

## DEPARTMENT OF LAND REFORM AND RURAL DEVELOPMENT

**CLOSING DATE**

: 06 October 2025 at 16:00

**NOTE**

: The application must include only a completed and signed new Z83 Form, obtainable from any Public Service Department or on the Department of Public Service and Administration (DPSA) website link: <https://www.dpsa.gov.za/newsroom/psvc/> and a detailed Curriculum Vitae which may be posted, hand delivered or e-mailed using the addresses provided for in each advertisement, note only the Z83 and detailed Curriculum Vitae should be attached and must be limited to 10 megabytes and submitted as a PDF document. The DLRRD will not be held responsible for server delays. Certified copies of Identity Document, Grade 12 Certificate and the highest required qualifications as well as a driver's licence where necessary and service certificates to support senior management experience, will only be submitted by shortlisted candidates to Human Resources on or before the day of the interview date. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation report (only when shortlisted). The requirements for appointment at the Senior Management Service (SMS) level include the successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG). Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to SMS as endorsed by DPSA which is an online course, endorsed by the NSG. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. All shortlisted candidates, including SMS, are required to undertake two pre-entry assessments. One will be a practical assessment, and the other will be an integrity (Ethical Conduct) assessment. Selection committees will score both pre-entry assessments as an additional criterion in the interview process, to determine the candidate's suitability based on post technical and generic requirements. Following the interview, practical exercise and integrity assessment for SMS positions, the selection committee will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA Directive on the Implementation of Competency Based Assessments. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. NB Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please ensure that you submit your application before the closing date as no late applications will be considered. Candidates are discouraged from submitting duplicate applications. If you apply for more than 1 post, please submit separate applications for each post that you apply for. Due to the large number of applications, we envisage to receive, applications will not be acknowledged. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DLRRD is an equal opportunity and affirmative action employer. It is our intention to promote representivity in DLRRD through the filling of posts. Females and persons with disabilities are encouraged to apply. The Department reserves the right not to fill a position. In compliance with the Protection of Personal Information Act 4 of 2013 (POPIA), the DLRRD assures all applicants that any personal information provided during the recruitment process will be treated with the utmost confidentiality and used solely for recruitment purposes. Your privacy and data security are of paramount importance to us. By applying for any of these posts, you consent to the collection, processing (including dissemination to third parties for purposes of

verification of qualifications, credit record, criminal record, etc), and storage of your personal information for recruitment and selection-related activities only. The DLRRD is committed to safeguarding your privacy and maintaining the trust you place in us. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. All shortlisted candidates will be subjected to Personnel Suitability Checks. The successful candidate will be subjected to undergo security vetting. DLRRD will conduct reference checks which may include social media profiles of the shortlisted candidates. Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this not be declared and uncovered during / after the interview took place, the application will not be considered and in the unlikely event that the person has been appointed such appointment will be terminated. 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 and sign an annual performance agreement and annually disclose her or his financial interests with the Department. 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.

