment of internal control measures. Analyse management reports, identify emerging trends and report thereon. Provide technical support with the development and maintenance of departmental human resource management policy instruments ensuring alignment to the provisions of the Public Service Act (PSA), Public Service Regulations (PSR) and collective agreements including-forecasting of the department's human resource (HR) requirements to deliver on strategic objectives; the development and maintenance of the prescribed Work Place Skills Development Plan; the setting of an implementation strategy and performance indicators for the Work Place Skills Development Plan; analysis of national policy imperatives and the operationalization thereof; the development and maintenance of policies, delegations and standard operational procedures; monitoring and evaluation of the impact of the Work Place Skills Development Plan; and meeting statutory reporting requirements. Manage and coordinate employee utilisation and people development processes. Manage and coordinate the administering of PMDS system. Analyse the results of PMDS processes, report thereon and ensure the incorporation thereof into departmental programmes. Manage the implementation of transversal staff induction and other ad hoc staff development programmes. Manage the administration of the departmental bursary, internship, learnership and experiential training programmes. Manage the implementation of ad hoc skills development and training programmes. Monitor, evaluate and report on the implementation of the Workplace Skill, Development Plan and talent development programmes. Analyse national policy imperatives and facilitation implementation thereof through the development, consultation and adoption of departmental policy instruments (policy, delegations, procedure maps and plans); Provide technical input and support for the development and maintenance of the Department's organisational and post establishment structure in line with imperatives set by the Strategic Plan; Provide and supervise the provisioning of job evaluation services and change management processes; Provide business process management support services; Facilitate management |

and employee awareness about the needs for improvements; Formulate and supervise projects for resulting change and develop implementation strategies for change processes. Maintain the post establishment functionality on the human resource management information systems. Supervise and quality assure the work of sub-ordinate staff and manage the sub directorate. Allocate operational work to subordinate staff. Quality assure the work of subordinates. Maintain discipline in the workplace. Ensure the development of subordinates' technical competencies. Perform performance management and development procedures for staff. Provide input towards the development of the Units Annual Work Plan and quarterly performance reports.

ENQUIRIES : Ms Henriette Strauss Tel No: (012) 431-1022
APPLICATIONS : applications for this post to e-mail: response19@pinpointone.co.za

POST 19/51 : **SENIOR ANALYST: FUNDING REF NO: DPE/2021/018**
Unit: Financial Assessment and Investment Support

SALARY : R733 257 per annum (Level 11), (An all-inclusive remuneration salary package) consisting of a basic salary of 70/75% and 30%/25% flexible portion that can be structured according to individual's personal needs.

CENTRE : Pretoria
REQUIREMENTS : Applications in possession of degree in Finance/ Economics /Business Science (NQF Level 7) as recognized by SAQA accompanied by at least 3 years' experience in finance environment in one of these areas corporate finance, structured financed, project finance, investment banking or treasury. Excellent negotiator, ability to build and maintain sufficient internal and external work, sound financial analysis and modelling skills, strategic management, good leadership and excellent verbal and written communication skills. Relevant expertise in the following areas: Capital raising (local and international markets), transaction experience (deal origination, structuring and implementation), structured finance, project finance and private equity experience. Analytical innovative, creative and conceptual finance thinking. Relationship building and customer service orientation.

DUTIES : Manage and supervise processes to collect and tabulate data informing processes to monitor, evaluate and report on the performance accounting practices and financial performance of SOCs in the DPE Group. Manage processes to collect accounting and financial performance reports and data from SOCs. Perform reliability tests on financial data received from SOCs. Manage process to develop dataset specifications and the development of the generic database toolkits. Manage capturing procedures and the quality assurance of the reliability of the database. Perform complex data manipulation procedures. Generate more complex performance reports. Manage the provisioning of analytical support services to Specialists to analyse financial statements and reports of SOCs. Manage processes to develop dataset specifications and develop a review database to inform decision-making procedures and the building of financial compliance and sustainability models accordingly. Manage capturing procedures and the quality assurance of the reliability of the database. Perform complex data manipulation procedures. Generate more complex performance reports. Manage the provisioning of analytical support services to Specialists to analyse the budget performance of SOCs in the Group. Manage processes to develop dataset specifications and develop a review database to inform decision-making procedures and the building of financial compliance and sustainability models accordingly. Manage capturing procedures and the quality assurance of the reliability of the database. Perform complex data manipulation procedures. Generate more complex performance reports. Ensure the effective, efficient and economical utilisation of resources allocated to accounting analysis and modeling projects. Ensure the development of sub-ordinate staff members.

ENQUIRIES : Ms Dineo Masilo Tel No: (012) 43- 1026
APPLICATIONS : applications for this post to e-mail: response10@pinpointone.co.za

POST 19/52 : **ASSISTANT DIRECTOR: SECURITY MANAGEMENT REF NO: DPE/2021/017**
Branch: Corporate Services

SALARY : R376 596 per annum (Level 09)
CENTRE : Pretoria

REQUIREMENTS : An appropriate NQF 7 qualification in Security Management as recognized by SAQA accompanied by at least 3 Years' relevant experience in Security and Safety field at operational level, project management and business intelligence applications. Knowledge of Minimum Information Security Standards (MISS), Minimum Physical Security Standards (MPSS) and Occupational Health and Safety Act. Principles of security electronics systems. Security events management. Contract Management Planning and organizing. Co-ordination. Problem solving skills. Leadership potential. Solid verbal and written communication skills. Sound interpersonal skills. Ability to think strategically. Ability to work under pressure and deliver timeously. Excellent people management skills.

