

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF HEALTH**

<u>CLOSING DATE</u>	:	07 July 2023
<u>NOTE</u>	:	Applications must be submitted on new Z83 form that came to effect from 1 January 2021, the new application for employment form can be downloaded at www.dpsa.gov.za-vacancies. Should an individual apply for a post using the incorrect application for employment (Z83), the application will be disqualified. All required information on Z83 must be provided. In terms of DPSA circular 19 of 2022, Z83 must be completed and declaration must be signed, Part A all fields must be completed in full, Part B all fields must be completed in full (except when SA Applicant need not provide Passport numbers, when response is No, and official registration is not required), Part C all fields must be completed in full, Part D all fields must be completed in full, Part E,F,G may say refer to CV, or CV attached (Part F, the fields with questions related to conditions that prevent re-appointment, must be completed in full). Further, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae (ensure where required they indicate the drivers licenses). Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. The successful candidate must disclose to the Head of Department particulars of all registrable financial interests, sign a performance agreement and employment contract with the Head of Department within three months from the date of assumption of duty. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The recommended candidate(s) for OSD production posts MUST submit endorsed service certificates from the previous employer and endorsed Persal service records where applicable within 2 days of accepting the offer. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. The employment offer to successful candidate will be subject to verified educational qualifications, previous experience, citizenship check, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan

OTHER POSTS

<u>POST 21/417</u>	:	<u>HEAD CLINICAL DEPARTMENT: GENERAL SURGERY REF NO: H/H/8</u>
<u>SALARY</u>	:	R2 354 559 - R2 497 788 per annum, OSD, (excluding Commuted Overtime), all-inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Universitas Academic Hospital: Bloemfontein Appropriate qualification that allows registration with the HPCSA as Medical specialist in General Surgery or Medical Sub-Specialist in General Surgery. Valid registration with the HPCSA as a Medical Specialist in General Surgery

or HPCSA specialist in General Surgery of a South African recognised Subspecialty in General Surgery. A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty. Must be willing to participate in compulsory commuted overtime. Valid driver's license. The following will be an added advantage Managerial qualifications or membership on relevant committees Evidence of Teaching and Learning, and examining (Undergraduate and Postgraduate level). Research experience e.g. publications, post-graduate supervision, National/Local Research organisations, PhD, M.Med or equivalent. Evidence of professional standing with the HPCSA and other organisations e.g CMSA. Knowledge and Skills: Knowledge of Health Sector related Service legislation, policies, and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity, and a strong work ethic. Ability to supervise, discipline, team building, manage projects, analyse data and encourage innovation.

DUTIES : Service delivery, medical administration and management and supervise the provision of outreach, in-reach, and support services within Free State Province. Manage and supervise the teaching and training of undergraduates and postgraduates at UAH/UFS. Provide a leading role in the field of research, including conducting and supervising research both masters and Doctorate levels. Perform clinical governance and ensure compliance with legal and statutory requirements within the NDoH, OHSC, HPCSA, CMSA, UFS, Medical Administration and Management, etc: Perform all reasonable duties as directed by the Head of Clinical Services and CEO: UAH and the Head of School: Clinical Medicine and Dean: UFS. Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these areas.

ENQUIRIES : Dr R Nathan Tel No: (051) 405 3496
APPLICATIONS : can be sent to the Chief Executive Officer, Universitas Hospital Private Bag X20660, Bloemfontein, 9300 or hand delivered at Room 1115, First Floor, Universitas Hospital, 1 Logeman Street, Universitas, Bloemfontein

FOR ATTENTION : Mr MJ Baleni

POST 21/418 : **HEAD CLINICAL DEPARTMENT: OBSTETRICS AND GYNAECOLOGY REF NO: H/H/9**

SALARY : R2 354 559 - R2 497 788 per annum, OSD, (excluding Commuted Overtime), all-inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

CENTRE : Universitas Academic Hospital: Bloemfontein
REQUIREMENTS : Appropriate qualification that allows registration with the HPCSA as Medical specialist in Obstetrics and Gynaecology Medical Sub-Specialist in Obstetrics and Gynaecology. Valid registration with the HPCSA as a Medical Specialist in Obstetrics and Gynaecology or HPCSA specialist in Obstetrics and Gynaecology of a South African recognised Subspecialty in Obstetrics and Gynaecology. A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty. Must be willing to participate in compulsory commuted overtime. Valid driver's license. The following will be an added advantage Managerial qualifications or membership on relevant committees Evidence of Teaching and Learning, and examining (Undergraduate and Postgraduate level). Research experience e.g. publications, post-graduate supervision, National/Local Research organisations, PhD, M.Med or equivalent. Evidence of professional standing with the HPCSA and other organisations e.g CMSA. Knowledge and Skills: Knowledge of Health Sector related Service legislation, policies, and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity, and a strong work ethic. Ability to supervise, discipline, team building, manage projects, analyse data and encourage innovation.

