

**PROVINCIAL ADMINISTRATION: LIMPOPO
DEPARTMENT OF ECONOMIC DEVELOPMENT, ENVIRONMENT AND TOURISM**

The Department of Economic Development, Environment and Tourism is an equal opportunity, affirmative action employer. It is our intent to promote representativeness (race, gender and disability) in the Department through the filling of this post. The candidature of persons whose transfer / promotion / appointment will promote representativeness, in line with the numeric targets as contained in the Department's Employment Equity Plan, will receive preference. An indication of representativeness profile by the applicants will expedite the processing of applications.

APPLICATIONS : Direct your application quoting the relevant reference number, position and management area on the Z83 to: The Head of Department: Department of Economic Development, Environment and Tourism, Private Bag X9484, Polokwane, 0700. Hand delivered applications may be submitted at Evridiki Towers, Registry Office, 19 Biccard Street, Office B1-73, Polokwane. Applications can also be e-mailed to pelsers@ledet.gov.za / lingenfelderl@ledet.gov.za

CLOSING DATE : 22 December 2023

NOTE : All costs associated with an application will be borne by the applicant. The new Z83 form must be fully completed and signed by the applicant. The following must be considered in relation to the completion of the Z83 by applicants: All the fields in Part A, Part C and Part D should be completed. In Part B, all fields should be completed in full except the following: South African applicants need not provide passport numbers. If an applicant responded "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? If yes (provide detail)" then it is acceptable for an applicant to indicate not applicable or leave blank to the question, "In the event that you are employed in the Public Service, will you immediately relinquish such business interest?". Applicants may leave the following question blank if they are not in possession of such: "If your profession or occupation requires official registration, provide date and particulars of 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. Three (3) references must be included stating their contact details (landline, cellular number and e-mail address). If the information 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 questions related to conditions that prevent re-appointment under Part F must be answered. Correspondence will be limited with the short-listed candidates only. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to seek reasons for the above administration action in terms of Promotion of Administrative Justice Act (PAJA), Act No.3 of 2000. Shortlisted applicants should be willing to undergo normal vetting and verification process as well as other relevant security and pre-employment checks as prescribed by the Minimum Information Security Standards. Consequently the appointment will be subject to positive outcomes on these processes, which includes amongst others security clearance, security vetting, qualification verification, criminal record verification and reference checks. Appointment to some of this post will be provisional, pending the issue of a positive security clearance. Therefore, the appointment will be reconsidered/possibly terminated in case where the applicant failed to get a positive security clearance. Fingerprints will be taken on the day of the interviews. The Department of Economic Development, Environment and Tourism reserve the right not to fill any of these advertised posts. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation only when shortlisted. The recommended candidate will be subjected to security clearance procedures. The candidates will be required to disclose his/her financial interests in accordance with the applicable prescripts (applicable to salary level 9 to 14). Applicants are not required to submit certified copies of educational qualifications, academic record, identity document and a valid

driver's licence (where required) with their application. Only shortlisted candidates will be required to submit certified copies on or before the day of the interview. For Management Echelon posts: In order to ensure that potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be the successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government with effect from 01 April 2020. This is a Public Service specific training programme which will be applicable for appointments at SMS post. The link is as follows: www.thensg.gov.za/training-course/sms-pre-entry-programme. 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 a candidate 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. Applications must reach the Department before the closing date. It is the sole responsibility of an applicant to ensure that their applications reach the Department of Economic Development, Environment and Tourism before the stipulated closing date. Applicants who have retired from the Public Service with a specific determination that they cannot be reappointed or have been declared medically unfit will not be considered. The contents of the advertised post will also be posted on the following websites www.limpopo.gov.za / www.ledet.gov.za / www.dpsa.gov.za. The Department reserves the right not to make any appointment to the posts advertised. The employment decision shall be informed by the Employment Equity Plan of the Department.

