

**PROVINCIAL ADMINISTRATION: LIMPOPO
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

Limpopo Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer with clear employment equity targets. Applications are hereby invited for the filling of the vacant posts, which exist in the Limpopo Department of Agriculture and Rural Development. Women and people with disabilities are encouraged to apply.

<u>CLOSING DATE</u>	:	24 February 2023 at 16H00
<u>NOTE</u>	:	<p>Applications should be submitted on the prescribed 2021 Z83 form obtainable from all Government Departments or can be downloaded from www.gov.za. Applicants must utilize the most recent Z83 application for employment form as issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulation, 2016, as amended, failure to do so will result in disqualification. The z83 form must be fully completed, duly signed, dated and initialed by the applicant. The following must be considered in relation to completion of the new z83 form by the applicants: All the fields in Part A, Part C and Part D should be completed. In Part B, all fields must be completed in full except the following; South African applicants need not provide passport numbers, If an applicant responds “no” to the question “Are you conducting business with the State or are you a Director of a Public or Private Company conducting business with the State?” then the answer to the next question “In the event that you are employed in the Public Service, will you immediately relinquish such business interests?” can be left blank or indicated as not applicable. A “not applicable” or blank response will be allowed on the question “if your profession or occupation requires official registration, provide date and particulars of registration”, if you are not in possession of such registration. Noting there is limited space provided for Part E, F & G, applicants often indicate “refer to Curriculum Vitae (CV) or see attached”, this is acceptable as long as the CV has been attached and provides the required information. If the information required is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. The question related to conditions that prevent re-appointment under Part F must be answered. The declaration should be completed and signed. The application must include only completed and signed Z83 form and a detailed Curriculum Vitae. Certified copies of Identity Document, Senior Certificate and the highest required qualification as well as a driver’s license where necessary, will only be submitted by shortlisted candidates to HR on or before the date of the interview date. The applicant may submit additional information separately where the space provided on z83 form is not sufficient. Applicants who apply for more than one position are requested to submit separate applications for each position they wish to apply for. Correspondence will be limited to short-listed candidates only due to the large number of applications we envisage to receive and if you have not heard from us within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5 (1)(2) of the Promotion of Administrative Justice Act 3 of 2000. By virtue of applying you are consenting that the department should subject you to personnel suitability checks e.g. the verification of educational qualifications, previous experience, citizenship, reference checks, financial check and security vetting. Candidates with foreign qualifications are advised to attach SAQA accreditation of their qualifications. Successful incumbents will be expected to sign a performance agreement within three months of the assumption of duty and be required to disclose their financial interest in accordance with the prescribed regulations. Note: Shortlisted candidates for Senior Management Services (SMS) 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 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 tool. In order to ensure that</p>

potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be a successful completion of the Senior Management pre-entry certificate / programme as endorsed by the National School of Governance (NSG) with effect from 01st April 2020. This is a Public Service specific training programme which will be applicable for appointments at SMS level. The link for the completion of the pre-entry certificate is as follows: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. All short-listed candidates will be required to have completed the pre-entry SMS certificate and submit such on the date of the interview. Failure to comply with above requirements will result in the disqualification of the application. The Department reserves the right not to make any appointment to the advertised posts. The employment decision shall be informed by the Employment Equity Plan of the Department. Note: Due to austerity measure, the department will not carry any related costs (transport, accommodation, and meals) for candidates attending interviews.

MANAGEMENT ECHELON

- POST 04/275** : **DIRECTOR: HOD SUPPORT REF NO: LDARD 01/02/2023**
(Re-advert, those who previously applied should re-apply if still interested)
- SALARY** : R1 105 383 per annum (Level 13), all-inclusive package to be structured in accordance with SMS dispensation.
- CENTRE REQUIREMENTS** : Head Office: Polokwane
Grade 12 plus an appropriate undergraduate (NQF level 7) qualification as recognized by SAQA. 5-years' experience at middle/senior management level in the Public Service. A valid driver's licence (with exception of people with disabilities) ((Applicants are not submitting copies/attachments/proof/certificates/ID/Driver license/qualifications on application, only when shortlisted). Knowledge, skills and competencies: Extensive knowledge and understanding of the legislative and policy framework governing the Public Service, such as Public Service Act, Public Service Regulations, Basic Conditions of Employment Act, Labour Relations Act, Public Finance Management Act, etc. Extensive experience in the management and administration of the Office of the HOD. Demonstrated ability to communicate at all levels. Self-driven and ability to work in a highly pressured environment and with sense of urgency to meet deadlines. Core Competencies: Strategic capability and leadership. People Management and empowerment. Programme and Project management. Financial Management. Change Management; Process competencies: Knowledge Management. Service delivery innovation, problem solving, client orientation and customer focus, communication.
- DUTIES** : Provide strategic leadership towards the realization of the objectives of the component by: Co-ordinating and providing administrative and secretarial support services to the HOD, Coordinating and providing a liaison role with the governance and oversight structures, Co-ordinating, monitoring and ensuring the implementation of resolutions of governance and oversight structures. Ensuring proper inter-governmental relations and special projects management, Coordinating the processing of information, plans and reports on the departmental programmes, Managing resources (financial, human and physical) in accordance with relevant directives and legislation.
- ENQUIRIES APPLICATIONS** : Mr Mabula NJ, Ms Mtswene P & Ms. Mothapo RL Tel No: (015) 294 3000
Applicants must quote the relevant reference number on the application and forward to The Head of Department, Limpopo Department of Agriculture and Rural Development, Private Bag X9487, Polokwane 0700 or hand delivered to: Office 48, Temo Towers Floor 2, 67/69 Biccard Street, Polokwane, 0699.