DUTIES : Service delivery, medical administration and management and supervise the provision of outreach, in-reach, and support services within Free State Province. Manage and supervise the teaching and training of undergraduates

and postgraduates at UAH/UFS. Provide a leading role in the field of research, including conducting and supervising research both masters and Doctorate levels. Perform clinical governance and ensure compliance with legal and statutory requirements within the NDoH, OHSC, HPCSA, CMSA, UFS, Medical Administration and Management, etc: Perform all reasonable duties as directed by the Head of Clinical Services and CEO: UAH and the Head of School: Clinical Medicine and Dean: UFS. Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these areas.

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POST 21/419 : **HEAD CLINICAL DEPARTMENT: PLASTIC AND RECONSTRUCTIVE SURGERY REF NO: H/H/10**

SALARY : R2 354 559 - R2 497 788 per annum, OSD, (excluding Commuted Overtime), all-inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

CENTRE : Universitas Academic Hospital: Bloemfontein
REQUIREMENTS : Appropriate qualification that allows registration with the HPCSA as Medical specialist in Plastic and Reconstructive Surgery. Valid registration with the HPCSA as a Medical Specialist in Plastic and Reconstructive Surgery. A minimum of 3 years of appropriate experience as a Medical Specialist. Be a South African citizen, a permanent resident of South Africa. Must be willing to participate in compulsory commuted overtime. Valid driver's license. The following will be an added advantage Managerial qualifications or membership on relevant committees Evidence of Teaching and Learning, and examining (Undergraduate and Postgraduate level). Research experience e.g. publications, post-graduate supervision, National/Local Research organisations, PhD, M.Med or equivalent. Evidence of professional standing with the HPCSA and other organisations e.g CMSA. Knowledge and Skills: Knowledge of Health Sector related Service legislation, policies, and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity, and a strong work ethic. Ability to supervise, discipline, team building, manage projects, analyse data and encourage innovation.

DUTIES : Service delivery, medical administration and management and supervise the provision of outreach, in-reach, and support services within Free State Province. Manage and supervise the teaching and training of undergraduates and postgraduates at UAH/UFS. Provide a leading role in the field of research, including conducting and supervising research both masters and Doctorate levels. Perform clinical governance and ensure compliance with legal and statutory requirements within the NDoH, OHSC, HPCSA, CMSA, UFS, Medical Administration and Management, etc: Perform all reasonable duties as directed by the Head of Clinical Services and CEO: UAH and the Head of School: Clinical Medicine and Dean: UFS. Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these areas.

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FOR ATTENTION : Mr MJ Baleni

POST 21/420 : **PROFESSIONAL NURSE PNB3 REF NO: H/O/35 (X2 POSTS)**
 Re-Advertisement (Those who applied are encouraged to re-apply)

SALARY : Grade 1: R627 474 - R703 752 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Fezile Dabi District Health Services: Sasolburg

