

**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 White male / female, 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) quoting the name of the post on the subject line.
- CLOSING DATE** : 04 July 2022
- NOTE** : Applications must be accompanied by new Z83 form, obtainable from any Public Service Department, (or obtainable at [www.gov.za](http://www.gov.za)). Applicants must fill in full new Z83 form part A, B, C, D and F. A recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID document on the day of the interviews. 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.

**MANAGEMENT ECHELON**

- POST 22/97** : **DIRECTOR: BLACK ECONOMIC EMPOWERMENT (BEE) REF NO: DOT/HRM/2022/55**  
Branch: Integrated Transport Planning  
Chief Directorate: Modelling and Economic Analysis  
Directorate: Black Economic Empowerment (BEE)
- SALARY CENTRE REQUIREMENTS** : R1 073 187 per annum (Level 13), (all-inclusive salary package)  
: Pretoria (Head Office)  
: A recognised NQF Level 7 qualification in BCom Economics, Business Administration, Public Administration, Transport Logistics with 5 years' experience at MMS level. The following will serve as strong recommendations; ability to establish relationships and partnerships with a wide variety of stakeholders; thorough understanding of transformation and Broad-Based Black Economic Empowerment (B-BBEE) principles, legislation and requirements; an eye for detail, methodical, yes systematic approach; good media liaison; good co-ordination skills, Communication- Verbal & Written communication; financial management; Compiles and management budget controls cash flow, institutes risk management and administers tender procurement processes in accordance with generally recognised financial practices in order to ensure the achievement of strategic organisational objectives; Strategic Capability & Leadership (SCL); Provides a vision, sets the

direction for the component/unit and inspires others to plan, execute, deliver and report on the organisational mandate. People management & empowerment (PME); Manages and encourages people, optimises their outputs & effectively manages relationships in order to achieve organisational goals. Annual Reports project/ programme management (ppm); plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes (Project Planning, Evaluation & Reporting); client orientation and customer focus; willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice; change management; customer focus, Initiates, supports and champions organisational transformation and change in order to successfully implement new initiatives and deliver on service delivery commitment.

**DUTIES**

: Develop implementation, monitoring and evaluation framework/system for all eight Sub sectors, Convene steering committee meetings to present alignment process and appointment of third party for gap analysis and gazetting for section 9 of codes of good practice, Develop BEE related programmes in the department and ensure implementation of the Integrated Transport sector B-BBEE Charter by all stakeholders, Develop BEE procurement policy to assist in implementing targets for public, Sector charter, Develop BEE Charter Council guideline document to have right structure in, Implementing the BEE sub sector charters, Communicate the transport sector B-BBEE charter and build partnership with government, communities, business, labour, transport SOE's and other stakeholders, Co-ordinate & develop opportunities available in eight sub-sector of transport in accordance Integrated Transport Sector B-BBEE Sector Codes, Monitor the SANWIT membership registration (database) and its bank account, Ensure SANWIT budget internally is assisting National Executive & National Council & its members, Monitor the interventions with TETA on Women empowerment, Co-ordinate workshops, seminars or any skills development and capacity development initiatives, Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department, Develop methods to monitor projects or area progress and provide corrective solutions if necessary, Work cross-functionally to solve problems and implement changes, Manage and control the Directorate, Provide guidance and adequate support to the staff in the Directorate, Establish and maintain governance and administrative system's continuity within the work of the Directorate.

**ENQUIRIES**

: Mr M Ngcamu Tel No: (012) 309 3693

: Preference will be given to African Male/Female, Coloured Male /Female, White Male/Female and persons with disabilities are encouraged to apply for the position. Candidates must quote name of the post for the abovementioned position on the subject line when applying i.e. "Director BEE"

**NOTE**

**OTHER POST**

**POST 22/98**

: **DEPUTY DIRECTOR: NMT INTEGRATED AND NMT DESIGNS, STANDARDS AND GUIDELINES REF NO: DOT/HRM/2022/58**  
 Branch: Road Transport  
 Chief Directorate: Road Infrastructure and Industry Development  
 Directorate: Rural and None-Motorised Transport

**SALARY**

: R882 042 per annum (Level 12), (all-inclusive salary package)

**CENTRE**

: Pretoria (Head Office)

**REQUIREMENTS**

: NQF 6/7 qualification in Civil Engineering/ Transport Planning or Transport Management/Economics with five (5) years appropriate work experience of which three (3) years must be at middle management/Assistant Director level. Registration with SACPCMP or ECSA will serve as a strong recommendation. Should be in possession of a valid driver's license and be willing to travel extensively and work beyond the normal working hours.

**DUTIES**

Facilitate the development and integration of NMT infrastructure Master plans on all 3 spheres of government; Monitor the implementation of NMT infrastructure development; Conduct on-going research locally and abroad for benchmarking and best practice Maintaining on-going consultations with stakeholders, industry players and users Facilitate, plan and arrange information sessions with key stakeholders to promote NM Coordinate the development and implementation of best practice delivery models for NMT Infrastructure Provide support and guidance to provinces and municipalities for

Non-Motorized Transport Infrastructure master planning Coordinate and report on the work plan for the "NMT infrastructure development" portfolio at all spheres of government Develop and maintain strategies and action plans for improved access and mobility by promoting the use of NMT and IMT through review of NMT regulations and alignment with public transport systems; Develop and monitor NMT designs, vehicular standards and guidelines Review and assess APPs and business plans of the provincial road authorities to ensure inclusion of NM Identify and initiate projects or project clusters in line with the approved business plans Attend bilateral meetings, site visits and prepare site inspection reports Monitor, evaluate and report on progress, achievements on job creation through implementation of road projects by the provinces and municipalities Manage the sub-directorate.

**ENQUIRIES**  
**NOTE**

- : Mr Whity Maphakela Tel No: (012) 309 3519
- : Preference will be given to African Male, Coloured Male /Female, White Male/Female, Indian Male and persons with disabilities are encouraged to apply for the position. Candidates must quote name of the post for the abovementioned position on the subject line when applying i.e. "Deputy Director NMT"