OTHER POSTS

- POST 04/276** : **STATE VETERINARIAN REF NO: LDARD 03/02/2023**
(Re-advert, those who previously applied should re-apply if still interested)
- SALARY** : R766 584 per annum (Level 11), all-inclusive package to be structured in accordance with MMS dispensation.
- CENTRE** : Vhembe District

- REQUIREMENTS** : Grade 12 plus a relevant tertiary qualification in Veterinary medicine (BVSc) and current registration with the South African Veterinary Council and a valid driver's licence (with exception of people with disabilities). (Applicants are not submitting copies/attachments/ proof/certificates/ID/Driver license/qualifications on application, only when shortlisted). Knowledge, Competencies and Skills: Thorough knowledge of the Meat Safety Act, Animal Diseases Act and supporting legislation and policies. Working knowledge of food safety risk management system. Interest and knowledge in veterinary pathology. Excellent interpersonal, negotiation and communication skills (verbal & written). Extensive knowledge on disease control programmes, Knowledge of international trade and legislation. Computer proficiency skills will be tested.
- DUTIES** : Manage animal disease control in the Local Agricultural offices. Management of Veterinary Services personnel and resources in the Local Agricultural offices. Formulation and implementation of disease control strategies and policies in the Local Agricultural offices. Monitor and evaluate disease control strategies in the Local Agricultural offices. Manage animal identification in the Local Agricultural offices. Liaison with other role players.
- ENQUIRIES APPLICATIONS** : Vhembe District: Ms. Rathogwa M, Ms. Mashau VR Tel No: 015 963 2005
: Applicants must quote the relevant reference number on the application and forward to The Director: Vhembe District, Limpopo Department of Agriculture and Rural Development, Private Bag X2247 Sibasa 0970 or hand delivered to: Makwarela Government offices.
- POST 04/277** : **GISC PROFESSIONAL GRADE A REF NO: LDARD 02/02/2023**
(Re-advert, those who previously applied should re-apply if still interested)
- SALARY** : R686 556 per annum (OSD), all-inclusive package to be structured in accordance with OSD dispensation.
- CENTRE** : Head Office: Polokwane
- REQUIREMENTS** : Grade 12 plus a 4-year B degree in GISc (NQF Level 7) as recognized by South African Qualifications Authority (SAQA). Three years post qualification GISc professional experience required. Valid driver's license with the exception of the applicants/people with disabilities. Compulsory registration with PLATO or South African Geomatics Council as GISc professional on appointment. (Applicants are not submitting copies/attachments/ proof/certificates/ID/Driver license/qualifications on application, only when shortlisted). Knowledge, Skills and Competencies: Technical: Programme and project management. GIS, legal and operational compliance. GISc Implementation. Standards development. Policy formulation. GIS operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Systems skills. Spatial modelling design and analysis knowledge. Research and development. GIS applications. Creating high performance culture. Technical consulting. Professional judgment. Accountability. Generic: Strategic management and direction. Problem solving and analysis. Decision making. Team leadership. Analytical skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication and listening skills. Computer skills. Delegation and development of others. Planning, organising and execution. Ability to manage conflict. Language proficiency. Knowledge management. Negotiation skills and Change management.
- DUTIES** : Research, design, develop and implement innovative GISc technology and applications to address the strategic objective of the organization. Provide GISc to support institutional decision making. Provide policy making and institutional strategic guidance. Conduct research. Project and Financial Management.
- ENQUIRIES APPLICATIONS** : Mr Mabula NJ, Ms Mtswene P & Ms. Mothapo RL Tel No: (015) 294 3000
: Applicants must quote the relevant reference number on the application and forward to The Head of Department, Limpopo Department of Agriculture and Rural Development, Private Bag X9487, Polokwane 0700 or hand delivered to: Office 48, Temo Towers Floor 2, 67/69 Biccard Street, Polokwane, 0699.