



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

PUBLIC SERVICE VACANCY CIRCULAR

PUBLICATION NO 17 OF 2024

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1. Introduction

- 1.1 This Circular is, except during December, published on a weekly basis and contains the advertisements of vacant posts and jobs in Public Service departments.
- 1.2 Although the Circular is issued by the Department of Public Service and Administration, the Department is not responsible for the content of the advertisements. Enquiries about an advertisement must be addressed to the relevant advertising department.

2. Directions to candidates

- 2.1 Applications on form Z83 with full particulars of the applicants' training, qualifications, competencies, knowledge and experience (on a separate sheet if necessary or a CV) must be forwarded to the department in which the vacancy/vacancies exist(s). **NB: PROSPECTIVE APPLICANTS MUST PLEASE USE THE NEW Z83 WHICH IS EFFECTIVE AS AT 01 JANUARY 2021.**
- 2.2 Applicants must indicate the reference number of the vacancy in their applications.
- 2.3 Applicants requiring additional information regarding an advertised post must direct their enquiries to the department where the vacancy exists. The Department of Public Service and Administration must not be approached for such information.
- 2.4 It must be ensured that applications reach the relevant advertising departments on or before the applicable closing dates.

3. Directions to departments

- 3.1 The contents of this Circular must be brought to the attention of all employees.
- 3.2 It must be ensured that employees declared in excess are informed of the advertised vacancies. Potential candidates from the excess group must be assisted in applying timeously for vacancies and attending where applicable, interviews.
- 3.3 Where vacancies have been identified to promote representativeness, the provisions of sections 15 (affirmative action measures) and 20 (employment equity plan) of the Employment Equity Act, 1998 should be applied. Advertisements for such vacancies should state that it is intended to promote representativeness through the filling of the vacancy and that the candidature of persons whose transfer/appointment will promote representativeness, will receive preference.
- 3.4 Candidates must be assessed and selected in accordance with the relevant measures that apply to employment in the Public Service.

4 SMS pre-entry certificate

- 4.1 To access the SMS pre-entry certificate course and for further details, please click on the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. For more information regarding the course please visit the NSG website: www.thensg.gov.za.

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DEPARTMENT OF EMPLOYMENT AND LABOUR

It is the Department's intention to promote equity (race, gender and disability) through the filling of this post with a candidate whose transfer / promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

<u>CLOSING DATE</u>	:	03 June 2024 at 16:00
<u>NOTE</u>	:	Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents . Received applications using the incorrect application for employment (old Z83) will not be considered. Each application for employment form must be fully completed, initialled and signed by the applicant. Failure to fully complete, initial and sign this form may lead to disqualification of the application during the selection process. All fields of Section A, B, C and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83 it is acceptable for applicants to indicate refer to CV or see attached. A recently updated comprehensive CV (with detailed previous experience) is required. The questions related to conditions that prevent re-appointment under Part F must be answered. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following the communication from Human Resources and such qualification(s) and other related document(s) will be in line with the requirements of the advert. Foreign qualification must be accompanied by an evaluation report issued by the South African Qualification Authority (SAQA) (only when shortlisted). Applicants who do not comply with the above-mentioned instruction/ requirements, as well as applications received late will not be considered. The Department does not accept applications via email or fax. 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. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). 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 is an equal opportunity affirmative action employer. The Employment Equity Plan of the Department shall inform the employment decision. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s).

OTHER POST

<u>POST 17/01</u>	:	<u>MEDICAL ADJUDICATOR (PROFESSIONAL NURSE GRADE 1) REF NO: HR 4/4/7/19</u>
<u>SALARY</u>	:	Grade 1: R307 473 – R362 187 per annum, (OSD) Grade 2: R375 480 –R442 296 per annum, (OSD) Grade 3: R451 533- R578 826 per annum, (OSD)
<u>CENTRE</u>	:	Emalahleni Labour Centre
<u>REQUIREMENTS</u>	:	Four (4) years nursing degree/three years' diploma. Post Graduate Diploma in Occupational Health/Theatre Technique/Critical Care will be an advantage. Experience in trauma/emergency/internal/medicine/general surgery/orthopaedics/theatre at the regional public or private hospital is required. Experience in Medical claims processing/insurance environment will be added advantage. Registration with the South African Nursing Council. Grade 1: 2 to 9 years' experience gained after registration. Grade 2: 10-19 years 'experience gained after registration. Grade 3: 20 years' experience gained after registration. Knowledge: Dol and Compensation Fund objectives and business function, Compensation Fund Services, Directorate and sub-directorate goal and performance requirements, nursing legislation and or related legal as well as ethical nursing practices, Compensation Fund Policies, procedures and processes, Stakeholder and customers, Customer Service (Batho Pele Principle), COIDA tariffs, technical knowledge, PFMA and National Treasury Regulations, Public Service Act. Skills: Required Technical

- Proficiency, Business writing, Required IT skills, Data capturing, Data records management, Telephone Skills and Etiquette.
- DUTIES** : Provide medical advice and recommendation in the acceptations of liability. Recommend the approval of medical accounts. Provide medical advice on the processing of occupational injury claims. Determine PD (Permanent Disability) and TTD (Total Temporary Disability). Assess medical accounts on occupational injury claim and OD medical accounts.
- ENQUIRIES** : Ms G Malatsi Tel No: (013) 653 3800/3845
- APPLICATIONS** : Deputy Director Labour Centre Operations: Private Bag X7293, Emalahleni, 1035 or hand deliver at 36 Mandela Street, Witbank,1035

PRESIDENTIAL YOUTH PROGRAMME YEAR 2024/2025

The Department would like to invite qualifying graduates to apply to participate in a Presidential Youth Programme. The Presidential Programme is meant to provide work exposure to graduates for a period of eight (8) months.

OTHER POST

- POST 17/02** : **DEPLOYMENT PROGRAMME: COUNSELLOR (X235 POSTS)**
- SALARY CENTRE** : R 7450.63 per month
 : Provincial Office: Gauteng Ref No: HR4/24/06/01GP (X50 Posts)
 : Provincial Office: KwaZulu-Natal Ref No: HR4/24/06/02KZN (X29 Posts)
 : Provincial Office: Eastern Cape Ref No: HR4/24/06/03EC (X31 Posts)
 : Provincial Office: Western Cape Ref No: HR4/24/06/04WC (X22 Posts)
 : Provincial Office: Mpumalanga Ref No: HR4/24/06/05MP (X25 Posts)
 : Provincial Office: North West Ref No: HR4/24/06/06NW (X20 Posts)
 : Provincial Office: Northern Cape Ref No: HR4/24/06/07NC (X14 Posts)
 : Provincial Office: Limpopo Ref No: HR4/24/06/08LP (X24 Posts)
 : Provincial Office: Free State Reference No: HR4/24/06/09FS (X20 Posts)
- REQUIREMENTS** : Three (3) years relevant tertiary qualification majoring in Psychology or Industrial Psychology. (Registration with Health Professional Council of South Africa (HPCSA) as a Registered Counsellor (Independent Practice) or Psychometrics (Independent practice) will be an added advantage).
- DUTIES** : Render administrative support services to the Employment Counsellor. Conduct research on labour market needs and employment counselling best practices. Provide and implement recruitment and selection services. Network with stakeholders to verify quality of services rendered. Registration of work seekers.
- ENQUIRIES** : Mr V Mazibuko Tel No: (011) 853 0453 (GP)
 : Mr. TB Gumede Tel No: (031) 3662130/ Mr. NX Ntshingila Tel No: (031) 366 2130 (KZN)
 : Mr. N Mtna Tel No: (043) 701 3032/ Mr. S Joko Tel No: (043) 701 3030 (EC)
 : Mr. Q Bowman Tel No: (021) 441 8120 (WC)
 : Mr. M Nkotsoe Tel No: (013) 655 8805 (MP)
 : Mr. MO Maluleke Tel No: (018) 387 8186 (NW)
 : Ms. N Litheko Tel No: (053) 838 1632 (NC)
 : Ms. MS Lebogo Tel No: (015) 290 1662 (LP)
 : Mr. S Segalo/ Ndabuko Zulu Tel No: (051) 505 6206 (FS)
- APPLICATIONS** : Chief Director: Provincial Operations: PO Box 4560, Johannesburg ,2000 Or hand deliver at: 77 De Korte Street, Braamfontein, Johannesburg, 2000
 : Chief Director: Provincial Operations: PO Box, 940 Durban, 4000. Or hand deliver at: 267 Anton Lembede Street, Royal Hotel Building, Durban, 4001.
 : Chief Director: Provincial Operations: Private X9001, East London, 5200. Or hand deliver at: Laboria Building,03 Hill Street, East London CBD 5200.
 : Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000. Or hand deliver at: 9 Long Street, Cnr Riebeeck and Long Street, Cape Town, 8000.
 : Chief Director: Provincial Operations: Private Bag X7263, Emalahleni, 1035. Or hand deliver at: Labour Building, c/o Hoffmeyer and Beatty Avenue.
 : Chief Director: Provincial Operations: Private Bag X2040, Mmabatho, 2735 or hand deliver at: Provident House, University Drive, Mmabatho.
 : Chief Director: Provincial Operations: Private Bag X 5012, Kimberley 8300.Or hand deliver at: Laboria House. Corner Pniel and Compound Street, Kimberley.
 : Chief Director: Provincial Operations: Private Bag X 9368, Polokwane, 0700 Or hand deliver at 42a Schoeman Street, Polokwane.

Chief Director: Provincial Operations: PO. Box 522, Bloemfontein, 9300 Or hand deliver at: 43 Charlotte Maxeke Street, Laboria House, Bloemfontein, 9300.

NATIONAL SCHOOL OF GOVERNMENT

The National School of Government (The NSG) contributes to the building of an effective, capable and professional public service through the provision of relevant, mandatory and non-mandatory training programmes.



- APPLICATIONS** : Applications can be submitted by email to the relevant email address indicated for each post and by quoting the relevant reference number provided on the subject line or hand delivery at ZK Matthews Building, 70 Meintjies Street, Sunnyside, Pretoria or use postal address: The Principal: National School of Government, Private Bag X759, Pretoria, 0001. Applicants are encouraged to apply via the e-recruitment system.
- FOR ATTENTION** : Mr Mpho Mugodo Tel No: (012) 441 6017 or Ms Nthabiseng Fuma Tel No: (012) 441-6011.
- CLOSING DATE** : 31 May 2024
- NOTE** : Applications must consist of: A fully completed and signed new Z83 form with a comprehensive CV containing contactable references. Use of the old Z83 Form will result in disqualification. Candidates should not attach the certified documents to the application. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview. The relevant reference number must be written on the application form. Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Shortlisted candidates will be subjected to a technical exercise for the post (s). All appointments are subject to personnel suitability checks such as security vetting, citizen verification, financial records check, and qualifications verifications. Applications that do not comply with the above-mentioned requirements as well as applications that are received late, will not be considered. Suitably qualified, dynamic, passionate, and experienced persons are invited to apply for the vacant permanent positions. Applicants are requested to visit the NSG website at www.thensg.gov.za or www.dpsa.gov.za for information on the requirements and duties of the position. The selection process of the SMS post will be in line with the Senior Management Service requirements. The successful candidate will be expected to sign a performance agreement within three months from the date of assumption of duties and where applicable to disclose particulars of all registrable financial interests within a month. The employment decision shall be informed by the Employment Equity Plan of the Department to achieve its employment equity targets. It is the Department's intention to promote equity (race, gender, and disability) through the filling of this post. The NSG reserves the right not to make an appointment and to use other recruitment processes. Correspondence will be limited to shortlisted candidates only. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for appointment of the SMS posts. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>

MANAGEMENT ECHELON

- POST 17/03** : **DIRECTOR: LEGAL SERVICES REF NO: NSG 01/2024**
Job purpose: To manage and facilitate legal advice and support to the National School of Government towards legal compliance, mitigating legal risks and fulfilling its mandate.
- SALARY** : R1 162 200 per annum (Level 13), an inclusive remuneration package
- CENTRE** : Pretoria
- REQUIREMENTS** : An LLB degree (NQF 8) or a Bachelor's degree (NQF level 7) in the field of Law. A Master's degree will be an added advantage. Admission as an Attorney or Advocate of the High Court. The job holder will be subjected to a security vetting process, the clearance level of which will be determined. Successful completion of the Senior Management Pre-Entry Programme (Nyukela). Experience Five years of experience at a middle/senior managerial level in the legal field. Knowledge: Specialisation, knowledge and experience in contract law, labour law, corporate law, administrative law, intellectual property law and

constitutional law. Knowledge and experience of regulatory compliance, litigation, and dispute resolution. Expert knowledge in drafting, reviewing, and negotiating contracts and agreements with clients, vendors, partners, and other stakeholder. Expert knowledge in legislative drafting. Expert knowledge of civil litigation procedures, case management techniques, and legal strategies for defending the organisation against legal claims and disputes. Knowledge and understanding of the Constitution and public service legislation, including the Public Administration Management Act, Public Service Act, Municipal Systems Act, Skills Development Act, Public/Municipal Finance Management Acts and Treasury Regulations. Understanding applicable laws, regulations, and industry standards governing education and public administration, including compliance requirements related to data privacy, intellectual property, capacity-building regulations, and compliance reporting Batho-Pele principles. Skills: Excellent written and verbal communication skills are essential for conveying complex legal concepts clearly and effectively to various stakeholders, including executives, employees, clients, and external legal counsel. Strong analytical skills are necessary for assessing legal risks, evaluating potential legal issues, and developing strategic solutions to mitigate risks and achieve business objectives. The capacity to identify legal problems, develop creative and practical solutions, and make sound decisions under pressure. The ability to align legal strategies with the NSG's overall business goals and objectives while anticipating future legal challenges and opportunities. Proficiency in negotiating and drafting contracts, agreements, and settlements and resolving disputes and conflicts to protect the NSG's interests. A commitment to upholding the highest ethical standards and maintaining confidentiality in all legal matters. Digital skills to work in environments with digital systems, management, and reporting tools. Advanced computer skills. Personal Attributes: Participate in professional development growth activities for maintaining professional knowledge and staying with current trends. Ability to multi-task and organise, prioritise, and follow multiple projects and tasks through to completion with attention to detail. Ability to work independently while contributing to a team environment. Ability to analyse problems, identify solutions, take appropriate action, and resolve conflicts using independent judgment and decision-making. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail-oriented; creative and innovative; ability to work under pressure. Travel and work extended hours when required.

DUTIES

: The incumbent will be responsible for the following Key Results Areas: Provide legal advice and support to the NSG on applying and complying with legislation, institutional NSG policies, strategies, directives, and delegated authority to ensure legal compliance. Manage the legislative drafting processes, including new legislation and amendments to existing legislation. Develop and implement institutional policies, procedures, and guidelines to ensure legal advisory services and support. Conduct advocacy and train the NSG employees on matters such as legal compliance. Identify potential legal threats and risks in the NSG and develop mitigating strategies or plans. Manage the drafting and vetting of contracts, memoranda of understanding (MOUs), service level agreements (SLAs), and partnership agreements. Develop and implement an institutional contracts management lifecycle, from negotiation and creation to expiration. Conduct thorough legal analysis to assess the implications of contract terms, conditions, and risks. Manage the engagements with contracting parties to clarify issues and negotiate terms of contracts. Provide advice and guidance on contract amendments or addendums in line with legal prescripts. Conduct advocacy and train the NSG employees on contract management. Provide litigation support, including compiling court records, attending consultations with legal counsel, court hearings, and alternative dispute resolution assistance. Manage the engagements with legal counsel for the litigation, including monitoring legal costs and expenses. Prepare legal arguments and provide evidence supporting the NSG's position for court proceedings, including hearings, motions, and trials. Prepare submissions to brief and advise the Minister and the NSG Executive. Assess potential legal claims or threats of litigation against the NSG and determine liability for losses and damages to state property. Facilitate the implementation of POPIA, PAJA and PAIA and other related legal prescripts. Manage the legal compliance of all policies, directives, memoranda of understanding (MOUs), service level agreements (SLAs), partnership

agreements and contracts. Develop and implement systems and processes to monitor legal compliance in the NSG. Conduct regular assessments and reviews to identify non-compliance issues and areas of improvement and take appropriate corrective actions. Manage the resources (people, finance, systems, assets) allocated within the directorate. Implement operations management within the directorate, including determination of service standards, standard operating procedures, business process management, total quality management and digital transformation. Develop appropriate strategies and plans for achieving performance targets and directorate requirements, including quarterly performance reporting. Identify and manage strategic and operational risks within the directorate and mitigation plans, including business continuity plans. Manage a team of employees expected to accomplish assigned duties efficiently, effectively, and competently and strive for improvement and excellence in all work. Manage the budget allocated to the directorate, including expenditure reporting and forecasting.

- ENQUIRIES** : Mpho Mugodo Tel No: (012) 441 6017
APPLICATIONS : E-mail to Recruitment.MMSSMS@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.
- NOTE** : Preference will be given to African Females, Youth, African Males and Coloured Males and people with disability in accordance with our employment equity requirements.

OTHER POSTS

- POST 17/04** : **DEPUTY DIRECTOR: ACCREDITATION MANAGEMENT REF NO: NSG 02/2024**

- SALARY** : R849 702 per annum (Level 11), An inclusive remuneration package commencing.

- CENTRE** : Pretoria
REQUIREMENTS : A minimum bachelor's degree or equivalent (NQF level 7) in education or quality management. Registration with a relevant professional body will also be an added advantage. The job holder will be subjected to a security vetting process, the clearance level of which will be determined. Experience: At least five years of relevant experience, of which three years must be managing or supervising in an accreditation environment. Proven experience in accreditation, mainly supporting ETD programmes. Knowledge: Good knowledge of and experience in institutional and programme accreditation. Understanding of implementing the QCTO and CHE policies and procedures for programme accreditation and institutional audits/ accreditation. Demonstrate an understanding and implementation of the DHET PQM requirements and SAQA policy and criteria for registering qualifications on the NQF. In-depth understanding of the National Qualifications Framework Act, NQF Level Descriptors, National RPL Policy, HEQSF and QQSF Policy and the Skills Development Act. Knowledge of decolonising, transformational and participatory pedagogies. Knowledge of ETD landscape and capacity building needs. Knowledge and understanding of the Constitution of the Republic of South Africa and public sector legislation (including the Public Service Act, Public Administration Management Act, Skills Development Act, and Public Finance Management Act). Knowledge of project management cycle, methodologies, and tools. Competencies: Proven advanced writing skills, proofreading, editing, and overwriting skills, including report writing, submissions and articles. Digital skills to work in environments with digital systems, management, and reporting tools. Good conflict management skills. Advanced computer skills. Creative and analytical skills. Project management skills. Personal Attributes: Participate in professional development growth activities to maintain professional knowledge and stay current with quality assurance and accreditation trends. Ability to multi-task and organise, prioritise, and follow multiple projects and tasks through to completion with attention to detail. Ability to work independently while contributing to a team environment. Ability to analyse problems, identify solutions, take appropriate action, and resolve conflicts using independent judgment and decision-making. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail-oriented; creative and innovative; ability to work under pressure. Travel and work extended hours when required.

DUTIES

: Facilitate consultation with internal and external stakeholders related to institutional accreditation processes. Identify occupational qualifications, part-qualifications and skills programmes from Quality Council for Trades and Occupation (QCTO) and the Council on Higher Education (CHE) lists that the NSG intends seeking accreditation against. Coordinate with relevant internal stakeholders to ensure that the NSG has sufficient capacity and capability of ETD practitioners to deliver on selected occupational qualifications, part-qualifications and skills programmes. Collect, secure evidence to support accreditation and submit to QCTO and CHE. Compile regular reports to external and internal stakeholders through the correct channels. Implement the accreditation process, including gathering data, preparing documentation, and coordinating site visits by accrediting agencies. Implement the standards set by the QCTO and the CHE for institutional accreditation (including assessment centres) for all qualifications, part-qualifications, and skills programmes in the Occupational Qualifications Sub-framework (OQSF). Support project and reference teams to manage and sustain institutional accreditation processes. Collect and analyse NSG performance and outcomes data to demonstrate compliance with accreditation standards. Implement the specific accreditation standards and requirements for the NSG and monitor changes and new developments related to institutional accreditation. Implement the management protocol of the HEQC/HEQSF online registration in line with DHET PQM clearance. Prepare and submit quality institution applications for the accreditation of programmes and ensure compliance with the Professional or Statutory Body's accreditation standards. Support the management of the database and Programme Qualifications Mix (PQM) as approved, accredited, and qualifications registered on the NQF, and ensure the maintenance and updating. Network and collaborate with all internal business units and relevant stakeholders to ensure mutually beneficial relationships that serve the interests of the NSG. Participate in relevant internal curriculum and quality assurance committee structures. Participate in domestic and global partnerships with HEIs and other institutions to undertake joint design and accreditation processes. Manage the resources (people, finance, systems, assets) allocated within the sub-directorate. Implement operations management within the sub-directorate, including determination of service standards, standard operating procedures, business process management, total quality management and digital transformation. Develop appropriate strategies and plans for achieving performance targets and sub-directorate requirements, including quarterly performance reporting. Identify and manage strategic and operational risks within the sub-directorate and mitigation plans, including business continuity plans. Manage the human resources expected to accomplish assigned duties efficiently, effectively, and competently and strive for improvement and excellence in all work.

ENQUIRIES

: Mpho Mugodo Tel No: (012) 441 6017

APPLICATIONS

: E-mail at Recruitment.MMS1@thensg.gov.za or hand delivery at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, or postal to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, Coloured Females, Coloured Males, Indian Females and people with disability in accordance with our employment equity requirements.

POST 17/05

: **ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: NSG 03/2024**

SALARY

: R444 036 per annum (Level 09), plus competitive benefits cost to company.

CENTRE

: Pretoria

REQUIREMENTS

: A recognised National Diploma (NQF 6), Bachelor's Degree or equivalent (NQF level 7) in Human Resource Management, Human Resource Development and Public Administration. Certificate on PERSAL administration, PERSAL leave and PERSAL Establishment. Minimum of three (3) years in Human Resource Administration experience, including supervisory experience. Knowledge: Good understanding of the public sector, relevant policies, and applicable legislative frameworks (including but not limited to: Public Service Act; Public Administration and Management Act; Public Service Regulatory Frameworks). Strategy development, analysis, and implementation. Advanced computer literacy, including excellent working knowledge of MS Office suite and relevant software for data analysis. Knowledge on assessing the effects of projects, applying new developments

and innovation. Batho Pele Principles. Competencies/skills. Strong interpersonal skills. Problem solving skills. Research and analysis techniques. Proficiency in communication and presentation skills. Excellent project, time, and people management skills. Proposal and report writing skills. Excellent organising and planning skills. Computer literacy in Microsoft Office Suite. Digital skills. Personal Attributes: Participate in professional development growth activities for maintaining professional knowledge and staying current with HRM business solutions trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Ability to analyze problems, identify solutions and take appropriate action, resolve conflicts using independent judgment and decision-making processes. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Travel and work extended hours.

DUTIES

: Implement Human Resource Administration and related policies, directives, and frameworks for the NSG. Implement Human Resource Administration governance framework and strategy for the NSG. Monitor standards and guidelines for Human Resource Administration (such as quality and integrity). Support research towards Human Resource Administration practices. Manage the alignment of data and information management to knowledge management. Manage compliance reporting relating to Human Resource Management. Validate the correctness of application for Employment database against the applications and register. Prepare for shortlisting and interviews for filling of posts. Prepare and submit form(s) for suitability check and verification of qualifications. Compile submissions for approval after interviews have been concluded. Communicate the appointment letters to the successful candidates and regret letter to the unsuccessful candidates. Inform the relevant managers about the appointment of the successful candidates. Co-ordinate conditions of service which are service benefits that include Leave, Housing, Medical, Injury on Duty, Terminations, Long Service Recognition, overtime, relocation, Pension, Allowances). Approve all Human Resource and Recruitment transactions on PERSAL captured by the Human Resource Practitioners. Draw and submit relevant statistical reports in relation to Human Resource Transactions and Recruitment matters. Check and correct Human Resource information and distribution process by Human Resource Practitioners. Assist in collecting and providing data to be used on reports that are provided monthly, quarterly, and annually on HRM. Support the provision of accurate HR information for statutory reports, i.e., HR plan, quarterly reports and annual report. Provide support on reporting on all HRM interventions which entail compliance with Human Resource prescripts, compliance calendar, satisfying audit requirements. Attend to Human Resource Transactions and Recruitment audit queries. Provide secretariat support in shortlisting and job interviews within the NSG. Manage allocated resources (people, finance, systems, assets, contracts) within the sub directorate. Implement operations management within the sub directorate, including service standards, standard operating procedures, business process management, total quality management and digital transformation. Identify and manage operational risks within the sub-directorate, as well as mitigation plans, including business continuity plans.

**ENQUIRIES
APPLICATIONS**

: Nthabiseng Fuma Tel No: (012) 441 6011
 : E-mail to Recruitment.MM1@thensg.gov.za or hand deliver at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

POST 17/06

: **ASSISTANT DIRECTOR: HUMAN RESOURCE DEVELOPMENT REF NO: NSG 04/2024**

**SALARY
CENTRE
REQUIREMENTS**

: R444 036 per annum (Level 09), plus competitive benefits cost to company.
 : Pretoria
 : A recognised National Diploma (NQF6), Bachelor's degree or equivalent (NQF level 7) in Human Resource Management, Human Resource Development or Public Administration. Certificate on PERSAL administration. Minimum of three (3) years relevant HRD and PMDS experience, including supervisory experience. Experience to include bursary management, skills development, and performance management. Knowledge: Knowledge of and experience in

human resource development and performance management and development systems. In-depth knowledge of public sector landscape and capacity building needs. Knowledge and understanding of the Constitution of the Republic of South Africa and public sector legislation (including Public Service Act, Public Administration Management Act, Public Finance Management Act, Public Service Regulations). Strategy development, analysis, and implementation. Advanced computer literacy, including excellent working knowledge of MS Office suite and relevant software for data analysis. Vulindlela, PERSAL and HR Information Systems. Batho Pele Principles. Competencies/skills. Strong interpersonal skills. Problem solving skills. Research and analysis techniques. Excellent organising and planning skills. Computer literacy in Microsoft Office Suite and other relevant solutions. Proven writing skills, including report writing, submissions and articles. Digital skills to work in digital environments with digital systems, management and reporting tools. Good conflict management skills Creative and analytical skills Creative and analytical skills. Personal Attributes: Participate in professional development growth activities. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Ability to analyze problems, identify solutions and take appropriate action, resolve conflicts using independent judgment and decision-making processes. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness work extended hours, as and when required.

