

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

- CLOSING DATE** : 15 July 2022 at 16:00
- NOTE** : The application must include only completed and signed new Z83 Form, obtainable from any Public Service Department or on the DPSA web site link: <https://www.dpsa.gov.za/newsroom/psvc/> and a detailed Curriculum Vitae. Certified copies of Identity Document, Senior Certificate and the highest required qualifications as well as a driver's license where necessary, will only be submitted by shortlisted candidates to Human Resources on or before the day of the interview date. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. Applications: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Due to the large number of applications we envisage to receive, applications will not be acknowledged. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium is placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. 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. 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. The successful candidate will be subjected to undergo security vetting. DALRRD will conduct reference checks which may include social media profiles of the shortlisted candidates. Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event that the person has been appointed such appointment will be terminated. 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 and sign a performance agreement with the Department.
- ERRATUM:** Kindly note that following position referred to below, advertised in the Public Service Vacancy Circular 23 dated 24 June 2022 has reference. The following position of Deputy Director: Pre-Settlement Management with Ref 3/2/1/2022/364 is based in the Eastern Cape in East London. The Department apologies for any inconvenience caused

## MANAGEMENT ECHELON

- POST 24/01** : **DIRECTOR: SECTOR EDUCATION AND TRAINING REF NO: 3/2/1/2022/401**  
Directorate: Sector Education and Training
- SALARY** : R1 073 187 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** : Gauteng (Pretoria)
- REQUIREMENTS** : Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Applicants must be in possession of a Grade 12 Certificate and Bachelor's Degree or Advanced Diploma (NQF level 7) in Education and Training or Education Management. Minimum of 5 years' experience at middle / senior managerial position. Job related knowledge: Knowledge and understanding of all relevant legislations and regulations that governs the Public Service including the Public Finance Management Act and Treasury Regulations, the Public Service Act, Labour Relations Act, etc. Understanding of the Government's vision, priorities and priorities outcomes in terms of skills development. Knowledge of other relevant legislation (e.g. the

Adult Basic Education and Training Act, Skills Development Act, South African Qualifications Authority Act and Further Education and Training Qualifications Act. Knowledge of Sector Education and Training Authority and their functions, South African Qualifications Authority processes and curriculum development skills. Knowledge and understanding of the management of training programmes. Knowledge and understanding of the white paper on the transformation of the Public Service (Batho Pele). Job related skills: Financial management skills, Strategic capability and leadership skills, Programme and project management skills, Knowledge management skills, Service delivery Innovation skills, Problem solving and analysis skills, People management and empowerment skills, Client orientation and customer focus skills, Communication skills, Honesty and integrity and Change management skills. Willingness to travel and working extended hours.

**DUTIES**

: Coordinate and manage the implementation of the National Agriculture, Land Reform and Rural Development Education and Training policy, norms, standards and programmes. Coordinate and manage the review, development and implementation of the relevant policies for education and training in the sector. Ensure alignment of Education and Training policies and strategies with the National Skills Development and Departmental objectives. Coordinate and manage the development and implementation of national norms and standards for the sector. Coordinate and manage the development and implementation of an education and training strategy for the sector. Monitor adherence to policies, norms and standards in the implementation of Provincial programmes. Facilitate the establishment of quality assurance bodies in the generation of relevant qualifications and skills programmes. Coordinate and manage the implementation of the National Education and Training strategy and supporting programmes. Collaborate with line function Sector Education and Training Authority (SETAs) in ensuring the appropriate provision of skills development programmes e.g. learnership, mentorship, formal training and informal training and short-term programmes. Coordinate and manage the development and implementation of targeted training programmes for sectoral beneficiaries. Coordinate and manage the development, implementation and assessment of sectoral experiential training and professional development programmes. Coordinate and manage the implementation of a mentorship programme for farmers and other stakeholders. Ensure training service providers have the appropriate accreditation to provide programmes. Collaborate with SETAs in ensuring that workers receive the appropriate training and that prior learning is recognized. Coordinate and manage external bursary schemes for the sector. Facilitate the identification and development of new qualifications in the sector. Facilitate the development of appropriate curriculum for the sector. Coordinate and manage the development of unit standards based qualifications system. Facilitate information sharing programmes to promote Agriculture, Land Reform and Rural Development as careers of choice. Monitor and evaluate the implementation of the programmes in the sector. Collaborate with the line function SETAs, South African Qualifications Authority (SAQA) and other relevant bodies in designing a quality assurance system for monitoring and evaluation for the implementation of skills and training strategies and programmes. Manage the negotiation and implementation of Service Level Agreement (SLAs) between the Department, SAQA and SETAs. Manage the implementation of a framework for assessing the effectiveness and efficiency of education and training. Monitor and evaluate sector education training components. Monitor and evaluate the performance of service providers to ensure the quality of rendered services. Conduct performance evaluations as per determined standards and objectives. Monitor and ensure compliance with relevant legislations and prescripts in respect of adequate and appropriate skills development. Ensure the generation of relevant reports on agriculture, land reform and rural development training. Manage the resources of the Directorate. Develop the operational plan for the Directorate and ensure its implementation. Allocate and manage resources at a functional level to ensure the delivery on set targets for the Directorate. Develop solutions to technical challenges. Conduct financial planning and account for allocated budget. Ensure adherence to policy and statutory directives relevant to the functional terrain of the Directorate. Monitor, evaluate and report on the performance of the Directorate. Manage client relations. Ensure the management and development of human resources.