- REQUIREMENTS** : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse plus a post-basic nursing qualification in Primary Health Care with a duration of at least 1 year, accredited with SANC. A minimum of 9 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 5 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification. Current registration with the South African Nursing Council (SANC). Current registration with SANC (2023/2024). Knowledge and Skills: Good report writing and time management skills. Understanding of nursing legislation, ethical nursing practices and how these impacts on service delivery. Ability to provide mentoring, team building, supervisory skills and coaching to her/his supervisees. Good communication, interpersonal relations, counselling, conflict management skills and decision-making. Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients' Rights Charter, Labour Relations Act, Grievance Procedures and Finance policies etc. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Co-ordination and planning skills. Ability to assist in formulation of patient care related policies.
- DUTIES** : Implementation of Quality Improvement Plan. Conduct patient satisfaction survey and waiting times for the clinics. Ensure adequate control, management and allocation of Human and material resources. Facilitate that the clinic has functional clinic committee and ensures community participation. Plan and monitor utilization of budget to ensure that the clinic functions within the allocated budget. Supervise and monitor staff performance according to PMDS. Deal with disciplinary and grievance matters including monitoring and managing absenteeism. Facilitate provision of clinical services, educational services and be involved in medical research. Evaluate and monitor compliance with clinical protocols norms and standards within the clinic. Analyze and interpret statistic including PHC Programme indicators. Participate in Operation Sukuma Sakhe Programme. Facilitate the realization and maintenance of Ideal Clinic Programme and Core standards in the facility. Coordinate and manage the provision of the services to manage COVID19 pandemic. Support PHC re-engineering by ensuring that outreach teams are functional.
- ENQUIRIES** : Me. Pule Tel No: (016) 492 0507
- APPLICATIONS** : can be submitted by post to: The District Director Private Bag X 2005, Sasolburg, 1947 or hand delivery: 17 Fichardt Street, Sasolburg – Fezile Dabi District Office
- FOR ATTENTION** : Me. W.R. van Loggerenberg
- POST 21/421** : **PROFESSIONAL NURSE SPECIALTY PNB1-PNB2 REF NO: H/P/36 (X6 POSTS)**
- SALARY** : Grade 1: R431 265 - R497 193 per annum
Grade 2: R528 696 – R645 720 per annum
plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE** : HTA Site: Mangaung Metro District Services: Bloemfontein
- REQUIREMENTS** : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification with a duration of at least 1 year, accredited with SANC. Current registration with SANC (2023/2024). **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience specific specialty after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge and Skills: Appropriate knowledge in the management of HIV Treatment and linkage to care services. Appropriate knowledge and experience in HIV Prevention strategies. NIMART trained.
- DUTIES** : To manage and support the implementation of the HIV Treatment and Prevention Programs at the High Transmission Area Site. Manage and support the implementation of the HIV Treatment and Prevention guidelines and

protocols. Manage and support implementation of HIV Treatment and linkage to care services. Manage and support implementation of HIV Prevention Strategy. Provide comprehensive package of care to key and vulnerable population accessing the site. Ensure proper programmatic data management. Roving to identified hot spots in Bloemfontein. Ability to work flexi hours. Liaise with different stakeholders to ensure optimal service delivery.

ENQUIRIES : Mr Chauke Tel No: (051) 408 1342
APPLICATIONS : can be submitted by post to: Mangaung Metro District Office, FSPC, Bloemfontein, 9300
FOR ATTENTION : Mokoqo TA

OFFICE OF THE PREMIER

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

APPLICATIONS : Mr. AJ Venter, Head: Corporate Administration, Office of the Premier, PO Box 517, Bloemfontein, 9300, Room 406, OR Tambo House, St Andrew Street, Bloemfontein, 9301, E-mail: joann.kleynhans@fspremier.gov.za

FOR ATTENTION : Ms J Kleynhans
CLOSING DATE : 07 July 2023 @ 16:00

NOTE : Applications must be submitted on the prescribed Z83 form, obtainable from any Public Service Department. All applications must be accompanied by a comprehensive CV only. Communication from the HR of the department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. Applications must be submitted on or before the closing date. E-mailed applications may be submitted, subject to subsequent verification. Applications must be submitted to the address mentioned in the advertisement. All shortlisted candidates will be subjected to personnel suitability checks. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applicants are respectfully informed that if no notification on appointment is received within 4 months of the closing date, they must accept that their application was unsuccessful. Applications from people with disabilities are welcomed.

MANAGEMENT ECHELON

POST 21/422 : **HEAD OF DEPARTMENT: DEPARTMENT OF COMMUNITY SAFETY, ROADS AND TRANSPORT REF NO: HOD: CSR&T**
(5 year employment contract position)

SALARY : R2 158 533 per annum (Level 16), all-inclusive remuneration package, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. These appointments are subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations. All shortlisted candidates for SMS posts 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. Nominated candidates must 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 tools.