DUTIES

: Implement and monitor Human Resource Development and Performance Management Development System (HRD and PMDS) related policies, standard operating procedures, directives, and frameworks for the NSG. Support the development and implementation of the Human Resource Development (HRD) Strategy for the NSG. Monitor the implementation of HRD standards, practices, and guidelines. Manage HRD and PMDS compliance reporting in line with policies and frameworks. Undertake research and benchmarking of new HRD and PMDS practices and methodologies. Perform the functions of a Skills Development Facilitator (SDF), coordinate the implementation of skills audit process and training needs analysis, and develop Workplace Skills Plan (WSP). Facilitate and coordinate bursary administration and management, including providing secretariat support to the Bursary Committee and the management of 1% training budget on behalf of branches. Coordinate the annual bursary cycle, including the determination of bursary priorities and alignment of training opportunities with individual requirements. Assist in expression of interest for SETA funding. Provide technical support, advice and manage the processes related to the enrolment and completion of skills development programmes. Facilitate onboarding, orientation and induction of NSG employees in line with NSG policies and the National Framework towards Professionalisation of the Public Sector. Develop and maintain a database for HRD training programmes, including bursary management and the monitoring of the utilization of budget allocation. Implement and maintain an effective performance management and development system (PMDS) for the NSG. Maintain a database for reporting on all PMDS interventions which entail compliance with policies, guidelines as well as audit requirements. Provide technical support, advice and manage the processes related to probationary periods, bi-annual and annual assessment processes. Undertake advocacy and awareness on PMDS to NSG employees. Perform secretarial functions in the moderation committees for salary levels 1-12. Manage the HRD and PMDS information functions on PERSAL, including capturing and approval of transactions. Support continuous transformation, shaping processes and culture to assist the NSG improve its capacity for change. Manage and implement digital HRD functions, including paperless practices, automating HRD, PMDS and self-service functions Undertake HRD analytics, including workforce and behavioural practices, future skills need to inform decision making and strategic choices. Manage the resources (people, finance, systems, assets) allocated within the sub-directorate. Implement operations management within the sub-directorate, including determination of service standards, standard operating procedures, business process management, total quality management and digital transformation. Develop appropriate strategies and plans for the achievement of performance targets and sub-directorate requirements, including quarterly performance reporting.

Identify and manage strategic and operational risks within the sub-directorate, as well as mitigation plans, including business continuity plans. Manage employees, who are expected to accomplish assigned duties in an efficient, effective, and competent manner and to strive for improvement and excellence in all work performed.

**ENQUIRIES
APPLICATIONS**

: Nthabiseng Fuma Tel No: (012) 441 6108
: E-mail to Recruitment.MM3@thensg.gov.za or hand delivery at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, or Postal: The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

POST 17/07

: **ASSISTANT DIRECTOR: WORKPLACE MANAGEMENT REF NO: NSG
05/2024**

**SALARY
CENTRE
REQUIREMENTS**

: R444 036 per annum (Level 09), plus competitive benefits cost to company.
: Pretoria
: Applicants must be in possession of National Diploma (NQF 6), Bachelor's Degree (NQF 7) or equivalent in Facilities Management, Built Environment, Engineering, Property Management, Safety Management, Environmental Management, or a building related field. Registration with a relevant professional body will also be an added advantage. The job holder will be subjected to a security vetting process, the clearance level of which will be determined. The job holder will be required to undertake functions that may be occasionally physically demanding, hazardous to health and potential danger. Experience: Three (3) years relevant experience, of which 2 years is at supervisory/management level. Proven experience in Property / Facilities / Accommodation Management Knowledge: In-depth theoretical and practical knowledge of workplace environment management and occupational health and safety. Theoretical and practical knowledge of disaster management (pandemics, natural disasters etc.) Implement policies, protocols, norms, standards, procedures, strategies for facilities management. Implement accommodation plans in line with Government Immovable Asset Management Act (GIAMA). In depth understanding space norms and standards inclusive but not limited to: Preparation and allocation of office accommodation, allocation of office furniture, equipment, appliances and related resources, coordination of parking allocation and audits, supervise replacement, maintenance and movement of office furniture, equipment, and appliances and liaising with DPWI and landlords on leasing matters. In-depth theoretical and practical knowledge of project and contracts management. New developments around the workplace environment management and occupational health and safety. Various applicable legislative frameworks including but not limited to: Public Service Act; Public Administration and Management Act; Public Service Regulatory Frameworks; Occupational Health and Safety Act; Government Immovable Asset Management Act. Policy development, analysis, and implementation. Knowledge of the building maintenance. Excellent working knowledge of MS Office suite. Batho Pele principles. Knowledge of diversity, gender, and disability priorities. First aid knowledge Competencies: Strong interpersonal skills. Problem solving skills. Research and data analysis techniques. Proficiency in communication and presentation skills. Excellent project, time, and people management skills. Report writing skills. Excellent organising and planning skills. Computer literacy in Microsoft Office Suite. Digital skills.

DUTIES

: Allocate and manage space within facilities to meet the NSG's needs by ensuring that office layouts, seating arrangements, and optimizing space usage is achieved. Ensure the safety and security of occupants and assets by implementing security measures, fire safety protocols, and emergency response plans. Monitor and control energy consumption to reduce costs and environmental impact. Implement sustainability initiatives to reduce the NSG's environmental footprint, such as waste reduction and recycling programs. Ensure that facilities adhere to local, state, and federal regulations and standards related to safety, accessibility, and environmental compliance. Develop and implement plans for the NSG to respond to emergencies, natural disasters, and other crises that could affect the facility and its occupants. Keep track of all physical assets, their condition, and their lifecycle. Ensure that facilities are accessible and inclusive for all individuals, including those with disabilities. Ensure that contracts are signed and executed in accordance with legal and procedural requirements. Establish a secure and organized system for storing and managing contract documents, making them readily accessible

when needed. Monitor and enforce contract compliance to ensure that all parties fulfill their obligations as specified in the agreement. Identify potential risks associated with contracts and develop strategies to mitigate them. Track the performance throughout the contract's duration, ensuring that milestones and deliverables are met on time and within budget. Handle requests for contract changes, amendments, or extensions and ensure they are documented and executed in compliance with contract terms. Keep track of financial aspects of contracts, including payments, invoices, and penalties, to ensure financial obligations are met. Identify and assess workplace hazards, including physical, chemical, biological, ergonomic, and psychosocial factors that may pose risks to employee health and safety. Ensure compliance with local, national, and international OHS regulations and standards. Assist in the development and implementation comprehensive OHS policies and procedures that outline the NSG's commitment to safety, as well as specific guidelines for managing risks and ensuring employee well-being. Provide OHS training and education programs to employees, supervisors, and managers to increase awareness and competence in handling workplace hazards and emergencies. Conduct regular inspections and audits of the workplace to identify and correct safety deficiencies and ensure ongoing compliance with safety protocols. Ensure that appropriate safety equipment and PPE are available and used by employees as needed to mitigate workplace risks. Maintain accurate records of safety-related incidents, training, inspections, and audits. Manage access control of the building by ensuring that entry and exit points are secured with locks, keys, tags, biometric scanners, or access codes to ensure only authorized individuals can enter specific areas. Manage visitor systems track and control access for non-employees into the building. Ensure that closed-circuit television (CCTV) cameras and video monitoring systems are used to observe and record activities in and around the facility. Ensure that security personnel continuously monitor these systems to ensure the safety of the facility. Ensure that adequate lighting is provided to eliminate hiding spots and deter unauthorized access. Ensure that trained security guards or officers are deployed to conduct patrols, monitor access points, and respond to security incidents. Establish and enforce security policies and procedures to ensure that security measures are consistently applied and that employees are aware of their responsibilities. Supervise the resources - people, finance, systems and assets allocated within the sub-directorate. Implement operations management within the sub-directorate.

**ENQUIRIES
APPLICATIONS**

: Thabo Ngwenya Tel No: (012) 441 6108
 : E-mail to Recruitment.MMS4@thensg.gov.za or hand deliver at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

POST 17/08

: **ASSISTANT DIRECTOR: CADET AND YOUTH DEVELOPMENT REF NO:
NSG 06/2024**

**SALARY
CENTRE
REQUIREMENTS**

: R444 036 per annum (Level 09), plus competitive benefits cost to company.
 : Pretoria
 : A tertiary qualification at NQF level 6 in the field of Management Studies, Business or Public Administration. Three (3) years' proven experience in managing ETD interventions, of which 2 years is at supervisory/management level. Knowledge: Theoretical and practical knowledge of youth development. Knowledge of national priorities, statutory prescripts, and governance practices pertaining to the public service specifically and the public sector broadly. Theoretical and practical perspectives of the education, training, and development environment. Client relations management. Training/ Learner information management and systems. Microsoft Office suite. Batho Pele Principles. Competencies/skills. Financial analysis and reporting. Oral and written communication skills. Strong interpersonal skills. Good writing and presentation skills. Problem solving skills. Project management and operations management skills Personal Attributes: Ability to participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the

DUTIES

public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness to travel and work with extended hours, including away from office.

: Develop and maintain a database of contacts in all spheres of government, state entities and legislatures to enable information gathering. Provide support in strategies and learning areas to meet capacity development needs. Support in project teams for new capacity development interventions. Liaise with clients (individuals and institutions) to identify capacity development needs as well as participation in pilot interventions. Co-ordinate inputs (policy departments) towards conceptualisation of new capacity development interventions. Maintain a database of panel of expert's competence profiles based on capacity development content and delivery requirements. Liaise with Technical Support for the availability of panel of experts and HEIs. Provide support in the review and update of curriculum content, including customisation of content on course offerings. Ensure product knowledge and awareness within the NSG (Contact Centre and Business Development). Develop the annual calendar of delivery schedules to ensure uptake of the programme that inform contact centre and business development engagements with potential clients. Provide support towards programme and project monitoring. Ensure quality of learning material prior to distribution for capacity development interventions. Liaise with Technical Support for logistics (learning material, venue, travel, facilitators, etc.) Provide support in the management of delivery schedules and programme resources for contact sessions, virtual delivery and eLearning. Maintain all required documents and records. Follow up on assessment and certification, including timely issuing of certificates. Follow up on the implementation of monitoring and evaluation recommendations, post-programme delivery for quality management and improvements. Respond to learner and client queries, requests, and complaints. Compile monthly reports on quality and performance and advise on areas of improvement. Supervision of allocated resources (people, finance, systems, assets, contracts) within the directorate. Provide inputs for the review of policies and procedures and support implementation. Implement operations management, including service standards, standard operating procedures, business process management, total quality management and digital transformation. Identify and manage operational risks, as well as mitigation plans, including business continuity plans.

**ENQUIRIES
APPLICATIONS**

: Thabo Ngwenya Tel No: (012) 441 6108
: E-mail to Recruitment.ASD1@thensg.gov.za or hand deliver at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/09

: **ASSISTANT DIRECTOR: FOUNDATIONAL MANAGEMENT REF NO: NSG 07/2024**

**SALARY
CENTRE
REQUIREMENTS**

: R444 036 per annum (Level 09), plus competitive benefits cost to company.
: Pretoria
: A tertiary qualification at NQF level 6 in the field of Management Studies, Business or Public Administration. Three (3) years' proven experience in managing ETD interventions, of which 2 years is at supervisory/management level. Knowledge: Theoretical and practical knowledge of public finance and public supply chain management. Knowledge of national priorities, statutory prescripts, and governance practices pertaining to the public service specifically and the public sector broadly. Theoretical and practical perspectives of the education, training, and development environment. Client relations management. Training/ Learner information management and systems. Microsoft Office suite. Batho Pele Principles. Competencies/skills. Financial analysis and reporting. Oral and written communication skills. Strong interpersonal skills. Good writing and presentation skills. Problem solving skills. Project management and operations management skills Personal Attributes: Ability to participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability

to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness to travel and work with extended hours, including away from office.

DUTIES

: Develop and maintain a database of contacts in all spheres of government, state entities and legislatures to enable information gathering. Provide support in strategies and learning areas to meet capacity development needs. Support in project teams for new capacity development interventions. Liaise with clients (individuals and institutions) to identify capacity development needs as well as participation in pilot interventions. Co-ordinate inputs (policy departments) towards conceptualisation of new capacity development interventions. Maintain a database of panel of expert's competence profiles based on capacity development content and delivery requirements. Liaise with Technical Support for the availability of panel of experts and HEIs. Provide support in the review and update of curriculum content, including customisation of content on course offerings. Ensure product knowledge and awareness within the NSG (Contact Centre and Business Development). Develop the annual calendar of delivery schedules to ensure uptake of the programme that inform contact centre and business development engagements with potential clients. Provide support towards programme and project monitoring. Ensure quality of learning material prior to distribution for capacity development interventions. Liaise with Technical Support for logistics (learning material, venue, travel and facilitators. Provide support in the management of delivery schedules and programme resources for contact sessions, virtual delivery and eLearning. Maintain all required documents and records. Follow up on assessment and certification, including timely issuing of certificates. Follow up on the implementation of monitoring and evaluation recommendations, post-programme delivery for quality management and improvements. Respond to learner and client queries, requests, and complaints. Compile monthly reports on quality and performance and advise on areas of improvement. Supervision of allocated resources (people, finance, systems, assets, contracts) within the directorate. Provide inputs for the review of policies and procedures and support implementation. Implement operations management, including service standards, standard operating procedures, business process management, total quality management and digital transformation. Identify and manage operational risks, as well as mitigation plans, including business continuity plans.

ENQUIRIES

: Thabo Ngwenya Tel No: (012) 441 6108

APPLICATIONS

: E-mail to Recruitment.ASD2@thensg.gov.za or hand deliver at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/10

: **ASSISTANT DIRECTOR: GOVERNANCE COMPETENCIES REF NO: NSG 08/2024**

SALARY

: R444 036 per annum (Level 09), plus competitive benefits cost to company.

CENTRE

: Pretoria

REQUIREMENTS

: A tertiary qualification at NQF level 6 in the field of Management Studies, Business or Public Administration. Three (3) years' proven experience in managing ETD interventions, of which 2 years is at supervisory/management level. Knowledge: Knowledge and understanding of relevant legislation, including, amongst others, the Criminal Procedure Act, Prevention and Combatting Corruption Activities Act, POCA, Protected Disclosure Act. Knowledge of national priorities, statutory prescripts, and governance practices pertaining to the public service specifically and the public sector broadly. Theoretical and practical perspectives of the education, training, and development environment. Client relations management. Training/ Learner information management and systems. Microsoft Office suite. Batho Pele Principles. Competencies/skills. Financial analysis and reporting. Oral and written communication skills. Strong interpersonal skills. Good writing and presentation skills. Problem solving skills. Project management and operations management skills Personal Attributes: Ability to participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an

attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness to travel and work with extended hours, including away from office.

DUTIES : Develop and maintain a database of contacts in all spheres of government, state entities and legislatures to enable information gathering. Provide support in strategies and learning areas to meet capacity development needs. Support in project teams for new capacity development interventions. Liaise with clients (individuals and institutions) to identify capacity development needs as well as participation in pilot interventions. Co-ordinate inputs (policy departments) towards conceptualisation of new capacity development interventions. Maintain a database of panel of expert's competence profiles based on capacity development content and delivery requirements. Provide support in the selection and recruitment of panel of experts. Liaise with Technical Support for the availability of panel of experts and HEIs. Provide support in the review and update of curriculum content, including customisation of content on course offerings. Ensure product knowledge and awareness within the NSG (Contact Centre and Business Development). Develop the annual calendar of delivery schedules to ensure uptake of the programme that inform contact centre and business development engagements with potential clients. Provide support towards programme and project monitoring. Ensure quality of learning material prior to distribution for capacity development interventions. Liaise with Technical Support for logistics (learning material, venue, travel and facilitators). Provide support in the management of delivery schedules and programme resources for contact sessions, virtual delivery and eLearning. Maintain all required documents and records. Follow up on assessment and certification, including timely issuing of certificates. Follow up on the implementation of monitoring and evaluation recommendations, post-programme delivery for quality management and improvements. Respond to learner and client queries, requests, and complaints. Compile monthly reports on quality and performance and advise on areas of improvement. Supervision of allocated resources (people, finance, systems, assets, contracts) within the directorate. Provide inputs for the review of policies and procedures and support implementation.

ENQUIRIES : Thabo Ngwenya Tel No: (012) 441 6108
APPLICATIONS : E-mail to Recruitment.ASD@thensg.gov.za or hand deliver at ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE : Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/11 : **TEAM ASSISTANT REF NO: NSG 09/2024**

SALARY : R308 154 per annum (Level 07), plus competitive benefits cost to company.
CENTRE : Pretoria
REQUIREMENTS : A National Diploma on (NQF level 6) in Office Administration, Business or Public Administration, Project Management. Two (2) to three (3) years relevant experience in administration. Knowledge: Public sector legislation, relevant policies and applicable legislative frameworks (including but not limited to: Public Service Act; Public Administration Management Act; Public Finance Management Act, Batho Pele White Paper, Public Service Regulations, Operations Management Framework. Microsoft Office suite, especially Word, PowerPoint and Excel, Virtual meetings (organize, host, record, transcript). Meetings management (scheduling, agenda setting, recording, minute taking, action plans). Ability to manage events, including venue identification, accommodation, logistics, catering, transportation, and cash disbursements. Document management. Protocol, etiquette, and diplomacy. Batho Pele Principles. Competencies/skills. Oral and written communication skills. Strong interpersonal skills. Good writing and presentation skills. Problem solving skills. Operations management skills Personal Attributes: Willingness to participate in professional development growth activities for maintaining professional knowledge and staying current with business solutions trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with attention to detail. Ability to work independently while

contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creativity and innovation; ability to work under pressure. Willingness to travel and work with extended hours, including away from office, may be required.

DUTIES

: Plan, organize and monitor administrative activities pertaining to the Chief Directorate, including aiding in the identification and Implementation appropriate strategies to meet capacity development needs. Support elementary research under the guidance of the Chief Director to ensure the appropriate context and transformational curriculum decisions, progress content choices, and digitally responsive delivery modalities. Draft letters, memoranda, reports, and submissions as may be required as well as dissemination of information to stakeholders. Assist the Chief Director to provide support in curriculum formulation and content, including the identification of platforms and partners. Support the Chief Director to determine requirements and capabilities towards the appointment and/or contracting of panel of experts, partners, and Higher Education Institutions. Assist the Chief Director to provide support for the review and update of curriculum content. Support the Chief Director to lead in the collaborative creation of complementary resources, including online and virtual for capacity development offering. Assist the Chief Director to manage collaborative review, regular quality assurance, and feedback sessions with internal and external stakeholders. Support the utilisation and implementation systems to monitor adherence to accreditation requirements, support assessment and certification. Provide administrative and project management support to relevant forums. Network and collaborate with all internal business units to ensure mutually beneficial relationships that serve the interests of the NSG. Manage the calendar of the Chief Director, including discretion on acceptance of meetings, adequate preparations for meetings and secretariat support. Co-ordinate all documentation relevant to budget management of the chief directorate, including funding requirements, procurement planning, payments to service providers and petty cash. Co-ordinate all documentation relevant to human resource management and development of the chief directorate. Plan and co-ordinate domestic and international travel, including approval, itineraries, and claims. Manage a compliance and management reporting calendar for the chief directorate to ensure timely and accurate reporting. Manage logistical arrangements for all meetings, including venue, catering, and equipment.

ENQUIRIES

: Thabo Ngwenya Tel No: (012) 441 6108

APPLICATIONS

: E-mail at Recruitment.Admin01@thensg.gov.za or hand deliver to hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/12

: **ADMINISTRATOR: FACILITIES NO: NSG 10/2024**

**SALARY
CENTRE**

: R255 450 per annum (Level 06), plus competitive benefits cost to company.
: Pretoria

REQUIREMENTS

: A national diploma at (NQF level 6) in Business Administration, Public Administration, Facilities Management. Build Environment equalization will be an added advantage. One (1) to two (2) years' experience in the field of workplace environment or facilities management. Knowledge: Administrative knowledge. Ability to record and report statistical information. Microsoft Office suite, especially Word, PowerPoint, and Excel. Virtual meetings (organize, host, record, transcript). Meetings management (scheduling, agenda setting, recording, minute taking, action plans). Public service legislation, policies, prescripts, and procedures. Financial and supply chain management. Office management. Document management. Occupational Health and Safety Act, 1993. Building and Maintenance Services. Contract and property management. Batho Pele Principles. Competencies/skills. Strong computer literacy. Strong oral and written communication skills. Strong interpersonal skills. Basic programme and project management skills. Problem solving and analysis. Basic analytical skills Personal Attributes: Ability to participate in professional development growth activities for maintaining professional

knowledge and staying current with business solutions trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Ability to analyze problems, identify solutions and take appropriate action, resolve conflicts using independent judgment and decision-making processes. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness to work extended hours, when required.

DUTIES

: Plan, organise and fulfil administrative functions in ensuring a conducive workplace environment. Provide support towards monitoring OHS equipment (fire extinguishers) and compliance requirements to legislation. Provide support in procuring, managing and monitoring of repairs and maintenance. Provide support in monitoring the outsourced service providers (cleaning and hygiene services). Provide support in the management of office accommodation and floor plans. Undertake procurement processes, including requesting for quotations and processing payments. Co-ordinating new employees joining the organization which including liaising with IT and Premises to ensure that IT and desk setup is complete ahead of the start date. Coordinate the allocation of training rooms and boardrooms and provide confirmation for use. Ensure that office set up is compliant with internal requirements to the extent practicable. Monitor the NSG reception area and training rooms to ensure a conducive environment for receiving guests, learners and visitors. Liaise with service providers to ensure that training rooms and boardrooms are prepared. Liaise with internal officials to ensure that furniture and equipment. Projectors are in working condition. Report infrastructure faults that have been detected in the conference and training rooms. Undertake quality control for all furniture and equipment. Provide administrative support in office space management, considering issues such as reasonable accommodation into account. Ensure accurate movement of user assets, furniture, desktops by working closely with the sub-directorate: Asset Management. Maintain accurate records of movement of all furniture and equipment. Provide support in implementing the User Asset Management plan. Provide support in the tracking of furniture and equipment, in liaison with Asset Management and ICT unit. Provide administrative support in identifying procurement needs (including future needs) and acquisitions, as well as those to be written off. Compile documents including quotations from service providers, SCM documents and processing of payments. Compile accurate reports on workplace environment, user asset and inventory management. Ensure regular filing of all documentation. Manage travel and accommodation arrangements as required. Provide support to compliance and management reporting to ensure timeliness and accuracy. Provide support towards operations management, including service standards, standard operating procedures, business processes, total quality management and digital transformation.

ENQUIRIES

APPLICATIONS

: Thabo Ngwenya Tel No: (012) 441 6108
 : E-mail to Recruitment.Admin03@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/13

: **ADMINISTRATOR: INFORMATION MANAGEMENT REF NO: NSG 11/2024**

SALARY

CENTRE

REQUIREMENTS

: R255 450 per annum (Level 06), plus competitive benefits cost to company.
 : Pretoria
 : A tertiary qualification at (NQF level 6) in Library and Information Studies. Two (2) to three (3) years relevant experience. Knowledge: Microsoft Office suite, especially Word, PowerPoint and Excel. Virtual meetings (organize, host, record, transcript) Meetings management (scheduling, agenda setting, recording, minute taking, action plans). Public service legislation, policies, prescripts and procedures. Office management. Document management. Protocol, etiquette and diplomacy. Batho Pele Principles Competencies/skills. Strong computer literacy. Strong oral and written communication skills. Strong interpersonal skills. Basic programme and project management skills. Problem

solving and analysis. Basic analytical skills. Personal Attributes: Ability to participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organize, prioritize, and follow multiple projects and tasks through to completion with an attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail oriented; creative and innovative; ability to work under pressure. Willingness to travel and work with extended hours, including away from office, as and when required.

DUTIES : Provide administrative support in the implementation, monitoring and maintenance of information management policy for the NSG. Support project teams with information management interventions. Collate and disseminate materials for information management engagements with internal and external stakeholders. Undertake elementary research towards new information. Liaise with stakeholders to determine information management needs as well as participation in any pilot interventions. Provide support in the development and delivery of contact, virtual and online courses and programmes. Provide administrative support in the implementation and monitoring of the information management databases. Provide support for information awareness activities within the NSG. Provide support to the management of the NSG Library Webpage and contribute content for the NSG website. Provide support to capacity building workshops, seminars, webinars and forums. Provide information management support, including advice, queries and requests for reference information and circulation services. Compile a list of information resource requirements and source quotations from service providers for publications and electronic information databases. Original cataloguing and copy cataloguing on the library management system, including follow-up on overdue materials. Classify and maintain the library publications, shelving of library materials and maintaining the shelves. Administer the interlibrary loan (ILL) services. Collect and prepare all publications deemed to be of heritage importance to the National Library in line with the Legal Deposit Act. Provide administrative and project management support to relevant information management forums. Network and collaborate with all internal business units and relevant stakeholders to ensure mutually beneficial relationships that serve the interests of the NSG. Monitor the implementation of information management interventions. Ensure display of library materials during library events and awareness programmes. Manage the procurement of goods and services, as well as petty cash. Process payments to service providers in compliance with NSG policies. Manage logistical arrangements for all meetings, including venue, catering, and equipment. Monitor the use of library resources and prepare monthly reports (cataloguing, interlibrary loans and information database, stocktaking).

ENQUIRIES : Thabo Ngwenya Tel No: (012) 441 6108
APPLICATIONS : E-mail to Recruitment.ASD@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, 0001 or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE : Preference will be given to Youth, African Males, African Females, Coloured Males, and people with disability in accordance with our employment equity requirements.

POST 17/14 : **CONTACT CENTRE AGENT REF NO: NSG 12/2024 (X2 POSTS)**

SALARY : R255 450 per annum (Level 06), plus competitive benefits cost to company.
CENTRE : Pretoria
REQUIREMENTS : A tertiary qualification at (NQF level 6) in Contact Centre Management, Office Administration or Business Administration. Experience: One (1) to two (2) years' relevant experience in office administration in an ETD environment. Competencies/Skills: Good verbal and written communication skills. Proficient in relevant computer applications. Excellent interpersonal skills. Problem solving skills. Problem solving skills. Time management skills. Ability to work efficiently at all times. Questioning and listening skills to support telephone communication. Knowledge: Good knowledge of client relations (how to engage and relate to clients). Understanding of the public sector. Computer literacy (MS Office Suite, call logging and Training Management Systems).

Reasonable expertise in the field of contact centre operations. Batho Pele principles. Personal attributes: Adaptability. Team player. Self-driven. Attention to detail.

DUTIES : Provide contact centre services through receipt of telephone calls, emails and faxes. Respond to all incoming communication and enquiries within stipulated timeframes and service standards. Provide professional and effective telephone services to handle tasks like call transfers, taking messages, call back, call hold, interruptions and unintentional disconnections. Use the most appropriate way and proper telephone etiquette to communicate with different behaviour types on the telephone. Undertake follow up with clients where necessary. Capturing and record all contact centre interactions for reporting purposes. Furnishing of SBD and RFQ Forms. Maintain up to date knowledge of NSG products and new developments. Participate in product knowledge training sessions. Liaise with relevant officials to gather information on products. Promote product awareness to public sector organisations (national government, provincial government, local government and state-owned entities). Undertake requests by clients for quotations and bookings. Request the authorization of quotations and confirm bookings according to set time frames and in compliance with the standard prescripts. Create files and forward to management within the prescribed time frames. Prepare files for ETD events and link to calendar ID's on Training Management System. Investigate clients' complaints and resolve by providing regular feedback. Identify and escalate priority issues. Attend to client requests (telephone, fax, email, walk-ins and referrals) and ensure enquiries logged are resolved within 3 working days. Capture learner requirements on ETQA system and ensure accurate completion of applications, including the required supporting documents. Provide guidance and recommendations to learners or prospective candidates and provide feedback on their application. Generate quotations according to the required norms and standards. Process invoice requests and submit for processing. Create files for confirmed courses and generate calendar ID and link to the relevant course event. Add course venue on the Training Management System by capturing client details. Maintain the NSG training calendar. Capture the list of learners on the enrolment system as provided by the client before commencement of the course.

