

DEPARTMENT OF SOCIAL DEVELOPMENT

It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of these posts and candidates whose transfer/promotion/appointment will promote representivity will receive preference.

- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to the Director-General, Department of Social Development, Private Bag X901, Pretoria, 0001. Physical Address: HSRC Building, 134 Pretorius Street In the event of hand delivery of applications, applicants must sign an application register book as proof of submission. No faxed or e-mailed applications will be considered.
- FOR ATTENTION** : Mr S Boshielo
- CLOSING DATE** : 14 August 2023
- NOTE** : Curriculum vitae with a detailed description of duties, the names of two referees and copies of qualifications and identity document must accompany your signed application for employment (Z83). Shortlisted candidates for a post will be required to submit certified documents on or before the date of the interview. Applicants are advised that from 1 January 2021, a new application for employment (Z83) form is effective and must be completed in full, failure to use the new Z83 will result in disqualification. The new form can be downloaded online at www.dpsa.gov.za-vacancies. Applicants applying for SMS posts are required to successfully complete the Certificate for entry into the SMS (submitted prior to appointment) and full details can be sourced by following the link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Applicants are expected to pay for the course and may enroll for it at a cost of R400.00. The duration of the course is 120 hours. 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. 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 tools. The successful candidate will sign an annual performance agreement, complete a financial disclosure form and will also be required to undergo a security clearance. Candidates nominated for posts on salary levels 2 - 12 may be subjected to a competency assessment during the selection process. If the candidate is applying for an OSD post, certificates of service must be submitted on the date of the interview. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Personnel suitability checks will be conducted on short listed candidates and the appointment is subject to positive outcomes of the checks. Correspondence will be limited to shortlisted candidates only. The selection of candidates will be done with due regard to the relevant aspects of the selection process as set out in the Public Service Regulations, 2016, Regulation 67. Applications received after the closing date will not be taken into consideration. If you have not been contacted within three months after the closing date of this advertisement, please accept that your application was unsuccessful. Candidates requiring additional information regarding the advertised post may direct their enquiries to the person as indicated above. Internal applicants must submit and register their employment applications at the register book in the DSD reception area for the attention of Mr S Boshielo. DSD reserves the right to cancel the filling/ not to fill a vacancy that was advertised during any stage of the recruitment process.

MANAGEMENT ECHELON

- POST 26/142** : **DEPUTY DIRECTOR-GENERAL: STRATEGY AND ORGANISATIONAL TRANSFORMATION REF NO: P1/A/2023**
(This is a re-advertisement. Candidates who previously applied must re-apply).
Senior Management Service
- SALARY** : R1 663 581 per annum This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.
- CENTRE REQUIREMENTS** : HSRC Building, Pretoria
: An appropriate undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognized by SAQA PLUS a minimum of 8 to 10 years' experience at senior management level. Knowledge of: relevant Public Service legislation; Treasury Regulations; public management and administration principles; Public Finance Management Act; White Paper on Transformation of the Public Service; MACRO, MISO & MICRO policies such as DORA, MTSF, NDP, MTEF etc.; Public Service Statutory Framework and Public Service Act and Regulations. Track record in preparation and management of strategic plans, business plans and budgeting. Knowledge of financial prescripts of the Public Service, costing methodologies and performance measurement. Competencies needed: Strategic capability and leadership. Programme and project management. Financial management. Policy analysis and development. Information and knowledge management. Communication. Service delivery innovation. Problem-solving and change management. People management and empowerment. Client orientation and customer focus. Stakeholder management. Presentation, facilitation and coordination. Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creative. Independent thinker. Ability to work in a team and independently. Cultural sensitivity. Adaptability. Confidentiality. Political sensitivity. Cost consciousness. Honesty and Integrity.
- DUTIES** : Facilitate performance monitoring and evaluation of the implementation of policies and programmes. Manage the provision of risk management and anti-corruption programmes. Manage and coordinate strategic management and organisational development processes. Coordinate the provision of entity oversight and institutional support services. Manage the implementation of gender mainstreaming and diversity management programmes. Conduct research and facilitate the formulation and implementation of social policies. Manage the coordination, implementation, monitoring and reporting on outcome 13. Manage the implementation of risk management and anti-corruption programmes.
- ENQUIRIES NOTE** : Mr D Chinappan Tel No: (012) 312-7504
: In terms of the Department's employment equity targets, Coloured and White males and African, Coloured and White females as well as persons with disabilities are encouraged to apply.
- POST 26/143** : **CHIEF FINANCIAL OFFICER REF NO: P1/B/2023**
Branch: Financial Management Services
(This is a re-advertisement. It is not necessary for candidates who previously applied to re-apply).
- SALARY** : R1 663 581 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.
- CENTRE REQUIREMENTS** : HSRC Building, Pretoria
: An appropriate undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognised by SAQA Plus a minimum of 8 to 10 years' experience at senior management level. Knowledge of Treasury Regulations. Knowledge of public management and administration principles. Knowledge of Public Finance Management Act. Knowledge of White Paper on Transformation of Public Service. Knowledge of MACRO, MISO, and MICRO policies such as DORA, MTSF, NDP, MTEF etc. Knowledge of Public Service Act and Regulations. Track record in preparation and management of strategic

plans, business plans and budgeting. Knowledge of financial prescripts of the Public Service, costing methodologies and performance measurement. Knowledge of Public Service Statutory Framework. Knowledge of GRAP/GAAP, IAS and MTEF. Competencies needed: Programme and Project management. People management and empowerment. Financial management. Communication (written and verbal). Client orientation and customer focus. Analytical. Strategic and conceptual orientation. Strategic capability and leadership. Computer literacy. Change management. Knowledge of Information Management. Problem solving. Service delivery innovation. Monitoring and evaluation. Stakeholder management. Presentation, facilitation and coordination. Personal Attributes: Good interpersonal relations. Ability to work in a team and independently. Adaptability. Independent thinking. Cost consciousness. Honesty and integrity. Ability to work under pressure. Innovative and creative.

DUTIES

: Establish and maintain appropriate systems (analytical tools, information systems and models or projections of cost behaviour) and policies to ensure effective and efficient management of resources. Support the Accounting Officer and other senior managers in the execution of their functions in terms of the Public Finance Management Act, 1999 and the Treasury Regulations. Formulate creative solutions to enhance cost effectiveness and efficiency in the delivery of the services and the administration of the Department. Facilitate the implementation of national norms and standards where applicable. Advice the Accounting Officer pertaining to matters that have strategic and financial implications. Liaise with the relevant role players in the financial environment regarding transverse financial matters. Ensure effective and efficient financial management/ administration by collaborating in the development of training programmes or by providing direct training in financial matters to officials of the Department. Manage the financial and provisioning administration functions of the Department.

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: Mr D Chinappan Tel No: (012) 312-7504

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