

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

- APPLICATIONS** : The reference number should be featured in the subject line in the application e-mail sent to the Department. DALRRD requests applicants to apply by submitting applications on the new Z83 form obtainable from any Public Service Department or from the DPSA web site link: <http://www.dpsa.gov.za/dpsa2g/vacancies.asp>
- CLOSING DATE** : 27 September 2021 at 16:00
- NOTE** : Applications should be accompanied by comprehensive CVs (previous experience must be expansively detailed) and copies of qualifications, service certificates to support senior management experience, driver's licence and proof of registration with professional bodies were applicable, identification document and permanent residency/work permit. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resource. Foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. As from 1 January 2021, applications received on the incorrect application form (Z83) will not be considered. All required information on Form Z83 must be provided. Failure to complete or disclose all required information will automatically disqualify the applicant. Attachments to emailed applications must be limited to 10 megabytes and be as a PDF document. The DALRRD cannot be held responsible for server delays. Failure to submit the required documents will result in your application not being considered. If you apply for more than one post, submit separate applications for each post that you apply for. Correspondence will be entered into with short-listed candidates within three (3) months after the closing date of the post. If by then you have not been contacted for an interview you were not successful in your application. The requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should therefore attach proof that they have registered for the Pre-entry Certificate, which can be accessed using the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Failure to do this will result in the application being disqualified. Shortlisted candidates must provide proof of successful completion of the course. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment in compliance with the Department of Public Service and Administration (DPSA) Directive on the Implementation of Competency Based Assessments. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the department. All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo full security vetting. DALRRD may conduct reference checks which will include social media profiles of the shortlisted candidates. The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract, sign an annual performance agreement and annually disclose her or his financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. IMPORTANT: DALRRD is an equal opportunity and affirmative action employer. It is our intention to promote representivity in DALRRD through the filling of posts. The Department reserves the right not to fill a position.

MANAGEMENT ECHELON

- POST 32/01** : **DIRECTOR: SPATIAL COORDINATION REF NO: 3/2/1/2021/088**
Directorate: Spatial Coordination
- SALARY** : R1 057 326 per annum (Level 13), (All-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).
- CENTRE REQUIREMENTS** : Pretoria
Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Bachelor's Degree in Town and Regional Planning / Spatial Planning / Development Planning (NQF 7). Registered at the South African Council for Town and Regional Planners. 5 years' experience at middle / senior management level. Job related knowledge: Knowledge of Spatial Planning and Land Use Management Act (SPLUMA) and related legislation. Application of development concepts and initiatives. Knowledge of intergovernmental legislation. Knowledge for government plans and programmes Job related skills: Computer literacy. Good written and verbal communication skills. Negotiation skills. Financial management. Project management. Team management. Interpersonal skills. A valid driver's licence.
- DUTIES** : Develop tools to promote the alignment and coordination of spatial plans. Promote the use of existing SPLUMA tools and systems. Coordinate SPLUMA implementation reports by Municipalities. Promote SPLUM implementation by all relevant sectors and spheres of government. Evaluate Spatial Development Plans. Coordinate database of all spatial plans. Determine alignment of spatial plans with strategic national spatial frameworks. Ensure sharing of information and feedback loop. Facilitate spatial alignment and integration of projects/programmes of different spheres. Promote intergovernmental spatial alignment. Promote strategic spatial alignment. Identify, participate and produce guiding reports on project and programmes coordinated by the three spheres of government and other sectors. Coordinate international relations through National Spatial and Provincial Spatial Fora. Facilitate spatial planning and land use management national and provincial forums. Facilitate dialogue and information sharing among all stakeholders i.e. government, private sector, academia, State Owned Entities and Non-Profit Organisations. Facilitate stakeholder engagement with various stakeholders. Establish bi-lateral relations within Southern African Development Community (SADC) and the African continent. Facilitate learning platforms of specific agendas with other nations. Import lessons for spatial coordination and integration.
- ENQUIRIES APPLICATIONS** : Ms Aluwani Matsila Tel No: (012) 312 9659
Please ensure that you email your application to: post088@dalrrd.gov.za before the closing date as no late applications will be considered. Applications and supporting documents sent to email addresses that are not specified in the advertisement for the post that you are applying for will not be accepted. Failure to do this will result in the application being disqualified.

- POST 32/02** : **DIRECTOR: LAND DEVELOPMENT SUPPORT REF NO: 3/2/1/2021/089**
Directorate: Land Development Support
- SALARY** : R1 057 326 per annum (Level 13), (All-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).
- CENTRE REQUIREMENTS** : kwaZulu-Natal
Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Bachelor's Degree / Advanced Diploma in Agricultural Studies / Agricultural Economics (NQF Level 7). Five (5) years' experience at a middle / senior management level. Job related knowledge: Knowledge of the Department's policies, prescripts and practices pertaining to land tenure and administration. Knowledge and understanding of sector needs and business requirements. In-depth knowledge of policy development and monitoring and evaluation. Knowledge and understanding of government development policies, e.g National Development Plan, National Growth Path etc. Research methodology. Corporate governance. Job related skills: Project

management skills. Communication skills. Agricultural development. Conflict management. Stakeholder mobilisation. Financial management. Reporting. Presentation and reporting skills. Computer literacy. Analytical skills. A valid driver's licence.

DUTIES

: Facilitate the development and grading of small-scale farmers into fully fledged commercial farmers. Facilitate capacity building and training to farmers. Establish partnership between emerging and established farmers. Promote agricultural enterprise opportunities for small scale farmers for food security and household level. Facilitate the identification of land reform strategic institutional partnerships. Assist farmers in instructing appropriate enterprise model based on their prepared commodities. Facilitate the conducting of diligence on prospective strategic partners. Conduct the diligence on existing business ventures. Facilitate the identification and recruitment of strategic investment partners. Facilitate the provision of appropriate business services. Manage the implementation of land development programmes and producer support commercialisation policy in line Operation Phakisa initiatives. Conduct regular assessment of the progress of recapitalisation programs and development services. Ensure compliance with relevant prescripts. Address gaps, non-compliance and make recommendations. Provide advice and guidance on partnerships. Advice State-Land on the performance of the lease on the farm especially where development funding has been provided. Ensure Resource Mapping in all identified farms for Development (Business Planning, Farm Assessment, etc) Facilitate profiling of beneficiaries in Communal Property Association (CPA) and One Households, One Hectare (1HH1HA) program with the reports. Facilitate the development of Business Plans for farm projects identified for development. Facilitate the regularisation of CPA and legal compliance in the restitution projects identified for development. Facilitate the development of farm assessment reports. Conduct workshops to farmers on different departmental policies affecting them. Ensure the identification and readiness of the properties to be developed through different programs. Assist in the appraisal of the project proposal through different approval structures. Ensure that all proposals are aligned with the policies and objectives of the department. Coordinate and align the development of identified projects with the different DALRRD branches mandate and expertise. Ensure alignment of identified farms to be developed with departmental deliverables in the Annual Performance (APP) and Operation Plan of the Branch. Ensure the alignment of selected properties with the APP and Ops plan. Ensure alignment of such projects with allocated budget. Ensure quarterly reporting on performance of the project in line with Key Performance Area as defined in the Operational Plan. Produce monthly reports on the actual performance of the farm.

ENQUIRIES
APPLICATIONS

: Ms S Budhoo Tel No: (033) 264 9500
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