ENQUIRIES APPLICATIONS : Nthabiseng Fuma Tel No: (012) 441 6108
: E-mail to NSG.Admin03@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE : Preference will be given to Youth, African Males, Coloured Females, Coloured Males, Indian Females and people with disability in accordance with our employment equity requirements.

POST 17/15 : **ADMINISTRATOR: ETD SUPPORT: SENIOR MANAGEMENT AND PROFESSIONALISATION REF NO: NSG 13/2024**

SALARY CENTRE REQUIREMENTS : R216 417 per annum (Level 05), plus competitive benefits cost to company.
: Pretoria
: Grade 12. A tertiary qualification (NQF 6) in Office Administration, Public Administration or related qualification may be an added advantage No work experience necessary for this post, however experience in capacity development/ education or administrative environment may be an added advantage. Knowledge: Microsoft Office suite, especially Word, PowerPoint and Excel. Knowledge of procedures related to information and records management. Basic knowledge of finance and supply chain management. Virtual meetings (organise, host, record, transcript). Meetings management (scheduling, agenda setting, recording, minute taking, action plans). Public service legislation, policies, prescripts and procedures Office administration. Document management. Batho Pele principles Competencies/skills. Good oral and written communication skills. Good interpersonal skills. Basic project management skills. Problem-solving and analysis., Elementary research skills. Basic analytical skills. Ability to interpret policies and directives. Personal Attributes: Participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organise, prioritise, and follow multiple projects and tasks through to completion with attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement. Ability

DUTIES

to establish and maintain effective working relationships with management, employees, stakeholders, and the public. Integrity and honesty; detail-oriented; creative and innovative; ability to work under pressure.

: Provide administrative support in determining capacity development needs for Senior Management and Professionalisation programmes (including stakeholder meetings). Provide administrative support in project teams for new capacity development interventions. Collate and disseminate all materials (documents) for meetings about the engagements with internal and external stakeholders. Liaise with clients (individuals and institutions) to identify capacity development needs and participate in pilot interventions. Coordinate and implement appropriate systems for the sub-directorate that align with departmental policies and SOPs. Provide administrative support in reviewing and updating curriculum content, including customising content. Conduct elementary research as required to support capacity development content and enablement. Provide information to support product knowledge and awareness within the NSG Contact Centre. Support the implementation of the annual calendar of delivery schedules to ensure the uptake of Senior Management and Professionalisation programmes. Provide administrative support towards programme and project monitoring. Manage filing of documents in line with the departmental records management policy and filing system, as well as electronic document management. Liaise with Technical Support for logistics (learning material, venue, travel and facilitators). Manage logistical arrangements for all meetings, including venue, catering, and equipment. Draft letters, memoranda, reports, and submissions as may be required. Follow up on assessment and certification, including timely issuing of certificates. Monitor the implementation of monitoring and evaluation recommendations and post-programme delivery for quality management and improvements. Support case file management (correctness and timely capturing of the TMS) and data management. Respond to learner and client queries, requests and complaints. Support the compilation of monthly reports on quality and performance. Manage the procurement of goods and services, as well as petty cash. Process payments to service providers in compliance with NSG policies. Support travel and accommodation arrangements as required. Support compliance and management reporting to ensure timeliness and accuracy. Implement operations management, including service standards, standard operating procedures, business process management, total quality management and digital transformation.

**ENQUIRIES
APPLICATIONS**

: Nthabiseng Fuma Tel No: (012) 441 6011
: E-mail to Recruitment.Admin01@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria, 0001 or post to Postal: The Principal: National School of Government, Private Bag X759, Pretoria, 0001.

NOTE

: Preference will be given to Youth, African Males, Coloured Females, Coloured Males, Indian Females and people with disability in accordance with our employment equity requirements.

POST 17/16

: **ADMINISTRATOR: ETD SUPPORT: MIDDLE MANAGEMENT
DEVELOPMENT REF NO: NSG 14/2024**

**SALARY
CENTRE
REQUIREMENTS**

: R216 417 per annum (Level 05), plus competitive benefits cost to company.
: Pretoria
: Grade 12 certificate. A tertiary qualification (NQF 6) in Office Administration, Public Administration, Human Resource Development or Gender Studies may be an added advantage. No work experience necessary for this post, however experience in capacity development/ education or administrative environment may be an added advantage. Knowledge: Microsoft Office suite, especially Word, PowerPoint, and Excel. Knowledge of procedures related to information and records management. Basic knowledge of finance and supply chain management. Virtual meetings (organise, host, record, transcript). Meetings management (scheduling, agenda setting, recording, minute taking, action plans). Public service legislation, policies, prescripts and procedures. Document management. Batho Pele principles. Competencies/skills Good oral and written communication skills. Good interpersonal skills. Basic project management skills. Problem-solving and analysis. Elementary research skills. Basic analytical skills. Ability to interpret policies and directives. Personal Attributes: Participate in professional development growth activities for maintaining professional knowledge and staying current with practices and trends. Ability to multi-task and organise, prioritise, and follow multiple projects

- and tasks through to completion with attention to detail. Ability to work independently while contributing to a team environment. Commitment to quality and continuous learning. Professional behaviour and sound judgement.
- DUTIES** :
- Provide administrative support in project teams for new capacity development interventions. Collate and disseminate all materials (documents) for meetings about the engagements with internal and external stakeholders. Liaise with clients (individuals and institutions) to identify capacity development needs and participate in pilot interventions. Coordinate and implement appropriate systems for the sub-directorate that align with departmental policies and SOPs. Provide administrative support in reviewing and updating curriculum content, including customising content. Conduct elementary research as required to support capacity development content and enablement. Provide information to support product knowledge and awareness within the NSG (, Contact Centre). Support the implementation of the annual calendar of delivery schedules to ensure the uptake of gender and diversity programmes. Provide administrative support towards programme and project monitoring. Manage filing of documents in line with the departmental records management policy and filing system, as well as electronic document management. Liaise with Technical Support for logistics (learning material, venue, travel, facilitators, etc.). Manage logistical arrangements for all meetings, including venue, catering, and equipment. Draft letters, memoranda, reports, and submissions as may be required. Follow up on assessment and certification, including timely issuing of certificates. Monitor the implementation of monitoring and evaluation recommendations and post-programme delivery for quality management and improvements. Support case file management (correctness and timely capturing of the TMS) and data management. Respond to learner and client queries, requests and complaints. Support the compilation of monthly reports on quality and performance. Manage the procurement of goods and services, as well as petty cash. Process payments to service providers in compliance with NSG policies. Support travel and accommodation arrangements as required. Support compliance and management reporting to ensure timeliness and accuracy. Implement operations management, including service standards, standard operating procedures, business process management, total quality management and digital transformation.
- ENQUIRIES** :
- APPLICATIONS** :
- Nthabiseng Fuma Tel No: (012) 441 6011
- E-mail at Recruitment.Admin02@thensg.gov.za or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.
- NOTE** :
- Preference will be given to Youth, African Males, Coloured Females, Coloured Males, Indian Females and people with disability in accordance with our employment equity requirements.
- POST 17/17** :
- INFORMATION PROCESSING CLERK REF NO: NSG 15/2024**
- SALARY** :
- CENTRE** :
- REQUIREMENTS** :
- R216 417 per annum (Level 05), plus competitive benefits cost to company.
Pretoria
Grade 12.A tertiary qualification at (NQF level 5) in Office Administration, Public Administration or Information Management will be an added advantage. No experience required for this post. Knowledge: Knowledge of data capturing, analysis and management. Knowledge of document management (storage, retrieval and archiving). Knowledge understanding of the legislative framework governing the Public Service. Batho Pele Principles. Competencies/skills Basic computer literacy. Report writing skills. Good oral and written communication skills. Strong interpersonal skills. Strong planning and organizing skills. Problem solving and analysis. Client orientation and customer focus. Basic analytical skills. Basic financial management skills. Basic numeracy skills Personal Attributes: High level of reliability. Client focused attitude. Attention to detail. Trustworthy and honest. Maintain very high levels of confidentiality.
- DUTIES** :
- Capture all Reaction Evaluation Questionnaires (REQs) completed by participants and the Facilitator Feedback Forms (FFFs) compiled by the facilitator at the end of every NSG ETD intervention, onto the NSG Training Management System. Provide reports to the Deputy Director: Outcomes and Impact on the flow of REQs and FFFs received for capturing. Manage the filing of copies (electronic and hard) of REQs and FFFs after reports have been generated on a weekly basis. Provide copies of reports, REQs and FFFs on request by programme managers, coordinators and auditors. Provide written

responses to audit queries on capturing of the data or the reports generated. Provide support to management in terms of data required to generate reports. Check the information in the REQs and the FFFs for correctness and accuracy. Identify the key issues that require attention which the participants and facilitators reported on (written comments as well as scores). Report areas that urgently require attention to the Deputy Director he/she reports to. Complete the recommendations section in the FPE report based on the analysis conducted for every ETD intervention. Participate in meetings and provide feedback on data authentication as well as challenges with capturing of data. Compile Facilitator and Participant Evaluation (FPE) reports based on a batch of REQs and the corresponding feedback from the facilitator per ETD intervention (face-to-face and online/virtual training/webinars/master classes). Generate monthly and quarterly statistical reports which provide a breakdown of how many REQs, FFFs and any other special projects have been captured during a specific period. Compile the quarterly trend report on facilitators who were utilised during that specific period. Process qualitative and quantitative data. Submit reports for distribution to responsible Programme Managers. Implement operations management, including service standards, standard operating procedures. Implement total quality management and digital transformation. Maintain the e-filing system for all data forms received after ETD interventions for audit purposes.

ENQUIRIES
APPLICATIONS

- : Nthabiseng Fuma Tel No: (012) 441 6011
- : E-mail to NSG.Rcruitment@thensg.gov.za or, hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria or post to The Principal: National School of Government, Private Bag X759, Pretoria, 0001.
- : Preference will be given to Youth, African Males, Coloured Females, Coloured Males, Indian Females and people with disability in accordance with our employment equity requirements.

DEPARTMENT OF TOURISM

The Department of Tourism is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender and disability) in the Department through the filling of these posts.

- APPLICATIONS** : Applications, quoting the relevant reference number must be forwarded to the attention of Chief Director: HR Management and Development at Department of Tourism, Private Bag X424, Pretoria, 0001 or hand deliver at Tourism House, 17 Trevenna Road, Sunnyside, Pretoria.
- CLOSING DATE** : 31 May 2024, (Late applications will not be considered)
- NOTE** : Applications must be submitted on a duly completed New Z83 form obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed signed Z83 form and a detailed Curriculum Vitae. Shortlisted candidates will be required to submit certified copies of qualifications and other relevant documents to HR on or before the day of the interview. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). All instructions on the application form and this advert must be adhered to. Failure to comply with these requirements will result in the applicants being disqualified. Correspondence will be limited to short-listed candidates only. The Department reserves the right not to make an appointment. Short-listed candidates will be subjected to pre-employment screening and security vetting to determine the suitability of a person for employment. By applying for this post, you are consenting to the Department of Tourism processing your personal information subject to POPIA.

MANAGEMENT ECHELON

- POST 17/18** : **DIRECTOR: PROGRAMME PLANNING AND IMPLEMENTATION REF NO: REF NO: DT 02/2024**
- SALARY** : R1 162 200 per annum (Level 13), (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund and a flexible portion that may be structured).
- CENTRE** : Pretoria
- REQUIREMENTS** : A SAQA recognised B-degree (NQF7) in Social Sciences with minimum of 5 - 10 years' working experience in a middle management position. Sound knowledge and understanding of the Tourism Sector and project management. Knowledge of public service and departmental procedures and prescripts related to Human Resources Development (HRD). Sound organising and planning skills. Good writing skills. Policy formulation, analysis and implementation skills. Financial management skills. One of the minimum entry requirements for SMS is the pre-entry certificate submitted prior to appointment. For more details on the pre-entry course visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>
- DUTIES** : Reporting to the Chief Director: Tourism Sector HRD, the successful candidate will be responsible for the following key functions: establishing strategic direction of the component to ensure alignment with departmental strategic objectives; monitoring and ensuring the implementation of the strategic and business plans; overseeing the development of Operational Plans to give strategic direction to business components/ units; aligning individual performance to the strategic business objectives; implementing and reporting on strategic frameworks in the area of functional responsibility; monitoring the attainability and sustainability of performance standards as per departmental objectives; compiling management reports in a prescribed format; identifying and prioritising needs and priorities for Community Planning; developing new collaborative ways of implementing elements of the Community Plan; reviewing progress on the Community Plan; developing Community Engagement Action Plan to raise levels and quality of participation; identifying and prioritising critical stakeholders; facilitating engagement sessions with critical stakeholders; setting up informative groups to gather community needs; outlining training objectives of each programme; developing a selection criteria for course participants; developing a section criteria for training providers; creating and implementing training programmes to improve performance of the

sector; incorporating sector training needs into CATHSSETA MoU; developing training evaluation tools; identifying training interventions based on the outcomes of the skills audit; consulting relevant stakeholders to identify skills gaps that could be addressed through foreign training opportunities; ensuring that preparations of the budget are in line with strategic plans and departmental objectives; managing human resources; monitoring and reporting on the utilisation of equipment.

ENQUIRIES : Dr S Ngomane Tel No: (012) 444 6436
NOTE : All shortlisted candidates will be subjected to a technical exercise that intends to test technical elements of the job as well as an integrity assessment. Some of the interviewed candidates will be subjected to a 2-day competency assessment that will test generic managerial competencies. Appointment will be subject to the signing of the performance agreement, employment contract and annual financial disclosure. The successful candidate must receive a positive security clearance and vetting outcome from State Security Agency. EE requirements preference will be given to African Female, Coloured Female, Asian Female and White Female Candidates.

OTHER POSTS

POST 17/19 : **DEPUTY DIRECTOR: STRATEGIC SECTOR PARTNERSHIPS REF NO: DT 03/2024**

SALARY : R1 003 890 per annum (Level 12), (all-inclusive remuneration package consisting of a basic salary, the State's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to personal needs within a framework).

CENTRE : Pretoria
REQUIREMENTS : A recognised Bachelor's degree/National Diploma (NQF6) in Tourism/Economics or related field (Humanities, Social Sciences and Development Studies). 3-5 years' working experience in middle management. Knowledge of the Framework for Strategic and Annual plans. Knowledge of the Government Wide Monitoring and Evaluation Framework. Knowledge of Managing Programme Performance Information, 2007. Knowledge of contract management. Experience in financial management. Good interpersonal skills. Good communication skills. Change management knowledge and skills. Experience in stakeholder management. A valid code B driver's license.

DUTIES : The successful candidate will be responsible for ensuring policy and strategy alignment of department's priorities with national programmes; identifying and proposing areas for government intervention with respect to enhancing the development of local tourism; facilitating partnerships and institutional relations in terms of agreements reached; managing and coordinating reporting on the implementation of national programmes; monitoring the schedule for external stakeholder activities including relevant stakeholder forums, meetings, events and conferences to ensure participation by the department; publishing and disseminating information on trends and or performance of local government in developing and growing local tourism; facilitating decisions on strategic issues emanating from Cabinet Clusters which are brought to the attention of management; facilitating effective collaborations and partnerships with stakeholders to periodically review, amend and/or implement norms and standards, guidelines, codes of practice, international best practice and regulations; coordinating the development and periodic review of the stakeholder engagement framework; coordinating and liaising on strategic issues relating to community based tourism initiatives; facilitating strategic partnerships to advance the responsible tourism model for community based tourism; coordinating strategic partnerships to promote universal accessibility to tourism infrastructure.

ENQUIRIES : Ms Y Dheda Tel No: (012) 444 6197
NOTE : EE requirements preference will be given to Coloured Male and White Male Candidates.

POST 17/20 : **ASSISTANT DIRECTOR ADVOCACY, AWARENESS AND FACILITATION PROGRAMMES REF NO: DT 04/2024**

SALARY : R552 081 per annum (Level 10), excluding service benefits
CENTRE : Pretoria

REQUIREMENTS : A SAQA recognised relevant Degree or National Diploma in Tourism Management/ Social Studies. 3-5 years' working experience at middle management in relevant environment. Knowledge and understanding of the tourism sector. Understanding of the SETA landscape. Knowledge of Human Resource Development and the Skills Development Act. Knowledge of the Tourism Act, Public Service and departmental procedures and prescripts related to Tourism Sector Human Resource Development Strategy. Programme and Project Management skills. People Management and Presentation Skills. Sound organising and planning skills. Coordination and Facilitation skills. Good communication, problem solving and writing skills. A valid driver's licence.

DUTIES : The successful candidate will assist in creating awareness and advocacy on skills development initiatives for the tourism sector; monitoring the creation of a work- readiness programme for the unemployed in collaboration with relevant stakeholders; ensuring the establishment of relevant structures and bodies that would enhance synergy amongst the activities of role players and address pertinent issues affecting industry course; building capacity for the sector and local government communities and the promotion of tourism culture, coordinate the implementation of stakeholder engagements and enhancing awareness of the tourism industry amongst learners, students and unemployed youth; conducting education and skills training programmes targeting learners, Educators, Civil society and community representatives; Assist in the implementation of Foreign education and training awareness initiatives; Ensure that there is establishment, participation and monitoring of working groups or task teams to create synergy on the implementation of skills programmes; Implement and drive interventions that raise awareness on of the socio-economic benefits of domestic tourism; facilitating engagement sessions with industry on skills development initiatives and any other related matters; maintain strategic partnerships that supports awareness and education within the sector; assisting in the identification of relevant sector Departments for collaboration in support of Social Tourism, coordinating the participation of the partners in various stakeholder engagements platforms. monitoring and evaluating the implementation of Domestic Tourism Growth Strategy to track and advice on the implications; coordinating continuous reporting on the progress of Social Tourism Growth Programme; identifying implementation mechanisms of tourism sector strategies; providing inputs in drafting a stakeholder consultation framework with regard to Social Tourism Development Intervention.

ENQUIRIES : Ms MP Jones Tel No: (012) 444 6574
NOTE : EE requirements preference will be given to Coloured Male and White Male Candidates.

POST 17/21 : **ASSISTANT DIRECTOR: BUILDINGS & ENERGY MANAGEMENT REF NO: DT 05/2024**

SALARY : R444 036 per annum (Level 09), excluding service benefits
CENTRE : Pretoria
REQUIREMENTS : An appropriate recognised B Degree/ National Diploma (NQF6) in Property/ Facilities Management. A minimum of two (2) years' working experience in the property/ facilities management field. Ability to manage projects independently. Knowledge and skills in financial management and budgeting. Ability to liaise with and coordinate stakeholder engagement. Knowledge of building related policies and procedures. Knowledge of National Building Regulations and Standards Act, Knowledge of Occupational Health and Safety Act and Regulations. Good knowledge of government processes and relevant legislation. Good interpersonal and presentation skills. Good communication skills. Good negotiation and advocacy skills. Good computer literacy and use of standard packages. Ability to work individually and in a team. A valid driver's licence.

DUTIES : The successful candidate will be responsible for developing and maintaining the lease database and lease contracts; preparing requests for new/renewal accommodation; developing and maintain parking allocation list; develop and maintain space allocation; developing maintenance schedules; Compiles User Asset Management Plan (UAMP); compiling maintenance reports; ensuring that inspections are conducted; Monitor repairs; receiving and verifying municipal accounts; receiving and verifying rental accounts; receiving and verifying DSTV accounts; compiling expenditure reports; monitoring energy

efficiency roll-out within DT; drafting energy efficiency reports for submission to the Department of Energy; conducting energy awareness programmes; ensuring that the department complies with current Occupational Health and Safety Act and regulations; maintaining systems that promote a culture of safe working practices across the Department; providing direct management of the health and Safety team; supervising human resources in the area of work.

ENQUIRIES : Mr L Molefe Tel No: (012) 444 6115
NOTE : EE requirements preference will be given to Coloured Male, Asian Male and White Male Candidates.

POST 17/22 : **ASSISTANT DIRECTOR: TRANSPORT SERVICES REF NO: DT 06/2024**

SALARY : R444 036 per annum (Level 09), excluding service benefits
CENTRE : Pretoria
REQUIREMENTS : An appropriate recognised B Degree/ National Diploma (NQF6) in Transport Management or an equivalent qualification. Three to five years' working experience at supervisory level in transport management in the Public Sector Knowledge of Treasury Regulations. Knowledge of National Road and Traffic Management prescripts. Knowledge of Transport Circular 4 of 2000. Knowledge of Transport Circular 5 of 2003. Knowledge and skills in financial management. Good knowledge of government processes and relevant legislation. Good interpersonal and presentation skills. Good communication skills. Good computer literacy and use of standard packages. A certificate in accident investigation. A valid driver's licence.

DUTIES : The successful candidate will be responsible for conducting weekly inspections on all vehicles; receiving all transport requests and allocating the requests to Transport Officers; receiving shuttle/delivery requests and allocating these to the drivers; developing driver trip schedules weekly; compiling fleet analysis reports' compiling transport related reports; monitoring the fleet management system and compiling exception reports; making follow-ups for after hour authorisations; ensuring maintenance and repairing of vehicles; receiving transport related invoices from service providers; verifying transport fuel and oil invoices; compiling BAS payment advices and submit to manager for verification; reporting all non-compliance to management; attending to all queries related to invoices; ensuring that all payments are paid within 30 days; ensuring that fleet management system payments are processed on time; receiving and scrutinising requests for subsidised vehicles; receiving and verifying claims; compiling usage reports; drafting reports for 70/30 split to management; preparing letters for 70/30 split usage to line managers; ensuring that all service contracts and agreements are adhered to; liaising with service providers with regard to service levels; supervising human resources in the unit.

ENQUIRIES : Ms O Sekgweleo Tel No: (012) 444 6773
NOTE : EE requirements preference will be given to Coloured Male, Asian Male and White Male Candidates.

POST 17/23 : **SPATIAL MAPPING OFFICER REF NO: DT 07/2024**

SALARY : R376 413 per annum (Level 08), excluding service benefits
CENTRE : Pretoria
REQUIREMENTS : A SAQA recognised Bachelor of Science Degree in GIS/ Informatics/ Computer Science or related studies. 2-3 years' work experience in: GIS principles, GIS database development, GIS data capturing, digitizing and maintenance of databases, map development and data analysis. Knowledge and skills in Geographical Information Systems, IT and Information Management. Certificates in GIS and database development and management courses will be an added advantage. Experience in Tourism planning/ policy/development will be an added advantage. Good interpersonal and personal skills. Ability to formulate sound policies through analytical and innovative thinking. Ability to develop databases and mapping. Ability to liaise with and coordinate stakeholder engagement. Good computer literacy and use of ArcGIS packages.

DUTIES : The successful candidate will be responsible for assisting with the provision of GIS support services for the department, assist in developing the tourism GIS products database, assist in geo-coding, data cleaning, data capturing and verification of GIS datasets, handle large quantities of data, prepare maps and analysis. The candidate will also be expected to provide administrative,

		procurement and logistical support for the sub-directorate. Candidate must be client oriented and be able to liaise with stakeholders. A valid driver's licence. Ms L Kunene Tel No: (012) 444 6362
<u>ENQUIRIES</u>	:	
<u>POST 17/24</u>	:	<u>TOURISM VISITOR INFORMATION OFFICER REF NO: DT 08/2024 (X2 POSTS)</u>
<u>SALARY</u>	:	R376 413 per annum (Level 08), excluding service benefits
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A SAQA recognised Degree/National Diploma (NQF6) in Travel and Tourism/ Tourism Management or Customer Services. 2-3 years' working experience in tourism visitor services and complaints management. Legal experience will be an added advantage. Ability to manage projects independently. Knowledge and skills in financial management and budgeting. Ability to formulate sound policies through analytical and innovative thinking. Good interpersonal relations skills. Ability to work individually and in a team. Ability to gather and analyse information. Ability to develop and apply policies including the understating of the Tourism Act 3, of 2014. Good report-writing skills. Ability to read, analyse and interpret policy guidelines and prescripts for application.
<u>DUTIES</u>	:	The successful candidate will be responsible for sourcing and updating the national tourism information database covering all nine provinces on a monthly basis; handling and addressing telephonic enquiries and complaints with high levels of professionalism and efficiency; creating, updating and managing a database of frequently asked questions; compiling monthly, quarterly and annual operational reports for submission to the department and to stakeholders; capturing visitor statistics on a daily basis; processing and analysing visitor statistics on a daily and weekly basis in preparation for reporting; ensuring that the information desk is well managed and presentable at all times; assisting with projects and other administrative work when required; compiling customer satisfaction survey statistics for reporting; providing logistical support to all activities of the work of the Directorate and sub-directorates; assisting with logistical arrangements, data capturing, information management/ document management and related tasks.
<u>ENQUIRIES</u>	:	Mr J Ndhlovu Tel No: (012) 444 6391
<u>NOTE</u>	:	EE requirements Preference will be given to Coloured Male, Asian Male and White Male Candidates.
<u>POST 17/25</u>	:	<u>ADMINISTRATIVE ASSISTANT: INTERNATIONAL RELATIONS AND COOPERATION REF NO: (DT 09 /2024)</u>
<u>SALARY</u>	:	R255 450 per annum
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 certificate or equivalent qualification. 0-1-year experience. Language skills and the ability to communicate well with people at different levels and from different backgrounds. Good telephone etiquette. Computer Literacy. Sound organising skills. High level of reliability. Basic written communication skills. Ability to act with tact and discretion.
<u>DUTIES</u>	:	The successful candidate will be responsible for preparing and maintaining the year plan or calendar; making logistical arrangements for meetings, events and workshops(venue, equipment, refreshments); processing order forms/ order numbers for workshops, catering, conferences and departmental entertainment; administering safekeeping of goods delivered and received, Receiving clients from reception and direct to relevant boardroom, venue or office, Making bookings of flights, accommodation and car rental as per departmental policy and procedures, Preparing the processing of travel documents, Binding of documents of management meetings, Administering telephone accounts, salary slips, sundry payments, mail register, receiving of documents, registering the documents and disseminate to the relevant officials, Keeping and maintaining leave records, asset register, procurement of assets/equipment etc, Managing boardrooms (where relevant), Handling general phone line, mail delivery, Compiling quarterly delegations report on all approvals done by Directors, Managing printer contracts (where relevant), Compiling of stakeholder contract list for Director, Preparing S&T, Cell phone claims and ADSL claims and submit for approval and forward to finance for payment, Following up with finance on payments, Managing petty cash according to policy and procedures, Processing all invoices, Ensuring proper record keeping of expenditure documents e.g. invoice, Procurement of

standard items like stationery, refreshments, Liaising with supply chain in relation to procurements of goods and services, Receiving, recording and distributing all incoming and outgoing documents, Ensuring safekeeping of information, documents, order forms, invoices, Tracking of documents for the Manager, Recording and circulate promptly, in a clear and confidential manner, documents that are relevant to the manager, Proper follow up of outstanding tasks, Adhering to the record management policy and procedure manual, Complying with the records disposal system, Compiling with the records disposal system, Filing of all documents according to the departmental file plan and central filing system, Tracing files and documents when required, Retrieving requested documents from registry, Updating and maintaining records of all files, documents and provide original/ copy to the registry, Updating filing system regularly.

