

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.



CLOSING DATE : 20 October 2025 at 12:00 pm (Midday)

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.

ERRATUM: Kindly note that post Deputy Director: Financial Inclusion with Ref No: S043/2025 was advertised in Public Service Vacancy Circular 35 dated 26 September 2025, with the closing date of 13 October 2025, additional information is hereby included under the requirements/notes for the above post: Candidates whose appointment will promote representativity in terms of race, disability, youth & gender will receive preference. Whites, Indians, Coloureds and Persons with disabilities are encouraged to apply. The closing date has been extended to 20 October 2025 at 12:00 pm (Midday).

MANAGEMENT ECHELON

POST 36/64 : **DIRECTOR: RSA RETAIL BONDS REF NO: S046/2025**
Division: Assets And Liabilities (ALM)
Purpose: To finance the government's borrowing requirements through the issuance of RSA Retail Savings Bonds and manage the government's existing stock of retail debt in broadening the total investor base.

SALARY : R1 266 714 - R1 492 122 per annum, (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required coupled with a minimum B. Degree (equivalent to NQF 7) in Business Management or Economics or Financial Management or Accounting or Financial Economics or Investment Management, A minimum 5 years' experience at a middle or senior managerial level obtained in money and capital markets and the financial markets operations; retail banking, private wealth management, Knowledge and experience of capital markets research methodologies; Experience in delivering internal and external customer service excellence through adherence to quality service standards, Knowledge and experience in creating commercially viable client solutions that deliver measurable value and business growth, Knowledge and experience of market analyses and information for utilisation and improvement of bonds in the broader business,

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.

DUTIES : Define borrowing requirements in Domestic Retail Market: Develop and implement a domestic RSA Retail Savings bond borrowing strategy for the National Treasury, Initiate the issuing of government securities in the domestic retail capital markets, Develop savings instruments in the domestic retail capital markets, Determine the finance measures of government's borrowing requirements in the domestic retail market, Stakeholder Engagement: Develop and implement tools that will improve the investor base, Develop and implement an investor website for improved engagement with stakeholders, Engage with retail investors through road shows, the media and other mediums, Develop relationship with stakeholders like Marketing agencies, Post Office, Pick and Pay and SASI for improved market exposure, Domestic RSA Savings Debt: Coordinate the debt portfolio to reduce the re-financing risk and cost, Initiate frequent market and portfolio analysis of qualitative and quantitative, Monitor domestic and international economic events and their impact on the South African economy and the debt portfolio, Analyse and advise on prudent debt management policies and recommend corrective debt strategies for implementation, Research Market volatility: Initiate research on capital markets pertaining to market volatility in the prudent management of debt, Perform research on local and international markets to stay abreast of developments impact retail debt issues, Analyse and provide inputs to briefing notes and speeches.

ENQUIRIES : Enquiries Only (No applications): Recruitment.Enquiries@treasury.gov.za
APPLICATIONS : To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>

POST 36/65 : **DIRECTOR: PERSONAL INCOME TAX ANALYSIS REF NO: S045/2025**
 Division: Tax And Financial Sector Policy (TFSP)
 Purpose: To advise on the impact of current and proposed tax policy options to maintain and adjust an efficient, effective, equitable and internationally competitive revenue raising machinery for Government, and provide economic and econometric analysis of tax policy initiatives to determine their macro-, micro economic, revenue and distributional impact.

SALARY : R1 266 714 - R1 492 122. per annum, (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required coupled with a minimum B. Degree (equivalent to NQF 7) in Economics or Taxation or Finance, A minimum 5 years' experience at a middle or senior managerial level obtained within an economics, finance and/or tax environment, Knowledge and experience of economic analysis with a proven record of independent research, Knowledge and understanding of the broader public finance framework, 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.

DUTIES : Evaluate Impact Analysis of Personal Income Tax (PIT) Reforms: Estimate pre-tax proposal adjustments for fiscal drag, Propose tax changes to individual income tax regime that will contribute to alleviating poverty and unemployment and providing adequate social assistance to vulnerable groups (children, sick, elderly and those with disabilities), Initiate appropriate adjustments of tax brackets, rebates structure and marginal tax rates per individual, personal income tax bracket. Analyse Financial Sector/ Market trends and Formulate Optimal Income Tax Proposals (at individual and other juristic person levels): Review the income tax treatment of returns generated from investments in – and activities of – alternative investment vehicles including, but not limited to: hedge funds, private equity, venture capital funds, leveraged buyout funds, collective investment schemes, etc. Social Security, Pension and Retirement Reform, and Other Savings (specifically as it relates to individuals): Conduct analysis and provide advice on incentives, disincentives, potential behavioural consequences and distributional impacts resulting from the interaction of the tax system with savings and social security, pension and retirement reforms, Analyse savings and social security, pension and retirement reforms. Respond to Parliamentary, Ministry, and Public Enquiries; and research on MTBPS and Budget: Prepare informed and concise written responses, in a timeous manner Raise pertinent tax policy issues from correspondence or enquiries with line manager (and other relevant NT officials) and suggest the appropriate process to follow to address these issues, Contribute to the MTBPS and annual Budget preparations.

