ANNEXURE L

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 : 24 November 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 Assistant Director: Information Security and Compliance with Ref No: S072/2025 was advertised in Public Service Vacancy Circular 39 dated 24 October 2025, with the closing date of 10 November 2025, the correct purpose is: To plan, implement, monitor, and enforce compliance in line with the Minimum Information Security Standards for employees within the National Treasury. The closing date has been extended to 17 November 2025 at 12:00 pm (Midday).

MANAGEMENT ECHELON

POST 41/128	:	**DIRECTOR: CORPORATE GOVERNANCE REF NO: S094/2025** Division: Asset and Liability Management (ALM) Purpose: To promote and monitor corporate governance in schedule 2 and 3B State Owned Companies /public entities in compliance with the Public Finance Management Act (PFMA) for entities reporting to the Minister of Finance.
SALARY	:	R1 266 714 per annum, (all-inclusive)
CENTRE	:	Pretoria
REQUIREMENTS	:	A Grade 12 is required coupled with a minimum bachelor's degree (equivalent to NQF level 7) in law or an equivalent (LLB). A minimum of 5 years' experience at a middle or senior managerial level obtained in a corporate governance, financial institution/ public entities. Knowledge of government's broad policy framework, e.g. PFMA, King Codes. 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	:	Implement Public Finance Management Act (PFMA) in SOEs: Monitor submission of shareholders compacts, corporate plans, and other information in compliance with PFMA and King Codes on corporate governance in the public sector. Monitor compliance with enabling legislation, PFMA, Companies Act and applicable governance prescripts. Review and process applications in terms of the PFMA. Governance reviews of corporate plans, shareholder compacts and annual financial statements for schedule 2 and 3B entities reporting to the Minister of Finance. Promote Corporate Governance in SOEs: Provide advice on remuneration of executive and non-executive directors. Review legislative and governance instruments such as the enabling legislation, remuneration policies, memorandum of incorporation, etc. Provide inputs on the tabling of corporate plans and annual reports. Coordinate the appointment of members of boards and executive management in line with the entities enabling legislation or memorandum of incorporations. Coordinate the annual general meetings and provide advice on matters to be transacted at the annual general meetings. Provide institutional support for Board evaluations. Provide secretariat services to the Fiscal Liability Committee. Provide governance services to all other schedule 2 and 3Bs entities. Dividends from Public Entities: Maintain and update database on dividends declared and received by the government from the public entities 's projected dividends for the MTEF period. Coordination of Contingent Liability: Provide secretariat services to the Fiscal Liability Committee.
ENQUIRIES	:	enquiries only (No applications): Recruitment.Enquries@treasury.gov.za
APPLICATIONS	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
POST 41/129	:	**DIRECTOR: SAVINGS AND RETIREMENT FUNDS REF NO: S099/2025** Division: Tax and Financial Sector Policy (TFSP) Purpose: To monitor and analyse developments in household and retirement savings, and provide policy advice on the regulation, supervision, and reform of the retirement fund industry across both the private and public sectors.
SALARY	:	R1 266 714 per annum, (all-inclusive)
CENTRE	:	Pretoria
REQUIREMENTS	:	A Grade 12 is required coupled with a minimum qualification (equivalent to NQF level 7) in Economics or Law or Finance or Investment Management. A certificate in retirement funds law will be an added advantage. A minimum of 5 years' experience at a middle or senior managerial level obtained in the retirement fund industry. Knowledge and experience of the retirement fund legislation and regulatory framework, i.e. Pension Funds Act, Regulations, Conduct Standards. Demonstrate an awareness of retirement fund investments and governance requirements. Knowledge and exposure to different retirement fund structures. Knowledge of retirement fund role-players. Ability to compile reports, research papers and present findings to various stakeholders. 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 : Development of Savings and Retirement Fund Policy Framework: Research and recommend policy changes to reform the retirement fund industry and improve household savings. Enhance the. availability and use of savings products, especially for low-income consumers. Support consumer awareness on the culture and importance of saving. Retirement Fund Regulation and Legislation: Participate in the formulation of legislative and regulatory interventions. Monitor the implementation of legislation and regulation of the retirement fund industry and their policy impact. Participate in the enactment of necessary law/s through Parliament. Retirement Fund Governance: Monitor the governance of retirement funds and formulate relevant policy changes. Retirement Fund Investments: Monitor retirement fund investment issues and their policy impact and provide policy proposals where gaps are identified with Stakeholder Engagement: Engage with the Financial Sector Conduct Authority and the Office of the Pension Funds Adjudicator on policy, regulatory and legislative gaps to be addressed. Advise stakeholders on issues regarding the government's retirement fund policy framework. Represent the National Treasury in external and governmental forums on savings and retirement reform-related issues.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