### **MANAGEMENT ECHELON**

<b><u>POST 34/25</u></b>	:	<b><u>DIRECTOR-GENERAL REF NO: 3/1/1/1/2025/1</u></b> (5-year contract appointment)
<b><u>SALARY</u></b>	:	R2 352 642 per annum (Level 16), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).
<b><u>CENTRE REQUIREMENTS</u></b>	:	Office Of the Director-General: Gauteng (Pretoria)
	:	Applicants must be in possession of a Nyukela certificate (Pre-entry Certificate to the SMS), Grade 12 Certificate and a minimum qualification at NQF Level 8 as recognised by the South African Qualifications Authority (SAQA). Minimum of 10 years' experience at senior management level in a large organisation and the ability to provide strategic leadership and direction to the current team of the Department of Land Reform and Rural Development. Job related knowledge: Thorough understanding of the political mandate of Department. Demonstrate leadership in the development and high-level policy implementation skills. Understanding of key government priorities, insight into the global and South African economy. Conversant with the structure and operation of the Sector. Knowledge and extensive experience in, policy, research, constitution and legislation of land reform and rural development. Thorough knowledge and understanding of the Public Finance Management Act (PFMA). Ability to provide strategic leadership aimed at supporting the vision and mission of the Department including, intergovernmental relations and international relations. Ability to implement outcome-based performance management system. Extensive senior managerial experience in the management of financial and human resources. Proven ability to innovate. Job related skills: Political and Administrative Executive management skills, Highly developed liaison skills. Communication skills (verbal and writing) and negotiation skills. High level planning, implementation, monitoring and evaluation skills. Coordination and facilitation skills. Project management skills. Change management skills. A valid driver's licence. Personal Attributes: Confidentiality, fairness, respect, and honesty, ethical and empathetic leadership, professionalism, integrity, good interpersonal relations, team-work, People oriented (Ubuntu), and stakeholder and networking responsiveness, Energy, drive, enthusiasm, problem-solving, innovative and courageous.
<b><u>DUTIES</u></b>	:	Ensure delivery of programmes and projects in accordance with the mandate of the Department. Provide fully and effective support to the Executive Authority. Develop and co-ordinate policies and programmes in support of the implementation of land reform. Manage rural development strategies for socio-economic growth. Manage the process of access to rights in land including land ownership and sustainable development. Manage deeds registration and other documents. Coordinate and administer cadastral surveys. Provide for spatial planning and land use management services. Provide corporate support services. Provide the Department with sound financial management services. Oversee and coordinate provincial and district operations of departmental

services and programmes. Manage the process of policy research, analysis and development. Ensure all the policies and laws of the department are rationalized to be in line with the 1996 Constitution. Formulate, coordinate and implement strategic framework of the Department of Land Reform and Rural Development. Develop and align the Department strategy with government regulatory framework. Develop strategies and guidelines for management and decision making. Develop and implement appropriate policies and regulatory mechanisms to promote integration of government development programmes. Facilitate good governance in the Department and create a framework for good governance for public entities reporting to the Minister of Land Reform and Rural Development. Ensure inter-governmental relations. Ensure the departmental governance structure is in place. Ensure stakeholder engagement and stakeholder relations are maintained. Ensure the department complies timeously with all Parliamentary and Cabinet requirements. Monitor and evaluate cooperation amongst governments stakeholders to achieve improved service delivery. Build and enhance the governance system in order to enable service delivery and sustainable growth. Identify risk indicators and mitigate the risk. Coordinate and facilitate delivery on all areas of the Minister performance contract. Provide a continuous feedback and routine reports to the Minister. Provide leadership and initiative in terms of programmes and projects delivery. Apply and promote all Batho Pele principles. Strengthen the department's organisational capacity and performance to deliver on the mandate. Render sound human resources management and development, security and information management services. Provide the Department with sound financial services. Provide the Department with legal and communication services and promote intergovernmental, international and stakeholder relations. Direct the provision of policy analysis, research, formulation, planning and monitoring and evaluation in order to facilitate the improvement of the department's performance. Ensure integration among key resource strategies and their alignment with medium term expenditure framework. Promote good, happy and humane relations with all employees and the labour relations in general.

**ENQUIRIES  
APPLICATIONS**

: Mr P van Niekerk Tel No: (012) 312 9550  
: Applications can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to [P1@dlrrd.gov.za](mailto:P1@dlrrd.gov.za)

**POST 34/26**

: **DEPUTY DIRECTOR-GENERAL: CORPORATE SUPPORT SERVICES REF NO: 3/1/1/1/2025/2**  
Branch: Corporate Support Services

**SALARY**

: R1 813 182 per annum (Level 15), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).

**CENTRE  
REQUIREMENTS**

: Gauteng (Pretoria)  
: Applicants must be in possession of a Nyukela certificate (Pre-entry Certificate to the SMS), Grade 12 Certificate and minimum qualification at NQF Level 8 as recognised by South African Qualifications Authority (SAQA). Minimum of 8 years' experience at senior managerial level in the corporate support services and other related or relevant environments. Job related knowledge: Client oriented and customer focus. Programme and project management. Ability to conduct Occupational Health and Safety (OHS) Audit. Ability to manage projects and ability to conduct Threat Risk Assessment (TRA). Accounting policies and procedures, understanding human resources and labour relations policies, Job related skills: Liaison skills. Strategic capability and leadership skills. Communication skills (verbal and writing). Decisive and Diplomatic skills. Report writing skills. Investigation skills. Financial management skills. Budget compilation skills. Executive authority and senior administrative executives' management skills. Project Management skills. A valid driver's licence. Personal Attributes: Ethical and empathetical leadership, Integrity, Teamworker, Diplomatic negotiator, Accessibility, Problem solver, Work under serious stress, People oriented (Ubuntu), Hardworking and innovative.