ENQUIRIES
NOTE

- : Ms T Mavhungu Tel No: (012) 444 6637
- : EE requirements preference will be given to Coloured Male, Asian Male and White Male Candidates.

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 03 June 2024

NOTE : Interested applicants must submit their applications for employment to the address specified on each post. Applications must be submitted using the newly implemented Z83 form obtainable on the Department of Water and Sanitations website, under career opportunities or the DPSA website, under vacancies in the Public Service (point 4) and should be accompanied by a comprehensive CV (with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). All required information on the Z83 application form must be provided. Other related documentation such as copies of qualifications, identity document, driver's license etc need not to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date in line with DPSA circular 19 of 2022. With reference to applicants bearing professional or occupational registration, fields provided in Part B of the Z83 must be completed as these fields are regarded as compulsory and such details must also be included in the applicants CV. For posts requiring a driver's license, annotate such details on CV. Failure to complete or disclose all required information will automatically disqualify the applicant. No late, applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualification/s (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. Candidates will be required to complete a financial disclosure form and undergo a security clearance. Foreigners or dual citizenship holders must provide a police clearance certificate from country of origin (only when shortlisted). The Department of Water Sanitation is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996) the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Correspondence will be limited to short-listed candidates only. If you do not hear from us within three (3) months of this advertisement, please accept that your application has been unsuccessful. Faxed or e-mailed applications will not be considered. The department reserves the right not to fill these positions. Women and persons with disabilities are encouraged to apply and preference will be given to the EE Targets.

OTHER POSTS

POST 17/26 : **DEPUTY DIRECTOR: CORPORATE SERVICES REF NO: 030624/02**
Branch: Infrastructure Management: Central Operations
Directorate: Operations Central

SALARY CENTRE REQUIREMENTS : R1 003 890 per annum (Level 12), (all-inclusive salary package)
: Central Operation (Pretoria)
: A National Diploma / Degree in Administration or relevant. Three (3) to (5) five years at Junior management (ASD) level experience in Administration. Knowledge of policy development and implementation. Knowledge and experience of administration process. Knowledge and understanding of HR information. Disciplinary knowledge in HR information. Understanding of Government legislations, financial management and knowledge of PFMA. Understanding of techniques and procedures for the planning and execution of operations. Knowledge of programme and project management. Knowledge of relationship management. Problem solving and analysis. Knowledge of people and diversity management. Client orientation and customer focus. Good communication skill (written and verbal). Accountability and ethical conduct
Knowledge of analytical procedures.

DUTIES : Manage Corporate Services in the Infrastructure Management: Central Operations Office and general support of personnel. Provide strategic and general management input and consult with management, interest groups and stakeholders. Assist with the development and implementation of Strategic Plan. Manage the Human Resource unit with regard to HR planning and

strategy, policy and implementation, talent management, organisational design, employee relations, EAP and transformation. Manage general administration with regard to document management, administrative support, transport and travel logistics and general service delivery to units. Manage communication with regard to advocacy, communication strategy and media relations. Ensure and develop legal compliance with regard to contract management. Labour relation, legislation and litigation. Compilation of Corporate Service budget.

ENQUIRIES APPLICATIONS : Mr N. Buthelezi Tel No: (012) 741 7302
 : Central Operations (Pretoria): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X 273, Pretoria, 0001 or hand deliver at Praetor Forum Building, 1st Floor Reception, 267 Lillian Ngoyi Street, Pretoria, 0001.

FOR ATTENTION : Mr KL Manganyi

POST 17/27 : **CERTIFICATED ENGINEER: REF NO: 030624/03**
 Branch: Infrastructure Management: Southern Operations
 Directorate: Operations Southern

SALARY CENTRE REQUIREMENTS : R1 003 890 per annum (Level 12), (all-inclusive salary package)
 : Bellville
 : A National Diploma / B-Tech / Degree in Mechanical or Electrical Engineering fields plus Government Certificate of Competency (Factories). Three (3) years experience in the application of General Machinery Regulations. The disclosure of a unexpired valid driver's license. Proven experience and skills in project management. Engineering design and analysis knowledge. Experienced in computer-aided engineering applications. Knowledge of applicable legislation. Technical report writing skills. Proven skills to create high performance culture. Engineering and professional judgment. People management and negotiation skills

DUTIES : Ensure compliance with the OHS act and its Regulations. Ensure safe installations. Ensure appropriate safe environment including appropriate safety equipment. Instruct remedial measures. Ensure implementation of remedial measures. Plan, design, and lead engineering projects. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Evaluate tender specifications. Ensure through evaluation that planning and design is done according to sound engineering principles and norms and standards and code of practice or in the absence thereof, develop new standards. Continuous professional development to keep up with new technologies and procedures. Ensure knowledge generation and dissemination. Lead and liaise with relevant bodies/councils on engineering-related matters. Provide expert advice on OHS act and its Regulations. Ensure cost-effective, safe operations.

ENQUIRIES APPLICATIONS : Mr. P Barry Tel No: (041) 508 9705
 : Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.

FOR ATTENTION : Mr M Jonkerman

POST 17/28 : **CERTIFICATED ENGINEER REF NO: 030624/04**
 Branch: Infrastructure Management: Eastern Operations
 Directorate: Operations Eastern

SALARY CENTRE REQUIREMENTS : R1 003 890 per annum (Level 12), (all-inclusive salary package)
 : Tugela Vaal
 : A National Diploma / B-Tech / Degree in Mechanical or Electrical Engineering fields plus Government Certificate of Competency (Factories). Three (3) years experience in the application of General Machinery Regulations. The disclosure of a valid unexpired driver's license. Proven experience and skills in project management. Engineering design and analysis knowledge. Experienced in computer-aided engineering applications. Knowledge of applicable legislation. Technical report writing skills. Proven skills to create high performance culture. Engineering and professional judgment. People management and negotiation skills.

DUTIES : Ensure compliance with the OHS act and its Regulations. Ensure safe installations. Ensure appropriate safe environment including appropriate safety

equipment. Instruct remedial measures. Ensure implementation of remedial measures. Plan, design, and lead engineering projects. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Evaluate tender specifications. Ensure through evaluation that planning and design is done according to sound engineering principles and norms and standards and code of practice or in the absence thereof, develop new standards. Continuous professional development to keep up with new technologies and procedures. Ensure knowledge generation and dissemination. Lead and liaise with relevant bodies/councils on engineering-related matters. Provide expert advice on OHS act and its Regulations. Ensure cost-effective, safe operations.

**ENQUIRIES
APPLICATIONS**

: Mr T Mkhize Tel No: (033) 239 1900
 : Eastern Operations Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION

: Mr M Mncwabe

POST 17/29

: **CERTIFICATED ENGINEER REF NO: 030624/05**
 Branch: Infrastructure Management: Northern Operations:
 Mechanical/Electrical Support
 Directorate: Operations Central

**SALARY
CENTRE
REQUIREMENTS**

: R1 003 890 per annum (Level 12), (all-inclusive salary package)
 : Hartbeespoort
 : A National Diploma, BTech, BEng or BSc in Mechanical or Electrical engineering with Government Certificate of Competency (GCC). Previous appointment as a GMR 2.1, 2.7 or in a General Machinery regulations supervisory role will be an added advantage. The disclosure of a valid unexpired driver's license. Experience in an engineering plant or factory environment. Previous experience in a water and sanitation related infrastructure (pumps, pipes, valves, cranes, electrical reticulation network) will be an added advantage. The role requires experience in Projects and Contracts management, physical asset management, maintenance engineering and application of government treasury procurement regulations. SAP Knowledge and experience will be an added advantage. Technical report writing skills. Proven skills to create high performance culture. Engineering and professional judgment. People management and negotiation skills.

DUTIES

: Ensure compliance with the OHS act and its Regulations. Ensure safe installations. Ensure appropriate safe environment including appropriate safe equipment. Ensure implementation of remedial measures. Plan, design, and lead engineering projects. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Evaluate tender specifications. Ensure through evaluation that planning and design is done according to sound engineering principles and norms and standards and code of practice or in the absence thereof, develop new standards. Continuous professional development to keep up with new technologies and procedures. Ensure knowledge generation and dissemination. Lead and liaise with relevant bodies/councils on engineering-related matters. Provide expert advice on OHS act and its Regulations. The candidate will be occupying a senior role in the cluster and will therefore be expected to support and work closely with all the other managers to ensure that the cluster meet its annual performance targets.

**ENQUIRIES
APPLICATIONS**

: Mr Itumeleng Mmutloane Tel No: (012) 200 9000
 : Northern Operations (Hartbeespoort): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, P/Bag X352, Hartbeespoort, 0216 or hand deliver to the Dept of Water and Sanitation, Old Rustenburg Road, 8 Forrel Street, Hartbeespoort, 0216.

FOR ATTENTION

: HR Unit

POST 17/30

: **ENGINEER PRODUCTION GRADE A-C REF NO: 030624/06**
 Branch: Provincial Operations: Mpumalanga
 Directorate: Water and Sanitation Services Support

SALARY

: R833 499 – R1 254 282 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)

CENTRE

: Mbombela

- REQUIREMENTS** : A BSc Degree in Civil Engineering degree (B/ Eng/ BSc Eng) or relevant qualification. Three (3) years post qualification engineering experience required. The disclosure of a valid unexpired driver's license. Compulsory registration with ECSA as a Professional Engineer. Experience in dam engineering specifically in aspect of dam safety evaluation, instrumentation and rehabilitation is highly recommended. Experience in asset lifecycle management of water resources infrastructure will be recommended. Experience in project and contracts management is recommended. Understanding of procurement processes in the Public Sector. Sound financial planning and management. Further studies in project management or water infrastructure field will be an added advantage. Ability to communicate, conflict management, contract dispute resolution and negotiation skills. Computer literacy and the ability to use most common MS office programs is highly recommended. Ability to work with structural analysis software such as MSc Marc, Prokon and AutoCAD Civil 3d will be an added advantage.
- DUTIES** : Incumbent will be expected to conducting dam safety evaluations, dams monitoring and implementation of rehabilitation projects in line with Chapter 12 of the National Water Act of 1998 as well as Government Notice R139 of February 2012. Manage small to medium size projects and oversee all aspects of project implementation in accordance with the applicable standard contracts such as SAICE GCC 2015, FIDIC and NEC suits of contracts. Manage the technical, environmental, contractual, risk, social and financial aspects of dams' rehabilitation projects. Ensure compliance with technical standards, legal requirements, timeframes and approved budgets during the implementation of projects. Knowledge of the Public Management Financial Act (PFMA) is essential.
- ENQUIRIES** : Mr. Ntabeni P.H Tel No: (013) 759 7306 / Ms Mkhwanazi Tel No: (013) 759 7515 / Ms PC Ngwamba Tel No: (013) 759 7446
- APPLICATIONS** : Mpumalanga (Mbombela): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag x11259, Mbombela, 1200 or hand deliver at Cnr Brown & Paul Kruger Street, Ground Floor, Prorom Building, Mbombela, 1200.
- FOR ATTENTION** : Ms FM Mkhwanazi
- POST 17/31** : **ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: 030624/07**
Branch: Infrastructure Management Eastern Operations
Directorate: Operations Eastern
- SALARY CENTRE REQUIREMENTS** : R444 036 per annum (Level 09)
: Midmar Dam
: Relevant tertiary qualification at NQF level 7. Three (3) years related contract management experience at supervisory level. Knowledge and understanding of Human Resource Management Legislation, policies, practices, and procedures, Public Finance Management Act (PFMA), Treasury Regulations and guidelines. Public Service Anti-Corruption Strategy and fraud prevention measures. Knowledge of equal opportunities and Affirmative action guidelines and laws. Be familiar with Departmental policies and procedures, Governmental financial systems. Problem solving and Analysis, people and Diversity Management, be Client Orientation and Customer Focus.
- DUTIES** : Supervise monitor, analyse and determine actions to ensure proper contract administration, administer variations to the contracts, evaluate applications for the price adjustments and penalty clauses. Evaluate applications for variations, amendments and develop proposals for approval. Undertake dispute resolution and ensure that all documentation is prepared and available to resolve disputes. Maintain proper relationship with suppliers within the code of ethics to ensure deliver off good/services. Conduct compliance report on Supply Chain Management processes, monitor contract compliance by determining whether products/services are delivered at the right time, of the right quantity, right place, and right condition. Monitor supplier performance according to the contract and service level agreement.
- ENQUIRIES APPLICATIONS** : Mr S Ngobese Tel No: (033) 239 1900
: Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.
- FOR ATTENTION** : Mr M Mncwabe

POST 17/32 : **IT TECHNICIAN REF NO: 030624/08**
Branch: Infrastructure Management Southern Operations
Directorate: Operations Southern

SALARY : R444 036 per annum (Level 09)
CENTRE : Port Elizabeth /Gqeberha
REQUIREMENTS : An Appropriate Diploma/Degree in Information Technology and Certified Engineer; MSCE or MCSA and Comptia Certified A+ or Comptia Certified Network +. Three (3) years appropriate experience or relevant certified plus six (6) years appropriate experience. The disclosure of a valid unexpired driver's license. Certificate with Mathematics as a subject. Knowledge of the Access to information Act. Knowledge of information security protocols. Knowledge and experience of information technology developments and enhancements. Knowledge of administrative and clerical procedures and systems. Knowledge of the PFMA Act and departmental policies and procedures. Knowledge of DWS Asset – and Supply Change Management procedures and functions will be an added advantage.

DUTIES : Installation of new hardware and software acquired. Equipment and software analysis. Physical inspection of equipment for any visible defects. Testing and connection of peripheral on their stations including driver installation. Provision on necessary training in operational use of equipment. Rolling out of new software on computer equipment as prescribed by Office of the CIO. Maintaining of existing hardware and software. Executing Root Cause Analysis with regards to hardware software incidents and problems. Resolving warranty issues should equipment fall within this category. Providing clients with advice regarding future use or replacement of equipment /software. Support the configuration of hardware and software. Investigate call for reconfigured hardware software. Investigate equipment/software capabilities. Decommissioning of hardware and software. Receive equipment that is to be removed from the system. In case of equipment with memory capabilities – ensure all data is permanently removed from devices. All hard – and software installations in the DWS domain. Executing client installations of Transversal system (Persal, SAP, BAS, Logis) and ensure software connectivity. Installation of LAN equipment and connectivity (UTP Cabling, Wi-Fi devices etc.). Ensure Server and WAN availability in conjunction with outsourced partner/s. Remote office and end user support within the responsibility area of IBOM: Southern Operations. Ensure that all IT policies, norms and standards are enforced. Compile monthly IT expenditure and performance reports. The appointee will be expected to perform overtime and standby duties when necessary and assist the Manager Information Systems Support with all IT Related tasks.

ENQUIRIES : Mr. CS Nzimande Tel No: (041) 508 9719
APPLICATIONS : Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.

FOR ATTENTION : Mr M Jonkerman

POST 17/33 : **CONTROL WATER CONTROL OFFICER REF NO: 030624/09**
Branch: Infrastructure Management: Eastern Operations
Directorate: Operations Eastern

SALARY : R376 413 per annum (Level 08)
CENTRE : Klipfontein Dam
REQUIREMENTS : A Senior / Grade 12 certificate. Six (6) to ten (10) years work experience in Water Control Environment. Knowledge in controlling and managing the water distribution for all Government Water Schemes, State Dams, Irrigation Boards, Water Use Associations, Canals and Rivers within the provincial management operations and clusters. Knowledge in water related Policy implementation, financial management act and human resources. Knowledge in basic civil, mechanical, and electrical maintenance, supporting water utilisation and water resource strategy, implementation in OHS Act. Understanding of Government legislation. Knowledge of drought and flood management, grievance and disciplinary procedures, monitoring and reporting water pollution. Good written and verbal communication skills, interpersonal skills, problem solving skills, computer literacy. Accountability and ethical behaviour.

DUTIES : Evaluate the distribution of water supply to water users to promote higher productivity and cost effectiveness. Development of operational

roaster/schedule and manage the distribution of water to water users. Manage the water supply and abstraction and investigate problems thereof and initiate remedial steps. Ensure that routine dam safety inspections and dam management are performed in line with dam safety regulations. Compile and manage the budget of the component with regard to water supply function.

ENQUIRIES APPLICATIONS : Mr SB Mathonsi Tel No: (033) 239 1900

Eastern Operations Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/34 : **SENIOR HUMAN RESOURCE PRACTITIONER REF NO: 030624/10**
Branch: Infrastructure Management Southern Operations
Directorate: Operations Southern

SALARY CENTRE REQUIREMENTS : R376 413 per annum (Level 08)
: Port Elizabeth/Gqeberha
: A National Diploma or Degree in Human Resource Management or relevant qualification. Three (3) to five (5) year's experience in Personnel Management matters. Extensive working knowledge of PERSAL. Knowledge of the Public Service Act, Public Service Regulations, and relevant Policies. Computer literacy. Knowledge of administrative procedures, basic financial management and knowledge of PFMA. The disclosure of a valid unexpired driver's license. Disciplinary knowledge of Human Resources, Problem solving and Analysis.

DUTIES : Execution of financial administration. Rendering of administration of procurement of goods and services of the component. Maintenance of data base and draw relevant reports in relation to implement Human Resources Management Policies. Facilitate the implementation of Human Resource policies, strategies, procedures and practices on Recruitment and Planning, PMDS, policies, HRD, Employee Relations. Provide Human Resources information and knowledge management services. Maintenance of data base and raw relevant reports in relation to implementation of Human Resources Management policies. Facilitate implementation of Human Resource of Human Resource policies, strategies, procedures and practices on Administration of leave absence of in the public Service, Leave Auditing, Termination of Service (Pension Case Management System), Housing allowance, Long Service Recognition, Records Management (HR Registry), Recruitment and Selection. Provide Human Resource information and knowledge management services. Management and Supervision of own supervisees.

ENQUIRIES APPLICATIONS : Mr. CS Nzimande Tel No: (041) 508 9719
: Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.

FOR ATTENTION : Mr M Jonkerman

POST 17/35 : **EMPLOYEE HEALTH AND WELLNESS PRACTITIONER REF NO: 030624/11**
Branch: Infrastructure Management: Southern Operations
Directorate: Operations Southern

SALARY CENTRE REQUIREMENTS : R376 413 per annum (Level 08)
: Gqeberha (Port Elizabeth)
: A National Diploma / Degree in Social Science or Social Work. Three (3) to five (5) year's experience in Social Services. The disclosure of a valid unexpired driver's license. Sound knowledge of Employee Wellness. Policy implementation. Monitoring and evaluation principles. Communication skills, Problem solving skills and Time Management. Creativity and Awareness. Programme coordination, facilitation/presentation skills and Report writing skills. Cultural Awareness. Initiative. Computer skills and policy development skills. Good interpersonal relations and ability to deal with all levels of management. Understanding of Government legislation. Sound knowledge of the Healthy Lifestyle Programmes, HIV/AIDS, Sick leave, PILIR, Stress Management.

DUTIES : Establish, facilitate, and implement wellness programmes, policies, and strategies within the Cluster. Monitoring and evaluation of wellness

programme. Conduct analysis on the implementation of wellness programme. Create and maintain database on wellness programme. Marketing and promotion of EHWP services within the Cluster. Provide an assessment, referral, intervention and appropriate counselling and aftercare services to employees based on relevant qualifications and experience. Ensure the implementation of Special programmes such as HCT, Financial wellness that is retirement planning, garnishee management, financial education, as well as substance abuse and absenteeism management. Coordinate lifestyle management services, life skills and sport activities for staff at the Cluster. Prepare and consolidate wellness reports and registers for management information purposes. Coordinate Employee wellness meetings. Serve as secretariat during wellness engagements. Follow up on meetings with clients. Align the employee wellness programme with the business plan and organizational strategy of the department. Execute administrative related duties to the wellness programme. Maintain a filing system.

- ENQUIRIES APPLICATIONS** : Mr. CS Nzimande Tel No: (041) 508 9717
 Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.
- FOR ATTENTION** : Mr M Jonkerman
- POST 17/36** : **SENIOR SUPPLY CHAIN PRACTITIONER (SUPPLY CHAIN MANAGEMENT) REF NO: 030624/12**
 Branch: Infrastructure Management Eastern Operations
 Directorate: Operations Eastern
- SALARY CENTRE REQUIREMENTS** : R376 413 per annum (Level 08)
 : Midmar Dam
 : A National Diploma or Degree in Supply Chain Management / Logistics / Purchasing Management. Three (3) to five (5) years working experience in Supply Chain Management administration environment. Knowledge of procurement administrative procedures, knowledge of financial legislation, BAS, SAP, GAAP. Knowledge of labour law, dispute resolution process, labour relations policies. Understanding of Social and Economic development issues. Basic financial management and knowledge of PFMA. Good written and verbal communication skills, interpersonal skills, problem solving skills, computer literacy. Accountability and ethical behaviour.
- DUTIES** : render demand and acquisition support. Provide effective provisioning of logistical support services, administer the provision of tender services and contract management, manages asset disposal and administer the payment process for the goods and services acquired.
- ENQUIRIES APPLICATIONS** : Mr S Ngobese Tel No: (033) 239 1900
 : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.
- FOR ATTENTION** : Mr M Mncwabe
- POST 17/37** : **SENIOR ADMINISTRATION OFFICER (ADMINISTRATIONS) REF NO: 030624/13**
 Branch: Infrastructure Management Eastern Operations
 Directorate: Operations Eastern
- SALARY CENTRE REQUIREMENTS** : R376 413 per annum (Level 08)
 : Tugela
 : A National Diploma / Degree or in Public Administration or Social Sciences. Three (3) to (5) year's experience in administration matter. Knowledge of Management, Knowledge of administrative procedures, Disciplinary knowledge of labour law, Knowledge of dispute resolution, Knowledge of labour relations policies, Understating of Social and Economic development issues. Basic Financial management and knowledge of PFMA. People and Diversity management, accountability, and Ethical Conduct. Problem Solving and Analysis, Client Orientation and Customer Focus, Good Communication skills.
- DUTIES** : Provide administrative support to all personnel in the component, implement administrative procedures for the component, analyse business plan of the component, analyse procurement trends, implement policies, develop action plan for the section. Assisting with the execution of financial administration,

develop implementation plan, ensure financial procedures are observed in the section, assist with compilation of the budget, compile monthly reports early warning systems. Render administration of procurement of goods and services of the component, advise management on good administrative practices, provide feedback on identified administrative gaps, facilitate the correct application of disciplinary procedures, provide records on goods and services procured. Maintain register of the component up to date, allocate task to staff and manage progress thereof, keep register up to date. Render Human Resources, implement approved resolutions do PMDS for the component, arrange venues workshops for the component.

ENQUIRIES : MS Z Mpungose Tel No:(033) 239 1900
APPLICATIONS : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/38 : **SAFETY OFFICER REF NO: 030624/14**
 Branch: Infrastructure Management: Central Operations
 Directorate: Operations Central

SALARY : R308 154 per annum (Level 07)
CENTRE : Jericho Dam
REQUIREMENTS : A National Diploma (NQF Level 6) qualification in Safety Management / Occupational Health and Safety. One (1) to three (3) year's experience in Occupational Health and Safety / SHE related field. Knowledge of and completed courses in SHE related legislation. SAMTRAC and OHSAS 18001 will be an added advantage. A valid unexpired driver's licence. Computer literacy skills/Competencies: Leadership skills, Communication Skills both written and verbal, strong relationship building ability, analytical thinking, and self-confidence. Ability to work independently and within a team.

DUTIES : Attend OHS Committee meetings. Obtain minutes of the safety committee meeting. Monitor compliance with issuing of PPE. Assist supervisors in maintaining safety record files. Perform OHS induction on contractors, visitors and employees. Give support and willing to assist during emergency situation/incidents. Implement OHS system, facilitate training to all employees, managers and contractors in the office regarding health and safety, conduct risk assessment for the operations of the office, execute internal safety audits and inspections, enhance safety awareness, ensure implementation of the OHS policies, report on all internal accidents and related incidents. Recommending any changes that may be necessary to ensure that the office complies with the health and safety regulations. Assess and provide on-job training to subordinates.

ENQUIRIES : Machete William Tel No :(017) 846 6033
APPLICATIONS : Jericho Dam: Please forward your application quoting the reference number to the Department of Water and Sanitation, Private Bag X1004, Amsterdam, 2375 or hand deliver to Jericho Dam, Admin Building, Amsterdam, Human Resource office.

POST 17/39 : **SUPPLY CHAIN CLERK SUPERVISOR REF NO: 030624/15**
 Branch: Infrastructure Management: Eastern Operations
 Directorate: Operations Eastern

SALARY : R308 154 per annum (Level 07)
CENTRE : Midmar Dam
REQUIREMENTS : A Senior / Grade 12 certificate. Three (3) to five (5) year's experience required in Supply Chain Management. Render clerical services and undertake logistical support services. Basic knowledge of supply chain duties, practices as well as ability to operate computer and collecting statistics. Basic knowledge and understanding of the legislative framework governing the Public Service. Knowledge of work procedures in terms of working environment. Good written and verbal communication skills, interpersonal skills, problem solving skills, computer literacy. Accountability and ethical behaviour.

DUTIES : Render asset management clerical services, render demand and acquisition clerical support. Render logistical support services and supervise staff.

ENQUIRIES : Mr N Singh Tel No: (033) 239 1900

APPLICATIONS : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/40 : **CHIEF SECURITY OFFICER REF NO: 030624/16**
Branch: Infrastructure Management: Northern Operations
Directorate: Operations Northern

SALARY CENTRE REQUIREMENTS : R308 154 per annum (Level 07)
: Mokolo Pump Station
: A Senior / Grade 12 certificate. Security Grade B Certificate (Newly issued PSIRA registration, annotate registration on CV). Three (3) to (5) five years supervisory experience in a security environment. A valid 3 Firearms (. A valid SAPS Firearm competency certificate for Rifle, Shotgun and Pistol). The disclosure of a valid unexpired driver's licence. Strategic and operational plan on security management. Policy implementation. Knowledge of prescribed security legislation e.g. MISS, Protection of Information Act, etc. Knowledge of emergency procedures. Knowledge in Occupational Health and Safety (OHS). Riot control and first aid competencies. Monitoring and evaluation principles. Research procedures and techniques on security issues. Good communication and listening skills. Interpersonal, and leadership skills. Accountability and ethical conduct. Investigation, and problem-solving skills.