**ENQUIRIES**

: Ms L Botsheleng Tel No: (012) 319 7328

**APPLICATIONS** : Applications can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered to: 184 Jeff Masemola Street (formerly known as Jacob Mare), corner of Jeff Masemola and Paul Kruger Streets, Pretoria or to Agriculture Place, 20 Steve Biko (formerly Beatrix) Street, Arcadia, Pretoria, 0001.

**NOTE** : The requirements for appointment at SMS level include the successful completion of the Senior Management Pre-entry Programme as endorsed by the NSG. 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/>.

Shortlisted candidates must provide proof of the successful completion of the course before the interview commences. Failure to do this will result in the application being disqualified. 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.

#### **OTHER POSTS**

**POST 24/02** : **CHIEF PROFESSIONAL SURVEYOR (GRADE A - B) REF NO: 3/2/1/2022/397**

Directorate: Examination, State and Land Reform Surveys Services

**SALARY** : R912 048 – R1 704 492 per annum, (Salary will be in accordance with the OSD requirements)

**CENTRE** : North West (Mmabatho)

**REQUIREMENTS** : Applicants must be in a possession of a Grade 12 Certificate and 4-years BSc Degree in Survey / Geomatics. 6 years post qualification survey experience required. Compulsory registration with South African Geomatics Council (SAGC) as a Professional Surveyor on appointment. Compulsory registration with South African Geomatics Council (SAGC) as Professional Surveyor to perform cadastral surveys. Job related knowledge: Programme and project management. Survey, legal and operational compliance, Survey operational communication, Process knowledge and skills, Maintenance skills and knowledge, Mobile equipment operating skills, Survey design and analysis knowledge, Research and development, Computer-aided survey applications, Creating high performance culture, Technical consulting and Survey and professional judgement. Job related skills: Strategic capability and leadership skills, Problem solving analysis skills, Decision making skills, Team leadership skills, Creativity skills, Customer focus and responsiveness skills, Communication skills, Computer skills, People management skills, Planning and organising skills, Conflict management skills, Negotiation skills and Change management. A valid driver's licence.

**DUTIES** : Design, plan and perform surveys to solve practical survey problems (challenges), improve efficiency and enhance safety. Manage projects on the application of new and existing survey technologies. Manage and plan surveys of a varied and complex nature. Develop cost effective solutions and approve surveys according to prescribed requirements / standards. Promote safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings and procedure to incorporate new technology.

