

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

Free State Department of Agriculture and Rural Development is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the Department through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

- APPLICATIONS** : Applications, Quoting the reference number, must be forwarded to Mrs S Hlekiso, Private Bag X02, Bloemfontein, 9301 or delivered by Hand to Mrs S Hlekiso in Room 228, 2nd Floor, Admin Building, Glen. Email: cpswarts17@gmail.com
- CLOSING DATE** : 31 October 2025
- NOTE** : Nominations for candidates / Applications must be accompanied by a comprehensive curriculum vitae, accurately detailing the qualifications, copies of academic qualifications, professional membership (if applicable), relevant experience and the identity document. Applicants must clearly indicate the reference number of the Advisory Board that is being applied for on the covering letter of the application. Only short-listed candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following an invitation from the Department to attend an interview, and such qualifications and other related document(s) should be in line with the requirements of the advertisement. Qualification certificates must not be copies of certified copies. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are emailed or hand delivered timeously. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA). Dual citizenship holder must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please consider your application as unsuccessful. The Department reserves the right not to make any appointment(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax. Glen College of Agriculture under the Free State Department of Agriculture and Rural Development is an institution of Higher Learning that facilitates and provides structured agricultural education and training in line with Agricultural Education and Training (AET) strategy. The Glen College executes its mandate within the prescripts of the Higher Education Act 101 of 1997, which requires that the institution should appoint members to serve on the Glen College Board.

OTHER POST

- POST 38/135** : **GLEN COLLEGE ADVISORY BOARD: DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT REF NO: FSGCB 03/10/2025**
(Three years from 01 November 2025 until 31 October 2028)
The Glen College of Agriculture hereby invites nominations/applications for six (6) external advisory board members who will be serving on the Glen College Advisory Board on a part-time basis.
- SALARY** : Glen College Board sitting (inclusive of preparation) in accordance with Treasury Regulations Section 20.2.3. Subsistence and travelling allowances when attending College Board activities and meetings will be paid by the Department in accordance with the applicable guidelines.
- CENTRE** : Glen College of Agriculture
- REQUIREMENTS** : The nominee / applicant must have suitable experience or expertise. Diversity and demographics of South Africa shall be taken into consideration during the selection process. Moreover, the below criteria will be considered in order to cater for the three Advisory Board Committees i.e. Human Resources and

Ethics Committee, Finance and Audit Committee and a Senate Committee: Candidates must have at least holds a PhD Degree in Agriculture or in Education with a minimum of ten (10) years' working experience with academic programmes, curriculum development or quality assurance in Institutions of Higher Learning and currently working with Academic programmes, curriculum development or quality assurance in an Institution of Higher Learning. Individuals that holds at least a Degree in Accounting, Finance, Economics or Auditing. Individuals that have extensive farming experience (more than ten (10) years or an active role player in the agricultural sector, local municipality or Glen College alumni.

DUTIES

: The College Board will direct, guide and advise on the following: The implementation and revision of the Glen College of Agriculture strategy to ensure execution of strategic goals as approved by the MEC through Head of Department of Agriculture and Rural Development; Matters concerning the College but fall within the powers of the Executive Authority; Agricultural training and fundraising strategy of the College to the Department; Creation of conducive learning and teaching environment for the academic project of the College; Ensuring that the College operates within a national mandate and also reflect regional diversity by responding to unique agricultural production imperatives; Ensures that the College establishes Committees; Ensures involvement of students in the governance and operations of the College; Monitor and evaluate use of funds and resources to ensure prudent utilization in accordance with PFMA; Ensure development of strategic, operations, and risk management plans; Ensure monitoring and evaluation of strategic, operations, and risk management plans; Ensures the development and offering of academic programmes in line with standards set by different academic bodies; Ensures that the College keeps a database of all registered learners/beneficiaries; Ensures that the College register all qualified diplomats and graduates to the National Learners Register of SAQA; Ensure that the College keeps a traceability record of all learners registered or previously registered with the College; Advise the Department on appointment of Principal; Recommend approval of policies and strategic plan of the College to the Department; Report quarterly to the Chief Director and HOD; Advise on the development of business models for the College to be financially viable and self-sustainable; Advise on the development of a marketing strategy; Promotion of good governance and accountability; and Promotion of intergovernmental relationships.

ENQUIRIES

: Mr C Swarts at 083 406 9787

NOTE

: Members of the board will be appointed either (1) in their personal capacities (2) to represent their relevant organizations and must broadly represent South African Society. Confirmation of the availability of the nominee is also required. Preference will be given to candidates whose appointments will enhance representativity.

DEPARTMENT OF HEALTH

CLOSING DATE

: 31 October 2025

NOTE

: Directions to applicants: Applications must only be done via the online recruitment platform for the Department at: <https://ihealth.fshealth.gov.za/e-Recruitment/> 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 communication from Human Resources. The application must indicate the correct Job title, the office where the position is advertised and the Reference number as stated in the advert. Failure by the applicant to fully complete the application form will lead to disqualification of the application during the selection process. Applications filed by hand on the Z83 will unfortunately not be considered. Should you be in a possession of foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA Citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of

this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or post. Failure to upload and submit all the requested documents will result in the application not being considered during the selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointments. Applicants are informed that costs associated with the recruitment processes i.e. travelling and accommodation will be at the expense of the applicants not the Department.

OTHER POSTS

<u>POST 38/136</u>	:	<u>MEDICAL OFFICER GRADE 1 – 3</u>
<u>SALARY</u>	:	Grade 1: R1 001 349 - R1 078 116 per annum Grade 2: R1 142 553 - R1 247 202 per annum Grade 3: R1 322 352 - R1 647 630 per annum (all-inclusive salary package excluding Commuted Overtime and Rural Allowance and consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional). (Applicants might be required to enter into a commuted overtime contract).
<u>CENTRE</u>	:	Dihlabeng Regional Hospital Ref No: H/M/1/2025 (X1 Post) Bongani Regional Hospital Ref No: H/M/2/2025 (X1 Post) Boitumelo Regional Hospital Ref No: H/M/3/025 (X1 Post) Mangaung Metro Office Ref No: H/M/4/2025 (X1 Post) Senorita Ntlabathi District Hospital Ref No: H/M/5/2025 (X1 Post) Dr JS Moroka District Hospital Ref No: H/M/6/2025 (X1 Post) National District Hospital Ref No: H/M/7/2025 (X1 Post) Nketoana/Phumelela Local Area Ref No: H/M/8/2025 (X1 Post) Phuthuloha District Hospital Ref No: H/M/9/2025 (X1 Post) Albert Nzula District Hospital Ref No: H/M/10/2025 (X2 Posts) Thusanong District Office Ref No: H/M/11/2025 (X1 Post) Mohau District Hospital Ref No: H/M/12/2025 (X1 Post) Katleho District Hospital Ref No: H/M/13/2025 (X1 Post) Tokollo District Hospital Ref No: H/M/14/2025 (X1 Post) Fezi Ngubentombi District Hospital Ref No: H/M/15/2025 (X1 Post)
<u>REQUIREMENTS</u>	:	Senior Certificate, Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a Medical Practitioner. Experience: Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees. 1-year relevant experience after registration as Medical Practitioner with a recognized foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 2: A minimum of 5 years' appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 3: A minimum of 10 years' appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA-qualified employees. A minimum of 11 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign-qualified employees, of whom it is not required to perform community service as required in South Africa. Inherent requirements of the job: Commuted overtime is compulsory. Matric. Appropriate qualification that allows for registration with the HPCSA as Medical Practitioner (Independent Practice). Registration with HPCSA as Medical Practitioner. Current annual registration with HPCSA (2025/2026). Experience: Grade 1: None after registration as Medical Practitioner with the Health Professions Council of South Africa (HPCSA) in respect of South African qualified employees. For foreign qualified Medical Practitioners, requirement is a one-year relevant experience after registration as Medical Practitioner with a

		recognized foreign health professional Council where Community Service is not a requirement, as required in South Africa. Candidates must meet the prescribed requirements of the post/s. Knowledge and Skills: ACLS ATLS, APLS.
<u>DUTIES</u>	:	Candidate will have to perform commuted overtime duties (Compulsory & non-negotiable) in line with the relevant policy. Render outreach and support services to other levels of care in our drainage areas (Free State Province). Reduce medical litigation by exercising good clinical ethos. Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH OHSC, HPCSA, CMSA, UFS. Medical Administration: Perform all reasonable duties as directed by the Head of Department/Head of Clinical unit/ Medical Specialist: Neurosurgery Department. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. D Ndaba Tel No: (051) 408 1864
	:	to be directed to: https://ihealth.fshealth.gov.za/e-Recruitment/
<u>POST 38/137</u>	:	<u>CHIEF SKILLS DEVELOPMENT OFFICER</u>
<u>SALARY</u>	:	R468 459 - R551 823 per annum, plus 13th Cheque, Home Owner Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Corporate Office, Bloemfontein
	:	Senior Certificate, plus Bachelor Degree or Advanced Diploma NQF 7 as recognized by SAQA. 3 years' experience in the Skills Development Environment at supervisory level. Driver's License, Advanced Computer Skills. Occupationally Directed Education, Training and Development Practitioner Certificate will be added as advantage. Knowledge And Skills: Skills Development Act, Public Services Regulations, Public Services Act, Labor Relations Act, Constitution, National Qualifications Framework Act, Relevant SETAs & PSETA, Public Service HR Development Strategic Framework, Skills Audit Methodology, Facilitation, Moderation, Report Writing, Analytical, Presentation, Research, Communication Skills (verbal & written), good interpersonal relations.
<u>DUTIES</u>	:	Develop, review, monitor policies and programs and provide inputs to HRD Strategies. Co-ordinate and Implement Learning and Development Programs within the department. Co-ordinate the planning and implementation of a skills audit. Manage resources to ensure that the objectives of the component are achieved.
<u>ENQUIRIES APPLICATIONS</u>	:	Me. M Voster Tel No: (051) 408 1733
	:	To be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 38/138</u>	:	<u>SKILLS DEVELOPMENT OFFICER</u>
<u>SALARY</u>	:	R325 101 - R382 959 per annum, plus 13th Cheque, Home Owner Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Corporate Office, Bloemfontein
	:	Senior Certificate, plus Bachelor Degree NQF L7 as recognized by SAQA. 2 years' experience in the Skills Development Environment, Driver's License and Driving Skills, Computer Skills. Knowledge And Skills: Knowledge: Skills Development Act, Public Services Regulations, Public Services Act, Labour Relations Act, Constitution, Skills Audit Methodology Skills: Facilitation, Moderation, Report Writing, Analytical, Presentation, Research, Communication Skills (verbal & written), good interpersonal relations. Recommendation: Occupationally Directed Education, Training and Development Practitioner Certificate
<u>DUTIES</u>	:	Assist with the compilation of the Workplace Skills Plan, Annual Training Plan, Annual Training Report and Skills Audit. Assist in the implementation of the WSP, Planned Training Interventions and Compulsory Training Programs. Coordinate developmental programs. Monitor effectiveness of training interventions implemented.
<u>ENQUIRIES APPLICATIONS</u>	:	Me. M Voster Tel No: (051) 408 1733
	:	To be send to: https://ihealth.fshealth.gov.za/e-Recruitment