DUTIES : Align and implement security policies and regulations. Ensure firearm regulation is implemented accordingly. Coordination of training on firearms as to ensure competency. Implement emergency contingency and procedures. Conduct site inspections on official residence and offices. Safeguard Departmental assets. Conduct security awareness. Manage the total physical security at the area offices and National Key Point (NKP). Ensure the safe custody and protection of officials, assets and information through the implementation and adherence to the MISS/MPSS. Maintain and implement physical security measures to minimize risks. Monitor and inspect security control registers. Inspections of all installations of all buildings and advise management of all risks. Investigate all incidents that have occurred in the offices and liaise with relevant stakeholders. Develop and implement the contingency and disaster recovery plan in terms of the relevant legislation. Liaise with State Security Agency (SSA), South African Police Services (SAPS), other security agencies and DWS National Security Manager. Manage private security service provider's contracts. Provide operational and administrative assistance about security activities, forums, trainings, vetting, risk assessments and security reports. Manage and evaluate staff performance on an on-going basis. Conduct investigations where necessary.

ENQUIRIES APPLICATIONS : Mr MJ Kgwaswane at (087) 943 3702
: Mokolo Pump Station the area Manager: Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, P/Bag X352, Hartbeespoort,0216 or hand deliver to the Dept of Water and Sanitation, Old Rustenburg Road, 8 Forrel street, Hartbeespoort, 0216.

FOR ATTENTION : HR Unit Section

POST 17/41 : **WATER CONTROL OFFICER REF NO: 030624/17**
Branch: Infrastructure Management: Southern Operations
Directorate: Operations Southern

SALARY CENTRE REQUIREMENTS : R255 450 per annum (Level 06)
: Wolwedans Dam (Mosselbay)
: A Senior / Grade 12 certificate with Mathematical literacy as an added advantage. Internal water control courses will be an added advantage. One to three years' experience in water control related functions. A mathematical background is essential for this position. Good communication and interpersonal skills and an ability to solve practical problems. The following will serve as recommendations: Knowledge in controlling and managing the water distribution for all Government Waterworks within the Area Office's jurisdiction. Policy implementation. Monitoring and evaluation principles. Knowledge in managing human resources. Disciplinary knowledge in Occupational Health and Safety. Disciplinary knowledge in public administration. Knowledge in supporting water utilization and water resource strategy. Knowledge of flood

- controlling and understanding of Government legislation. Willingness: To work overtime and abnormal hours, travel alone in remote areas and frequently stay away from home, work in adverse conditions and confined spaces. The incumbent should also be physically fit to work on heights (ladders, high dam walls, galleries etc.)
- DUTIES** : Monitor and control water distribution to water users. Control and monitor the release and distribution of water. Compile the feeder charts from applications received from water users. Keep records of water balances and meter readings for billing purposes. Collect and keep records of hydrological data. Apply health and safety regulations to the component. Inspect and report on maintenance of the infrastructure. (dams, weirs, canals, pipelines, etc.)
- ENQUIRIES APPLICATIONS** : Mr. J Visagie Tel No: (071) 861 8960
: Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.
- FOR ATTENTION NOTE** : Mr M Jonkerman
: official housing is available at Wolwedans Dam.
- POST 17/42** : **WATER CONTROL OFFICER REF NO: 030624/18**
Branch: Infrastructure Management: Central Operations
Directorate: Operations Central
- SALARY CENTRE REQUIREMENTS** : R255 450 per annum (Level 06)
: Potchefstroom (Schoon Spruit Government Water Scheme)
: A Senior / Grade 12 certificate. Appropriate experience within the field of water distribution for the period of at least one (1) to (3) three years as a Water Control Aid will serve as an added advantage. The disclosure of valid unexpired driver's license. Mathematical literacy as a passed subject will serve as an added advantage. Experience in internal water control courses will serve as an added advantage. Knowledge in controlling and managing the water distribution for Government Waterworks. Understanding policy implementation, monitoring and evaluation principles. Knowledge in managing human resources. Disciplinary knowledge in Occupational Health and Safety Act. Disciplinary knowledge in public administration. Knowledge in flood control. Understanding of government legislations, policies and procedures.
- DUTIES** : Control and monitor the release and distribution of water. Keep records of water balances and meter readings for billing purposes. Collect and keep records of hydrological data. Apply Health and Safety regulations within the Water control division. Assist with evaluation of work performance of subordinates. Conduct routine dam safety inspections and dam management in line with dam safety regulations. Conduct routine mechanical maintenance. Conduct administration functions within the section.
- ENQUIRIES APPLICATIONS** : Mr TM Rantekane at (082) 784 6229
: Potchefstroom Please forward your application quoting the relevant reference number to: The Area Manager: Department of Water and Sanitation, Private Bag X936, Potchefstroom, 2520 or hand deliver at 126 Chris Hani Street Potchefstroom, Department of Water and Sanitation.
- FOR ATTENTION** : Ms. M Maduna
- POST 17/43** : **ADMINISTRATION CLERK (HR) REF NO: 030624/19**
Branch: Infrastructure Management Central Operations
Directorate: Operations Central
- SALARY CENTRE REQUIREMENTS** : R216 417 per annum (Level 05)
: Potchefstroom
: A Senior / Grade 12 certificate plus. A National Diploma in Human Resources Management. One (1) to two (2) year's experience will serve as an added advantage. The disclosure of a valid unexpired driver's licence. Knowledge of the PERSAL and Computer literacy in Ms packages. Knowledge of HR prescripts governing the public service. Good Interpersonal skills, customer care and communication skills. Ability to work well in a team and under pressure. Willingness to travel outside working hours.
- DUTIES** : Render HR Administrative function. Administer Recruitment and Selection, HR Transactions, performance management and development system, Information management (Establishment), IOD, Incapacity Pension Administration, Typing and drafting of letters, memorandum and submissions.

Rendering professional advice to line function on the effective and efficient interpretation and implementation of the departmental HRM policies and other related prescripts. Handling of all HRM administration functions. Compile daily statistics and update databases.

ENQUIRIES APPLICATIONS : Thomo K Tel No: (017) 846 6002
Potchefstroom: Please forward your application quoting the relevant reference number to: The Area Manager: Department of Water and Sanitation, Private Bag X936, Potchefstroom, 2520 or hand deliver at 126 Chris Hani Street Potchefstroom, Department of Water and Sanitation.

FOR ATTENTION : Ms. M Maduna

POST 17/44 : **ADMINISTRATION CLERK (HR) REF NO: 030624/20**
Branch: Infrastructure Management Central Operations
Directorate: Operations Central

SALARY CENTRE REQUIREMENTS : R216 417 per annum (Level 05)
: Jericho Dam
: A Senior / Grade 12 certificate. A National Diploma in Human Resources Management and One (1) to two (2) year's experience will serve as an added advantage. The disclosure of a valid unexpired driver's licence. Knowledge of the PERSAL and Computer literacy in Ms packages. Knowledge of HR prescripts governing the public service. Good Interpersonal skills, customer care and communication skills. Ability to work well in a team and under pressure. Willingness to travel outside working hours.

DUTIES : Render HR Administrative function. Administer Recruitment and Selection, HR Transactions, performance management and development system, Information management (Establishment), IOD, Incapacity Pension Administration, typing and drafting of letters, memorandum and submissions. Rendering professional advice to line function on the effective and efficient interpretation and implementation of the departmental HRM policies and other related prescripts. Handling of all HRM administration functions. Compile daily statistics and update databases.

ENQUIRIES APPLICATIONS : Thomo K Tel No: (017) 846 6002
: Jericho Dam: Please forward your application quoting the reference number to the Department of Water and Sanitation, Private Bag X 1004, Amsterdam 2375 or hand deliver to Jericho Dam, Admin Building, Amsterdam, Human Resource office.

FOR ATTENTION : Thomo K Tel No: (017) 846 6002

POST 17/45 : **ADMINISTRATION CLERK REF NO: 030624/21**
Branch: Infrastructure Management Central Operations
Directorate: Operations Central

SALARY CENTRE REQUIREMENTS : R216 417 per annum (Level 05)
: Pretoria
: A Senior / Grade 12 certificate. One (1) to three (3) years administration experience preferably in a technical environment will be an added advantage. Knowledge of PFMA, Treasury Regulations, and relevant public service administration. Proof of Computer literacy. Good interpersonal and organizing skills, and communication skills both verbal and written. Strong sense of responsibility and ability to work independently and in a team. The disclosure of a valid unexpired driver's licence.

DUTIES : Arrange, circulate notices of, and take minutes of technical meetings. Assist in the typing up and compiling of required technical reports. Assist in the compiling and tracking of Maintenance Plans - both Opex and Capex funded. Arrange travel and accommodation bookings for technical support personnel. Complete procurement documentation for equipment, furniture and other items for Technical Support personnel. Prepare, update and archive files / documents. To fulfil other tasks related to related to Technical Support Section as and when required.

ENQUIRIES APPLICATIONS : Sayed A Tel No: (012) 741 7307
: Central Operations (Pretoria): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X 273, Pretoria, 0001 or hand deliver at Praetor Forum Building, 1st Floor Reception, 267 Lillian Ngoyi Street, Pretoria, 0001.

FOR ATTENTION : Mr KL Manganyi

POST 17/46 : **SUPPLY CHAIN CLERK PRODUCTION REF NO: 030624/22**
Branch: Infrastructure Management Southern Operations
Directorate: Southern Operations

SALARY : R216 417 per annum (Level 05)
CENTRE : Gqeberha (Port Elizabeth)
REQUIREMENTS : A Senior / Grade 12 certificate. Basic knowledge of Supply Chain functions, practices as well as the ability to capture data, operate a computer and collecting statistics. Basic knowledge of work procedures in terms of the working environment. Working knowledge and understanding of legislation governing the Public Service. Flexible and ability to work in a team. Problem solving and analytical skills. People and diversity management. Client Orientation and Customer Focus. Good communication skills both verbal and written. Accountability, integrity, honesty and ethical conduct. Must be able to work under pressure.

DUTIES : Responsible for rendering demand and acquisition clerical support. Update and maintain contracts register. Capture quotations on the system. Provide secretariat functions. Render logical support services. Place orders for goods. Receive requests for goods from end users. Maintain quotations register. Receiving delivers from suppliers and capture good receipts on the system.

ENQUIRIES : Ms. N Tyobashe Tel No: (041) 508 9747
APPLICATIONS : Southern Operations (Port Elizabeth/Gqeberha): Please forward your application to the Department of Water and Sanitation, P.O Box 5501, Walmer, Port Elizabeth, 6065 or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer.

FOR ATTENTION : Mr M Jonkerman

POST 17/47 : **SUPPLY CHAIN CLERK PRODUCTION (SUPPLY CHAIN MANAGEMENT) REF NO: 030624/23**
Branch: Infrastructure Management: Eastern Operations
Directorate: Operations Eastern

SALARY : R216 417 per annum (Level 05)
CENTRE : Midmar Dam
REQUIREMENTS : A Senior / Grade 12 certificate. Basic knowledge of supply chain duties, practices as well as ability to operate computer and collecting statistics. Basic knowledge and understanding of the legislative framework governing the Public Service. Knowledge of work procedures in terms of working environment. Good written and verbal communication skills, interpersonal skills, problem solving skills, computer literacy. Accountability and ethical behaviour.

DUTIES : Render asset management clerical support, render demand and acquisition clerical support. Render logistical support services.

ENQUIRIES : Mr N Singh Tel No: (033) 239 1900
APPLICATIONS : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/48 : **SURVEY ASSISTANT (SURVEY SERVICES) REF NO: 030624/26**
Branch: Infrastructure Management Eastern Operations
Directorate: Operations Eastern

SALARY : R183 279 per annum (Level 04)
CENTRE : Midmar Dam
REQUIREMENTS : A Grade 10 certificate. One (1) to three (3) year's experience in field work. Knowledge in association with safety. Basic knowledge in using hand tools. The disclosure of a valid unexpired driver's license. Computer literacy, Communication skills, Good interpersonal skills, being able to work in a team, Accountability and ethical Conduct, Attention to detail.

DUTIES : Assist with survey site preparations and field surveys, assisting with the loading of equipment, carry out site preparation according to instruction, carry out site preparation according to instruction, carrying of survey equipment, clearing of vegetation. Survey document preparation and maintenance, Delivering of documents, collection of required documents, completion of necessary request forms. Assisting with use of boat for survey work, assisting with the loading of boats, cleaning of boats on return, assisting with launching of boats, assist with

survey on board the boats. Survey equipment maintenance and storage, cleaning of survey equipment and stores, reporting of any defects to supervisor, visual inspection of survey equipment, minor repairs of survey equipment.

ENQUIRIES : Mr D Van Rensburg Tel No: (033) 239 1900
APPLICATIONS : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/49 : **GENERAL FOREMAN REF NO: 030624/27**
Branch: Infrastructure Management Eastern Operations
Directorate: Operations Eastern

SALARY : R183 279 per annum (Level 04)
CENTRE : Midmar Dam
REQUIREMENTS : A Grade 8 qualification. One (1) to two (2) years' work experience. Basic Knowledge in controlling and managing bulk water supply maintenance on equipment. Knowledge in policy implementation. Knowledge in routine inspection of equipment. Basic Understanding of Government legislation, and Public Administration. Knowledge of Occupational Health and Safety. Basic Knowledge in supporting water utilisation and water resource strategy. Good written and verbal communication skills, interpersonal skills.

DUTIES : Maintenance of mechanical bulk water infrastructure and construction equipment. Conduct general routine inspection. Perform routine maintenance tasks for bulk water supply.

ENQUIRIES : Mr SB Mathonsi Tel No: (033) 239 1900
APPLICATIONS : Midmar (Howick): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation Private Bag X1652, Bergville, 3350 or hand deliver to R103 Prospect Road, Howick.

FOR ATTENTION : Mr M Mncwabe

POST 17/50 : **HANDYMAN REF NO: 030624/28**
Branch: Provincial Operations: Eastern Cape
Directorate: Water Resources Support

SALARY : R155 148 per annum (Level 03)
CENTRE : Mthatha
REQUIREMENTS : ABET Level 4. Zero (0) to Six (6) months experience required. Basic knowledge in controlling and managing general work and equipment. Basic knowledge in maintaining building structures. Basic knowledge in policy implementation. Basic knowledge in routine inspection of equipment. Basic disciplinary knowledge in Occupational Health and Safety (OHS). Basic disciplinary knowledge in Public Administration. Basic knowledge in supporting water utilisation and water resource strategy. Basic understanding of Government legislation. Good communication skills.

DUTIES : Maintenance of office buildings. Conduct regular building inspection. Attend to minor electrical, plumbing and carpentry problems. Ensure that working areas are cleaned accordingly. Clean equipment including motor vehicles and machinery. Clean lawn and prune trees where necessary. Maintenance of office equipment and furniture. Repair broken furniture and equipment. Report defects. Safekeeping of maintenance tools and supplies. Equipment properly repaired and maintained. Ensure furniture are repaired.

ENQUIRIES : Mr JJ Botha at (060) 980 7486
APPLICATIONS : Eastern Cape (King William's Town): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private bag X7485, King Williams Town, 5600 or hand deliver at the 2 Hargreaves Avenue, Old SABC Building, King William's Town, 5600.

FOR ATTENTION : Mr. MK Noah Tel No: (043) 604 5323

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF HEALTH**

OTHER POSTS

- POST 17/51** : **CHIEF PSYCHOLOGIST REF NO: REFS/020575**
Directorate: Clinical Psychology
- SALARY** : R1 703 409 per annum, (all-inclusive package). Please note that salary will be adjusted according to years of experience as per OSD policy.
- CENTRE** : Charlotte Maxeke Johannesburg Academic Hospital
- REQUIREMENTS** : Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Psychologist in a relevant registration category. Registration with the HPCSA as Psychologist in any of the identified categories. A minimum of 3 years appropriate experience as Clinical Psychologist after registration with the HPCSA as Clinical Psychologist. The following will be added advantages: A minimum of 8 years' experience as a Clinical Psychologist post community service. Broad experience working in a psychiatric setting is required. Previous management experience of a psychology team. A PhD. The candidate must be abreast of the Mental Health Care Act and other laws and policies pertaining to the field. A sound knowledge of professional ethics. Strategic capability and leadership skills. Service delivery innovation. People management and empowerment skills.
- DUTIES** : Manage all academic and clinical activities within the Department of Clinical Psychology. Identify gaps in service delivery for both adult and child units. Provide expert knowledge to aid diagnosis, management and treatment of patients. Coordinate the ongoing delivery of undergraduate and post graduate teaching in psychology department, including supervision of intern and community service psychologists. Set norms and standards and promote the maintenance of service delivery and quality outputs in the department. Manage the PMDS of psychologists in adult and child units. Provide measures and guidance on quality assurance at CMJAH and the cluster. Provide academic leadership as a joint appointee with University of the Witwatersrand and assist in strengthening the relationship between the university and GDoH. Develop the academic career paths of all joint staff, including enhancing research output and training.
- ENQUIRIES** : Dr F. Ubogu Tel No: (011) 488 3805
Ms M.P. Rapetswa Tel No: (011) 488 3711
- APPLICATIONS** : Applications should be submitted at Charlotte Maxeke Johannesburg Academic Hospital, Admin Building Room 10/2. No. 17 Jubilee Road, Park town 2193 or applications should be submitted on a (PDF Format only) to the following email-address Medicalhr.Cmjah@gauteng.gov.za. Please use the reference as subject.
- NOTE** : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialed and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, the Department shall reserve the right to conduct verification beyond names provided, where necessary. Failure to submit all the relevant information preceding the statement above will result in disqualifying the candidate. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the

South African Qualifications Authority (SAQA) (Only when shortlisted). The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, African Males, African Females, Coloured Males, Coloured Females, Indian Males, Indian Females, and White Males are encouraged to apply.

- CLOSING DATE** : 31 May 2024
- POST 17/52** : **MEDICAL SPECIALIST (TRAUMA) REF NO: REFS/020111**
Directorate: Surgery Department
Re-advertisement
- SALARY** : R1 271 901 per annum, (all-inclusive package). Please note that salary will be adjusted according to years of experience as per OSD policy.
- CENTRE REQUIREMENTS** : Charlotte Maxeke Johannesburg Academic Hospital
Appropriate qualification that allows registration with HPCSA as a Medical Specialist in Surgery. Registration with the HPCSA as Medical Specialist in Surgery. No experience required after registration with the HPCSA as Medical Specialist in Surgery. The following will be added advantage: Minimum qualification of an MBBChB (or South African Equivalent) and an FCS (SA) as well as full registration with the HPCSA as a specialist General Surgeon.
- DUTIES** : The incumbent will be responsible for clinical work and supervision in all aspects of the unit, casualty, ward, ICU and surgical procedures in theatre. The teaching of registrars and medical students would be extended as well as involvement in setting and marking of student exams. Teaching may be extended to national and regional level. Research activity would be expected and a minimum of one publication per annum will be mandatory as well as supervision of MMeds. The candidate will also be expected to teach on defined courses as well as present at congress, physically or virtually. The candidate would also be expected to perform outreach activities to the cluster hospitals referring to CMJAH. Various unit management responsibilities would be allocated as well. The incumbent would be expected to be the point of coordination amongst the unit managers of various wards as well as be available to resolve management issues as they arise. They would be expected to formulate and enforce unit protocols. Data support and management would be expected as well as a basic to advanced knowledge of computing skills. University activities (not limited to teaching) will be included at the discretion of the need of the unit/ university.
- ENQUIRIES** : Prof T.E. Luvhengo Tel No: (011) 488 3373
Ms M.P. Rapetswa Tel No: (011) 488 3711
- APPLICATIONS** : Applications should be submitted at Charlotte Maxeke Johannesburg Academic Hospital, Admin Building Room 10/2. No. 17 Jubilee Road, Park town 2193 or applications should be submitted on a (PDF Format only) to the following email-address Medicalhr.Cmjah@gauteng.gov.za. Please use the reference as subject.
- NOTE** : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialed and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, the Department shall reserve the right to conduct verification beyond names provided, where necessary. Failure to submit all the relevant information preceding the statement above will result in disqualifying the candidate. Identity

verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) (Only when shortlisted). The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Males and Indian Males are encouraged to apply.

- CLOSING DATE** : 31 May 2024
- POST 17/53** : **MEDICAL SPECIALIST (CARDIOLOGIST) REF NO: REFS/020573**
Directorate: Internal Medicine (Cardiology)
- SALARY** : R1 271 901 per annum, (all-inclusive package). Please note that salary will be adjusted according to years of experience as per OSD policy.
- CENTRE** : Charlotte Maxeke Johannesburg Academic Hospital
- REQUIREMENTS** : Appropriate qualification that allows registration with HPCSA as a Medical Physician in Internal Medicine. Registration with the HPCSA as Medical Specialist in Internal Medicine. No experience required after registration with the HPCSA as Medical Specialist in Internal Medicine. Knowledge and Skills: Sound clinical knowledge and skills in Internal Medicine and Clinical Cardiology. Ability to work in a multi-disciplinary team. Computer literacy. The following will be added advantage: Registration with the HPCSA as a Specialist in Internal medicine FCP (SA) or equivalent, registration as a Subspecialist Cardiologist in Internal Medicine (Certificate in Cardiology (CMSA) or equivalent).
- DUTIES** : As a Consultant Cardiologist, the candidate will be responsible for the clinical management of general cardiology patients within the various units in the Division of Cardiology. The incumbent will be required to lead operational and academic ward rounds, including post-intake, follow-up and teaching rounds. In addition, the incumbent will be required to supervise cardiology fellows, internal medicine registrars, medical officers, intern doctors and students, inpatient care and the performance of diagnostic and therapeutic procedures. Other clinical duties will include managing patients at the various outpatient clinics in the Division of Cardiology. The desired candidate will be required to set an appropriate example of an exemplary medical practitioner and serve as a role model and clinical mentor to junior doctors and associate clinical staff. Outreach to cluster hospitals of the CMJAH complex. Fulfil the training requirement set out by relevant CMSA and Wits University Division of Cardiology. Supervise the clinical technology service as required. Rotational outreach to the various cluster hospitals is compulsory. Participation in the educational duties of the Wits Division of Cardiology and Department of Internal. Performance of research within the Department. Supervision of research within the Department and MMed students. Training and supervision of Registrars, Medical Officers, Medical Interns and Medical students, including tutorials, teaching ward rounds and skills development. The desired candidate will also be required to provide medical support and guidance to nursing staff.
- ENQUIRIES** : Prof A Mahomed/ Prof N Tsabedze Tel No: (011) 488 3611
Ms M.P. Rapetswa Tel No: (011) 488 3711
- APPLICATIONS** : Applications should be submitted at Charlotte Maxeke Johannesburg Academic Hospital, Admin Building Room 10/2. No. 17 Jubilee Road, Park town 2193 or applications should be submitted on a (PDF Format only) to the following email-address Medicalhr.Cmjah@gauteng.gov.za. Please use the reference as subject.
- NOTE** : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialed and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae

should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, the Department shall reserve the right to conduct verification beyond names provided, where necessary. Failure to submit all the relevant information preceding the statement above will result in disqualifying the candidate. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) (Only when shortlisted). The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Males and Indian Males are encouraged to apply.

- CLOSING DATE** : 31 May 2024
- POST 17/54** : **MEDICAL SPECIALIST GRADE 1/2/3 REF NO: CHBAH 856 (X1 POST)**
 Directorate: Surgery (Trauma Surgery Fellow)
 Duration: This is a two-year contract post. There will be a full performance appraisal after one year, and reappointment for the second year is dependent on a suitable appraisal. There will be no extension beyond a period of two years from initial appointment.
- SALARY** : Grade: R1 271 901 – R1 348 635 per annum, (all-inclusive package)
 Grade 2: R1 451 214 – R1 538 967 per annum, (all-inclusive package)
 Grade 3: R1 680 780 – R2 097 327 per annum, (all-inclusive package)
- CENTRE REQUIREMENTS** : Chris Hani Baragwanath Academic Hospital (CHBAH)
 : Appropriate qualification that allows registration with the HPCSA as Medical Specialist in a normal specialty. Registration with the HPCSA as Medical Specialist in a normal specialty. Current registration with HPCSA for 2024/2025. Desire to train in the Subspecialty of Trauma Surgery (declaration of interest in Trauma Surgery and Critical Care is crucial). **For Grade 1:** 0- 5 years' experience as Medical Specialist. **For Grade 2:** 5-10 years' experience as Medical Specialist. **Grade 3:** 10 years and above as Medical Specialist. Skills; Competence; Knowledge: Ability to establish excellent working relationships with anaesthetic team, emergency unit and other clinical departments. Good leadership skills, excellent communication (verbal and written) skills, conflict resolution and good interpersonal skills. The successful candidate must be adaptable, disciplined and self-confident. The candidate must be able to work independently and under pressure and beyond normal working hours and work with diverse team. Ability to work in a multi-disciplinary team. Knowledge of legislation, policies and procedure pertaining to health care users. Computer Literacy The successful candidate must be adaptable, disciplined and self-confident.
- DUTIES** : To perform Clinical, Teaching and Research responsibilities as required by an academic surgical unit. Clinical duties: Clinical history taking, examination and assessment of patients. Requesting and analysing special investigations. Prescribing of medications and other therapies. Communicate effectively with colleagues. Ensure proper keeping of records. Perform any other duties relevant to the clinical management of patients as required by the hospital you are rotating through. Performance of diagnostics and therapeutic surgical procedures in the field of Trauma surgery. Ability and willingness to perform at least 5-6 24hours on calls per month during the fellowship on the premises. The following would be an advantage: Ability to perform vascular, neck and cardiothoracic procedures, DSTC course attended and ATLS instructor Knowledge of legislation, policies and procedures pertaining to health care

users in the public sector. Six months experience as a General Surgeon before appointment will be an advantage. Supervising the management of and managing Priority 1 patient's resuscitations, guide junior staff in resuscitation and Trauma and emergency Unit. Daily ICU and ward rounds. 24 hour calls on the premises to give guidance and help with emergency surgery. The calls will be supervised by a qualified Trauma Surgeon to assist in logistics and assist with unfamiliar procedures. Teaching ward rounds through the teaching hospital affiliated to the University of the Witwatersrand, Johannesburg.

**ENQUIRIES
APPLICATIONS**

: Dr R Pretorius at 083 444 9128 Prof Smith Tel No: (011) 933 9267
: Applications can be hand delivered to The Director: Human Resource, Chris Hani Baragwanath Academic Hospital from 8am to 3pm at Ground Floor, Main Admin Building or posted to The Director: Human Resource, Chris Hani Baragwanath Academic Hospital, Private Bag X01, Pimville, 1808 and or via courier (Kindly note that the application forms received by the institution after the closing date of the advert irrespective of the reasons will not be considered). No faxed applications will be considered.

NOTE

: Applications must be submitted on the new Z83 form. The application form is obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. The new Z83 must be fully completed (Please refer on the left side of Z83 special notes for clarity) and must be initialled and signed. On the Z83 application form, the Department where position was advertised should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications, service certificate and other relevant documents on application. Z83 form must be accompanied by recently updated detailed Curriculum Vitae. All experience should be in a chronological order. The experience on the Curriculum Vitae must contain the institution, position, and dates (DD/MM/YYYY) indicating the starting and ending period to be able to calculate the years of experience. The information on the new Z83 must be in sync/correspond with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications, service certificate and other relevant documents on or before the interview. Candidates in possession of a foreign qualification will be required to furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) only when shortlisted. HR will conduct Personnel Suitability Checks (PSC) and Verification Checks. The Department reserve the right to conduct verification beyond information provided, where necessary. Failure to submit all the relevant information mentioned above with the exception of HR verification checks, will result in the candidate being disqualified. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. CHBAH reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities are encouraged apply. It is the department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required.