**DUTIES**

: Ensure effective, efficient, and fair management of human resources. Render human resource management services. Render human resource development services. Facilitate sound employee relations. Manage human resource

information services. Provide organisational development and service delivery improvement services. Manage and monitor the coordination of human resource transformation strategies, diversity management strategies and plans. Provide Information and Communication Technology (ICT) management services to support organisational objectives. Ensure alignment of ICT and business strategy. Ensure a stable ICT environment that enables the efficient and effective utilisation of information technology. Develop, implement and maintain ICT solutions. Ensure ICT service availability, service delivery and service optimisation. Provide knowledge, information and records management services. Render legal services and support for the Department. Manage litigations, both on behalf of and against the department. Facilitate the process of legislation development. Provide security and facilities management services. Manage document security and Occupational Health and Safety (OHS) compliance. Manage vetting, screening and investigations. Manage physical security and special events. Provide facilities, office management, public and private partnership services. Provide financial management and administrative support services. Provide strategic planning, monitoring, and evaluation services. Monitor and report on the performance of the Corporate services in line with strategic plans, annual performance plans and operational plans. Oversee the integrated departmental planning processes, coordinate the approval, and review process of operational and strategic plans. Conduct evaluation assessments related to the programmes of the Department. Manage monitoring and evaluation functions and provide technical support to provincial departments and public entities. Provide communication services. Provide corporate communications, marketing and print production management services. Provide language, media and external communication services. Provide financial and administrative support. Manage financial management support. Oversee the administration support and advisory services.

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**POST 34/27**

: **CHIEF FINANCIAL OFFICER REF NO: 3/1/1/1/2025/3**  
Branch: Financial Management Services

**SALARY**

: R1 813 182 per annum (Level 15), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).

**CENTRE  
REQUIREMENTS**

: Gauteng (Pretoria)  
: Applicants must be in possession of a Nyukela certificate (Pre-entry Certificate to the SMS), Grade 12 Certificate and minimum qualification at NQF Level 8 in Accounting / Business Administration / Commerce / Supply Chain Management / Public Finance as recognised by South African Qualifications Authority (SAQA). Minimum of 8 years' experience in a senior managerial position. Job related knowledge: Must demonstrate high level of competency in financial administration, financial accounting and supply chain management. Experience and knowledge in Generally Recognised Accounting Principles (GRAP) system and modified cash standards. Knowledge of the public sector budget reform process. Ability to effectively manage alignment of budget with priority programmes of service delivery. Ability to act as change agent and manage in accordance with the strategic vision and objective of the Department. Knowledge of financial management in relation to the new regulatory framework for the Public Service e.g. Public Financial Management Act (PFMA) and Treasury Regulations, the Public Service Act and Public Service Regulations. Understand the Constitutional mandate and key priorities of the department. Cash flow forecasting. Job related skills: Communication skills (verbal and written) and Negotiation skills. Monitoring and evaluation skills. Coordination and facilitation skills. Financial analysis and analytical skills. Problem solving within Financial and supply chain legal framework. Risk management skills. Liaison, leadership and supportive skills to the entire department. Project management skills. Change management skills. Excellent people management skills and interpersonal skills. A valid driver's licence. Personal Attributes: Departmental empowerment on Financial and supply