MANAGEMENT ECHELON

- POST 44/107** : **CHIEF DIRECTOR REF NO: C4/23/1**
Chief Directorate: Biodiversity and Conservation
- SALARY** : R1 371 558 – R1 635 897 per annum (Level 14), (an all-inclusive remuneration package). The remuneration package includes a basic (70% of packages), State contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individuals' personal needs.
- CENTRE REQUIREMENTS** : Head Office: Polokwane
An undergraduate qualification (NQF 7) in Nature Conservation/Environmental Management/Biodiversity Management or equivalent as recognized by SAQA. Five (5) years of experience at senior managerial (SMS) level of which three (3) years must be in relevant field of environmental management. A postgraduate degree will be an added advantage. Valid driver's license (with exception of person with disability). Competencies: Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and Analysis. Client orientation and customer focus. Communication. Skills And Knowledge: The following skills, knowledge and attributes are required: relevant Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management Act). Knowledge of the following tourism disciplines: relevant tourism policies and legislation, management, and development; hospitality services; quality assurance and service excellence including tour guiding; marketing and research. Good leadership and managerial qualities. Strong writing and communication skills. Have analytical ability and interpretation of data. Innovative and problem-solving abilities. Policy analysis and development; Research analysis; Facilitation and presentation. Stakeholder and client liaison. Project administration. Ability to work in a team and independently. Ability to work under pressure and people management.
- DUTIES** : Provide and facilitate management of biodiversity services. Oversee and manage developments in Limpopo Wildlife Resorts. Manage and provide leadership and provincial protected areas management services. Provide and oversee management of wildlife resources services. Manage and utilize resources

- (financial, human and physical) in accordance with relevant directives and legislation.
- ENQUIRIES** : Mrs S Pelsler Tel No: (015) 293 8678
- POST 44/108** : **DIRECTOR REF NO: C4/23/2**
Directorate: Information Technology Management
- SALARY** : R1 162 200 – R1 365 411 per annum (Level 13), (an all-inclusive remuneration package). The remuneration package includes a basic (70% of packages), State contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individuals' personal needs.
- CENTRE REQUIREMENTS** : Head Office: Polokwane
: An undergraduate qualification (NQF 7) in Information Technology or equivalent as recognized by SAQA. COBIT 5 certification or ITIL Foundation certification will serve as an advantage. At least ten (10) years proven experience in Information Technology of which five (5) years must be at a middle management (MMS)/senior managerial (SMS) level. Valid driver's license (with exception of person with disability). Competencies: Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and Decision making. Client orientation and customer focus. Communication. Service delivery innovation. Skills and Competencies: Knowledge and experience in ICT Governance, ICT Risk Management and Business Continuity Planning. Sound and in-depth knowledge of relevant prescripts, as well as understanding of the legislative framework governing ICT in the Public Service. Experience in managing IT contracts and software licensing. Good communication (verbal and written). Financial management. Project management. Problem-solving and interpersonal relations skills. Ability to analyse and interpret financial information.
- DUTIES** : Align the Department's information management (including systems) and information technology strategy with the strategic objective, management plans and business process of the department. Develop departmental ICT-enabler policies, standards, norms, guidelines, best practices and strategies. Ensure measures to protect the Department from cyber security threats. Develop partnerships and network with relevant stakeholders. Implement effective ICT processes as a strategic resource of the business of the department. Create an enabling environment for employees in the department to perform their functions more effectively and efficiently. Management of the end-user experience, interaction and connectivity.
- ENQUIRIES** : Mrs S Pelsler Tel No: (015) 293 8678
- POST 44/109** : **DIRECTOR REF NO: C4/23/3**
Directorate: Commercial Development
- SALARY** : R1 162 200 – R1 365 411 per annum (Level 13), (an all-inclusive remuneration package). The remuneration package includes a basic (70% of packages), State contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individuals' personal needs.
- CENTRE REQUIREMENTS** : Head Office: Polokwane
: An undergraduate qualification (NQF 7) in Tourism/Hospitality Management/Business Management/Business Administration or equivalent as recognized by SAQA. A Masters degree in Tourism/Hospitality/MBA will be an added advantage. Five (5) years of experience at middle management (MMS)/senior managerial (SMS) level. Minimum of five (5) years of experience in commercial roles, with a track record of developing and executing successful commercial strategies. Valid driver's license (with exception of person(s) with disability). Competencies: Strategic Capability and Leadership. Programme and Project Management. Change Management. Budget and Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and Analysis. Client orientation and customer focus. Communication. Service delivery innovation. Skills and Knowledge: Experience in leading and

managing sales and marketing teams. Strong knowledge of relevant laws and regulations pertaining to commercial activities. Experience developing and managing commercial agreements with customers and vendors. Excellent communication, negotiation, and interpersonal skills. Strong leadership and management skills, with the ability to motivate and inspire teams towards shared goals and objectives. Excellent communication and interpersonal skills, with the ability to build strong relationships with customers, partners, and internal teams. Strategic and analytical mindset, with the ability to analyse market trends and data to develop effective commercial strategies. Financial acumen, with the ability to manage budgets and financial performance metrics. Strong negotiation skills, with the ability to develop and manage commercial agreements with customers and investors. Ability to work effectively under pressure, with the flexibility to adapt to changing business priorities.