CLOSING DATE

: 31 May 2024

POST 17/55

: **MEDICAL REGISTRAR REF NO: REFS/020574**
Directorate: Neurology

SALARY

: R949 146 per annum, (all-inclusive package). Please note that salary will be adjusted according to years of experience as per OSD policy.

**CENTRE
REQUIREMENTS**

: Charlotte Maxeke Johannesburg Academic Hospital
: Appropriate qualification that allows registration with HPCSA as a Registrar (Medical). Registration with the HPCSA as Registrar (Medical). No experience required after registration with the HPCSA as Registrar (Medical). The following will be added advantage: FCN Part 1 and candidates who have post community service medical officer work experience in Internal Medicine or Neurology.

DUTIES

: As a Registrar in Neurology, the candidate will rotate on a six - monthly basis between the neurology unit of all three academic teaching hospitals, CHBAH,

CMJAH and HJH. Duties will include the full complement of rendering neurology inpatient and outpatient services, neurophysiology services including EEG, EMG, NCS and others. Attendance and service at all departmental commitments is required daily including after hours. The candidate will be responsible for the clinical management of neurology patients within any of the WITS affiliated training hospitals. Registrars will liaise with their consultants on a daily basis regarding this. They will be required to perform and teach diagnostic and therapeutic procedures concordant with a registrar's training in this regard. Registrar duties include the participation in all academic and teaching activities of the department and encompass the completion of a Mmed degree during the set time of appointment. Desired candidate will be required to set an appropriate example of an outstanding medical practitioner and serve as a role model and clinical mentor to junior doctors and associated clinical staff.

- ENQUIRIES** : Dr M Sadiq on sadiqe@gmail.com or Tel No: (011) 717 2776
Ms M.P. Rapetswa Tel No: (011) 488 3711
- APPLICATIONS** : Applications should be submitted at Charlotte Maxeke Johannesburg Academic Hospital, Admin Building Room 10/2. No. 17 Jubilee Road, Park town 2193 or applications should be submitted on a (PDF Format only) to the following email-address Medicalhr.Cmjah@gauteng.gov.za. Please use the reference as subject.
- NOTE** : The new Z83 must be fully completed (please refer on the left side of Z83 special notes for clarity), it must be initialed and signed. On the Z83 the Department where position was advertised it should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed Curriculum Vitae only. The Curriculum Vitae should be recently updated that specifies the following: All experience should be in a chronological order indicating the position, institution and respective dates indicating the starting and ending period (DD/MM/YYYY). The information on the new Z83 must be in sync with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications and other relevant documents on or before the interview. Personnel Suitability Checks (PSC) –Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor and must be contactable, the Department shall reserve the right to conduct verification beyond names provided, where necessary. Failure to submit all the relevant information preceding the statement above will result in disqualifying the candidate. Identity verification, qualifications verification, criminal record checks, credit/financial stability checks and employment verification. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. Candidates in possession of a foreign qualification must furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) (Only when shortlisted). The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. Institutions reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities, Coloured Males, Coloured Females, Indian Females, White Males, White Females, African Males and Indian Males are encouraged to apply.
- CLOSING DATE** : 31 May 2024
- POST 17/56** : **ASSISTANT MANAGER NURSING SERVICES REF NO: CCRC/AMN/01/2024 (X1 POST)**
Directorate: Nursing
- SALARY CENTRE REQUIREMENTS** : R715 977 per annum, plus benefits
Cullinan Care & Rehabilitation Centre
Basic qualification accredited with the South African Nursing Council (SANC) in terms of Government Notice R425 (i.e. Diploma/ Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. A registration with SANC as a Professional Nurse. A minimum of eight (8) years appropriate/ recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, of which 3 years must

be in a mental health (Psychiatric setting). Must have Diploma in Mental health (Psychiatric Nursing) and Diploma/ Degree in Nursing Administration. Nursing Education will be an added advantage. At least three (3) years of the period referred to above must be appropriate/ recognizable experience at management level in Mental Health (Psychiatric setting). Computer literacy is essential. Skills: Presentation and report writing skills, Strong Leadership skills, Good Communication and Problem-solving skills, Planning and Organizing skills and Financial Management skills. Problem solving, conflict resolution skills, able to work under pressure. To plan and organize including monitoring the objectives of the hospital. To delegate, supervise and coordinate the provision of effective and efficient patient care through adequate nursing care. Knowledge in Ideal Hospital Realization Framework and National Health Insurance (NHI). Nursing strategy. PFMA, Labour Relations and other related legislative framework. Ability to work under pressure. In-depth knowledge and understanding of the implementation of the National Strategic Plan for Nurse Education, Training and Practice 2020/21 – 2025/26.

DUTIES : To provide a therapeutic environment for staff, patients and the public. To provide comprehensive quality nursing care as a member of the multidisciplinary team according to the identified needs of the patients and that must be based on the scientific principle. To delegate and support staff in the execution of quality patient care. To provide direct and indirect supervision of all staff, other clinicians and housekeeping. Identify staff training needs of subordinates, monitor performance and ensure effective development of staff through CPD framework. Exercise control of discipline, grievance and labour relations in terms of the legal frameworks of the department. Formation and implementation of Nursing guideline, practices, policies and procedures. Manage effective utilization and supervision of human, financial and material resources. Coordination of provision effective training and research. Maintain professional growth/ ethical standards and development of self and subordinates. Monitoring service standards and maintaining the set norms and standards of the department. Knowledge of Ideal Hospital Realization Framework and management of patients' safety incidents. Utilize all resources effectively and efficiently in the hospital.

ENQUIRIES : Technical Enquiries: Ms. MV Mashishi Tel No: (012) 734 7000
HR enquiries: Ms. MB Mentoor Tel No: (012) 734 7000

APPLICATIONS : applications should be hand delivered to the following address: Cullinan Care and Rehabilitation Centre, Zonderwater Road, Cullinan, or posted to Cullinan Care and Rehabilitation Centre, Private Bag X1005, Cullinan, 1000.

NOTE : Application are required to submit a fully completed new form Z83 and a detailed Curriculum Vitae. Only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following Communication with HR. If you have not been contacted within three months. After the closing date, please accept that your application was unsuccessful. The recommended candidates may be subject to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. The Gauteng Department of Health is guided by the principles of Employment Equity; therefore, all the appointment will be made in accordance with the Employment Equity target of the department. applications for employment must be fully completed, initiated, and signed by applicant, failure to complete will lead to disqualification during the selection process. Section A, B, C, D and F must be fully completed and E and G should be ignored if the information is attached on the CV. Declaration must be signed.

CLOSING DATE : 05 June 2024 @ 12 noon

POST 17/57 : **CLINICAL PROGRAMME COORDINATOR QUALITY ASSURANCE REF NO: ODI/09/05/2024/01**

SALARY : R520 560 – R596 322 per annum, (plus benefits)
CENTRE : Odi District Hospital
REQUIREMENTS : Senior certificate/Grade 12. Basic qualification accredited with SANC in terms of Government Notice 425 (i.e. Diploma/Degree in Nursing) or Equivalent qualification that allows registration with SANC as a Professional Nurse with SANC, a minimum of 7 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. At least 3 years' experience as Quality Assurance Coordinator will be an added advantage. Quality Assurance certificate with recognised institution will be an added advantage. Be computer literate. Comprehensive knowledge and

understanding of National Health Act, Norms and Standards, Ideal Clinic Systems, Quality Assurance Framework, Accreditation and Certification Systems, Infection Prevention Control standards and Assessment Methods. Quality Assurance and Quality Improvement Initiatives, Health Information System's and Indicator Development, Relevant legislation, Risk Management. Conceptual, analytical, and creative thinking, evidence-based report writing. Exceptional analytical and interpretation skills. Innovative and self-driven. The ability to work under pressure and meet deadlines. Excellent planning and organizing skills. A high level of ethical conduct and integrity. Good presentation skills, communication skills. Project Management skills as well as report writing skills, people management skills, intersectoral collaboration and engagement with the internal and external stakeholders. Knowledge in application of clinical infection prevention control policies, current Health, and Public Legislations. Nursing Act, MDR TB, HIV Aids Guidelines and other Legislative framework theory and ethics.

DUTIES : Ensure quality in the institution including undertaking quality improvement activities. Develop strategies/plans. Provide leadership in the development of quality improvement plans and Standard Operating Procedures (SOP). Provide strategic leadership for the Quality Directorate in the institution towards the realization of the set. Strategic goals and objectives. Coordinates, investigation, management and reporting of complaints and patients. Safety incidences in the institution. Ensure compliance to IHRM in the institution and implementation thereof. Participate in Ethics committee and facilitate trainings on Quality assurance and professional code of conduct. Participate clinical audit. Serve on institutional committee for selected institutional quality assurance programmes Coordinate provision of and compliance to National and Provincial Clinical Guidelines. Provide initiative to improve Client's satisfaction, advocate for and ensure the promotion of Quality Assurance activities. Monitor the implementation of policies, protocols, guidelines, programmes, practices, and procedures pertaining to Quality Improvement Plans and SOP's. Collate and analyse data to establish trends and patterns in health care effectiveness. Utilize information technology and other management information systems to manage Quality Assurance and improve service delivery. Establish, maintain, and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective health care. Market and coordinate Service Excellence Awards for the institution. Conduct patient Experience of Care Surveys and share results with relevant stakeholders. Ensure that monthly internal audits are conducted in clinical areas and compliance with Norms and Standards. Participate in some Hospital committees as delegated.

ENQUIRIES APPLICATIONS : Ms. EP Ntsie Tel No: (012) 725 22304
 : Kindly forward your application to: Odi District Hospital, Klipgat road, Mabopane, HR Section or posted to: Odi District Hospital, Private Bag X509, Mabopane, 0190.

NOTE : Applicants must submit on a new Z83 application form obtainable from any Public Service Department and are not required to submit copies of qualification and other relevant documents on application but must submit detailed curriculum vitae. The communication from HR of the department regarding the requirements for certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. 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.

CLOSING DATE : 07 June 2024

POST 17/58 : **PROFESSIONAL NURSE SPECIALTY/PNB1 (CHILD NURSING SCIENCE) GRADE 1 REF NO: ODI/06/05/2024/01 (X1 POST)**

SALARY CENTRE REQUIREMENTS : R451 533 per annum
 : Odi District Hospital
 : Basic R425 qualification (i.e., Diploma /Degree in nursing) or equivalent qualification that allows registration with SANC as a professional nurse. A post basic nursing qualification (Child Nursing Science) with a duration of at least one year, accredited with the SANC in terms of Government notice R212. A minimum of 4 years appropriate experience in Nursing after registration as Professional Nurse with SANC in General Nursing.

DUTIES : Provision of optimal, holistic specialised nursing care with set standards and within a professional/legal framework. Illustrate an understanding of nursing

legislation and related and ethical nursing practices. Maintain infection prevention control standards. Effective utilisation of resources. Participate in training and research. Demonstrate effective communication with patients, supervisors, and other health professionals. Promotion of professionalism and adherence to nursing professional ethics. Perform nursing administrative duties and relieving the Operational manager. Implement Ideal Hospital framework. Must be willing to workday and night duty/shift.

ENQUIRIES : Ms. Ntsie EP Tel No: (012) 725 2312
APPLICATIONS : Kindly forward your application to: Odi District Hospital, Klipgat road, Mabopane, HR Section or posted to: Odi District Hospital, Private Bag X509, Mabopane, 0190.

NOTE : Applicants must submit on a new Z83 application form obtained from any Public Service Department and are not required to submit copies of qualification and other relevant documents on application but must submit detailed curriculum vitae. The communication from HR of the department regarding the requirements for certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. 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.

CLOSING DATE : 07 June 2024

POST 17/59 : **PHYSIOTHERAPIST REF NO: CCRC/PT/01/2024 (X1 POST)**
Directorate: Therapeutic Services

SALARY : R376 524 per annum, plus benefits
CENTRE : Cullinan Care & Rehabilitation Centre
REQUIREMENTS : Active registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist. National senior certificate (Matric) plus a Degree in Physiotherapy. A minimum of 1 year experience as a Physiotherapist after registration with the HPCSA or having completed community service. Good communication skills and interpersonal relations. Good organizing skills. Computer literacy (Word, Excel, PowerPoint). Highly motivated and enthusiastic to positively contribute to Physiotherapy services. Have sound knowledge of public service Acts, regulations and policies.

DUTIES : To provide efficient, effective and quality rehabilitation services. Assessment and treatment of all Mental Health Care Users (MHCUs) referred for Physiotherapy. To perform and complete administrative functions including data compilation and monthly reports submission. Screening of MHCUs for appropriate assistive devices. To participate in continuous professional development (CPDs). To liaise with other members of multi-disciplinary team. Assist with conducting required audits including self-assessments.

ENQUIRIES : Technical Enquiries: Mr. MG Mothotse Tel No: (012) 734 7000
HR Enquiries: Ms. MB Mentoor Tel No: (012) 734 7000

APPLICATIONS : Applications should be hand delivered to the following address: Cullinan Care and Rehabilitation Centre, Zonderwater Road, Cullinan, or posted to Cullinan Care and Rehabilitation Centre, Private Bag X1005, Cullinan, 1000.

NOTE : Application are required to submit a fully completed new form Z83 and a detailed Curriculum Vitae. Only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following Communication with HR. If you have not been contacted within three months. After the closing date, please accept that your application was unsuccessful. The recommended candidates may be subject to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. The Gauteng Department of Health is guided by the principles of Employment Equity; therefore, all the appointment will be made in accordance with the Employment Equity target of the department. applications for employment must be fully completed, initiated, and signed by applicant, failure to complete will lead to disqualification during the selection process. Section A, B, C, D and F must be fully completed and E and G should be ignored if the information is attached on the CV. Declaration must be signed.

CLOSING DATE : 05 June 2024 @ 12 noon

POST 17/60 : **PROFESSIONAL NURSE GRADE 1 – GENERAL NURSING (PN-A2) REF NO: CHBAH 857 (X5 POSTS)**
Directorate: Nursing Services: Surgery & Ophthalmology FBU

SALARY : Grade 1: R307 473 - R362 187 per annum, (plus service benefits)

**CENTRE
REQUIREMENTS**

Grade 2: R375 480 - R442 296 per annum, (plus service benefits)
Grade 3: R451 533 - R578 826 per annum, (plus service benefits)
Chris Hani Baragwanath Academic Hospital (CHBAH)
Basic R425 qualification (i.e. Diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council. **For Grade 1:** 0-9 years appropriate/ recognisable nursing experience after registration with the SANC as Professional Nurse. **For Grade 2:** 10-19 years appropriate/ recognisable nursing experience after registration with the SANC as Professional Nurse. **For Grade 3:** 20 years or more but less than 23 years, appropriate/ recognisable nursing experience after registration with the SANC as Professional Nurse. Competencies/Knowledge/Skills: Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility.

DUTIES

Provide optimal, holistic, specialised nursing care with set standards and within a professional/legal framework. Effective utilisation of resources. Participate in training and research. Provide support to nursing services. Maintain professional growth/ethical standards and self-development. Act as shift leader in the unit (where necessary). Demonstrate effective communication with patients, supervisors and other health professionals and junior colleagues. Implementation of Ideal Hospital Framework.

**ENQUIRIES
APPLICATIONS**

Mr NB Mulaudzi Tel No: (011) 933 9779/0134
Applications can be hand delivered to The Director: Human Resource, Chris Hani Baragwanath Academic Hospital from 8am to 3pm at Ground Floor, Main Admin Building or posted to The Director: Human Resource, Chris Hani Baragwanath Academic Hospital, Private Bag X01, Pimville, 1808 and or via courier (Kindly note that the application forms received by the institution after the closing date of the advert irrespective of the reasons will not be considered). No faxed applications will be considered.

NOTE

Applications must be submitted on the new Z83 form. The application form is obtainable from any Public Service Department or on the internet at www.dpsa.gov.za/documents. The new Z83 must be fully completed (Please refer on the left side of Z83 special notes for clarity) and must be initialled and signed. On the Z83 application form, the Department where position was advertised should state Department of Health. According to Department of Public Service and Administration (DPSA) Circular 19 of 2022, applicants are not required to submit copies of qualifications, service certificate and other relevant documents on application. Z83 form must be accompanied by recently updated detailed Curriculum Vitae. All experience should be in a chronological order. The experience on the Curriculum Vitae must contain the institution, position, and dates (DD/MM/YYYY) indicating the starting and ending period to be able to calculate the years of experience. The information on the new Z83 must be in sync/correspond with the Curriculum Vitae. Only shortlisted candidates will be required/requested to submit certified copies of qualifications, service certificate and other relevant documents on or before the interview. Candidates in possession of a foreign qualification will be required to furnish the Department with an evaluation certificate from the South African Qualifications Authority (SAQA) only when shortlisted. HR will conduct Personnel Suitability Checks (PSC) and Verification Checks. The Department reserve the right to conduct verification beyond information provided, where necessary. Failure to submit all the relevant information mentioned above with the exception of HR verification checks, will result in the candidate being disqualified. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. The recommended candidate may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. CHBAH reserves the right to utilize practical exercises/tests for non-SMS positions during the recruitment process to determine the suitability of candidates for the post(s). The Department reserve the right not to fill the post. The Gauteng Department of Health is guided by the principles of Employment Equity. People with disabilities are encouraged apply. It is the department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required.

- CLOSING DATE** : 31 May 2024
- POST 17/61** : **OCCPPATIONAL THERAPY TECHNICIAN REF NO: TRH 01/2024**
Directorate: Clinical Support and Therapeutic Services
- SALARY** : Grade 1: R205 773 per annum
Grade 2: R239 658 per annum
- CENTRE** : Tshwane Rehabilitation Hospital
- REQUIREMENTS** : Senior certificate (grade 12) or equivalent. Occupational Therapy Technician certificate/or equivalent qualification as an Occupational Therapy Technician. Current registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapy Technician. Experience in physical rehabilitation will be an added advantage. Knowledge, Skills, Training and competence required: Knowledge of physical conditions including paediatrics and therapeutic interventions thereof. Adequate knowledge and competence use of therapeutic media, equipment, crafts, and rehabilitation activities. Knowledge of ethical code and scope of practice. Good communications and group handling skills. Knowledge of wheelchairs and assistive devices. Ability to implement therapeutic programs under the supervision of the Occupational Therapist. Good interpersonal skills to work within an interdisciplinary team. Ability to organise self, duties allocated for efficient time management. Working within a framework of the rehabilitation team's standard policies, procedures, and treatment guidelines to be accountable to patients, the supervisor, the team and the community.
- DUTIES** : To implement treatment plan received from Occupational Therapist. Undertake individual, group treatment and caregiver training of allocated adults and paediatric patients.to follow prepared protocols and make adaptations as needed. Preparation of patient and work environment for treatment. To manufacture, issue and monitor assistive devices. Provide Occupational therapy support services as defined within the scope. To undertake administrative duties e.g record keeping, statistics, maintenance of stock and equipment. Undertake educational sessions with care givers to ensure carry over of rehabilitation into the home and community. Participate in CPD activities, in service programs, resource development and departmental meetings. Ensure compliance with quality assurance, infection control and risk management activities in department.
- ENQUIRIES** : Ms M Mogale Tel No: (012) 354 6819
- APPLICATIONS** : Applications to: Tshwane Rehabilitation Hospital, P.O Box 29160, Sunnyside,0132 or hand deliver to Tshwane Rehabilitation Hospital, Cnr Dr Savage and Soutpansberg Road, Pretoria, 0001. No faxed or emailed applications will be considered.
- NOTE** : Fully completed new Z83 and detailed Curriculum Vitae only. Certified documents will only be requested to shortlisted candidates on or before the day of the interview. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful. Candidates will be subjected to Personnel Suitability Checks (PSC) – Verification (Reference checks- Provide at least 3 off which one must be immediate supervisor, qualifications verification, criminal checks and credit/financial stability checks). Shortlisted candidates will be required to submit proof of Criminal Verification obtainable from the South African Police Service at their own cost. The recommended candidate/s may be subjected to medical surveillance as required by the Occupational Health and Safety Act, Act 5/1993. The Gauteng Department of Health is guided by the principles of Employment Equity; therefore, all the appointments will be made in accordance with the Employment Equity target of the department. No applications will be considered after the closing date.
- CLOSING DATE** : 31 May 2024

DEPARTMENT OF ROADS AND TRANSPORT

- APPLICATIONS** : To apply for the below positions, please apply online at <http://jobs.gauteng.gov.za> Only online applications will be considered and for general enquiries please contact Human Resource on 083 324 0044/ 083 792 4851.
- CLOSING DATE** : 31 May 2024
- NOTE** : It is a requirement of this position for a candidate to produce a Pre-entry certificate issued by the National School of Government prior to appointment.

The course is available at National School of Government under the name Certificate for Entry into an SMS and full details can be sourced by following the link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>. In line with the Department's employments Equity Plan, Females and People with disabilities are encouraged to apply. Applicants must utilise the most recent Z83 application for employment form issued by the Minister for the Public Service and Administration in line with the Regulation 10 of the Public Service Regulations, 2016, All fields in the New Z83 form, must be completed and signed. Furthermore, a comprehensive Curriculum Vitae (CV) must also be attached. Failure to attach the completed Z83 and the Curriculum Vitae (CV) will result in disqualification. The New Z83 form, obtainable from any Public Service Department or the DPSA website www.dpsa.gov.za/documents. Only shortlisted candidates will be requested to submit certified copies of qualifications not older than six (06) months, identity document and valid driver's license (where driving/travelling is an inherent requirement of the job). It is our intention to promote representation (race, gender and disability) in the Public Service through the filling of this post and candidates whose transfer/promotion/appointment will promote representation will receive preference. It is the Department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful.

MANAGEMENT ECHELON

- POST 17/62** : **CHIEF DIRECTOR: DESIGN AND ENGINEERING SERVICES REF NO: REFS/020501**
Branch: Roads Infrastructure
- SALARY** : R1 371 558 – R1 635 897 per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
- CENTRE REQUIREMENTS** : Head Office (Johannesburg)
An undergraduate qualification at NQF Level 7 in Civil Engineering or related field as recognized by SAQA. A minimum of 5 years' experience at senior managerial level. Professional registration with Engineering Council of South Africa is compulsory. A valid driver's license. Knowledge of Public Service Regulation. Treasury/ Supply Chain. National Roads Traffic Act. Human Resources Matters. Skills: Strategic capability and leadership skills. Problem solving and analysis. Creativity, Financial management, customer focus and responsiveness communication, computer, negotiation, conflict management and change management skills. Planning and Organising skills.
- DUTIES** : Manage the provision of Roads design services. Render geometric design and technical support services. Render structures and technical support services. Render Land Acquisition services. Manage the provisioning of Roads Traffic Engineering services. Provide abnormal loads management services. Manage roads signs and roads marking services. Manage outdoor advertising, tourism and local direction signs. Manage the resources of the component and perform generic management functions. Provide strategic leadership to the component. Manage roads traffic and road safety. Implement the management of plans for road maintenance and road infrastructure. Support the procurement process of resources for the infrastructure procurement project and maintenance. Foster strategic partnership with relevant stakeholder. Provide strategic project management.
- ENQUIRIES** : Mr. Mmaphuti Mokobane Tel No: (011) 355 7349

<u>POST 17/63</u>	:	<u>DIRECTOR: PUBLIC TRANSPORT OPERATIONS REF NO: REFS/020502</u> Branch: Transport Services
<u>SALARY</u>	:	R1 162 200 – R1 365 411 per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
<u>CENTRE REQUIREMENTS</u>	:	Head Office (Johannesburg) An undergraduate qualification at NQF Level 7 in Transport Management /Logistics Management / Transport Economics or related field as recognized by SAQA. A minimum of 5 years' experience at Middle/Senior managerial level in transport operations environment. A valid driver's license. Competencies: Knowledge of Public Service Regulation. Treasury Regulation. Knowledge of DORA and NTLA. Skills: Strategic capability and leadership skills. Problem solving and analysis. Creativity, Financial management, Customer focus and responsiveness Communication, Computer negotiation, conflict management and change management skills. planning and organizing.
<u>DUTIES</u>	:	Manage and monitor the provision of Public Transport subsidies. Provide compliance with Division of Revenue Act (DORA). Collaborate and engage with stakeholders to facilitate provision of Integrated Public Transport solution. Coordinate the management of day-to-day public transport operations. Review and implement management methodologies and workflow processes for efficiency management. Oversee, monitor, and manage the entire budgeting process for the public transport operations business unit. Manage and develop dedicated workforce that is qualified and able to manage the business unit delivery demands. Provide strategic direction and guidance to the business unit.
<u>ENQUIRIES</u>	:	Mr. Lebelo Maloka Tel No: (011) 355-7244
<u>POST 17/64</u>	:	<u>DIRECTOR: SECURITY MANAGEMENT AND LOGISTICAL SERVICES REF NO: REFS/020503</u> Branch: Corporate Services
<u>SALARY</u>	:	R1 162 200 – R1 365 411 per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
<u>CENTRE REQUIREMENTS</u>	:	Head Office (Johannesburg) A relevant Bachelor's degree/Advanced Diploma (NQF 7) qualification with a minimum of 5 years' experience at Middle/Senior managerial level. Registered with PSIRA grade A or B. Knowledge and understanding of: Risk management. Knowledge of Minimum Information Security Standards and its interpretation. Project Management and understand security standards and its interpretation. Project Management and understand security and risk management in the public service. The Public Finance Management Act. Knowledge of public sector policies. Skills: Strategic capability and leadership skills. Problem solving and analysis. Creativity, Financial management, Customer focus and responsiveness Communication, Computer negotiation, conflict management and change management skills. Planning, organising and negotiation skills.
<u>DUTIES</u>	:	To manage security services of the department, Develop and implement security policies based on minimum information Security Standards and Minimum Physical Security Standards, Plan, Develop and implement security plans, Security programs such as Emergency Response and Crisis Management, Physical Security information Protection, Incident Management and /or Investigation, Administer security appraisals and vetting of employees and contractors, develop guidelines for managing access control to the Department, manage information security, ensure compliance in respect of OHSA specifications, Manage Parking at Head Office buildings, Monitor security adherence and compliance and advise on corrective action, Manage security contracts and access control and Conduct awareness training. To manage logistical support services, Ensure the rendering of registry, messenger, and courier services, Ensure the provision switchboard, pool cellphones and mass- repro services, Render departmental office

accommodation, manage cleaning and hygiene services, manage facilities management database and manage auxiliary services for the department. Manage the resources of the component and perform generic management functions, provide strategic leadership to the component, Supervise and manage staff, ensure financial resources are managed optimally, Plan, organise and control activities pertaining to the functions of the component, Adhere to and promote legislative, departmental prescripts and the Code of Conduct for the Public Service.

