

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.

**NOTE**

: Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: All shortlisted candidates will be subjected to two assessments. The first assessment will be a technical exercise that intends to test relevant technical elements of the job, while the second assessment will be an integrity (ethical conduct) assessment, the logistics of which will be communicated by the Department. It should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment, is a requirement for all SMS positions. For SMS positions certain candidates may be required to undergo additional Psychometric Assessments. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to the National Treasury processing your information for Human Resources Management purposes. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. NOTE: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za. The National Treasury is compliant with the requirements of POPIA.

MANAGEMENT ECHELON**POST 35/142**

: **CHIEF DIRECTOR: LEGAL SERVICES REF NO: S038/2025**
Division: Office of The General-Counsel (OGC)
Purpose: To provide a comprehensive legal advisory service to the National Treasury and the Minister of Finance, through the management of litigation, attending to contracts and other legal instruments, and furnishing legal advice.

SALARY

: R1 494 900 - R1 787 328 per annum, (all-inclusive remuneration package)

<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 certificate, A Bachelor's degree (minimum of NQF level 7) in Law or equivalent related qualification, A relevant qualification at NQF level 8, Admission as an Attorney. A minimum of 5 years' experience at senior managerial level obtained in a legal environment. Experience in litigation, contract, corporate law, and statutory interpretation. Knowledge and experience of international, constitutional and administrative law, and interpretation of statutes and legal drafting skills. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of an appointment.
<u>DUTIES</u>	:	Manage the Drafting, Vetting and Negotiations of Contracts and other legal instruments: Draft and vet contracts in accordance with the client's requirements to the extent permissible in law. Negotiate contracts and other legal instruments in accordance with the client's requirements to the extent permissible in law. Develop and recommend procedural improvements in the drafting and vetting of contracts. Manage Litigation on behalf of the Minister of Finance and National Treasury: Provide strategic direction and input into the handling of matters of litigation. Consult and liaise both internally and externally with stakeholders, including the State Attorney, on litigation matters. Coordinate the preparation process for courts and all other dispute resolution forums. Provide Legal Advice: Analyse specific legal problems and assist in the development of legally sound and responsive solutions and strategies. Furnish written or oral legal advice on matters relating to the National Treasury's mandate. Perform legally and/or factual research, analyse data and recommend appropriate courses of action. Manage Legal Operations. Systems and Processes of the Chief Directorate: Develop and manage service delivery standards and improvement plan/s to enhance NT's mandate. Ensure that systems for the effective and efficient functioning that address internal and external risks for NT, are developed and maintained. Ensure that annual and operational plans and related reports as well as Audit Committee, risk management, contingent liability and handover reports, in support of NT's mandate, are developed and submitted timeously.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>APPLICATIONS</u>	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
<u>CLOSING DATE</u>	:	13 October 2025 at 12:00 pm (Midday)
<u>POST 35/143</u>	:	<u>DIRECTOR: CORPORATE STRUCTURING REF NO: S042/2025</u> Division: Tax And Financial Sector Policy (TFSP) Purpose: To exercise oversight of business tax and related matters for small, medium and large businesses and provide advice on corporate finance, base erosion and profit shifting, corporate reorganisations, dividend tax and specialised business entities.
<u>SALARY</u>	:	R1 266 714 - R1 492 122 per annum, (all-inclusive remuneration package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in Tax or Law or Accounting. A minimum of 5 years' experience at middle or senior managerial level obtained a business tax environment or within an internationally recognised financial institution. Knowledge and experience of the broader legal drafting and tax legislation techniques. Knowledge and experience of research and benchmarking. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of an appointment.
<u>DUTIES</u>	:	Large Business Tax: Prepare and assign large business tax policy proposals for the annual Budget Review, e.g. corporate re-organisation rules, dividend tax regime, tax deduction and allowances. Prepare policy documents on large business tax and provide inputs to drafter's notes for legislation. Provide legislative oversight and inputs to amendments to explanatory memoranda on large businesses: Small Business Tax: Prepare policy proposals for the annual Budget Review on small business tax, e.g. presumptive tax, small business relief. Prepare policy documents on small business tax and provide inputs to drafter's notes for legislative integration. Provide legislative oversight and inputs to amendments to explanatory memoranda on small businesses.

