

**PROVINCIAL ADMINISTRATION: FREE STATE  
DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE**

- APPLICATIONS** : Applications For The Department Of Public Works And Infrastructure To Be Submitted To: Head: Public Works and Infrastructure, P.O Box 7551, Bloemfontein, 9300 or Applications that are hand delivered must be brought to the Foyer of O.R Tambo House where they must be placed in the appropriately marked box at: Security Ground Floor, O.R Tambo House, St. Andrews Street, Bloemfontein e-mail to: [e-recruitmentfsdpwi@fsworks.gov.za](mailto:e-recruitmentfsdpwi@fsworks.gov.za). No Applications will be accepted by Staff in Offices in the Building.
- CLOSING DATE** : 03 October 2025
- NOTE** : Directions to applicants: Applications must be submitted on the new prescribed Z83 application form obtainable from any Public Service Department or on the internet at <http://www.info.gov.za>. The Z83 should be completed in a manner that allows the selection committee to assess the application based on the information provided on the form. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication. If the certified copies contradict the details on the CV or Z83 form, the candidate will automatically be disqualified and removed from the shortlist. Non-RSA citizens/permanent resident permit holders must attach a copy of their permanent residence permits to their applications. Should an applicant possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in the application not being considered. Applicants must indicate the reference number of the vacancy in their applications. Should an applicant wish to apply for more than one post, separate applications must be submitted i.e. all the documentation must be submitted for each post applied for. Applications received after the closing date and those that do not comply with these instructions will not be considered. Candidates requiring additional information regarding the advertised post should direct their enquiries to the relevant person as indicated in the advertisement. Note: Short-listed candidates will on the day of interview undergo a security assessment. Suitable candidates will be subjected to personnel suitability checks as deemed appropriate and inclusive inter alia of criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification. If you have not been contacted within 4 months of the closing date of this advertisement, please accept that your application was unsuccessful. Faxed or late applications will NOT be accepted.

**OTHER POSTS**

- POST 33/72** : **PROFESSIONAL ENGINEER (CIVIL) GRADE A REF NO: PWI 25/30 (X1 POST)**  
OSD Project Management Unit
- SALARY** : R879 342 per annum, (OSD), (all-inclusive package). The remuneration package consists of the basic salary, the Government contribution to the Government's contribution to the Government Employees Pension Fund, and a flexible portion which may be structured according to the member's needs.
- CENTRE** : Bloemfontein
- REQUIREMENTS** : A Bachelor of Science Degree in Civil Engineering or equivalent NQF Level 7 qualification. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Civil Engineer. Valid driver's licence with exception of persons with disabilities. Core And Process Competencies: Programme and project management. Engineering design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating high performance culture. Professional judgment. Networking. Decision making. Team leadership. Analytical skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication. Computer literacy. Planning and organising. Conflict management. Problem solving and analysis. People management.

<b><u>DUTIES</u></b>	:	Design new systems to solve practical engineering challenges and improve efficiency and enhance safety. Plan, design, operate and maintain engineering projects. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Develop tender specifications. Ensure through evaluation that planning and design by others is done according to sound engineering principles and according to norms and standards and code of practice. Approve engineering works according to prescribed norms and standards. Ensure training and development of technicians, technologist and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and code of practice. Supervise the engineering work and processes. Administer performance management and development. Manage resources and budget planning. Prepare and consolidate inputs for the facilitation of resource utilisation. Ensure adherence to regulations and procedures for procurement and personnel administration. Monitor and control expenditure and report on expenditure and service delivery. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters.
<b><u>ENQUIRIES</u></b>	:	Mr. A Mackay Tel No: (051) 492 3718
<b><u>POST 33/73</u></b>	:	<b><u>PROFESSIONAL ARCHITECT GRADE A REF NO: PWI 25/31 (X1 POST)</u></b> OSD Project Management Unit
<b><u>SALARY</u></b>	:	R772 572 per annum, (OSD), (all-inclusive package). The remuneration package consists of the basic salary, the Government contribution to the Government's contribution to the Government Employees Pension Fund, and a flexible portion which may be structured according to the member's needs.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Bloemfontein
	:	An appropriate degree in Architecture or equivalent NQF Level 7 coupled with registration at the SACAP as a Professional Architect. Valid driver's license with the exception of persons with disabilities. Core And Process Competencies: Programme and project management. Architectural design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating high performance culture. Networking. Professional judgment. Decision making. Team leadership. Analytical skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication. Computer literacy. Planning and organising. Conflict management. Problem solving and analysis. People management. Change management. Innovation.
<b><u>DUTIES</u></b>	:	Perform architectural activities on state-owned or leased buildings, structures or facilities: Co-ordinate professional teams on all aspects regarding architecture. Ensure adherence and compliance to legal, safety and health requirements. Provide architectural advice and technical support in the evaluation of solutions. Ensure the adoption of technical and quality strategies. Develop architectural related policies, methods and practices. Provide solution on non-compliance and failure of designs. Review plans, drawings, specifications, and estimates accomplished by building designers and/or sub-professional personnel. Ensure adherence to the requirements of professional registration. Human capital development: Mentor and train candidate architects and related technical and administrative personnel to promote skills/knowledge transfer and adherence to sound architecture principles and code of practice. Supervise architectural work and processes. Administer Performance management and development. Office administration and budget planning: Manage resources, prepare and consolidate inputs for the facilitation of resource utilisation. Ensure adherence to regulations and procedures for procurement SCM and human resource administration. Monitor and control expenditure. Report on expenditure and service delivery. Research and development: Continuous professional development to keep up with new technologies and procedures. Research/literature studies on architect to improve expertise. Liaise with relevant bodies/councils on architectural-related matters. Mentor candidates to register as fully fledged professional at the South African Council of the Architecture Profession.
<b><u>ENQUIRIES</u></b>	:	Mr. A Mackay Tel No: (051) 492 3718