ENQUIRIES : Mr. Pule Sekawana Tel No: (011) 355-7385

OTHER POSTS

POST 17/65 : **CHIEF ENGINEER FREIGHT TRANSPORT PLANNING REF NO: REFS/020079**

Branch: Transport

Directorate: Freight Transport & Transport Integrated Planning

SALARY : R1 200 426 – R2 264 130 per annum, (all-inclusive package)

CENTRE : Johannesburg

REQUIREMENTS : Engineering Degree [B Eng/ Bsc (Eng)] in Civil Engineering. Minimum of 6 years post qualification relevant engineering experience as a registered professional Engineer. Must have a valid driver's license. Compulsory Registration with ECSA as professional Engineer. Knowledge and Skills: Knowledge of GPG and specifically GDRT Policies and procedures. Relevant legislation and Public Service Regulations. Understanding of expectations of customers. Knowledge of SLAs. Management information knowledge. Knowledge of GPG political and executive structure. Engineering professional Act. Gauteng Infrastructure Act 2001. National Land Transport Act. Architectural Profession Act. Landscape Architectural Profession Act and Gauteng Transport Authority Act. Programme and project management (PMBOK/ PMP/ Prince 2 certification) will be an advantage. Transport planning & modelling from project initiation to implementation. Use of various integrated land-use and transport modelling software, such as, EMME/Saturn/ArcGIS/Cube/Voyager/TransCAD /PTV VISUM. Technical report writing, ability to promote good relations and apply problem solving skills. Interact at both strategic and operational levels internally and externally within all the 3 spheres of government as well as the private sector. People management skills: ability to develop, mentor and lead the Directorate's resources team. Ability to simultaneously manage various transport projects, such as, surveys, feasibility studies & modelling from project initiation to implementation for the purpose of information, planning and decision making to respond to Provincial strategic plans in the provision of a sustainable, safe, reliable, and integrated transport systems and infrastructure across all modes of transport in Gauteng. Proven track record of managing various transport planning project portfolios in the public transport, road & road freight space.

DUTIES : Road freight network planning: develop and maintain plans for the movement of freight at a regional & provincial level. This involves identifying key freight corridors, terminals, and hubs, as well as assessing current and future capacity needs. Policy development: contribute to the development of policies and regulations related to freight transportation within the 3 spheres of government. Stakeholder engagement: ability to engage and add value at various freight committees in both the freight industry and the 3 spheres of government with regards to addressing concerns and collaborate on freight planning initiatives. Modelling: project management related to road freight movements (current and future), including traffic patterns, volume projections, and infrastructure capacity, to inform planning decisions and identify areas for improvement. Infrastructure planning: collaborate with infrastructure planners to ensure the following; firstly, transportation networks, such as roads, railways, and airports, are designed and maintained to accommodate freight movement efficiently and safely; and secondly, modal Integration of different transportation modes (e.g., road, rail & air) to create seamless freight networks and improve overall efficiency and sustainability. Provide project management support to the Transport Branch in key interventions of freight in the 5 Years Gauteng Integrated Transport Plan & 25 Years Integrated Transport Master Plan (ITMP25) in accordance with Gauteng Provincial strategic plans. Manage the Directorate's compliance with all administrative requirements and regulations.

		Manage and mentor the Directorate's resources with regards to performance management, skills assessment, and development.
<u>ENQUIRIES</u>	:	Mr F Masuku Tel No: (011) 355 7195
<u>POST 17/66</u>	:	<u>CHIEF ENGINEER: TRANSPORT INTEGRATED PLANNING REF NO: REFS/020080</u>
		Branch: Transport
		Directorate: Freight Transport & Transport Integrated Planning
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 200 426 – R2 264 130 per annum, (all-inclusive package)
	:	Johannesburg
	:	Engineering Degree [B Eng/ Bsc (Eng)] in Civil Engineering. Minimum of 6 years post qualification relevant engineering experience as a registered professional Engineer. Must have a valid driver's license. Compulsory Registration with ECSA as professional Engineer. Knowledge and Skills: Knowledge of GPG and specifically GDRT Policies and procedures. Relevant legislation and Public Service Regulations. Understanding of expectations of customers. Knowledge of SLAs. Management information knowledge. Knowledge of GPG political and executive structure. Engineering professional Act. Gauteng Infrastructure Act 2001. National Land Transport Act. Architectural Profession Act. Landscape Architectural Profession Act and Gauteng Transport Authority Act. Programme and project management (PMBOK/ PMP/ Prince 2 certification) will be an advantage. Transport planning & modelling from project initiation to implementation. Use of various integrated land-use and transport modelling software, such as, EMME/Saturn/ArcGIS/Cube/Voyager/TransCAD /PTV VISUM. Technical report writing, ability to promote good relations and apply problem solving skills. Interact at both strategic and operational levels internally and externally within all the 3 spheres of government as well as the private sector. People management skills: ability to develop, mentor and lead the Directorate's resources team. Ability to simultaneously manage various transport projects, such as, surveys, feasibility studies & modelling from project initiation to implementation for the purpose of information, planning and decision making to respond to Provincial strategic plans in the provision of a sustainable, safe, reliable, and integrated transport systems and infrastructure across all modes of transport in Gauteng. Proven track record of managing various transport planning project portfolios in the public transport, road & road freight space.
<u>DUTIES</u>	:	Perform final review and approvals or audits on integration of new transport plans according to Planning Policy and Guideline principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Pioneering of new engineering services and management methods. Coordinate and manage transport surveys, feasibility studies, integrated land-use and transport modelling projects. Provide strategic leadership in the development, implementation and management of transport innovations and intelligent transport technologies for the transport sector. Provide project management support to the Transport Branch in key interventions of the 5 Years Gauteng Integrated Transport Plan & 25 Years Integrated Transport Master Plan (ITMP25) in accordance with Gauteng Provincial strategic plans. Manage the execution of maintenance strategy through the provision of appropriate structures, systems, and resources. Set engineering maintenance standards, specifications, and service levels according to organisational objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to organisational goals to direct or redirect engineering services for the attainment of organisational objectives. Facilitate integrated transport planning through macro planning, statutory instruments, policies, and coordination frameworks towards the improvement of transport infrastructure and transformation of the transport sector. Attend and participate at various integrated planning & transport committees within the 3 spheres of government. Manage the Directorate's compliance with all administrative requirements and regulations. Manage and mentor the Directorate's resources with regards to performance management, skills assessment, and development. Provide technical consulting services for the operation on engineering related matters to minimize possible engineering risks. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organisational needs and objectives. Manage subordinates' key performance areas by setting and monitoring

performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES : Mr F Masuku Tel No: (011) 355 7195

POST 17/67 : **CHIEF ENGINEER: CONSTRUCTION CAPITALS PROJECTS REF NO: REFS/020078**
 Branch: Roads Infrastructure
 Directorate: Construction Capitals Projects

SALARY CENTRE REQUIREMENTS : R1 200 426 – R2 264 130 per annum, (all-inclusive package)
 Heidelberg
 : Engineering Degree [B Eng/ BSc (Eng)] in Civil or Structural Engineering. Minimum of 6 years post qualification relevant engineering experience as a registered professional Engineer. Must have a valid driver's license. Compulsory Registration with ECSA as professional Engineer. Knowledge: Knowledge in monitor and study the education sector, legal frameworks, standards changes and policy frameworks. Engage in relevant continuous professional Tools and techniques development activities [tools and techniques]as prescribed and or required. Skills: Problem, customer focus and responsiveness, Communication skills, computer conflict management skills Planning and organizing solving, negotiation skills.

DUTIES : Portfolio Management: Update B5 project list and ECE (annually). Undertake post project evaluations ascertain performance of PSPs and Contractors. Contribute to the development of the road Asset Management Policy, strategy and Plan (updated annually). Contribute to the infrastructure End Of the year Evaluation Report. Programme and Project Management: Prepare tender documentation. Prepare technical tender evaluation report. Manage contracts. Undertake site visits. Assess invoice and claims for accuracy. Prepare site assessment reports Risk Management: Identify risks during project construction stage. Describe and assess all risks in terms of event, cause and possible outcomes. Determine actions to mitigate risks with clear responsibility and timeline frames. Prepar3e the risks register with the mitigation on project and contact levels. People Management: Maintain discipline. Manage performance and development of employees. Establish and maintain effective and efficient communication arrangement. Plan and allocate work. Develop and implement processes to promote control of work. Manage. and develop people (consultants and staff). Knowledge Management: Study professional journals and publications to stay abreast of new development. Mentor and study the education sector, legal frameworks standards changes and policy frameworks. Engage in relevant continuous professional development activates [tools and techniques]as prescribed and /or required. Interact with ECSA and SAICE.

ENQUIRIES : Ms. V Govinden Tel No: (011) 355 9073

**PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF HEALTH**

OTHER POSTS

- POST 17/68** : **ASSISTANT NURSING MANAGER (SPECIALTY STREAM) REF NO: FNH 03/2024 (X1 POST)**
- SALARY** : R715 977 - R818 643 per annum. Other Benefits: 13th Cheque, Medical Aid Optional, Housing Allowance (Employee must Meet prescribed requirements)
- CENTRE REQUIREMENTS** : Fort Napier Hospital
: Senior Certificate/equivalent Degree/Diploma in General and Psychiatric Nursing; Diploma in Advance Psychiatric Nursing; A minimum of 10 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with South African Nursing Council in General Nursing; At least 6 years of the period referred to above must be appropriate/recognizable experience in Psychiatry after obtaining the 1 year post basic qualification in Advanced Psychiatric Nursing. A minimum of 3 years of the period referred to above must be appropriate/recognizable experience at Management level; Current S.A.N.C receipt (2024). Shortlisted candidates to produce Certificate of Service. Knowledge, Skills, Training & Competences Required: Knowledge of nursing prescripts, policies, procedures and protocols. Knowledge and experience of the Public Service Policies, Acts and Regulations. Sound Management, Negotiation, Interpersonal and problem solving skills. Knowledge of Human Resource matters, Labour Relations and Disciplinary procedures and Basic Financial Management skills. Good verbal and written communication, problem solving and project management skills. Ability to function well within the team. Basic Computer Literacy.
- DUTIES** : Provide guidance and leadership towards the realization of the Institutional strategic and operational goals. Delegate, supervise and co-ordinate the provision of effective and efficient patient care through adequate nursing care within legal framework. Work effectively and amicably at a Supervisory level with persons of diverse intellectual, cultural, racial and religious differences. Ensure that sound labour relations is promoted and practiced within the scope of labour and other relevant prescripts. Ensure clinical nursing practice by the nursing team in accordance with the scope of practice and standard as determined by the relevant health facility. Ensure that the environment complies with the Health and Safety regulations and other relevant prescripts in order to minimize risks. Ensure that staff adheres to the standard precautions and that their welfare is maintained to achieve optimal productivity. Exercise control of expenditure by ensuring efficient and effective management of material and human resources. Ensure the implementation of National, Provincial and District quality improvements initiatives at the hospital level and Conduct nursing staff meetings to disseminate information such as updates on Nursing, new policies etc.
- ENQUIRIES APPLICATIONS** : Mrs TN Ngcobo Tel No: (033) 260 4314
: The Human Resource Manager, Fort Napier Hospital, PO Box 370, Pietermaritzburg, 3201 or Hand delivered to: 01 Devonshire Road, Napierville, Pietermaritzburg, 3201.
- FOR ATTENTION CLOSING DATE** : Ms. SP Ndlovu
: 31 May 2024
- POST 17/69** : **OPERATIONAL MANAGER NURSING (SPECIALTY UNIT -PHC) REF NO: SMCHC 05/2024 (X1 POST)**
Directorate: SMCHC
- SALARY** : R656 964 - R748 683 per annum. Plus Rural Allowance (provided the post meets the requirements), plus 13th Cheque, Medical Aid (optional). Housing/Homeowners allowance (Employee must meet prescribed conditions)
- CENTRE REQUIREMENTS** : ST Margaret's CHC (Riverside Clinic)
: Grade 1: Grade 12 (Senior Certificate) standard 10/or (Vocational National Certificate, Registration with SANC as general Nurse (Current South African Nursing Council receipt-license to practice 2023) Basic R425 qualification (i.e. Degree/ Diploma in Nursing qualification that allows registration with South African Nursing Council as a Professional Nurse. Registration with SANC

General Nurse (Current South African Nursing Council receipt –licence to practice 2024 .A Post basic qualification in Primary Health Care, Clinical Nursing science, Health assessment, Treatment and Cure with duration of at least one year, accredited with the South African Nursing Council PHC.A minimum of 9 years appropriate experience in Nursing after registration as a professional Nurse and Midwifery with the SANC in General Nursing, of which 5 years must be recognisable experience after obtaining 1 year post basic qualification in primary Health care. Experience in TB/HIV/AIDS management. Recommendations: HIV/AIDS Certificate, Diploma. Driver's License, Computer Certificate and NIMART Training. Knowledge, Skills, Training and Competence Required: Thorough knowledge and insight of nursing care processes and procedures, nursing statuses and other relevant legal framework such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patients Right Charter, Batho Pele Principles, Operational management skills. Ability to interact with diverse stakeholders, health care users and givers. Good communication skills, Report writing skills, Facilitation skills, Co-ordination skills, Liaison skills, Networking, Problem solving, Information management and Planning and Organizing skills, Computer skills. Leadership, decision making, supervisory and problem solving skills. Coaching, conflict handling and counselling skills. Financial and Budgetary knowledge and skills pertaining to the relevant resources under management. Disciplinary code procedure, Grievance procedure and financial policies and practices.

DUTIES

: Responsible for overall supervision of an integrated quality and comprehensive primary health care services delivery to the community. Improve outcomes of by focusing on health prevention, Health promotion, curative and rehabilitative approach through implementation of policies, guidelines and SOPs. Ensure PTC and adherence counselling is being provided to clients in the facility. Promote advocacy, disclosure and adherence to treatment and care thus, ensuring that facilities comply with the Batho Pele Principles. Ensure provision of Primary prevention and strategies and integrated screening of TB, HIV, COVID 19, NCDs STIs and Mental Health. Ensure availability of medication, essential equipment and supplies a well as proper utilization thereof. Participate in the realization and maintenance of ideal clinic program, (ICRM) to comply with norms and standards of the health establishment according to OHSC. Ensure data Management is implemented and monitored. Ensure communication and collaboration with other stakeholders is improved through the support of OSS interventions. Maintain intersectoral collaborations with other government structures. Participate in monitoring of hr performance through EPMDs.

ENQUIRIES

: All enquiries must be directed to Mr. SP Adonis: Deputy Manger Nursing Tel No: (039) 2599 222.

APPLICATIONS

: must be directed to The Manager: St Margaret's CHC, Private Bag X517, Umzimkhulu, 3297 or Hand delivered to: St Margaret's CHC Clydesdale Location UMzimkhulu 3297 or Email to Stmargaret'sHospital.HRjobApplication@kznhealth.gov.za

FOR ATTENTION NOTE

: Mr. TL Nzimande: Human Resource
 : An application must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant Note: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the z83 and detailed curriculum vitae only. These will be requested only from shortlisted candidates. This Department is an equal opportunity; affirmative action employer whose aim is to promote candidates representatively at all occupational categories in the department. People with disabilities are encouraged to apply. The reference number must be indicated in the column provided on the form Z83, e.g. ref SMCHC05/2024. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, there will be no acknowledgement of applications. Should you not hear from us within 60 days of the closing date, kindly consider your application as unsuccessful. And only shortlisted candidates will be advised of the outcome of interview. Please note that due to financial constraints, there will be no payment of S&T claims covering transport fees to the interview venue.

CLOSING DATE : 07 June 2024

POST 17/70 : **OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL UNIT)-
SURGICAL DEPARTMENT WARD REF NO: NURS 18/2024 (X1 POST)**

SALARY : R520 560 – R596 322 per annum. Other benefits: 13th Cheque, 8% Inhospitable Area Allowance, Housing Allowance and Medical Aid: Optional (Employee must meet Prescribed Requirements)

CENTRE : Harry Gwala Regional Hospital

REQUIREMENTS : Grade 12 certificate/Senior Certificate. Diploma/Degree in General Nursing Science and Midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. Current registration with the South African Nursing Council as a Registered Nurse and Midwife/ Accoucheur. Minimum of 7 years appropriate /recognizable experience in Nursing after registration as a General Nurse. Knowledge and insight into nursing processes and procedures. Nursing statutes and other relevant Public Service Acts. Decision making & problem solving skills. Interpersonal skills in dealing with conflict management. Knowledge and implementation of Batho Pele principles. Good communication skills. Supervisory and analytical thinking skills.

DUTIES : Ensure adequate supervision of staff and provision of quality patient care in an efficient and cost effective manner. Manage and supervise effective utilization of all resources in the units. Ensure effective implementation of infection control and prevention practices by all staff including support service and cleaning staff. Supervise implementation of health care service delivery policies, procedures, clinical guidelines, protocols, Operational and Strategic Plans aimed at improving service delivery. Facilitate and ensure the implementation of Departmental Health Priorities and Office of Health Standard Compliance. Monitor and evaluate the care and management of all patients and ensure the safe keeping of accurate and complete patients' records. Demonstrate a concern for patients, promoting and advocating for a proper treatment and care. Monitor and evaluate staff performance, EPMDS. Ensure effective data management. Ensure ethics and professionalism is maintained. Demonstrate effective communication with staff, patients, colleagues, and clinicians. Exercise control over discipline, grievance and all labour related issues. Develop/establish and maintain constructive working relationship with nursing and other stakeholders. Monitor waiting times and reduce complaints. Establish and maintain good interpersonal relations with all Stakeholders.

ENQUIRIES : Mrs. N.C. Ngubo Tel No: (033) 395 4427

APPLICATIONS : All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216 or hand delivered to the box main gate behind the security office.

FOR ATTENTION : Mr. T.C. Manyoni

NOTE : The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website - www.kznhealth.gov.za. Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2024. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. The Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Please note that applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be

given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.
31 May 2024

CLOSING DATE

:

DEPARTMENT OF HUMAN SETTLEMENTS

APPLICATIONS

:

Forward your applications, quoting the relevant reference number and the name of publication which you saw this advertisement which you saw this advertisement to the Head of Department of Human Settlements, Private Bag x 54367 Durban 4000, or hand delivered to 353 – 363 Dr Pixley ka Seme Street, Murchison Passage, Eagle Building, Durban, Ground Floor.

FOR ATTENTION

:

Ms. N Mungwe

CLOSING DATE

:

31 May 2024

NOTE

:

Applications must be submitted on the New prescribed applications form signed Z83 (which must be signed and completed in full), accompanied by a detailed CV. Relevant qualification, Identity document and a valid South African driver's license (where necessary) will be required on or before the of the interview from shortlisted candidates. Failure to comply with these instructions will lead to applications being disqualified. Should an applicant wish to apply for more than one post, separate applications i.e. all the documents must be submitted for each post applied for. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Under no circumstances will faxed or e – emailed applications be accepted. Receipt of applications will not be acknowledged and applicants who have not received an invitation to attend an interview within three (3) months of the closing date should assume that their application was unsuccessful. Please note that where experience is a requirement for the post, the successful candidate will be required to submit documentary proof of such work experience prior to assuming duty. A personnel suitability check (criminal record, credit record checks, qualification verification and employment verification) will be conducted prior employment. The Department reserves the right not to fill the post (s). Note: Applications not submitted on the fully completed new Z83 application forms will not be considered.

MANAGEMENT ECHELON

POST 17/71

:

CHIEF DIRECTOR: SUSTAINABLE HUMAN SETTLEMENTS REF NO: CD: PM 04/2024

SALARY

:

R1 371 558 per annum (Level 14), (all inclusive)

CENTRE

:

Durban

REQUIREMENTS

:

Applicants must be in possession of a Degree at NQF level 7 as recognised by SAQA, in Project Management/Construction Management/Housing Development, coupled with 5 years' experience at Senior Managerial level. SMS Pre- Entry Certificate prior to employment – please access this website for more information <https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme>. A valid driver's license. 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 DPSSA competency-based assessments). Knowledge, Skills and Competencies: Knowledge of PFMA, Knowledge of Public Service Act, Knowledge of Public Service Regulations, Knowledge of Human Resource prescriptions, Knowledge of Housing Act and Housing Code, Knowledge of Labour Relations Acts, Knowledge of Legislations, Knowledge of criminal Act, Extensive knowledge of Legal interpretations, Knowledge of BBE Acts, Knowledge of Treasury Regulations and guideline, Knowledge of the Constitution of South Africa, In depth knowledge of Procurement Policies and Acts, Knowledge of and understanding of the Standard Chart of Accounts (SCOPA), Knowledge of the Basic Accounting System (BAS) and LOGIS as well as the Departmental Reporting Framework Guide, Presentation Skills, Analytical skills, Interpersonal relation skills, Computer skills, Strategic Planning skills, Research Skills, Financial management skills, Communication skills, Time management skills, Report writing skills, Problem solving skills, Conflict management skills, Change management skill, Project management

skills, Decision making skills, Chairing of meetings, Time frame driven confidentiality, Proactive, Honesty, Integrity, Professionalism, Punctual, Service oriented, Ability to work under pressure, Flexibility to work extra hours, Team orientated, Quick thinker.

DUTIES : Ensure the creation of sustainable human settlements throughout the province, Manage the state-owned property and facilitate home ownership through relevant policies, ensure effective administration of housing subsidy system in the department, ensure effective administration of contracts to fast-track housing development projects, ensure provisioning of special projects, Ensure effective and efficient management of human, financial resources of the Chief Directorate and co- ordinate projects.

ENQUIRIES : related to the post can be directed to: Mr. MOS Zungu Tel No: (033) 392 6400

POST 17/72 : **DIRECTOR: INFORMATION MANAGEMENT SYSTEMS AND TECHNOLOGY REF NO: D: IMST 05/2024**

SALARY : R1 162 200 per annum (Level 13), (all inclusive)

CENTRE : Durban

REQUIREMENTS : Applicants must be in possession of a Degree or NQF Level 7 as recognised by SAQA in Information Technology and Information Management Systems coupled with 5 years relevant middle management experience in IT and IMS environment. SMS Pre- Entry Certificate prior to employment – please access this website for more information <https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme>. A valid driver's license. 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 DPSA competency-based assessments). Knowledge, Skills and Competencies: Knowledge of the Constitution of the RSA, Knowledge of Public Finance Management Act and Treasury Regulations, Knowledge of Promotion of Information Act, Extensive knowledge of Global Information Technology process, Knowledge of SITA Act, Knowledge of computer hardware and software, Knowledge of computer operating system, Knowledge of Archives Act, Public Service knowledge of COBIT, ITLL and ISO, Knowledge of IT guidelines. Strategic Planning Skills, Computer Skills, Time Management, Analytical Skills, Technical Expertise, Facilitation Skills, Presentation Skills, Management Skills, Communication Skills, Assertiveness, Negotiation Skills, Decision Making Skills, Networking.

DUTIES : Ensure the provisioning of information technology services, Equipment and Software Programs in the department. Ensure the provision of Information System requirements in the department. Ensure the provision of Information Management Support Services in the department. Ensure and maintain Information Resource Centre in the department. Manage effective and efficient utilisation of human and financial resources of the directorate.

ENQUIRIES : related to the post can be directed to: Mr. MOS Zungu Tel No: (033) 392 6400

DEPARTMENT OF PUBLIC WORKS

APPLICATIONS : Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to The Director: Human Resource Management Department of Public Works, Private Bag x9142 Pietermaritzburg 3200, for attention Mrs ZJ Hlongwane. Alternatively, applications can be delivered to 191 Prince Alfred Street, Pietermaritzburg or online via kznpw.jobs.headoffice@kznworks.gov.za. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV online and directly to the email addresses indicated above in respect of the different centres where the posts exist. Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs."

CLOSING DATE : 07 June 2024

NOTE

: Directions to candidates: The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer and Women and people with disabilities are encouraged to apply. Applications must be submitted individually on the prescribed new approved Z83 form, the form is available from the website www.kznworks.gov.za or can be obtainable from any Public Service department and must be accompanied by a comprehensive Curriculum Vitae (CV). Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted candidates only. Faxed or electronic copies will not be considered. Candidates are urged to view the guidelines available to all prospective candidates applying for vacant position on the departmental website before completing applications for posts. Candidates are also advised not to send their applications through registered mail, as the Department will not take responsibility for non-collection thereof. It is the applicants' responsibility to have foreign qualifications assessment for equivalent by the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned instructions will be disqualified. Please note that the Department reserves the right not to fill the post. Recommended candidate's personal information will be subject to vetting prior to an offer of appointment being made. Candidates are expected to be available on the date set for the interviews or they may be disqualified. Should you not have been contacted by this office within 3 months of the closing date of the advertisement, kindly consider your application being unsuccessful. Please note that further communication shall be restricted to those candidates who will have been shortlisted. The appointed candidate shall be required to sign a performance agreement. Please note that reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment to facilitate this. The filling of this post will be guided by the Department's Employment Equity targets. Please note that requests for higher salaries will not be entertained for the advertised posts, however it may only be considered for posts falling within the Occupational Specific Dispensation (OSD) subject to the existing provisions. Candidates applying for advertised posts in the Department, will be deemed to have granted consent to their personal information being used to determine suitability in terms of the POPIA Act, 4 of 2013.

MANAGEMENT ECHELON

POST 17/73

: **DIRECTOR: HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT**
REF NO: HO/D/HRM&D/2024

SALARY

: R1 162 200 per annum (Level 13), (all-inclusive), to be structured in accordance with the rules for Senior Management Services [SMS]

CENTRE

: Head Office: Pietermaritzburg

REQUIREMENTS

: An appropriate and recognised NQF level 7 qualification in Human Resource management plus 5 years relevant experience at a senior or middle managerial level within a human resource environment. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid drivers licence and an appropriate and applicable SMS Pre-entry (Nyukela) Certificate to be submitted prior to appointment. Knowledge, Skills, Training and Competencies Required: Understanding of all relevant prescripts. Interpretation and application of policies /legislations. Project Management skills. Financial Management skills. Strategic Planning and coordination skills. People management and empowerment skills. Analytical, creative and innovative thinking skills. NB: Recommended candidates will be subjected to a security clearance, competency assessment and will also be required to disclose their financial interests and will also be subjected to a technical assessment during the selection process.

DUTIES

: Manage the provision of Human Resource Administration services. Manage Employee Health and Wellness programmes. Manage Labour Relations. Manage Human Resource Utilisation and Capacity Building. Manage the development and implementation of policies. Manage the resources of the Directorate.