	Corporate Law: Initiate the preparation of policy proposals for the annual Budget Review on corporate finance, e.g. limit tax base erosion via interest deductions and other payments, monitoring of transfer pricing rules, and neutralising the effects of hybrid mismatch arrangements. Prepare policy documents and provide inputs to drafter's notes on legislative matters. Provide legislative oversight of amendments and inputs to explanatory memoranda. Specialised Business Entities: Prepare policy proposals for the annual Budget Review on specialised business entities, e.g. tax treatment of trusts, co-operatives, partnerships Initiate the preparation of policy documents and drafter notes for integration into legislation. Provide inputs to legislative oversight amendments and explanatory memoranda. Provide inputs to parliamentary enquiries timeously.
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<u>APPLICATIONS</u>	: To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
<u>CLOSING DATE</u>	: 13 October 2025 at 12:00 pm (Midday)
<u>POST 35/144</u>	: <u>DIRECTOR: PERSONAL INCOME TAX DESIGN REF NO: S030/2025</u> Division: Tax And Financial Sector Policy (TFSP) Purpose: To oversee and advise on the formulation of legislative proposals in respect of individual, savings and employment taxation in close collaboration with the personal income tax analysis team; co-ordinate savings issues with the Financial Sector policy unit; and closely co-ordinate all initiatives with SARS for viable enforcement/administration purposes.
<u>SALARY</u>	: R1 266 714 - R1 492 122 per annum, (all-inclusive remuneration package)
<u>CENTRE</u>	: Pretoria
<u>REQUIREMENTS</u>	: A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in Tax or Law or Accounting. A minimum of 5 years' experience at a middle management level obtained in a tax related environment and knowledge of individual savings and employment practices. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of an appointment.
<u>DUTIES</u>	: General Individual Taxation: Initiate and collaborate on individual tax policy proposals for the annual Budget Review. Initiate, prepare and assign policy documents for further development. Prepare drafter's notes for legislation. Oversee legislation associated with individual tax issues, Social Security, Pensions and Retirement Reform: Initiate and co-ordinate savings tax policy proposals for the annual Budget Review. Initiate / prepare / assign policy documents. Prepare drafter's notes for legislation. Oversee tax legislation associated with savings taxation, Reviewing savings regulatory legislation with a view to co-ordinate that legislation with the tax system. Employment Taxation: Initiate employment tax policy proposals for the annual Budget Review. Initiate, prepare and assign policy documents for development, Prepare drafter's notes for legislation. Oversee legislation associated with other employment taxes. Propose policy adjustments to unique employment situations, (e.g. multi-lateral and diplomatic institutional employees). Respond to Parliamentary. Ministerial and Public Enquiries: Prepare informed and concise written responses, in a timeous manner. Review public comments and suggest appropriate responses. Present on legislative proposals in respect of individual, savings and employment taxation in taxpayer workshops, meetings and parliament. Initiate short-term research and administrative preparatory processes for the Budget and annual legislative processes.
<u>ENQUIRIES</u>	: Only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>APPLICATIONS</u>	: To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
<u>CLOSING DATE</u>	: 13 October 2025 at 12:00 pm (Midday)