<b><u>POST 33/74</u></b>	:	<b><u>ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: PWI 25/31</u></b>
<b><u>SALARY</u></b>	:	R468 459 per annum (Level 09)
<b><u>CENTRE</u></b>	:	Bloemfontein
<b><u>REQUIREMENTS</u></b>	:	Applicants must be in possession of an appropriate NQF 7 preferably in the Management Services or equivalent qualification. 3-4 years' post qualification experience in the field. Valid driver's license with the exception of persons with disabilities. Competencies: Knowledge of the Public Service Legal framework. Knowledge of monitoring and evaluation management programmes. Legislation and policies applicable to monitoring and evaluation in the Public Service and Co-ordination, monitoring and evaluation mechanisms, systems and processes are strong recommendations. Facilitation skills. Leadership skills, Report writing skills. Analytical skills. Problem solving skills. Strategic planning skills. Computer and presentation skills. Ability to work as part of a multi-disciplinary team.
<b><u>DUTIES</u></b>	:	To participate in the development of the Department's Monitoring and Evaluation Policy and/or implementation Strategy. To participate in the development of the Department's Monitoring and Evaluation Reporting Format in line with the Department's Annual Performance Plan as well as the Annual Report Framework of the Department. To ensure that the capacity of the Department on matters related to monitoring and evaluation (of non-financial performance) is improved continuously. To ensure that the capacity of the Department on matters related to monitoring and evaluation (of non-financial performance) is improved continuously. Provision of information sessions and/or advice to manager and senior managers inclusive of resource/verification documents as required by the Auditor-General. Conduct verification of reported non-financial performance. Collect and retain portfolios of evidence for the department's quarterly and annual non-financial reports. Collate inputs and compile the departmental quarterly performance reports. To monitor and report on the performance of the Department. To represent the Department in national and/or provincial meetings on matters related to monitoring and evaluation. To manage resources to ensure that the objectives of the component are achieved.
<b><u>ENQUIRIES</u></b>	:	Ms J Motsie Tel No: (051) 492 3897
<b><u>POST 33/75</u></b>	:	<b><u>ASSISTANT DIRECTOR: STRATEGIC PLANNING REF NO: PWI 25/32</u></b>
<b><u>SALARY</u></b>	:	R468 459 per annum (Level 09)
<b><u>CENTRE</u></b>	:	Head Office (Bloemfontein)
<b><u>REQUIREMENTS</u></b>	:	An appropriate NQF level 7 qualification or equivalent qualification. 3 – 4 years' post qualification experience in the field. Valid driver's license with the exception of persons with disabilities. Competencies: Knowledge of the Public Service Legal framework. Knowledge of National and Provincial Planning Policies and Strategies. Planning frameworks and guidelines. Formats in line with Treasury regulations. Participation, Strategy implementation and Processes. Facilitation skills. Leadership skills. Report writing skills. Analytic skills problem solving skills. Strategic planning skills. Computer and presentation skills.
<b><u>DUTIES</u></b>	:	To develop, maintain and/or facilitate the successful implementation of the Department's strategic planning policy and/or implementation strategy (in line with national and/or provincial frameworks). To facilitate strategic planning workshops in the Department towards the development and/or review of the Department's 5-Years Strategic Planning, Annual Performance Plans and Annual Operational Plans in line with the provisions of Treasury Regulations and/or national and/or provincial formats. To improve the capacity of the Department on matters related to strategic and operational planning. To facilitate the implementation of the Departmental Strategic Plan and Annual Performance Plan. To represent the Department in national and/or provincial meetings on matters related to strategic- and operational planning. To manage resources to ensure that the objectives of the component are achieved.
<b><u>ENQUIRIES</u></b>	:	Ms IG De Beer Tel No: (051) 492 3749