OTHER POSTS

POST 41/130 : **DEPUTY DIRECTOR: DEBT ISSUANCE AND MANAGEMENT REF NO: S083/2025**

Division: Asset and Liability Management (ALM)

Purpose: To finance the government's borrowing requirements through the issuance of government securities in the domestic and international capital markets; and to manage the government's existing stock of debt to broaden the total investor base.

SALARY : R1 059 105 per annum, (all-inclusive)

CENTRE : Pretoria

REQUIREMENTS : 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 Economics or Finance or Statistics or Investment Management or Mathematical Sciences with exposure to money, banking and capital markets. A minimum of 4 years' experience of which 2 years should be on an Assistant Director or equivalent level obtained in financial markets, with fixed income trading or research experience an added advantage. Knowledge and experience in quantitative research methodologies. Knowledge and experience in market analysis related to information for utilisation in the broader business. Knowledge and experience in dealing with various foreign interest rate markets and currencies. Experience in qualitative and quantitative analysis of domestic and foreign capital markets.

DUTIES : Stakeholder Engagement: Finance borrowing requirement in domestic and international capital markets: Provide accurate inputs required to formulate funding strategy, budget review and medium-term budget. Undertake quantitative and qualitative analysis on debt management issues and advise/inform the issuances of government securities in the domestic and international capital markets. Provide support during the weekly bond auctions, follow up, report on problems arising from the auctions, and provide inputs into the compilation of auction reports. Keep up to date with the funding requirements and liaise with relevant stakeholders. Perform analysis of Treasury bills, bond auctions, and secondary market performance, and provide recommendations to optimises issuance strategy. Perform market, quantitative and yield curve analysis for bond auction announcements and recommend bonds to be issued. Oversee issuance planning and recommend strategies for enhancing liquidity across the yield curve, including Treasury bills and floating-rate instruments. Lead the structuring and execution of complex debt instruments including ESG bonds, Sukuk (Ijara, Wakala, hybrid), infrastructure bonds, and other innovative products, Direct analysis and recommendations on derivative instruments such as cross-currency swaps, interest rate swaps, and repo facilities to optimises the sovereign's debt profile and cash management. Stakeholder engagement: Develop and implement tools that will maintain and broaden the investor base. Act as lead liaison with key market participants including primary dealers, institutional investors, MDBs, rating agencies, IMF, World Bank, and SARB. Present and defend complex funding and market development strategies to internal governance committees, Cabinet, and external stakeholders with technical rigor. Develop and implement investor websites to improve stakeholder engagement. Engage domestic and foreign investor stakeholders, through roadshows and other mediums. Build strong networks with local and global DCM players to anticipate shifts in investor appetite, regulatory frameworks, and funding opportunities. Disclose listing requirements in domestic and offshore bond issuance: Initiate the annual filing process of the 18K form with foreign stakeholders like the U.S. Security Exchange Commission and Japan. Adhere to disclosure and listing requirements associated with domestic and offshore bond issuance. Engage stakeholders on general information in the sourcing and exchange of processing. Verify information for correctness and ensure their accuracy. Management of domestic and foreign currency debt: Monitor the debt portfolio and implement strategies to reduce the re-financing risk and cost, Initiate frequent market and portfolio analysis of qualitative and quantitative domestic and foreign currency debt information. 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. Perform research on markets volatility and conduct general market research: Initiate research on capital markets pertaining to market volatility in the prudent management of debt. Lead applied research on advanced capital market structures, ESG integration, and global best practices in sovereign funding, Produce high-quality, policy-relevant papers and technical reports to support decision-making at senior government level. Perform research on local and international markets to stay abreast of developments which may have an impact on debt management issues. Analyse and provide inputs to briefing notes and speeches. Market Development & Ecosystem Building: Lead initiatives to develop and operationalise the Bond CCP, ETP, and other market infrastructure, ensuring alignment with international best practice. Drive strategies to deepen domestic and foreign investor participation, including retail savings initiatives and engagement with pension funds, banks, and asset managers. Provide strategic inputs into South Africa's role in regional and continental debt market development initiatives.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