Provide expert advisory and support services. Coordinate and develop tender specifications. Maintain survey operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set survey maintenance standards, specifications and service levels according to organisational objectives. Monitor maintenance efficiencies according to organisational goals to direct or redirect survey services. Governance. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organisational requirements. Provide technical consulting services for the operation on survey related matters to minimise possible survey risks. Manage and implement knowledge sharing initiatives e.g short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. Financial management. Ensure the availability of and management of funds to meet the Medium-Term Expenditure Framework (MTEF) objectives within the survey environment / services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organisational needs and objectives. Manage the commercial value add of the discipline related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organisational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. People management. Manage the development, motivation and utilisation of human resources for the discipline to ensure competent knowledge base for the continued success of the survey services according to the organisational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

- ENQUIRIES** : Ms B Mathulwe Tel No: (012) 326 8050
- APPLICATIONS** : Applications can be submitted by post to: Private Bag X74, Mmabatho, 2735 or hand delivered to: Cnr James Moroka and Sekame Drive, West Gallery, Megacity, Mmabatho, 2735.
- NOTE** : Coloured, Indian and White Males and African, Coloured, Indian and White Females and Persons with disabilities are encouraged to apply.
- POST 24/03** : **DEPUTY DIRECTOR: TENURE REFORM IMPLEMENTATION REF NO: 3/2/1/2022/398**  
Directorate: District Office
- SALARY** : R882 042 per annum (Level 12), (all-inclusive package to be structured in accordance with the rules for MMS)
- CENTRE** : Limpopo (Vhembe)
- REQUIREMENTS** : Applicants must be in possession of a Grade 12 Certificate and Bachelor's Degree in the field of Humanities or Social Science. 3 years at a junior management level. Job related knowledge: Monitoring and evaluation, Strategic planning, Human resource management, Financial management, Supply chain management and Knowledge of economics. Job related skills: Communication skills (verbal and written), Negotiation and Conflict resolution skills, Strategic management and Leadership skills, Project management skills, Networking skills, Team management skills, People management skills, Customer and client focus. Statistical forecasting. A valid driver's licence. Willingness to travel.
- DUTIES** : Provide communal land tenure programmes. Receive land development applications. Facilitate stakeholder meetings. Facilitate community resolutions. Provide land rights programmes. Intervene on land rights violations. Refer such matters to the land rights management facility for appointment of legal representatives. Establish, maintain and support Communal Property Institutions. Liaise with Communal Property Institution and assist them in their adherence to regulations and the Acts. Facilitate land dispute resolution. Mediate and / or refer to Mediate.
- ENQUIRIES** : Mr M Shai Tel No: (015) 284 6303
- APPLICATIONS** : Applications can be submitted by post to: Private Bag X9312, Polokwane, 0007 or hand delivered to: 61 Biccard Street, Polokwane, 0700.
- NOTE** : Coloured, Indian and White Males and African, Coloured, Indian and White Females and Persons with disabilities are encouraged to apply.

**POST 24/04** : **DEPUTY DIRECTOR: INTERNAL CONTROL AND GOVERNANCE REF NO: 3/2/1/2022/396**  
Directorate: Internal Control

**SALARY** : R744 255 per annum (Level 11), (all-inclusive package to be structured in accordance with the rules for MMS)

**CENTRE** : Gauteng (Pretoria)

**REQUIREMENTS** : Applicants must be in possession of a Grade 12 Certificate and National Diploma in Financial Management / Accounting / Commerce / Cost Management / Management Accounting / Auditing. 3 years of experience at a junior management level within the internal control and governance environment. Job related knowledge: Policies, procedures and prescripts. Financial systems including: Basic Accounting System (BAS) and Logistical Information System (LOGIS). Public Finance Management Act, Treasury Regulations and Internal control background. Job related skills: Supervision skills, Communication skills (verbal and written), Interpersonal skills, Planning and organising skills, Computer literacy and Interpersonal skills. A valid driver's licence.

**DUTIES** : Manage and implement internal control services. Maintain internal control systems within the Department. Resolve internal control issues and deficiencies through adept collaboration and facilitation skills with process and control owners. Develop, Implement, and update policies and standard operating procedures. Maintain a system for pre-checking / compliance verification of BAS payments prior to being processed on BAS. Manage loss control. Manage losses and claim effectively. Supervises cleaning of suspense accounts such as damage vehicle, losses, theft, and loss account etc. Coordinate development / review, implementation, and maintenance of policies, procedures and directives in loss control section. Manage the maintenance of electronic loss control registers and manual files for reporting purposes e.g. monthly, interim and annual reporting. Conduct awareness campaigns on losses and claims management. Render internal control awareness and spot checks on payments processed. Ensure that the awareness sessions on internal control and governance matters are conducted. Ensure that spot checks on payments processed are conducted. Manage the financial policy reviews. Co-ordinate the review of the financial policies. Provide general administration of the sub-directorate. Develop the sub-directorate's operational plan and ensure the implementation and reporting thereof for the sub-directorate. Manage training and development of staff, manage staff leave, attendance, performance and travel. Co-ordinate the activities of the sub-directorate. Manage staff performance.

**ENQUIRIES** : Ms N Mokati Tel No: (012) 319 6738

**APPLICATIONS** : Applications can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered to: 184 Jeff Masemola Street (formerly known as Jacob Mare), corner of Jeff Masemola and Paul Kruger Streets, Pretoria or to Agriculture Place, 20 Steve Biko (formerly Beatrix) Street, Arcadia, Pretoria, 0001.

**NOTE** : Coloured, Indian and White Males and African, Coloured, Indian and White Females and Persons with disabilities are encouraged to apply.

**POST 24/05** : **DEPUTY DIRECTOR: FINANCIAL MANAGEMENT REF NO: 3/2/1/2022/402**  
Directorate: Financial and Supply Chain Management Services

**SALARY** : R744 255 per annum (Level 11), (all-inclusive package to be structured in accordance with the rules for MMS)

**CENTRE** : Kwazulu Natal (Pietermaritzburg)

**REQUIREMENTS** : Applicants must be in possession of a Grade 12 Certificate and National Diploma / Bachelor's Degree in Financial Management / Accounting / Commerce. 3 years experience at a junior management level. Experience in cooperatives development field. Job related knowledge: Knowledge and understanding of policy and legislative environment of cooperatives, Monitoring and evaluation, Understanding of Comprehensive Rural Development Programme (CRDP), Strategic planning, Human resources management, Financial management, Supply chain management and Knowledge of economics. Job related skills: Communication skills (verbal and written), Negotiation and conflict resolution skills, Strategic management skills and leadership skills, Project management skills, Networking skills, Team management skills, People management skills, Customer and client focus

skills and Statistical forecasting skills. A valid driver's licence. Willingness to travel.

**DUTIES**

: Manage financial functions and systems in the Provincial Shared Service Centre (PSSC). Ensure implementation of the internal controls and safe keeping of all financial records. Ensure compliance to policies and prescripts. Review monthly, quarterly and annual management reports. Submit inputs for interim and annual financial statements. Manage payments and systems on a daily basis. Monitor financial performance. Development and monitor work processes, services and procedures that will benefit clients on an on-going basis. Provide reports and statistics as well recommendations for improvements quarterly. Ensure proper financial management control and compliance with delegations regularly. Establish effective systems and procedures for sound financial management and reporting requirements regularly. Manage implementation of service level agreements between client office, the PSSC and National Office. Oversee general financial management including inputs into policy formulation on an on-going basis. Approval of payments. Management of reconciliation of key accounts. Manage payments and system on a daily basis. Manage the Provincial budget. Confirm budgeting. Ensure the programme and projects are effectively managed according to Public Finance Management Act. Manage compilation of budget inputs and revenue collection (Medium-Term Expenditure Framework, Estimates of National Expenditure, Adjusted Estimates of National Expenditure). Ensure year end / month end closure occur effectively in accordance to policy and procedures. Compile monthly, quarterly and annual cash flow projections. Control of debtors. Maintain the departmental budget. Monitor budget and setting targets. Report on budget performance. Manage salaries and payroll. Manage salaries and payroll on a daily basis. Manage both internal and external debtors. Clear and reconcile various salary related suspense accounts. Check bank statement for salary reversals and salary debt paid into the account. Oversee transaction on Personnel and Salary Administration (PERSAL) system (i.e. allowances and deductions). Oversee transactions on Basic Accounting System (BAS) (i.e. journals, sundry payments etc). Oversee the distribution of salary pay slips and IRP5s to all pay points within the Province. Manage payroll certification of supplementary, permanent and temporary runs on a monthly basis. Report on outstanding payrolls and other salary related matters in line with the Treasury Regulations. Resolve BAS and PERSAL exceptions. Render financial business support and risk management. Coordinate internal and external audits and risk management. Coordinate and compile process and fraud risk registers. Submit progress report in terms of process and risk registers. Liaise with auditors (internal and external) on audit queries and develop action plans for audit findings raised. Update risk actions on systems on weekly, monthly and quarterly basis.

**ENQUIRIES**

: Ms NM Magula Tel No: (033) 264 9500

**APPLICATIONS**

: Applications can be submitted by post to: Private Bag X9132, Pietermaritzburg, 3200 or hand delivered to: 1st Floor, 270 Jabu Ndlovu Street, Pietermaritzburg, 3200.

**NOTE**

: African, Coloured, Indian and White Males and African, Coloured and Indian Females and Persons with disabilities are encouraged to apply.

**POST 24/06**

: **ENGINEER (PRODUCTION) (GRADE A-C) REF NO: 3/2/1/2022/404 (X3 POSTS)**

Directorate: infrastructure support

**SALARY**

: R728 829 – R1 106 814 per annum, (Salary will be in accordance with the OSD requirements)

**CENTRE**

: Gauteng (Pretoria)

**REQUIREMENTS**

: Applicants must be in possession of a Grade 12 Certificate and Engineering Degree (B Eng / BSC Eng) or related qualification. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineer. 3 years post qualification engineering experience. Job related knowledge: Computer literacy, Public Finance Management Act, Planning and organising, Project management, Integrated Food Security Strategy, Public Policy Development and Formulation, Should be competent in Microsoft computer packages, Demonstration of stakeholder management, Knowledge of Public Service and Departmental prescripts / policies. Knowledge of Food Security policy strategies and programmes. Job related skills: Planning skills. Initiative skills. Problem solving abilities. Interpretation of findings. Analytical skills.

Computer literacy. Report writing skills. High level of interpersonal skills. Negotiation, tact, diplomacy and facilitation ability. Project management skills. Strong communication skills (verbal and written). Strong advisory and facilitation skills, including the ability to work with national authorities to build VAA (Strategic Planning at the State Education Institutions) institutions and procedures, interpretation of relevant documents. A valid driver's licence. Willingness to work extended hours.

**DUTIES** : Design new systems to solve practical engineering challenges and improve efficiency and enhance safety. Plan, design, operate and maintain engineering projects. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Develop tender specifications. Ensure through evaluation that planning and design by others is done according to sound engineering principles and according to norms and standards and code of practice. Approve engineering works according to prescribed norms and standards. Human capital development. Ensure training and development of Technicians, Technologists and Candidate Engineers to promote skills / knowledge transfer and adherence to sound engineering principles and code of practice. Supervise the engineering work and processes. Administer performance management and development. Office administration and budget planning. Manage resources and prepare and consolidate inputs for the facilitation of resource utilisation. Ensure adherence to regulations and procedures for procurement and personnel administration. Monitor and control expenditure. Report on expenditure and service delivery. Research and development. Continuous professional development to keep up with new technologies and procedures. Research / literature studies on engineering technology to improve expertise. Liaise with relevant bodies / councils on engineering related matters.

**ENQUIRIES** : Dr JK Moeng Tel No: (012) 319 8495  
**APPLICATIONS** : Applications can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered to: 184 Jeff Masemola Street (formerly known as Jacob Mare), corner of Jeff Masemola and Paul Kruger Streets, Pretoria or to Agriculture Place, 20 Steve Biko (formerly Beatrix) Street, Arcadia, Pretoria, 0001.

**NOTE** : African, Coloured and Indian Males and African, Coloured, Indian and White Females and Persons with disabilities are encouraged to apply.

**POST 24/07** : **CONTROL SURVEY TECHNICIAN (GRADE A - B) REF NO: 3/2/1/2022/399**  
 Directorate: Survey Services

**SALARY** : R452 895 – R1 106 814 per annum, (Salary will be in accordance with the OSD requirements)

**CENTRE** : Western Cape (Mowbray)  
**REQUIREMENTS** : Applicants must be in possession of a Grade 12 Certificate and National Diploma in Surveying or Cartography (NQF 6) or relevant qualification. 6 years post qualification technical (surveying / cartography) experience. Compulsory registration with South African Geomatics Council as a Survey Technician / Surveyor. Job related knowledge: Programme and project management. Survey, legal and operational compliance. Survey operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating. Survey design and analysis. Research and development. Computer-aided survey applications. Creating a high-performance culture. Technical consulting. Survey and professional judgement. Job related skills: Strategic capability and leadership. Problem solving and analysis skills. Decision making skills. Team leadership skills. Creativity skills. Financial management skills. Customer focus and responsiveness skills. Communication skills. Computer skills. People management skills. Planning and organising skills. Conflict management skills. Negotiation skills. A valid driver's licence.