ENQUIRIES

: Mr SP Majola (Head of Department) Tel No: (033) 355 5562

PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF CO-OPERATIVE GOVERNANCE, HUMAN SETTLEMENTS AND TRADITIONAL AFFAIRS

- APPLICATIONS** : All applications, together stating the relevant reference number should be sent to: The Head of Department, Department of Co-operative Governance, Human Settlements and Traditional Affairs Private Bag X5005, Kimberley, 8300 or Hand deliver at 9 Cecil Sussman Road, Larry Moleko Louw Building Kimberley or emailed to applications@nccoghsta.onmicrosoft.com
- FOR ATTENTION** : Human Resource Registry
- CLOSING DATE** : 31 May 2024
- NOTE** : The Department requests applicants to apply by submitting applications on the new Z83 form obtainable from any Public Service Department or from the DPSA web site link: <http://www.dpsa.gov.za/dpsa2g/vacancies.asp> that should be accompanied by comprehensive CVs (previous experience must be expansively detailed Applicants are not required to submit copies of qualifications and other relevant documents on application. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of interview following communication from HR. As from 1 January 2021, applications received on the incorrect application form (Z83) will not be considered. All required information on the Z83 form must be provided. Failure to complete or disclose all required information will automatically disqualify the applicant. All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo full security vetting. 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. It is applicant's responsibility to have foreign qualifications evaluated by South African Qualification Authority (SAQA). If you apply for more than one post, please submit separate applications for each post that you apply for. Correspondence will only be entered into with short-listed candidates within three (3) months after the closing date of the post. If by then you have not been contacted for an interview, you were not successful in your application. IMPORTANT: The Department is an equal opportunity and affirmative action employer. Women and persons with a disability are encouraged to apply. It is our intention to promote representivity in the Department of COGHSTA through the filling of posts. The Department reserves the right not to fill a position. Please note, that the personal information of each applicant will be solely used for recruiting purposes and will not be used by any other purposes as required by the Protection of Personal Information Act, No. 4 of 13 Act effected on 1 July 2021. Shortlisted candidates must be available at the date and time determined by the panel, or risk disqualification.

OTHER POSTS

- POST 17/74** : **CHIEF CONSTRUCTION PROJECT MANAGER GRADE A - B REF NO: HS (HSP&P) 06/05/2024**
 Directorate: Human Settlements Programmes and Projects
- SALARY** : R1 200 426 – R2 264 130 per annum, (The salary will be determined in accordance with the OSD requirements)
- CENTRE** : Provincial Office: Kimberley (Larry Moleko Louw Building)
- REQUIREMENTS** : A relevant Bachelor's degree or equivalent qualification in a technical field/the Built Environment, with a minimum of 6 years post qualifications professional experience is required, Professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) or Engineering Council of South Africa (ECSA) is compulsory. A valid driver's license and the ability/willingness to travel are essential. Extensive understanding of the NEC, JBCC and GCC form of contract. Knowledge of programme and project management, Project design and analysis, legal and operational compliance as well as the creation of a high-performance culture. Applicable legislation and prescripts in the Project Management field, Civil and Construction industries. Skills: Communication skills, Problem-solving and

DUTIES

analysis skills, Decision making and conflict management skills, Research and development, Strategic capability and leadership, Financial management and computer skills, Negotiation skills.

: Technical specification and evaluation of professional service providers' and contractors' bids in terms of project specification, scope of works, general condition of contract, bill of quantities, EPWP requirements and Occupational Health and Safety Act. Ensure that construction projects are implemented in line with the NHBRC requirements and standards, Manage construction projects on his/her own, ranging from large-scale capital projects, to maintenance projects and service contracts, Ensure that the needs of clients are well interpreted into manageable scopes of work, Coordinate the work of various professionals to ensure the required design and documentation quality as well as delivery is in accordance with project execution plans, Coordinate all internal resources required to ensure the bidding process for appointment of contractors, Conduct technical inspections and integrity surveys on various construction assets, Ensure that appointed consultants manage the quality of work within their professional scope and responsibility, Ensure that contractors timeously receive all relevant specifications and details to construct, Adjudicate all applications of variation orders and extensions of time, and make recommendations to the approving authority within the Department, Process all interim monthly payments as per the conditions of contract and in line with Government's commitment to pay invoices timeously, Prepare and submit project information to be filed to the Head of Directorate Secure all required funding for the projects through internal set processes, Ensure that project information is filed appropriately for easy access during audit, Cultivate a culture of good working relationships with fellow colleagues within the Department, Adhere to conditions of Occupational Health and Safety, Conduct research on new best practices of materials, techniques and methods, Ensure delivery of projects within parameters of time and cost to establish and promote effective relationships with clients, Provide expert advice to the Department. Monitor the performance of Project Managers under his/her supervision, Mentor, develop and offer technical support to improve performance.

ENQUIRIES

: Ms. F. Fredericks Tel No: (053) 830 9529

POST 17/75

: **CONSTRUCTION PROJECT MANAGER (PRODUCTION) GRADE A – C**
REF NO: HS 07/05/2024
Directorate: Human Settlements Programmes and Projects

SALARY

: R833 499 - R1 254 282 per annum, (The salary will be determined in accordance with the OSD requirements).

CENTRE

: Provincial Office: Kimberley (Larry Moleko Louw Building).

REQUIREMENTS

: A relevant Bachelor's degree or equivalent qualification in a technical field/the Built Environment with minimum of 3 years post qualifications professional experience, professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) or Engineering Council of South Africa (ECSA) is compulsory. A valid driver's licence is a prerequisite. Skills: Knowledge and understanding of the following Acts: The Public Finance Management Act, Occupational Health and Safety Act as well as Building Regulations and Environmental Conservation Act, Knowledge and understanding of the Government Procurement System, Knowledge and understanding of the NEC, JBCC and GCC form of contract. Good planning, financial and budget skills, Sound analytical and good written and verbal communication skills, Computer literacy.

DUTIES

: Contribute to project initiation, scope definition and scope change control for envisaged projects, Provide inputs to other professionals with tender administration, Full project management function, cost, quality and time control, Manage project cost estimates and control changes in line with allocated budgets, Plan and attend project meetings during the project phases, Assist with the compilation of project documentation to support project processes, Implement project administration processes according to Government requirements, Ensure implementation of procurement activities and adherence thereof to Government policies, Provide assistance in implementing and assuring that project execution is in accordance with the approved project norms and time schedules, Support the project environment and activities to ensure that project objectives are delivered timeously, Manage and engage in multidisciplinary construction teams regarding the construction/maintenance of facilities, Ensure that construction projects are

implemented and executed as envisaged in the acquisition/procurement plan and that high quality projects are delivered within time, cost and quality framework. Conduct technical inspections and integrity surveys on various construction assets. Manage day to day operational aspects of a project and scope. Effectively apply methodology and enforce project standards to minimise risk on projects. Report project progress to Chief Construction Project Manager.

ENQUIRIES : Ms. F. Fredericks Tel No: (053) 830 9529

POST 17/76 : **RISK MANAGEMENT COMMITTEE CHAIRPERSON REF NO: CM (RM) 08/05/2024**
Sub-Directorate: Risk Management
(3 Year Contract)

SALARY : Prescribed Rates by the National Treasury for remuneration of Members of Commissions & Committees of enquiry and audit.

CENTRE : Provincial Office: Kimberley (Larry Moleko Louw Building)

REQUIREMENTS : A postgraduate qualification in Risk Management/Auditing/Accounting/ MBA or MBL. A professional qualification and affiliation to a professional recognised body such CA/CIA/RGA/Certified risk management practitioner will be an added advantage, with at least five (5) years management experience in governance, risk management and internal controls environment. The candidate should demonstrate Prior Experience in serving on oversight committees (E. g Audit Committees, Risk Management Committees, etc.). Skills: Excellent knowledge of the Risk Management and Corporate Governance, Public Finance Management Act, Treasury Regulations, Public Sector Risk Management Framework, Integrity Management Framework and legislation applicable to the Finance sector. Prior Experience in serving on oversight committees (eg Audit Committees, Risk Management Committees, etc.) Analytic reasoning abilities and good communication skills, Interpersonal relations, Tolerance, Productivity, Research methodology skills, Plan and Organise, Project management skills, Report writing, Understanding of PFMA and its Regulations, National Treasury practice notes relevant to the Provincial Departments and Public Entities, Knowledge and understanding of the roles of Internal and External Auditors, Understanding Public Service Regulation framework. A person who has Government interest in delivering a better service to its citizens.

DUTIES : The candidate will chair the Risk and Ethics Management Committee meetings and provide an oversight role in the following: Review and monitor the implementation of fraud, risk and ethics management framework, policy, strategy and committee charter within the Department. Assisting in the review of the risk and ethics management action plans and ensuring compliance with such plans. Integrating fraud, risk and ethics management into planning, monitoring and reporting processes. Provide advice / guidance on setting and reviewing of risk appetite and tolerance levels of the Department. Ensure compliance with statutory requirements for fraud, risk and ethics management. Providing reports to the Accounting Officer, Audit Committee and other oversight committees on a quarterly basis or as the need arises. Recommend best practice to improve risk and ethics management within the Department.

ENQUIRIES : Ms M Lekwene Tel No: (053) 807 9711

**PROVINCIAL ADMINISTRATION: NORTH-WEST
OFFICE OF THE PREMIER**

- APPLICATIONS** : Applications must be forwarded for attention: The Director-General, Office of the Premier, Private Bag X129, Mmabatho, 2735 or hand delivered at the Directorate of Human Resource Management, Second Floor, Ga-rona Building, Mmabatho or e-mail your application to the applicable e-mail as indicated on each post. Please quote the reference as the subject on e-mail.
- CLOSING DATE** : 01 July 2024
- NOTE** : All applications must indicate the correct reference number. The Office of the Premier is an equal employment opportunity and affirmative action employer, and it is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability. In terms of the employment equity plan for the Office, preference will be given to People with disabilities, Youth, African Males, followed by African Females, White Males and White Females in the recruitment for these posts. Applications must be accompanied by fully completed New Z83 form (81/971431) obtainable from any Public Service Department. Sections A, B, C and D are compulsory; Sections E, F and G do not need to be completed if a detailed CV providing the required information is attached. However, the question related to conditions that prevent re-appointment under Part F is compulsory. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit only Z83 and detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees. The communication from the HR department regarding the requirements for certified documents will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following communication from HR. Failure to submit the requested documents will result in your application not being considered. Shortlisted candidates for senior management posts will be subjected to a technical assessment and the selected interviewed candidates will be subjected to two-day competency assessments. Incomplete Z83 and Late applications will not be considered. Communication will be limited to shortlisted candidates only. The successful candidates for the advertised positions will be required to undergo personnel suitability checks, which includes criminal records, citizenship, financial checks, qualifications, and previous employment (Reference checks). It is the responsibility of the applicant to make sure that the South African Qualifications Authority evaluates foreign qualifications, and the evaluation certificate will be required on or before the day of the interview following communication from HR. If you do not hear from the Office, three months from the date of the advertisement consider your application unsuccessful.

OTHER POSTS

- POST 17/77** : **DEPUTY DIRECTOR: OPERATIONS AND BACKUP REF NO: NWP/OOP/2024/02**
Job Purpose: To manage and administer storage backup environment in the NWPG.
- SALARY CENTRE REQUIREMENTS** : R849 702 per annum (Level 11), (all-inclusive package)
: Mmabatho
: Three-year National Diploma/ degree in Information Technology and/ or equivalent (NQF Level and Credits). 6-7 years relevant Information Technology operations experience of which 3 years must be at Assistant Director Level. Knowledge, Skills and Competencies: Current IBM mainframe systems in use by NWPG, IT infrastructure. Computer literacy skills in Excel, Word, PowerPoint, reporting skills, Leadership, Organizing, Conflict management, Time management, Adaptability, Communication, Planning and organizing, Facilitation, Conflict resolution and Problem solving.
- DUTIES** : The management of mainframe operations and storage facilities. Facilitate the provision of salary reports and document distribution. The monitoring and performance evaluation of mainframe environment. The monitoring and evaluation of disaster recovery plan. The provision of backups and restores. Contract management of Back storage environment.

<u>ENQUIRIES APPLICATIONS</u>	:	Mr. A Matshidiso Tel No: (018) 388 4145 E-Mail: ooprecruitment1@nwpg.gov.za
<u>POST 17/78</u>	:	<u>ASSISTANT DIRECTOR: SOCIAL COHESION REF NO: NWP/OOP/2024/03</u> Purpose: To Facilitate and implement Social Cohesion and Moral Regeneration Programmes across the Province
<u>SALARY CENTRE REQUIREMENTS</u>	:	R444 036 per annum (Level 09) Mmabatho Three-year appropriate tertiary qualification at NQF level 6 and equivalent qualification (NQF and credits). 3-5 years' experience applicable to the relevant discipline of which 2 years should be at Supervisory level. Knowledge, Skills and Competencies: Public service regulations, procedure and methods study; Communication and events management; Project management; Leadership and presentation. Computer literacy skills in Excel, Word, PowerPoint; Reporting skills; ability to interpret and apply policy; analytical skills; problem solving and conflict resolution.
<u>DUTIES</u>	:	Promotion of progressive ethical values and conflict resolution. Promotion of community values across all diverse cultures. Mobilization of communities and structures towards Social Cohesion and Moral Regeneration. Promotion and combating of racism, xenophobia and related Intolerance. Monitoring and evaluation on the implementation of Social Cohesion and Moral Regeneration Strategy of the Province. Manage staff performance and assets allocated, Manage submission of monthly and quarterly reports. Implement adhoc responsibilities as and when instructed by the Premier for the province.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms. M. Matlhaku Tel No: (018) 388 3855 E-Mail: ooprecruitment2@nwpg.gov.za
<u>POST 17/79</u>	:	<u>PERSONAL ASSISTANT: DDG SUPPORT REF NO: NWP/OOP/2024/04</u> Job Purpose: To render a secretariat support service to the Deputy Director General.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R308 154 per annum (Level 07) Mmabatho Three-year appropriate tertiary qualification at NQF level 6 and/ or equivalent qualifications. 2-3 years' experience applicable to the relevant discipline. Knowledge, Skills and Competencies: Knowledge of Prescripts / Policies. Good Communication (verbal and written) skills, excellent customer relations skills, good telephone etiquette, computer skills, problem solving skills, report writing skills and interpersonal skills. Must have the ability to take initiatives and work independently, under pressure and long hours. Knowledge of financial administration and Project Management.
<u>DUTIES</u>	:	Provides secretarial and receptionist support services in the Office of the Deputy Director General (DDG). Manage the DDG's schedule of appointments and meetings. Render general administrative support services. Provides support to the DDG regarding meetings. Manage DDG's office budget. Manage the DDG's travel arrangements and handle all correspondence. Keep abreast with of legislative prescripts/ policies & procedures applicable to the work terrain. Financial tasks: This can include managing the Office's expenses and keeping track of budgets. Conduct research when required.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms. KM Mokupi Tel No: (018) 388 1593 E-Mail: ooprecruitment3@nwpg.gov.za
<u>POST 17/80</u>	:	<u>IT CALL CENTRE OPERATOR REF NO: NWP/OOP/2024/05</u> Job Purpose: To provide day to day ICT Customer Care / helpdesk services to all users of Northwest Provincial Government departments.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R216 417 per annum (Level 05) Mmabatho Three-year appropriate tertiary qualification in IT at minimum NQF level 6. Minimum of 2 years' experience in ICT Environment of which 1 year should be in ICT customer care services. ITIL foundation / A+ / N+ will be added as an advantage. Knowledge, Skills and Competencies: Good Communication (verbal and written), excellent customer relations skills, telephone etiquette Computer skills. Problem solving skills. Interpersonal skills. Ability to take initiatives and work independently. ICT incident management, desktop support, Information systems and Batho Pele Principles.

DUTIES : Render efficient and effective ICT customer care services to all users in Northwest Provincial government. Serve as the first point of contact for customers over the phone, email and walk ins. Log and close all user requests, problems & incidents on the Information Technology Service Management system. Prioritise, categorise and allocate incidents according to the identified impact and urgency to the business. Provide the users with the reference number. Allocate calls to the relevant 2nd and 3rd line support group. Update user details on the system. Provide 1st line assistance /resolution over the telephone or remotely. Maintain service standards according to established policies, procedures, and best practices to ensure high levels of customer satisfaction. Escalate problems/incidents in the system to other support areas and track activities related to the incident. Follow up with users on requests with incomplete details. Follow up with technical support teams on non-attended incidents and actions taken on incidents. Provide feedback to users on the status of their logged incidents. Update call logging system regularly to ensure accurate recordkeeping. contact users to confirm service delivery/customer satisfaction. Perform any other related tasks as requested by supervisor. Prepare monthly report.

ENQUIRIES APPLICATIONS : Mr G.P Kotu Tel No: (018) 388 1013
: E-Mail: ooprecruitment4@nwpg.gov.za

POST 17/81 : **ADMINISTRATION CLERK: PROVINCIAL MONITORING & EVALUATION SYSTEM REF NO: NWP/OOP/2024/06**
Job Purpose: To Render Administrative Support to the directorate M&E Systems & Data Management.

SALARY CENTRE REQUIREMENTS : R216 417 per annum (Level 05)
: Mmabatho
: 1-2 years National Higher Certificate in a relevant discipline at NQF level 5 and / equivalent qualification (NQF level and credits.). 0-2 years' experience applicable to the relevant discipline. Knowledge, Skills and Competencies: Knowledge and understanding of Government policies. Knowledge of computer. Good grooming and presentation. Self - management and motivation. Knowledge on the relevant legislation / policies / prescripts and procedures. Basic knowledge on financial administration. Computer knowledge, Office Management, Procurement Office Administrator. Good telephone etiquette. Sound organisational Skills. Good people skills. Basic written communication skills. Computer literacy skills in Excel, Word, PowerPoint and Reporting skills.

DUTIES : Provide general clerical support services. Provides supply chain clerical support services within the component. Provide personnel administration support clerical support services within the Component. Provide financial administration support services in the component. Provide support to the Geospatial Information System Implementation.

ENQUIRIES APPLICATIONS : Ms. N.G Molema Tel No: (018) 388 5232
: E-Mail: ooprecruitment5@nwpg.gov.za

**PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF HEALTH AND WELLNESS**

In line with the Employment Equity Plan of the Department of Health and Wellness, it is our intention with this advertisement to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through the elimination of unfair discrimination.

NOTE : It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Kindly note that excess personnel will receive preference.

OTHER POSTS

POST 17/82 : **ASSISTANT MANAGER NURSING: SPECIALTY (SURGERY, ORTHOPAEDICS AND OPHTHALMOLOGY)**

SALARY : R715 977 per annum
CENTRE : Tygerberg Hospital, Parow Valley
REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e., diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification in Medical and Surgical Nursing Science: Ophthalmological Nursing or Medical and Surgical Nursing Science: Orthopaedic Nursing, with a duration of at least 1 year accredited with the SANC in the speciality referred to above. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 10 years of appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience in the specific speciality after obtaining the 1-year post-basic qualification as mentioned above. At least 3 years of the period referred to above must be appropriate/recognisable experience at the management level. Inherent requirement of the job: Will be required to work shifts, weekends and public holidays. Competencies (knowledge/skills): Computer literacy in Word and Excel. Knowledge of relevant legislation and policy related to this nursing speciality. Nursing management qualification/skills. Strong leadership and good interpersonal skills. Good organisation skills and the ability to function in a team and under pressure.

DUTIES : The candidate will be responsible for planning, managing, coordinating and maintaining an optimal quality Nursing Service as an Operational Manager. Participative management and utilisation of Human Resources to fulfil operational and developmental functions in the area. Manage and monitor the Financial Resources of the clinical area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service and the institution. To maintain ethical standards and promote professional growth and development.

ENQUIRIES : Ms F Baartman Tel No: (021) 938-4055
APPLICATIONS : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").

NOTE : No payment of any kind is required when applying for this post.
CLOSING DATE : 07 June 2024

POST 17/83 : **OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL)**

SALARY : R520 560 per annum
CENTRE : Tygerberg Hospital, Parow Valley
REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e., degree/diploma in Nursing) or equivalent that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 7 years of appropriate/recognisable experience in Nursing after registration as a Professional Nurse with the SANC in General Nursing. Inherent requirement of the job: Will be required to work shifts, weekends and public holidays. Competencies (knowledge/skills): Ability to function independently as well as part of a multi-disciplinary team. Effective communication, interpersonal, leadership, decision-making and conflict-

		resolution skills. Good organisational skills and the ability to function under pressure. Basic computer literacy. Knowledge and insight of relevant legislation and policy related to nursing within the public sector. Ability to promote quality patient care through the setting, implementation and monitoring of standards.
<u>DUTIES</u>	:	The candidate will be responsible for planning, managing, coordinating and maintaining an optimal quality Nursing Service as an Operational Manager. Participative management and utilisation of Human Resources to fulfil operational and developmental functions in the area. Manage and monitor the Financial Resources of the clinical area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service and the institution. To maintain ethical standards and promote professional growth and development.
<u>ENQUIRIES</u>	:	Ms F Baartman Tel No: (021) 938-4055
<u>APPLICATIONS</u>	:	Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>CLOSING DATE</u>	:	07 June 2024
<u>POST 17/84</u>	:	<u>OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL: GENERAL MEDICAL ADMISSIONS WARD)</u>
<u>SALARY</u>	:	R520 560 per annum
<u>CENTRE</u>	:	Tygerberg Hospital, Parow Valley
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. degree/ diploma in Nursing) or equivalent that allows registration with the South African Nursing Council (SANC) as a Professional Nurse and Midwife. Registration with a Professional Council: Registration with the SANC as a Professional Nurse and Midwife. Experience: A minimum of 7 years of appropriate/recognisable experience in Nursing after registration as a Professional Nurse with the SANC in General Nursing. Inherent requirement of the job: Will be required to work shifts, weekends and public holidays. Competencies (knowledge/skills): Ability to function independently as well as part of a multi-disciplinary team. Effective communication, interpersonal, leadership, decision-making and conflict-resolution skills. Good organisational skills and the ability to function under pressure. Basic computer literacy. Knowledge and insight of relevant legislation and policy related to nursing within the public sector. Ability to promote quality patient care through the setting, implementation and monitoring of standards.
<u>DUTIES</u>	:	The candidate will be responsible for planning, managing, coordinating and maintaining an optimal quality Nursing Service as an Operational Manager. Participative management and utilisation of Human Resources to fulfil operational and developmental functions in the area. Manage and monitor the Financial Resources of the clinical area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service and the institution. Maintain ethical standards and promote professional growth and development.
<u>ENQUIRIES</u>	:	Ms F Baartman Tel No: (021) 938-4055
<u>APPLICATIONS</u>	:	Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").
<u>NOTE</u>	:	No payment of any kind is required when applying for this post
<u>CLOSING DATE</u>	:	07 June 2024
<u>POST 17/85</u>	:	<u>PHARMACIST ASSISTANT: GRADE 1 TO 3 (POST- BASIC)</u> Directorate: Information Management
<u>SALARY</u>	:	Grade 1: R250 947 per annum Grade 2: R290 436 per annum Grade 3: R313 308 per annum
<u>CENTRE</u>	:	Directorate: Head Office, Cape Town (Based at Tygerberg Hospital)
<u>REQUIREMENTS</u>	:	Minimum educational qualification: As required by the training facility and the South African Pharmacy Council (SAPC) plus a Post-Basic Pharmacist Assistant qualification that allows registration with SAPC as a Pharmacist Assistant (Post-Basic) (institutional). Registration with a professional council: Current registration with the SAPC as a Pharmacist Assistant (Post Basic) (Institutional). Experience: Grade 1: None after registration with the SAPC as a Pharmacist Assistant (Post-Basic) (Institutional). Grade 2: A minimum of 5 years of appropriate experience as a Pharmacist Assistant after registration as

a Pharmacist Assistant (Post-Basic) (Institutional). with the SAPC. **Grade 3:** A minimum of 13 years of appropriate experience as a Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) (Institutional) with the SAPC. Inherent requirement of the job: A valid (Code B/EB) driver's licence. Competencies (knowledge/skills): Experienced in system support to be able to manage the Medicine Management systems used in the province. Experience in training end users. Knowledge of the Regulations concerning pharmaceuticals and supply-chain management. Excellent communication skills, to manage the change management process within the organisation to achieve full acceptance of the system, with all users and relative parties. Good people management skills and a positive attitude towards working co-operatively with colleagues and stakeholders at all levels of authority. A high level of computer literacy.

DUTIES : Client services: Support and liaise with facilities using the Medicine Management Systems in the province. Management of all change control processes. Provide end-user training in the use of the pharmacy system. Provide operational support at the facility. System maintenance: Maintenance of master files to ensure that the system complies with current regulations. Ensure effective communication regarding Pharmacy requirements such as data availability and data quality with Pharmacy role players, including end users and managers. Assist with compiling and maintaining system user manuals and procedures. Assist with the implementation and support of the Medicine Management System at Health facilities. Provide ad-hoc support to the supervisor.

APPLICATIONS : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").

ENQUIRIES : Ms T Blockman at (072) 321-2015

NOTE : No payment of any kind is required when applying for this post. All short-listed candidates may undergo a technical competency (assessments/proficiency) test. Pharmacist Assistants who do not comply with registration in either of the advertised categories may apply for an advertised post on condition that registration in the required category is obtained within 12 months. The appointment will be subject to a 12-month probationary period. Should the employee not meet the conditions of their appointment within the agreed timeframes, the probationary period may be extended, or the employee may be dismissed.

CLOSING DATE : 07 June 2024

POST 17/86 : **ADMINISTRATIVE OFFICER: INFORMATION MANAGEMENT**
Garden Route District

SALARY : R308 154 per annum
CENTRE : Riversdale Hospital, Hessequa Sub-district
REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience in Information Management in a health environment. Inherent requirements of the job: Valid (Code B/EB) driver's licence. Willingness to travel. Competencies (knowledge/skills): Knowledge of and experience in information management systems (PHCIS/CLINICOM/Sinjani/Tier.net). Training Skills. Advanced computer literacy (MS Office: Word, Excel, and PowerPoint). Ability to function independently and within a team context.

DUTIES : Coordinate, collect, collate, capture, and verify all relevant health data according to the provincial policies and SOP's. Assist with data quality monitoring, verification, and submission to and from the Sub-district Information Office in a prescribed format and according to the Information Management Policy. Assist in monitoring of data trends in the Sub-district health facilities, provide regular reports/feedback to management. Participate in Sub-district health information coordinating activities and support management, supervisor, and colleagues. Maintain information systems: hardware and software and provide IT support for the Sub-district's Conduct and assist with compliance audits.

ENQUIRIES : Ms C Tiemie Tel No: (028) 713-8653

APPLICATIONS : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").

NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates may be subjected to a competency assessment.

CLOSING DATE : 07 June 2024

POST 17/87 : **ADMINISTRATION CLERK: SUPPLY CHAIN MANAGEMENT (ASSET CLERK)**
 Directorate: Engineering and Technical Services, Belville Engineering Workshop

SALARY : R216 417 per annum
CENTRE : Head Office, Cape Town
REQUIREMENTS : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/ or Accounting as a passed subject or Senior Certificate with appropriate experience in the KRA's. Experience: Appropriate experience in Logis and Asset Management. Inherent requirement for the job: Code (EB) driver's licence. Competencies (knowledge/skills): Knowledge of the PFMA, as well as Treasury Directives and Legislation pertaining to asset management. Knowledge and experience of LOGIS system. Knowledge and experience in Asset Management. Good communication skills. Computer literacy (MS Word, Excel, PowerPoint).

DUTIES : Effective maintenance of assets. Maintenance of asset register. Controlling movement of assets. Effective disposal of assets. Assist with the compilation of the Annual Financial Statements. Effective Systems Maintenance. Effective Systems Management. Follow up on all outstanding transactions. ICN and Item Record Maintenance. Assist with the day-to-day maintenance of GG vehicles.

ENQUIRIES : Ms L van Boom Tel No: (021) 918-1631
APPLICATIONS : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").

NOTE : No payment of any kind is required when applying for this post.
CLOSING DATE : 07 June 2024