CENTRE : Bloemfontein (Dept. of Community Safety, Roads and Transport)
REQUIREMENTS : The candidate must be in possession of an undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognized by SAQA as well as 8 – 10 years of experience at a senior management level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Potential applicants for posts in the Senior Management

Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course and may enroll for it at a cost of R265.00. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate. The candidate must have knowledge, skills, training and competencies in the principles of Corporate Governance; dynamic professional leadership abilities, as well as strategic, financial and people management skills; the ability to initiate and support organisational transformation and change, explore and implement new ways of delivering services that contribute to the promotion of the area of responsibility of the particular department in the province; the highest standard of ethical and moral conduct; and a thorough understanding of the issues relating to the area of responsibility of the particular department within the Free State Province and South Africa. Recommendation: A post graduate qualification in any of the areas of responsibility of the particular department and/or management will be a recommendation.

DUTIES

: To perform all the functions and the responsibilities attached to the post as Head of the Department in terms of the Public Service Act and the Regulations issued in terms thereof, which inter alia include the efficient management and administration of the Department, the effective utilisation and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of state property, including the rendering of efficient and effective management systems to the Department which include resource management, financial management, information management and pro-active communication systems, as well as such functions, which may be prescribed. To function as Accounting Officer of the Department in terms of the Public Finance Management Act, the Treasury Regulations, and any other law. This successful candidate will also be responsible to: Assist with the development of appropriate policies relevant to the particular department and advise the MEC in this regard; ensure the effective implementation of Government Policies in the relevant areas of responsibility of the department mentioned and the Public Service as well as Provincial and National legislation relevant to the Portfolio; provide the MEC with sufficient information and advice to enable him/her to make sound and informed decisions in terms of his/her portfolio; to develop and implement a Strategic and Annual Performance Plan of the department in support of the implementation of the priorities and objectives of the particular department; and such other responsibilities as may be directed. Although the candidate is based in Bloemfontein, the post may require extensive traveling, both domestically and internationally.

ENQUIRIES

: Mr. AJ Venter, Deputy Director General: Corporate Administration and Coordination: Cell: 0825538178

POST 21/423

: **HEAD OF DEPARTMENT: DEPARTMENT OF SOCIAL DEVELOPMENT**
REF NO: HOD: SD
(5 year employment contract position)

SALARY

: R2 158 533 per annum (Level 16), all-inclusive remuneration package, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. These appointments are subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations. All shortlisted candidates for SMS posts 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. Nominated candidates must 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 tools.

CENTRE

: Bloemfontein (Dept. of Social Development)

REQUIREMENTS

: The candidate must be in possession of an undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognized by SAQA as well as 8 – 10 years of experience at a senior management level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course and may enroll for it at a cost of R265.00. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate. The candidate must have knowledge, skills, training and competencies in the principles of Corporate Governance; dynamic professional leadership abilities, as well as strategic, financial and people management skills; the ability to initiate and support organisational transformation and change, explore and implement new ways of delivering services that contribute to the promotion of the area of responsibility of the particular department in the province; the highest standard of ethical and moral conduct; and a thorough understanding of the issues relating to the area of responsibility of the particular department within the Free State Province and South Africa. Recommendation: A post graduate qualification in any of the areas of responsibility of the particular department and/or management will be a recommendation.

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POST 21/424

: **HEAD OF DEPARTMENT: DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION REF NO: HOD: SPORT**
(5 year employment contract position)

SALARY

: R2 158 533 per annum (Level 16), all-inclusive remuneration package, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. These appointments are subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations. All shortlisted candidates for SMS posts 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. Nominated candidates must attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The

**CENTRE
REQUIREMENTS**

competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

- : Bloemfontein (Dept. of Sport, Arts, Culture & Recreation)
- : The candidate must be in possession of an undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognized by SAQA as well as 8 – 10 years of experience at a senior management level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course and may enroll for it at a cost of R265.00. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate. The candidate must have knowledge, skills, training and competencies in the principles of Corporate Governance; dynamic professional leadership abilities, as well as strategic, financial and people management skills; the ability to initiate and support organisational transformation and change, explore and implement new ways of delivering services that contribute to the promotion of the area of responsibility of the particular department in the province; the highest standard of ethical and moral conduct; and a thorough understanding of the issues relating to the area of responsibility of the particular department within the Free State Province and South Africa. Recommendation: A post graduate qualification in any of the areas of responsibility of the particular department and/or management will be a recommendation.

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