DUTIES : Provide technical support with the development and maintenance of the departmental security and safety policy framework. Conduct research on security and safety standards set out in the legislative framework. Provide technical input and draft departmental security and safety policy instruments. Monitor compliance with the departmental security and safety standards by operational units and report thereon. Coordinate and provide physical and person security services on departmental premises and events. Facilitate the implementation of MISS in the Department inclusive of compliance monitoring by operational units and reporting to the Accounting Officer. Facilitate the implementation of MPSS in the Department inclusive of compliance monitoring by operational units and reporting to the Accounting Officer. Develop and maintain the departmental security risk register inclusive of recommending mitigation strategies/measures. Facilitate the implementation of the Departmental Master Security Plan, monitor and report on the impact thereof. Manage processes to ensure a secure and safe working environment for employees and visitors inclusive of containing breaches should they occur. Manage and monitor the quality of security services provided by the service provider responsibly for office security services in line with SLA imperatives and facilitate corrective action (if needed). Liaise with relevant state security agencies on matters related to the security threat profile of the Department. Liaise with relevant state security agencies on matters related to the security assessment of political office bearers, their offices and residences inclusive of arrangements to mitigate identified risk areas. Liaise with the Department of Public Works on matters related to requisite security upgrades required at the residences of political office bearers inclusive of the maintenance of security systems. Provide security early warning, contingency planning and technical advisory services to executive management. Manage the implementation of the departmental access control and monitoring systems. Coordinate the provisioning of parking management services at offices.

ENQUIRIES : Mr Benneth Baloyi Tel No: (012) 431-1029
APPLICATIONS : applications for this post to e-mail: response14@pinpointone.co.za

POST 19/53 : **ANALYST: FUNDING REF NO: DPE/2021/019 (X2 POSTS)**
Unit: Financial Assessment and Investment Support

SALARY : R376 596 per annum (Level 09)
CENTRE : Pretoria

REQUIREMENTS : Applications in possession of degree in Finance/ Economics /Business Science or any relevant qualification (NQF Level 7) as recognised by SAQA accompanied by at least 2 Years' experience at operational level in the development of financial datasets. Excellent negotiator, ability to build and maintain sufficient internal and external work, sound financial analysis and modelling skills, strategic management, good leadership and excellent verbal and written communication skills. Relevant expertise in the following areas: Capital raising (local and international markets), transaction experience (deal origination, structuring and implementation), structured finance, project finance and private equity experience.

- Analytical innovative, creative and conceptual finance thinking. Relationship building and customer service orientation.
- DUTIES** : Collect and tabulate data informing processes to monitor, evaluate and report on the performance funding instruments approved for SOCs in the DPE Group. Collect funding performance data from SOCs. Perform reliability tests on funding data received from SOCs. Based on the outcome indicators for the review project develop dataset specifications and develop the database accordingly. Supervise capturing procedures and quality assure the reliability of the database. Perform data manipulation procedures. Generate performance reports. Provide analytical support services to Specialists to analyse applications for the approval of funding instruments and coordinate processes for the approval thereof/issuing of state guarantees by National Treasury. Develop dataset specifications and develop a review database to inform decision-making procedures and the building of sustainability models accordingly. Supervise capturing and quality assure the reliability of the database. Perform data manipulation procedures. Generate analysis reports. Provide analytical support services to Specialists to analyse major financial transactions to be entered into by SOCs requiring endorsement by the Shareholder. Develop dataset specifications and develop a review database to inform decision-making procedures and the building of sustainability models accordingly. Supervise capturing and quality assure the reliability of the database. Perform data manipulation procedures. Generate analysis reports.
- ENQUIRIES APPLICATIONS** : Ms Dineo Masilo Tel No: (012) 431 1026
: applications for this post to e-mail: response10@pinpointone.co.za
- POST 19/54** : **SENIOR NETWORK CONTROLLER REF NO: DPE/2021/020**
Unit: Information Management
- SALARY CENTRE REQUIREMENTS** : R316 791 per annum (Level 08)
: Pretoria
: Applicants must be in possession of a relevant tertiary qualification at NQF level 6 in the Information systems/Information Technology accompanied by at least 3 years' appropriate information technology experience at operational level. The following will be added advantage: A+, N+, MCTP. Knowledge of transversal systems eg BAS, PERSAL, LOGIS. Excellent written and verbal communication skills. Ability to work on own initiative and as part of a team. Ability to learn and assimilate new information. Commitment to working the hours required to fulfil the job, including flexibility of working. Problem-solving and analytical skills. Be analytical and effectively able to troubleshoot and prioritize needs, requirements and other issues. Keeping up to date with developments in IT.
- DUTIES** : Provide desktop support services to clients in line with the departmental service standards. Provide onsite and remote technical IT support. Handle first line escalation of complex problems. Install, configure, upgrade, maintain and support desktop systems based on requests. Plan and coordinate major software and hardware deployment. Develop preventive maintenance procedures to avoid system failures. Maintain computers printers, and other software and hardware peripherals. Maintain desktop deployment integrity in line with the approved standards, i.e. Operating system, Software Packages, Security applications and configurations. Perform repairs and replacements of software and hardware peripherals. Troubleshoot technical issues and escalate complex problems to appropriate 3rd tier support teams for resolutions. Provide on the job trainings to appointees and staff as needed. Perform failure analysis and determine corrective action plans. Plan and execute allocated work within deadlines and maintain records of daily tasks. Oversee inventory management of software and hardware components.
- ENQUIRIES APPLICATIONS** : Mr Benneth Baloyi Tel No: (012) 431 1029
: applications for this post to e-mail: response15@pinpointone.co.za