	chain requirements, Integrity, Ethical and empathetic leadership, Good interpersonal relations, ability to work under pressure and meet deadlines, Ability to work in a team and independently, Strong character, Problem solving and analysis, decisive decision making, client orientation and customer focus, Proactive Communication with all stakeholders, Good financial judgement.
<b><u>DUTIES</u></b>	: Manage and render supply chain management services. Manage demand management plan and acquisition services. Manage logistics, assets and contract management. Ensure that internal procedures and control measures are in place. Provide advice and contribute towards the financial aspects of the strategic planning process of the Department. Compile delegations of authority in respect of financial and procurement matters that ensure that the accounting officer approves them. Provide inputs into the formulation of the medium-term objectives, policies, and strategies in support of the strategic and operational plans of the Department. Monitor and oversee the collection of revenue by the Department. Manage governance and assurance management services. Provide timely and accurate financial and operational information necessary for strategic decision making to all Branches. Compilation of accurate annual financial statement and timeous submission in accordance with applicable standards and legislative requirements. Good audit outcomes. Responsiveness towards queries from AGSA, Parliament and audit committees. Ensure effective management and implementation of good corporate governance in the department. Manage the budget performance services. Manage budget performance. Provide financial performance. Manage state of expenditure. Provide financial and administrative support. Render office service support. Provide supply chain support. Facilitate, coordinates and administer projects.
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<b><u>POST 34/28</u></b>	: <b><u>CHIEF DIRECTOR: SUPPLY CHAIN MANAGEMENT SERVICES REF NO: 3/1/1/1/2025/4</u></b> Chief Directorate: Supply Chain Management Services
<b><u>SALARY</u></b>	: R1 494 900 per annum (Level 14), (all-inclusive package.) The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).
<b><u>CENTRE REQUIREMENTS</u></b>	: Gauteng (Pretoria) : Applicants must be in possession of a Nyukela certificate (Pre-entry Certificate to the SMS), Grade 12 Certificate and minimum qualification at NQF Level 7 in Supply Chain Management / Public Administration / Economics / Accounting / Finance / Logistics. Minimum of 5 years' experience at a senior managerial level in the supply chain management field. Job related knowledge: Knowledge of the following: Supply Chain Management Framework, Preferential Procurement Policy Framework Act (PPPFA), Knowledge of corporate governance issues, Knowledge of Compliance Management, Knowledge of Public Service environment, Public Finance Management Act (PFMA) and Treasury Regulations. Job related skills: Leadership skills. Computer literacy skills. Management skills. Project management skills. Communication skills (verbal and written). Conflict resolution skills. Excellent facilitation skills. Public speaking skills / presentation skills. Negotiating skills. Good customer relations. Advanced report writing skills. Language proficiency. Analytical thinking and strategic planning. Problem solving skills. Good judgment and decision making. Strong insistence on value for money. Tough negotiators. Organisational Planning and coordination skills. Problem solving. A valid driver's licence. Personal Attributes: Unquestionable integrity, Unimpeachable ethical conduct, Incorruptibly, Patriotism, Fair minded, Ability to interact with clients and stakeholders, professionalism and assertiveness, meet deadlines whilst delivering good results, promote teamwork, Good financial and business judgement.
<b><u>DUTIES</u></b>	: Manage demand management plan and acquisition services. Manage demand and acquisition services. Develop Integrated Demand Management Plan (IDMP). Develop and manage annual Procurement Plan. Facilitate annual appointment of Bid Evaluation Committee (BEC) and Bid Adjudication

Committee (BAC) members for National and Provincial Office. Manage the function of Adjudication of bids / tenders Committees. Develop sourcing strategies for the procurement plan submitted to National Treasury. Ensure compliance of number of days taken to award bids / tender after BEC recommendation report within the approved turnaround times. Management of contract management functions. Maintain policy and manage performance, compliance and client relation services. Oversee supply chain management training. Ensure compliance with policy and procedures. Ensure that inspections are undertaken. Ensure that trends analysis is conducted. Manage the call centre facility. Develop and maintain policy and manage compliance. Monitor compliance with relevant legislative frameworks, policies governing Supply Chain Management Services (SCMS). Provide logistical and asset management services. Manage logistics services. Manage fleet services and travel arrangements. Manage asset services (acquisition and disposal). Manage annual and bi-annual asset verification and monthly reconciliation of Barcoded Asset Audit (BAUD) system and Basic Accounting System (BAS) general ledger. Maintain payment of Logis invoices within 30 days from receipt of invoice. Provide financial and administrative support. Monitor and improve SCM processes/systems. Provide strategic solutions, coordination and fast-tracking delivery. Effective monitoring and evaluation of tenders. Ensure effective management of financial resourcing allocated to SCM including being innovative. Render office service support.

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