**DUTIES** : Survey design and analysis effectiveness. Perform final reviews and approvals or audits on new survey applications according to set standards and design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Maintain survey operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set survey maintenance standards, specifications and service levels according to organisational objectives. Monitor maintenance efficiencies according to organisational goals to direct or redirect survey services. Financial management. Ensure the availability and management of funds to meet the

Medium-Term Expenditure Framework (MTEF) objectives within the survey environment / services. Manage the operational survey project portfolio for the operation to ensure effective resourcing according to organisational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organisational principles. Allocate, monitor and control expenditure according to budget to ensure efficient cash flow management. Governance. Allocate, monitor and control resources. Compile risk logs (databases) and manage significant risk according to sound risk management practice and organisational requirements. Provide technical consulting services for the operation of survey related matters to minimise possible survey risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. People management. Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of survey services according to organisational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking action to correct deviations to achieve departmental objectives.

**ENQUIRIES** : Ms BM Semoli Tel No: (021) 658 4356  
**APPLICATIONS** : Applications can be submitted by post to: Private Bag X10, Mowbray 7710 or hand delivered to: 14 Long Street, 1st Floor, Cape Town, 8001.  
**NOTE** : African and Indian Males and African Females and Persons with disabilities are encouraged to apply.

**POST 24/08** : **CONTROL SURVEY TECHNICIAN (GRADE A - B) REF NO: 3/2/1/2022/400 (X2 POSTS)**  
 Directorate: Imagery and Topographic Data

**SALARY** : R452 895 – R1 106 814 per annum, (Salary will be in accordance with the OSD requirements)

**CENTRE** : Western Cape (Mowbray)  
**REQUIREMENTS** : Applicants must be in possession of a Grade 12 Certificate and National Diploma in Surveying or Cartography (NQF 6) or relevant qualification. 6 years post qualification technical (surveying / cartography) experience. Compulsory registration with South African Geomatics Council as a Survey Technician / Surveyor. Job related knowledge: Programme and project management. Survey, legal and operational compliance. Survey operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating. Survey design and analysis. Research and development. Computer-aided survey applications. Creating a high-performance culture. Technical consulting. Survey and professional judgement. Job related skills: Strategic capability and leadership. Problem solving and analysis skills. Decision making skills. Team leadership skills. Creativity skills. Financial management skills. Customer focus and responsiveness skills. Communication skills. Computer skills. People management skills. Planning and organising skills. Conflict management skills. Negotiation skills. A valid driver's licence.

**DUTIES** : Survey design and analysis effectiveness. Perform final reviews and approvals or audits on new survey applications according to set standards and design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Maintain survey operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set survey maintenance standards, specifications and service levels according to organisational objectives. Monitor maintenance efficiencies according to organisational goals to direct or redirect survey services. Financial management. Ensure the availability and management of funds to meet the Medium-Term Expenditure Framework (MTEF) objectives within the survey environment / services. Manage the operational survey project portfolio for the operation to ensure effective resourcing according to organisational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to



ensure validity and adherence to organisational principles. Allocate, monitor and control expenditure according to budget to ensure efficient cash flow management. Governance. Allocate, monitor and control resources. Compile risk logs (databases) and manage significant risk according to sound risk management practice and organisational requirements. Provide technical consulting services for the operation of survey related matters to minimise possible survey risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. People management. Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of survey services according to organisational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking action to correct deviations to achieve departmental objectives.

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**APPLICATIONS**

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- : Applications can be submitted by post to: Private Bag X10, Mowbray 7710 or hand delivered to: 14 Long Street, 1st Floor, Cape Town, 8001.
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**NOTE**