OTHER POSTS

<u>POST 35/145</u>	:	<u>DEPUTY DIRECTOR: FINANCIAL INCLUSION REF NO: S043/2025</u> Division: Tax And Financial Sector Policy (TFSP) Purpose: To develop policy strategies and implement legislation on the financial inclusion of individuals and small businesses to improve access, usage and quality of financial services and products offered to vulnerable and underserved communities.
<u>SALARY</u>	:	R1 059 105 - R1 247 574 per annum, (all-inclusive remuneration package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in Finance or Banking or Investment Management, A Postgraduate Diploma (equivalent to NQF level 8) in Development Finance will serve as an added advantage. A minimum 4 years of which 2 years should be on an Assistant director level or equivalent obtained in a policy and research capacity environment. Knowledge of the South African financial inclusion landscape. In-depth understanding of financial inclusion legislation and access to finance initiatives. Knowledge and experience of policy development and implementation. Knowledge of stakeholder management acumen, i.e. interpersonal, and cross-cultural collaboration skills with government, regulators and financial service providers. Apply data analytical skill in the interpretation of financial inclusion data and decisions.
<u>DUTIES</u>	:	Transformation of the Financial Services Sector: Provide initiatives that support the National Treasury on stakeholder forums pertaining to the Access to Financial Services element of the Financial Sector Code. Participate in the Financial Sector Transformation Council activities in the repositioning and enhancement of the sector. Formulate Strategies for Financial Inclusion: Develop and implement strategies to guide government decisions relating to Microfinance (i.e. Micro savings & Micro insurance); MSME Access to finance; as well as Competition, Innovation and Diversification of the financial sector. Advocate for policy reforms that improve financial inclusion. Monitoring Financial Access: Develop a monitoring system to measure progress on financial access through the utilisation of appropriate indicators for financial inclusion. Develop and maintain a database of relevant information as a tool to monitor progress on financial access. Publish and disseminate information on financial access through an annual report or other relevant publications on financial inclusion indicators. Stakeholder Management: Provide inputs for a broad South African government opinion on multilateral initiatives for financial inclusion such as the G20 Global Partnership for Financial Inclusion, SADC Financial Inclusion Committee, IMF and World Bank. Managing relationships with international donors and partners. Provide input on SMME access to finance initiatives.
<u>ENQUIRIES</u>	:	Only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>APPLICATIONS</u>	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
<u>CLOSING DATE</u>	:	13 October 2025 at 12:00 pm (Midday)
<u>POST 35/146</u>	:	<u>SERVICE DESK MANAGER REF NO: S040/2025</u> Division: Corporate Services (CS) Purpose: To manage the support services and maintenance for clients and developing operational guidelines for business requirements and maintain a functional end-user environment.
<u>SALARY</u>	:	R896 436 - R1 055 958 per annum, (all-inclusive remuneration package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	Grade 12 is required, with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in Information Technology. Microsoft Certified Professional or Project Management or Microsoft Certified System Engineer or A+ or N+ or TOGAF, VMware (such as vSphere, ESXi, vCenter, Horizon, NSX, etc.) will serve as an added advantage. A minimum 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in Information Technology. Knowledge and exposure to the development and implementation of an IT Infrastructure Library environment. Knowledge of IT software and hardware development. Vast knowledge of Dell technology. Knowledge and experience in VMWare and disaster recovery technology.

DUTIES

: Service and Operations Management: Provide support to the National Treasury in accordance with service level agreements. Analyse areas for process and service improvements and implement the ICT Infrastructure Library in alignment with best practices. Establish formal processes for regulatory and other industry requirements. Implement methodologies to improve call resolutions in the management of customer expectations. Assist with the solving of complex hardware, software and procedural problems. Oversee the process whereby ICT support calls are fielded, categorised, and allocated for resolution. Manage the provision of first line infrastructure and applications support. Review ICT service provider performance and implement remedial actions for improvement. Stakeholder Engagement: Engage stakeholders and assess their business requirements pertaining to new features, applications or system. Develop and maintain a customer care philosophy for implementation within business. Manage stakeholder mapping and prepare communications to stakeholders and respond to stakeholder enquiries. Market the ICT offerings and awareness through the Service Desk. Monitoring and Compliance: Analyse service desk performance and compliance statistical methods utilising the Service Desk tools. Develop a Strategic Information System Planning (SISP) for the section. Production of monthly reporting and tracking of service metrics and their trends. Update and implement relevant ICT policies and protocols in compliance with internal procedures. Provide detailed, accurate information for internal and external audit purposes within specified deadlines. Assist in updating the audit and assets register of all equipment allocated to the section. Research and Development: Initiate research on the latest technology trends to improve processes and service delivery. IT Assets and Infrastructure: Ensure on-going maintenance of entire infrastructure environment (including servers and storage). Coordinate periodic ICT asset storage and rotations of ICT assets. Update ICT Asset Register and monitor adherence to ICT Asset policies. Execute infrastructure support and maintenance with due consideration for lifetime of assets and the ICT asset policies.

**ENQUIRIES
APPLICATIONS
CLOSING DATE**

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: To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>
: 13 October 2025 at 12:00 pm (Midday)

POST 35/147**DEPUTY DIRECTOR: FINANCIAL REPORTING REF NO: S041/2025**

Division: Office of The Director-General (ODG)
(12 Months Fixed-Term Contract)

Purpose: To manage and oversee the preparation and coordination of the department's Interim Financial Statements (IFS) and Annual Financial Statements (AFS). This role also includes the responsibility for developing, reviewing, and implementing financial accounting systems and procedures, ensuring alignment with Public Finance Management Act, 1999 and the Treasury Regulations so to ensure sound financial management of the National Treasury.

**SALARY
CENTRE
REQUIREMENTS**

: R896 436 - R1 055 958 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum National Diploma/ Degree at (equivalent to NQF level 6) in Financial Management/ Accounting. CA (SA) will be an advantage. A minimum of 4 years' experience obtained in an accounting environment with specific reference to internal control and risk management. Knowledge and experience of supervisory capabilities within a team set-up. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, Generally Recognised Accounting Practice (GRAP), and Interpretation and analysis of Annual Financial Statements (AFS) and other relevant legislation.

DUTIES

: Enhance organisational culture and performance: Prepare and submit accurate interim financial statements and annual financial statements. Develop, monitor the financial management policies, prescripts and procedures are documented and updated. Ensure financial reporting is compliant with relevant legislative and regulatory requirements, including the PFMA. Treasury Regulations, and Modified Cash Standard. Ensure timely submission of financial reports to the Office of the Accountant-General and Auditor-General for review and audit. Oversee the reconciliation of financial records, asset registers, and general ledger to ensure accuracy and completeness. Ensure the effective functioning of the financial accounting

systems (e.g., BAS LOGIS, PERSAL) and monitor its integration with other departmental systems. Efficient and effective use of organisational resources: Assist with the coordination of internal audits and external audits, working with the Internal Auditors and Auditor-General to ensure timely and successful audits of the department's financial records. Oversee the implementation of audit action plans and follow up on any findings to ensure continuous improvement in financial practices. Lead and manage the financial accounting team, ensuring effective staff performance, training, and development. Provide guidance, mentorship, and development opportunities to staff to improve their financial accounting knowledge and skills. Oversee the development and implementation of internal controls to manage financial risk and ensure effective and efficient operations. Stakeholder Engagement: Engage entities reporting to National Treasury, including the GPAA, GTAC, HR, Facilities Management, Supply Chain Management, for integration of financial accounting with other departmental functions. Liaise on reports detailing meetings, feedback, and follow-ups with key internal stakeholders (e.g. Officer of the Accountant -General, Internal Control, Internal Auditor, and Auditor-General. Improve alignment between internal financial reporting timelines and external stakeholder requirements. Initiate the resolution of queries or requests for information from external auditors or other regulatory bodies. Participate in interdepartmental or industry financial reporting forums and workshops. Policy Implementation: Implement financial reporting policies, procedures, standards in compliance with relevant regulations. Update and disseminate financial reporting policies aligned with legislative and regulatory changes. Improve evidence of consistent application of policies across all reporting units (e.g. through audit trails or internal compliance reviews). Document internal controls and standard operating procedures (SOPs) to support policy execution.

ENQUIRIES
APPLICATIONS
CLOSING DATE

: Only (No applications): Recruitment.Enquiries@treasury.gov.za
: To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>
: 13 October 2025 at 12:00 pm (Midday)

POST 35/148

: **SECURITY ADMIN OFFICER: VETTING INVESTIGATIONS REF NO: S039/2025**
Division: Corporate Services (CS)
Purpose: To provide administrative support for the Vetting Field Unit of the National Treasury.

SALARY
CENTRE
REQUIREMENTS

: R325 101 – R382 959 per annum, (excluding benefits)
: Pretoria
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) in Security Management, Policing, Criminal Justice, Public Management. A minimum of 1 year experience obtained in the security industry environment. Experience in office administration. A valid driver's license is required. Knowledge and exposure to MS Office. Knowledge in analysis of information, conflict management, listening and interviewing skills.

DUTIES

: Administer filling system of vetting documents: Comply with relevant legislation, policies, prescripts and procedures of personnel security. Facilitate the utilisation of the administrative system, channels and infrastructure to comply with vetting requirements. Maintain filling of all vetting, personnel suitability and screening files. Conduct Vetting Fieldwork Investigations: Conduct fieldwork investigation on secret and top-secret cases in line with State Security Agency (SSA) vetting standards. Compile vetting reports consist of subject/ references/ combine report/ memorandum and diary. Prepare file and keep reports safe to submit to SSA for evaluation and polygraph examination where applicable and issuing of a clearance. Support the Vetting Operations: Desk tools Scrutinise documents to determine actions required for meetings, Record minutes and decisions and communicate to role-players for follow-up on progress. Arrange travelling and accommodation. Conduct Personnel Suitability Checks: Take fingerprints to confirm the criminal record status of candidates. Conduct credit and citizenship checks of candidates. Prepare an official report advising HRM on the suitability of prospective candidates.

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: To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>
: 13 October 2025 at 12:00 pm (Midday)

<u>POST 35/149</u>	:	<u>SENIOR SECURITY OFFICER REF NO: S014/2025 (X2 POSTS)</u> Division: Corporate Services (CS) Purpose: To ensure safeguarding and protection of lives, property and information within the premises of the National Treasury by conducting access control, internal and exit control.
<u>SALARY</u>	:	R228 321 – R268 950 per annum, (excluding benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A minimum Grade 12 qualification, coupled with a Security Officers Board/ PSIRA Grade A certification and a driver's license. A minimum of 2 years' experience obtained in a physical security environment. Knowledge of minimum Information Security Standards. Knowledge of Fire- Arms Control Act, Protection of Information Act, Control of Access to Premises and Vehicles Act, Trespass Act and Occupational Health and Safety Act, will be an added advantage.
<u>DUTIES</u>	:	Physical security functions: Compile, implement and manage shift plans and management of posting sheet. Supervise personnel of a private security company contracted to the National Treasury. Perform duties as a shift leader. Implement access control policy and procedures. Arrange escorts of employees between National Treasury buildings. Facilitate the escorting of visitors into the building. Implement asset control system. Monitor removal permits completed by employees. Enforce key control procedures and ensure proper maintenance of records, Conduct inspections in the building. Ensure implementation of access control in official NT parking areas. Control room functions: Perform security surveillance and monitoring duties in the control room. Assign access cards to employees and visitors. Draw access reports from the Electronic Security System. Identify access control breaches and report to management. To liaise with National Treasury employees on behalf of Security Management unit, Health and Safety: Identify and investigate health and safety deficiencies and report to Physical Security Operations. Act as Chief Contingency Officer until the arrival of the relevant person during emergencies. Inspect security and fire equipment and ensure that they are in good condition. Participate in emergency evacuations and drills, Provide first aid assistance to NT employees. General Operational Administration: Management of registers at access points, ensure accurate filing of removal permits, enforce the Service Level Agreement concluded between NT and the Private Security Company, address parades during shifts.
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