- DUTIES** : Oversee the development and implementation of commercial strategies to achieve revenue growth targets and enhance profitability. Lead and manage the sales and marketing teams to develop and execute successful sales and marketing campaigns. Develop strong relationships with key customers and partners to drive business growth and foster increased customer loyalty. Oversee market research and analysis to identify trends and opportunities, as well as track competitor activity to develop effective strategies to stay ahead of the competition. Ensure compliance with relevant laws and regulations pertaining to commercial activities, including customer data privacy regulations. Develop and manage budgets and financial performance metrics to ensure that commercial activities are aligned with the overall business strategy. Develop and manage commercial agreements with customers and investors, including pricing, terms, and conditions. Identify and assess new business opportunities to diversify the company's revenue streams and improve its market position.

- ENQUIRIES** : Mrs S Pelsler Tel No: (015) 293 8678

DEPARTMENT OF SOCIAL DEVELOPMENT

The Limpopo Department of Social Development is an equal opportunity and Affirmative Action Employer. Designed race groups, females and People with disabilities are encouraged to apply.



- APPLICATIONS** : Applications should be addressed to Head of Department, Limpopo Department of Social Development, Private Bag X9710, Polokwane, 0700 or hand deliver at: 21 Biccard Street, Olympic Towers Building. Ground Floor, Office no 30 or Via e-mail: recruitment@dsd.limpopo.gov.za

- CLOSING DATE** : 21 December 2023 @16h00

- NOTE** : Applications must be submitted on Z83 form obtainable from all Government Departments or can be downloaded from www.dpsa.gov.za. Applicants are not required to submit certified copies of qualifications with their applications but must submit a duly completed Z83 application for employment form, and a detailed CV. Certified copies of qualifications and ID will be submitted by shortlisted candidates. Correspondence will be entered into with the shortlisted candidates only and if you do not receive any response from us within three (03) months after the closing date, you may regard your application as unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to seek reasons for the above administration action in terms of Promotion of Administrative Justice Act (PAJA), Act No. 3 of 2000. Faxed applications will not be considered. Applicants must clearly indicate the reference number on the Z83. Failure to comply with the above requirements will result in the disqualification of the application. The Department reserves the right to make an appointment in respect of the advertised post. The employment decision shall be informed by the Employment Equity Plan of the Department. All the recommended candidates will be subjected to personnel suitability checks on criminal records, citizenship and educational qualifications. It is the responsibility of the candidate to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). All short-listed 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 competency using the mandated DPSA SMS competency assessment tools. A further requirement for appointment at SMS level will be the successful completion of the Senior Management Pre-entry programme as endorsed by the National School of Government. The course is available at the NSG under the name Certificate for entry for SMS and the full details can be obtained by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>. Please note: Due to austerity measure, the department will not carry any related costs (transport, accommodation, and meals) for candidates attending interviews.

MANAGEMENT ECHELON

- POST 44/110** : **CHIEF DIRECTOR: CORPORATE SERVICES REF NO: DSD/2023/17 (X1 POST)**
- SALARY** : R1 371 558 per annum (Level 14)
- CENTRE** : Head Office
- REQUIREMENTS** : Qualifications and Competencies: An undergraduate relevant qualification at NQF level 7 as recognised by SAQA. Five (05) years of proven experience in Senior Management level. Experience in a Corporate Services environment e.g., Legal, HRM&D, Auxiliary Services, ICT, Records Management, General and Management will be an added advantage. Valid motor vehicle driver's license (with exception of persons with disabilities). Core and Process Competencies: Strategic Capability and Leadership, Programme and Project Management, Change Management, Financial Management, People Management and Empowerment, Knowledge Management, Problem Solving and analysis, Client orientation and customer focus, Communication. Knowledge and Skills: Knowledge of Public Service Regulations, Acts, policies and procedures. Knowledge of Public Finance Management Act (PFMA). Leadership & Management skills. Communications. Conflict management. Policy analysing and interpretation skill. Report writing skills. Project Management. Problem analysis and analytical thinking.
- DUTIES** : Provide leadership and high-level strategic direction and policy in the Department. Guide and provide effective managerial and strategic co-ordination in Corporate Services. Overall management of the Strategic Management, Communication Services, Transformation and transversal services, Information Technology Services, Human Resource Management and Development. Coordinate legal strategies to obtain maximum impact on the Department's services delivery. Manage and utilize resources in accordance with the relevant directive and legislation.
- ENQUIRIES** : General enquiries about the advertised posts should be directed to Ms PN Mabitsela / Mr QLM Mogotlane / Ms ME Gafane Tel No: (015) 230 4375/4315/4418.