POST 41/131 : **SENIOR ECONOMIST: ENVIRONMENTAL AND FUEL TAXES REF NO: S057/2025**

Division: Tax and Financial Sector Policy (TFSP)

(This is a re-advertisement, applicants who previously applied are encouraged to re-apply).

Purpose: To conduct economic research and policy analysis on the design and implementation of carbon pricing policies, transport taxes and incentives to promote decarbonisation of the transport sector.

SALARY : R1 059 105 per annum, (all-inclusive)

CENTRE : Pretoria

REQUIREMENTS : A minimum bachelor's degree at (equivalent to NQF level 7) in Environment, Energy or Transport Economics and Environmental Science or Environmental Management. An Honours degree would be advantageous. A minimum of 4 years' experience of which 2 years should be at an Economist level or equivalent in economic research and policy analysis. Knowledge and experience in quantitative techniques and tools, excel and other statistical packages and econometric modelling. Knowledge and experience in climate, transport and energy policy development. Knowledge and experience in public policy processes and stakeholder engagement.

DUTIES : Market Based Fiscal instruments to Support Climate Change Mitigation and Adaptation in the transport sector: Conduct economic research, policy analysis and reviews on price-based instruments including carbon taxes, incentives, charges and subsidies to support the decarbonisation of the transport sector. Conduct economic research, policy analysis and reviews on quantity-based environmental fiscal instruments to support Climate Change adaptation and mitigation including carbon market mechanisms under Article 6 of the Paris Agreement, and carbon budgets and sector emission targets, Consult with the Departments of Forestry, Fisheries and the Environment, Transport, Mineral and Petroleum Resources, Electricity and Energy and the South African Revenue Service on climate and transport related policy proposals. Liaise with legal drafters to ensure that climate and transport related tax proposals and amendments are incorporated into law as intended. Carbon and transport related excise Taxes: Conduct economic research, policy analysis and stakeholder consultation, on existing transport-related excise taxes, including Fuel taxes, Diesel fuel tax refund, Vehicle taxes. Compile and maintain fuel price and fuel levy databases, reviews, and reports on transport fuel taxes including: Annual fuel levy adjustments, Fuel sales, volumes, and prices, Petrol, diesel, and liquefied petroleum gas differentials, Diesel fuel tax refund, Clean fuels initiatives, Biofuels initiatives, Road accident fund levy, Interact with the Departments of Forestry, Fisheries and the Environment, Transport, Mineral and Petroleum Resources, Electricity and Energy and the South African Revenue Service. Liaise with legal drafters to ensure that carbon and fuel tax policy proposals and amendments are incorporated into law as intended. General environment issues: Formulate tax policy advice, provide comments on Cabinet memorandums, government policy strategies; and analysis of macro-economic impacts of climate, environment, energy and transport policy.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

POST 41/132 : **DEPUTY DIRECTOR: IT AUDIT REF NO: S073/2025**

Division: Office OF The Director-General (ODG)

Purpose: To manage the IT audit plan for NT, ASB, IRBA and GTAC in accordance with the planned IT audit methodology.

SALARY : R896 436 per annum, (all-inclusive)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum Bachelor of Technology or degree (equivalent to NQF level 7) in Information Systems or Computer Science or Internal Auditing or Certified Information Systems Auditor (CISA). A certification as a Certified Information Security Manager (CISM) or Risk and Information Systems Control (CRISC) or Information System Security Practitioner (CISSP) will be an added advantage. A minimum of 4 years of which 2 years should be at an Assistant Director level or equivalent obtained in IT Auditing. Knowledge and experience of Strategic IT Governance, IT Risk Management, IT Strategy, IT Contracts and Service Level Agreements. Knowledge of Information Security and IT Policies, Procedures, Software Licensing, Project Management, Audit Standards, Business Continuity and Disaster Recovery. Experience in Application Control Reviews, Business Process Mapping and Analysis and Data Analytics. Knowledge of General Control Reviews, Networking, Firewalls, Routers, Web Applications, External and Internal Threat and Vulnerability Assessments, Virtual Private Network, Wireless, Encryption, Operating Systems, Databases, Physical Security and Information Security.

DUTIES : Strategic leadership and stakeholder management: Contribute to raising awareness of the Internal Audit division with specific emphasis on IT Audit through stakeholder engagement. Execute plans and guidelines to ensure completion of strategic and operational activities. Liaise, co-coordinate, establish and maintain good relations with stakeholders on audit-related matters. Contribute towards initiatives or recommendations by the Audit Committee. Audit Process - Risk assessment, audit plan, assurance and consulting services: Manage all IT audits and perform quality assurance. Contribute to the review of the annual risk assessment. Contribute to the development and alignment of the 3-year rolling audit plan and detailed annual IT audit plan based on the strategic and operational IT risks. Provide advice and guidance on IT Audits to be conducted and propose solutions for challenging technical related problems. Ensure completion of all IT audits as well as the findings register. Initial quality assurance of all IT audit reports before submission to the Senior Manager IT Audit. Providing feedback and clarification to the client relating to IT audit reports, control and technology related matters. Resource management: Manage and develop IT Audit resources to ensure effective and efficient delivery and overall achievement of IT Audit objectives. Develop the training plan for IT Audit. Perform resource allocation and prioritisation across IT audit projects. Process improvements and research: Keep abreast of global trends, new developments in the IT audit.

Identify areas for improvement to ensure a sustainable Audit Strategy, IT Audit Methodology and Resource Plan to ensure continuity of IT audit services Management reporting: Manage the IT audit reporting processes, Assist with the development of the audit committee packs. Present IT Audit reports to clients. Provide feedback on the progress against the approved IT audit plan.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

POST 41/133 : **ASSISTANT DIRECTOR: DATABASE DEVELOPMENT AND MANAGEMENT REF NO: S095/2025**

Division: Budget Office (BO)

Purpose: To assist in the provision of reliable financial data related to the provincial sphere of government for the analysis of policy formulation and reporting in compliance with regulatory requirements.

SALARY : R582 444 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : A minimum National Diploma (equivalent to NQF level 6) or bachelor's degree (equivalent to NQF level 7) in Computer Science or Accounting or Economics or Business Economics or Management. A minimum of 3 years' experience obtained in database development, data warehousing and data integration. Knowledge and experience in report development. Knowledge and experience in utilisation of MS Office suite of products, with particular emphasis on Microsoft Excel.

DUTIES : Data Storage: Assist in the development of a formal database housing revenue and expenditure data covering all aspects of the budget cycle. Assist with the reviewing of the data model to enhance data management and improve efficiency of data extraction and reporting. Data Gathering: Provide technical support in developing reporting systems, templates and tools, to provide accurate and reliable data for internal and external usage. Enhance processes and procedures regarding automation and data extraction from financial systems for reporting purposes. Data Integrity: Apply classification standards, circulars and practise notes consistently and correctly. Maintain data between National Treasury and other institutions. Assist with the application of changes to the Economic Reporting Format and the Standard Chart of Accounts to history data to guarantee the consistent application of data. Data analysis: Provide technical support to internal and external clients regarding data analysis tools and techniques. Provide data for Treasury publications and internal and external documents.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

POST 41/134 : **ASSISTANT DIRECTOR: IT AUDIT REF NO: S097/2025**

Division: Office of The Director-General (ODG)

Purpose: To provide innovative, business processes and internal control review pertaining to good corporate governance in National Treasury and its entities.