ENQUIRIES : Enquiries Only (No applications): Recruitment.Enquiries@treasury.gov.za
APPLICATIONS : To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>

OTHER POSTS

POST 36/66 : **DEPUTY DIRECTOR: TECHNICAL STANDARDS REF NO: S048/2025**
 Division: Office Of Accountant-General (OAG)
 Purpose: To facilitate transparency and effective management in respect of REAL through providing support to the financial management activities in the National and Provincial Governments and develop and publish frameworks, policies and guidelines in accounting, internal audit and risk management.

SALARY : R1 059 105 - R1 247 574 per annum, (all-inclusive remuneration package)
CENTRE : Pretoria

<u>REQUIREMENTS</u>	:	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in Commerce or Accounting, A minimum 4 years' experience of which 2 years should be at an Assistant Director or equivalent level obtained research and policy development techniques, Knowledge of the broader public service frameworks, e.g., PFMA, MFMA, TR, etc.
<u>DUTIES</u>	:	Development of frameworks, policies and guidelines in accounting, internal audit, and risk management: Research and development of guidelines, frameworks based on best practices. Research and development of policies based on standards and the identified gaps (provided by the support CD's), including the review of existing policies. Participate in the development of intervention strategies to improve internal audit, risk and financial management capability of clients based on the results of the financial capability maturity model. Participate in the development of local and international standards on internal auditing, risk and financial management by attending meetings and preparing the comment letters on exposure drafts. Report regularly on progress on framework, guideline and policy formulation. Liaison with the auditor-general and the ASB on technical queries. Development of internal audit (including audit committees), risk management and financial reporting templates and specimens. Research and development of implementation tools in support of the implementation of the GRAP standards. Develop and maintain the standard chart of accounts for government. Participate in the design of system requirements to support the accounting and internal control prescripts in government. Implement Accounting Frameworks, Standards and Guidelines: Provide support and advice on internal audit and controls, risk and financial management to chief directorates within the OAG and to key external stakeholders. Participate in knowledge sharing initiatives such as the SAICA technical forum, IIA technical committee, SAICA PSC. Conduct handover session with the support units on the frameworks, guidelines, standards and policies.
<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>POST 36/67</u>	:	<u>ASSISTANT DIRECTOR: WATER, ENERGY AND TELECOMMS REF NO: S044/2025</u> Division: Asset And Liability Management (ALM) Purpose: To assist in the oversight of Schedule 2 and 3B national government business enterprises (SOEs) in the water, energy & telecoms sectors and participate in policy making in respect of the restructuring of SOEs.
<u>SALARY</u>	:	R582 444 – R686 091 per annum, (excluding benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in Finance or Economics, A minimum 3 years 'experience obtained in the water and energy sector or energy and telecoms sector, Knowledge and experience in financial management, mergers and acquisitions, strategy and or economic regulation.
<u>DUTIES</u>	:	Restructuring of SOEs: Assist in reviewing of the restructuring/turnaround plans of the SOEs in the water, energy and telecoms sectors, Participate in the restructuring of SOEs in the water, energy and telecoms sectors with other departments. Oversight over SOEs: Assist with the review of legislation, sector policy and framework for economic regulation inputs, Analyse the alignment of the corporate plans of SOEs in the water, energy and telecoms sectors to policy objectives, Analyze industry structures and provide advice on certain analysis and trends in sectors, Assist in the oversight over Schedules pertaining to SOEs in the water, energy and telecoms sectors. PFMA Oversight: Assist with the analysis and drafting of responses to PFMA applications from SOEs pertaining to the relevant sectors. Provision of contingent liabilities: Assist in the analysis and drafting of responses to guarantee requests received from SOEs. Oversight over SOE capital structure: Participate as a team to analyse the extent to which SOEs in the relevant sectors need to be recapitalized. Assist in the analysis of the extent to which SOEs in the sectors could pay dividends to government.
<u>ENQUIRIES</u>	:	Enquiries Only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>APPLICATIONS</u>	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment