ANNEXURE I

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.

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

CLOSING DATE : 01 December 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.

MANAGEMENT ECHELON

POST 42/85	:	**DIRECTOR: MARKET CONDUCT REF NO: S110/2025** Division: Tax and Financial Sector Policy (TFSP) Purpose: To monitor and assess developments in market conduct within the financial sector and initiate policy and legislative framework developments that promote consumer protection and the fair treatment of consumers.
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 Public Management Governance. A minimum of 5 years' experience at a middle or senior managerial level obtained in the financial sector. Knowledge and experience of consumer and financial services protection measures. Knowledge of the legislative and regulatory framework on consumer protection. Knowledge of financial and consumer ombudsman operations. 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	:	Consumer Legislation and Regulation: Contribute to the development of the legislation and regulatory framework for market conduct and consumer protection. Monitor the implementation of the Twin Peaks process with respect to market conduct. Participate in the enactment of necessary law/s through Parliament. Consumer Protection: Guide and support the implementation of the financial sector ombuds reform process. Conduct research and benchmarking exercises on the latest trends and best practices for market conduct and consumer protection. Provide policy guidance on specific aspects, such as the Treating Customers Fairly principles. Governance Framework: Develop and maintain a governance and oversight framework for financial sector bodies reporting to the Minister, e.g. Financial Sector Conduct Authority, Prudential Authority, Ombud Council, Pension Funds Adjudicator, FAIS Ombud, Financial Services Tribunal, and other relevant institutions. Advise the Minister on governance-related requests from financial sector bodies. Stakeholders Engagement: Provide policy guidance and respond to policy queries. Prepare policy briefings for the Minister on market conduct and consumer protection initiatives. Provide responses and guidance in the resolution of public queries with respect to market conduct complaints. Advise stakeholders on issues regarding market conduct and consumer protection legislation and regulation. Liaise with relevant international bodies to stay abreast of developments.
ENQUIRIES	:	enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

OTHER POSTS

POST 42/86	:	**SENIOR ECONOMIST: CGE MODELLING REF NO: S105/2025** Division: Economic Policy and International Coorperation (EPIC) Purpose: To maintain a suite of CGE models and SAM databases for implementation and consumption by stakeholders and provide policy analysis and advice.
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 a Bachelor's Degree (equivalent to NQF level 7) in Economics or Mathematical or Econometrics. A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in development of suites of databases and CGE models. Knowledge and experience in developing and implementation of the simulation of large CGE models. Knowledge and experience in interpreting and analysis of information. Knowledge of policy formulation. Knowledge of the GAMS software and programming.
DUTIES	:	Maintain SAM and Sectoral Databases: Assist with the development of databases from various statistical sources and integrate relevant data. Assist with the incorporation of statistical data into a SAM database. Provide macro-economic data to stakeholders for inputs and development of statistical

information. Develop data sources and encourage stakeholder utilisation of databases. Develop a Suite of CGE Models: Maintain existing CGE models and assist with the formulation of future suites for improvement on data integrity. Recommend adjustments to CGE models for alignment to policy and analysis of data. Assist with the provision of policy advice with emphasis on quantification of policy proposals and utilisation of the suite of CGE models. Assist in the development of new models and potential data sources and understanding of economic and related alignments. Policy Analysis and Implementation: Assist with the production of well-researched instruments and aligning of model outcomes to the policy determinations. Engage stakeholders on new policy initiatives for consideration. Benchmarking and Research: Initiate research and benchmarking exercises with recognised international institutions on latest trends and best practices. Engage stakeholders for the refinement of models and suites and their consideration prior to implementation. Assist with the development of new tools in line with international best practices and to keep abreast of new trends. Involve stakeholders in findings for enrichment and improvement of modelling practices and methodologies.

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

POST 42/87 : **SENIOR ECONOMIST: ECONOMETRIC RESEARCH REF NO: S106/2025**

Division: Economic Policy and International Coorperation (EPIC)

Purpose: To develop new economic models in alignment to specific policy questions and enhance current models for the attainment of sound policy analysis to the stakeholders.

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 a Bachelor’s degree (equivalent to NQF level 7) in Economics or Mathematical Economics or Econometrics. A minimum of 4 years’ experience of which 2 years should be at an Assistant Director level or equivalent obtained within the application of various econometric techniques and software. Knowledge and experience in economic research. Experience in econometric analysis and model building. Knowledge and experience in model programming.

DUTIES : Develop and Align Models to Specific Policy Questions: Initiate research in the identification of innovative economic modelling techniques and propose implementation. Develop economic models in response to policy questions and challenges. Provide inputs in the formulation of policies to determine their economic impact on the economy. Review and Enhance Models: Frequently review current and future models and propose adjustments. Initiate improvements for consultation and implementation of models. Assist with the design of models to reflect the overall economic theory. Provide simulations of projected scenarios within the National Treasury and other related government departments. Policy Analysis and Development: Provide theoretical and well researched reports that would align model outcomes to related policy questions. Scrutinise policy and analyse latest trends for developmental purposes. Provide inputs for improvement and development of econometric modelling. Stakeholder Engagement and Research: Engage with recognised international institutions on latest economic models and other relevant information. Perform research on planned topics and provide data for future usage. Attend forums and workshops on latest developments in econometric research and related developments for integration within policy.

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

POST 42/88 : **ECONOMIST: VALUE ADDED TAX, EXCISE AND SUB-NATIONAL TAXES REF NO: S112/2025**

Division: Tax and Financial Sector Policy (TFSP)

Purpose: To assist with the development of appropriate tax policy in the areas of Value Added Tax, Excise, Taxes, Fiscal Decentralisation and other consumption taxes to support fiscal reform in South Africa; and to assist in the maintenance of a coherent indirect tax policy framework.

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

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's Degree (equivalent to NQF level 7) in Economics. A minimum of 3 years' experience obtained in research and policy analysis.

DUTIES : Value Added Tax (Assist): Reviews and analyses in support of VAT policy advice with due regard to Distributional impact, Inflationary impact, and Revenue impact. Undertake research, investigate and report on VAT policy considerations. Assist with stakeholder consultation and client liaison, comments and written replies. Investigate and analyse the implications of proposed amendments to the VAT Act and support liaison with SARS on such amendments. Assist and support liaison with legal drafters to ensure policy proposals and amendments are incorporated into VAT law as intended including submissions. Excise Taxation (Assist): Assist with reviews and analyses to provide appropriate and timely Excise Tax policy advice with due regard to Distributional impact, Inflationary impact, and Revenue impact, especially relating to Alcohol, Tobacco taxes and Health Promotion Levy and any other related excise taxes. Assist in stakeholder consultation and client liaison with written replies and comments. Undertake research, investigate and submit reviews in support of reports on Excise Tax policy considerations. Investigate and analyse the implications of proposed amendments to the Customs and Excise Act and liaising with SARS on such amendments. Support and assist liaison with legal drafters to ensure policy proposals and amendments are incorporated into Customs and Excise law as intended including submissions. Fiscal Decentralisation: Assist in investigations of appropriate tax instruments and revenue-sharing arrangements for sub-national spheres of government. Assist in review of tax proposals by provinces and local governments in respect of: Provincial taxes (including fuel taxes); Municipal taxes (including property rates and user fee surcharges);Regional Services Councils levies replacement (including local business tax, tax sharing and grant replacement options), Liaise with legal drafters on policy proposals and amendments for incorporation into law, Engage Intergovernmental Relations business unit (IGR) and provide tax policy advice. Gambling Taxes and other Indirect Taxes: Assist and prepare, develop, design and review other indirect taxes for consideration and inclusion, Assist with databases compilation, tax policy formulation, analysis of macro-economic impacts, research, investigate, review and report on tax policy considerations, Investigate and analyse the implications of proposed amendments to the appropriate legal framework and assist in liaisons with SARS on such amendments, Support Liaison with legal drafters to ensure policy proposals and amendments are incorporated into law as intended including submissions. Money Bills: Assist in evaluating the funding arrangements of extra-budgetary agencies by way of earmarked levies and / or user charges.

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

POST 42/89 : **ASSISTANT DIRECTOR: ORGANISATIONAL EFFICIENCY REF NO: S113/2025**

Division: Corporate Services (CS)

Purpose: To provide technical and advisory support services on all transactional and transformational organisational development and job evaluation services within the National Treasury.

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 a Bachelor's Degree (equivalent to NQF level 7) in Industrial Psychology or Operations Management or Human Resources Management or Management Services. A minimum of 3 years' experience with organisational development. Knowledge and experience of the Job Evaluation principles and processes. Knowledge and experience of onboarding and exit interviewing processes and procedures. Knowledge and exposure to change management. Knowledge or exposure to the PERSAL applications and Job Design principles. Knowledge and experience of Survey Tools and Database administration.

DUTIES : Organisational Design: Implement organisational design requirements and align with the regulatory requirements as prescribed and determined by the DPSA, Engage stakeholders on the relevance of information for utilisation and initiation of redesign and restructuring processes, etc, Provide and implement a clear implementation plan in conjunction with the project support office, Propose the re-evaluation of existing jobs on the departments approved organizational structure after amendments, Conduct an overview of the existing organisational structure and compile a preliminary business case and change management plan for implementation, Review of supporting information of stakeholders prior to consultation with the DPSA. Engage stakeholders on organisational and job design policies and processes for improvement, Advise clients on the implications of the re-designing of jobs and structures, Change Management: Review the roles and responsibilities required of different jobs in conjunction with business units., Initiate the benchmarking and research relevant information on jobs with other government departments and institutions., Analyse the status quo in business units after job design interventions and provide remedial actions for implementation, Propose the re-alignment of jobs and job families for appropriateness to business, Review job descriptions and titles as prescribed by the Public Service Regulations, Advise stakeholders on significant impact of amendments to job descriptions, Communicate outcome of job evaluation to stakeholders, Database Management: Consolidate and align JE Database with approved establishment, Update JE Database with approved job evaluation results, Align and link job descriptions against the appropriate posts on the JE Database, Provide a support and advisory service to internal stakeholders prior to the advertising of posts, Record keeping of all termination surveys for annual reporting to the DPSA, Organisational culture and employee engagement processes: Facilitate and coordinate the development and implementation of organisational climate surveys, Facilitate and coordinate the development and implementation of the national treasury employee engagement survey, Analyse survey data, generate reports and present findings to relevant stakeholders, Liaise with the stakeholders to facilitate the implementation of interventions to improve employee engagement, Liaise with the stakeholders to facilitate the creation and maintenance of a conducive organisational culture, Facilitate the renewal of Survey Monkey Survey Tool subscription. Provide National Treasury Surveys as requested as per clients' requests, On-boarding and Exit Management: Develop and administer the quarterly on-boarding survey for all new joiners within the National Treasury, Convene and chair on-boarding committee meetings for on-boarding process enhancement and review, Analyse on-boarding survey data, compile quarterly on-boarding reports and present findings to relevant stakeholders, Develop and administer termination survey for all employees terminating services from the National Treasury, Analyse exit survey data, compile quarterly exit management reports and present findings to relevant stakeholders.

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

POST 42/90 : **SENIOR STATE ACCOUNTANT: EXPENDITURE AND REVENUE REF NO: S102/2025**

Division: Office of The Director-General (ODG)

Purpose: To assist with the compilation of creditor payments and review allocated departmental receipts for debt settlement in conjunction with the National Revenue Fund for transfers and payments.

SALARY : R397 116 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's Degree at (equivalent to NQF level 7) in Accounting or Financial Management. A minimum of 2 years' experience obtained in a financial management environment. Knowledge of the government procurement process. Knowledge and experience of transversal financial systems utilised in government (PERSAL/ BAS/ LOGIS).

DUTIES : Payments of Creditors: Compile payment requisitions and allocate departmental expenditure to the relevant beneficiaries, Capture invoices for payments on LOGIS Procurement Integration in alignment with regulatory requirements, Prepare management reports and other relevant information pertaining to departmental expenditure/payments, Comply with relevant guidelines, regulations and departmental prescripts applicable to expenditure /payments. Transfer of Departmental Funds: Transfer funds to provinces, municipalities and other entities in accordance with the approved transfer schedule, Record all cash transfers and inform stakeholders on completed transfers, Reconcile affected transfers through the transfer schedule and accumulate a funds receipt confirmation. Cash Deposits and Departmental

Revenue: Issue receipts for cash deposits in alignment with allocations, Assist with the allocation of departmental revenue and verify payments made to the National Revenue Funds. National Treasury Bank Account and Petty Cash: Advice on the reconciliation of the control accounts with the bank account as prescribed, Verify transactions with support documents, Identify irregular transactions and issuing advances on petty cash, Reconcile and verify all petty cash transactions. Monitor Transactions on Suspense Account: Engage institutions to recover amounts allocated to control/ suspense accounts, Reconcile and clear amounts allocated to control/ suspense accounts, prepare reports on information pertaining to the control/ suspense accounts.

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

POST 42/91 : **PERFORMANCE AUDITOR REF NO: S103/2025 (X2 POSTS)**

Division: Office of The Director-General (ODG)

Purpose: To assist with audit of performance information engagements and performance audits by evaluating management measures for resources acquired economically and utilised efficiently and effectively in the execution of prescribed audit processes and procedures.

SALARY : R397 116 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's Degree (equivalent to NQF level 7) in Internal Audit or Accounting. A minimum of 2 years' experience obtained in an Internal Audit environment. Experience of Internal Audit processes and procedures. Knowledge of Performance Audit.

DUTIES : Provide inputs to the development of performance audit notification letters, Perform preliminary surveys on planned performance audit and audit of performance information engagements, Gather background information on identified performance audit and audit of performance information, Initiate interview sessions in preparation of performance audit and audit of performance information engagements and analyse disseminated information, Identify symptoms and assist with the development of audit objectives and criteria for engagement. Audit Execution: Assist with the development of an audit program for implementation, Test procedures as per the prescribed performance audit and audit of performance information programme, Determine root causes to address management measures that are lacking or inadequate, Complete work papers and draw conclusions from test results, Audit Reporting: Draft informal audit queries as per the prescribed performance audit methodology, Confirm the findings and the impact of risk ratings of performance audit and audit of performance information findings with clients and draft recommendations on root causes, Assist with compiling draft audit report, Follow up audit of Performance Audits: Follow up on previous performance audit findings, Perform performance audit reviews through tests and observations, Evaluate and capture action plans instituted by management to rectify identified inadequate management measures, Assist with completion of findings register to be reported to Audit Committee.

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

POST 42/92 : **PROGRAMME COORDINATOR REF NO: S085/2025**

Division: Asset and Liability Management (ALM)

Purpose: To coordinate and render an administrative support service to the business unit striving towards the attainment of a cohesive and broader integrated working environment.

SALARY : R397 116 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 Office Administration or Public Administration or Business Management or Project Management. A minimum of 2 years' experience obtained in Administrative environment. Knowledge of the legislative framework on administration management within government. Knowledge and exposure to the coordination of budget coordination processes. Knowledge of the analysis and interpretation of internal policies for the correct application thereof.

DUTIES : Integrated Business Support: Co-ordinate and perform quality assurance on processes pertaining to all in-coming and out-going memoranda for service enhancement and standardisation. Develop and maintain a filing system for record and audit purposes within the Office of the Chief Director, Monitor the effectiveness of service delivery within the Office of the Chief Director and propose improvement where necessary. Administer leave centrally within the business environment and update the leave register for verification. Assist with the monitoring of all procurement and administrative initiatives and verify alignment of claims and invoices. Provide input to memoranda and record receipt thereof on the electronic filing system for record purposes, editing, etc, if and when required. Business Support: Acknowledge and confirm meetings, invitations to workshops on behalf of the Office of the Chief Director. Provide inputs to the compilation of agendas, initiating the taking minutes for the Office of the Chief Director, and follow-up on outstanding commitments from stakeholders. (Administer all duties with utmost discretion in the execution of confidential matters and converse with clients in utmost diplomacy. Stakeholder Relations and Engagement: Engage internal clients on the coordination and enhancement of the integration of dual processes for execution within the unit. Attend to clients' needs, address concerns and complains timeously, to improvement relations with stakeholders, and obtain their trust. Analyse quotations for the attainment of the most effective and efficient procurement of goods and services and advise accordingly. Budget Co-ordination: Assist and prepare relevant documentation pertaining to the consolidated budgetary inputs in compliance with the MTEF requirements and cycle. Monitor expenditure against commitments and sensitise on possible overspending. Initiate the movement of funds between items after consultation with relevant stakeholders and compile relevant papers for execution.

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

POST 42/93 : **ASSET VERIFICATION CLERK REF NO: S108/2025 (X3 POSTS)**

Division: Office of The Director-General (ODG)
(12 Months Fixed Term Contract)
Purpose: To provide innovative, business processes and internal control review pertaining to good corporate governance in National Treasury and its entities.

SALARY : R193 359 per annum, (Excl. benefits)

CENTRE : Pretoria

REQUIREMENTS : A minimum Grade 12 is required (equivalent to NQF level 4). A minimum of 0 – 12 months' experience obtained in physical asset verification. Knowledge of the asset verification and disposal process and administrative support.

DUTIES : Asset Register: Assist with supporting documentation needed and affixed all assets with an identification tag. Provide general office and administrative support pertaining to Asset Management activities. Dispose Redundant/ Obsolete Assets: Assist with the identification of redundant or obsolete assets for disposal thereof. Assist with the verification of disposal in line with relevant regulations and departmental prescripts. Assist to remove redundant assets to demarcated area for safekeeping and ultimate disposal. Verify Departmental Assets: Verify all departmental assets and report discrepancies and findings for investigation. Assist with the alignment of Asset Register pertaining to the verification outcomes and clean-up redundancies. Issue asset inventory forms for users to acknowledge asset verified. at their area of responsibility.

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