SALARY : R468 459 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : 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 Internal Auditing or Information Systems; A Certified Information Systems Auditor (CISA) will be an added advantage. A minimum of 3 years' experience obtained in an Internal Auditing environment. Knowledge of Information Security and IT Policies, Procedures, Software Licensing, Project Management, Audit Standards, Business Continuity and Disaster Recovery. Knowledge of Strategic IT Governance, IT Risk Management, IT Strategy, IT Contracts and Service Level Agreements. Experience in Application Control Reviews, Business Process Mapping and Analysis and Data Analytics. Knowledge of General Control Reviews, Networking, Firewalls, Routers, Web Applications, External and Internal Threat and Vulnerability Assessments, Virtual Private Network, Wireless, Encryption, Operating Systems, Databases, Physical Security and Information Security.

DUTIES : Assist with Project Planning: Maintain personal time records and manage allocations and time budget. Assist with the preparation of analytical reviewing of financial data. Collate the relevant data. Document Information and Transaction Flow: Implement and management information flows in respect of financial, policies and procedures in compliance with relevant statutes. Identify auditable processes within the National Treasury. Analyse information process flows from beginning to end as recorded within the management accounts. Keep record of information on flow chart or system description. Identify Systems Risk and Controls and Perform Audit testing: Analyse risk and critical control points in a system within an applicable process. Quantify consequences of a break-down in a control and conduct a preliminary evaluation of the controls. Perform compliance tests (tests of the operation controls) and adopt appropriate statistical sample as designed for utilisation of audit software in data extraction methods. Prepare a risk register and perform audit test per programme. Document test results on working papers for record purposes. Evaluate Results and Develop Control Mechanisms: Evaluate working papers in accordance with auditing standards and methodology. Prepare recommendations for the improvement of procedures and controls. Extrapolate (if need be) impact of error on sampled population and prepare report based on identified recommendations. Engage internal stakeholders and assist in the follow-up of outstanding audits.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

POST 41/135 : **ASSISTANT DIRECTOR: BUSINESS PROCESSES REF NO: S098/2025**

Division: Office of The Director-General (ODG)

Purpose: To develop, review, evaluate, maintain and align business processes and related policies and procedures to harvest knowledge assets, retain institutional memory, and promote learning, innovation, organisational business improvement, training, and knowledge sharing.

SALARY : R468 459 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or bachelors' degree (equivalent to NQF level 7) in Business Administration or Business Analysis. A certification in business process re-engineering will be an added advantage. A minimum of 3 years' experience obtained in a business process mapping and business analysis environment. Knowledge and experience in modelling applications, e.g. Case Wise, scenario testing techniques. Process mapping software e.g. Visio, Visual Paradigm, Casewise, Aris, etc.

DUTIES : Business Processes: Develop and maintain existing business processes and procedures based on process studies, best practices and analysis of information verified with relevant stakeholders. Review policies and changes in the operational environment and suggest enhancements. Align the "how-to" guides with current environments and maintain the e-learning sites. Identify and harvest knowledge assets within Business Units and ensure alignment of knowledge management processes. Support organisational improvement initiatives through process optimisation and innovation. Integrate M&E insights into business process reviews to ensure continuous improvement and responsiveness to evaluation findings. Administration and Awareness: Assist with maintenance of process mapping and procedural related work. Compile progress reports and action logs for execution. Assist with projects that involve business process mapping work. Conduct interactive engagements with stakeholders to align business processes and procedures, and the implemented thereof. Prepare presentation and conduct workshops and awareness sessions. Stakeholder Engagement: Conduct research into best practices that are applicable to stakeholder requirements. Gather information during workshops and advise during feedback sessions on gaps and the remedial ways for implementation. Facilitate training and knowledge sharing sessions to embed process understanding and institutional memory.

ENQUIRIES : Enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment