

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
CLOSING DATE
NOTE

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

OTHER POSTS

<u>POST 43/84</u>	:	<u>ECONOMIST: BUSINESS TAX ANALYSIS REF NO: S111/2025</u> Division: Tax and Financial Sector Policy (TFSP) Purpose: To advise on economic, distributional and sectoral impacts of current and proposed business tax policy options – aiming for an efficient and internationally competitive revenue raising policy.
<u>SALARY</u>	:	R582 444 per annum, (Excl. benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A Grade 12 coupled with a minimum National Diploma (equivalent to NQF level 6) or bachelor's degree (equivalent to NQF level 7) in Economics or Econometrics or Finance or Tax. A minimum 3 years' experience obtained in an analytical environment. Knowledge and experience of tax / fiscal policy / public economics would be an advantage.
<u>DUTIES</u>	:	Corporate Taxation – rates, tax bases and tax competition: Assist in research on corporate taxation pertaining to rates and tax base in aiming for an efficient and internationally competitive corporate tax regime. Make use of administrative taxpayer microdata to inform policy analysis and recommendations and present thereon. Review of Tax Policy and Legislation: Assist in the reviewing of tax legislation in conjunction with economic policy and recommend changes. Assist in the review of tax reforms relating to other countries for alignment of international trends, mindful of South Africa's priorities and needs. Assist with sector analysis on tax policy for tax incentives. Monitor the tax policy impact on sectors and the economy (growth). Inputs to International Taxation: Assist in the provision of income flow data and analysis for double tax agreements. Conduct research and analysis on international tax matters. Parliamentary, Ministerial and MTBPS and Budget: Assist in preparation of written responses to stakeholders. Assist in the response to tax policy issues emanating from enquiries and suggest appropriate courses of action. Liaise with stakeholders and contribute to MTBPS and Budget preparations. Collate inputs from internal stakeholders into responses and contribute to formulation of responses to enquiries.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 43/85</u>	:	<u>ASSISTANT DIRECTOR: PERFORMANCE AUDIT REF NO: S114/2025 (X2 POSTS)</u> Division: Office of The General-General (ODG) Purpose: To plan and execute performance audit and audit of performance information engagements for NT, IRBA, ASB and GTAC to achieve audit objectives.
<u>SALARY</u>	:	R468 459 per annum, (Excl. benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A grade 12 is required coupled with a minimum bachelor's degree (equivalent to NQF level 7) in Internal Auditing or Accounting, Certification as a Certified Internal Auditor (CIA) will serve as an added advantage. A minimum 3 years' experience obtained within the broader Internal Audit environment. Knowledge and experience of the performance audits field.
<u>DUTIES</u>	:	Audit Process – Audit plan, assurance and advisory services: Assist with planning and reporting, and lead the execution of planned, adhoc and follow up performance audits and audit of performance information engagements. Provide key input into the development and alignment of the 3-year rolling audit plan and detailed annual Performance Audit plan based on the strategic and operational risks. Provide inputs in ensuring that planning for the Performance Audits is done a quarter in advance and resources are correctly allocated based on skills required and availability. Draft audit notification and engagement letters. Conduct preliminary surveys and necessary research on all planned and ad-hoc performance audit engagements. Arrange and attend opening and closing conference meetings with clients. Manage own task allocation, oversee and monitor tasks assigned to Junior Performance Audit Specialists and trainees. Lead the interview sessions in preparation of performance audits, identification of symptoms, completion of audit working papers, informal queries, progress reports, quality draft audit reports that include value adding recommendations audit file on TeamMate. Assist with the development of audit objectives and criteria and audit program. Lead the follow up process and ensure that all the necessary tests and workshops are

		conducted to verify implementation of action plans instituted by management to rectify identified inadequate management measures. Complete the findings register to be reported to Audit Committee. Resource Management: Supervise and develop Junior Performance Audit specialists and trainees.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 43/86</u>	:	<u>ASSISTANT DIRECTOR: EMPLOYEE RELATIONS REF NO: S115/2025</u> Division: Corporate Services (CS) Purpose: To implement and follow-up on labour relations matters within the National Treasury.
<u>SALARY</u>	:	R468 459 per annum, (Excl. 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 Human Resources Management or Employment Relations or Labour Relations. A minimum 3 years' experience obtained in Employment Relations services. Knowledge of the broader public service framework on Labour Relations.
<u>DUTIES</u>	:	Grievances and Complaints: Investigate grievances lodged in alignment with policy and procedures, Apply prescripts in accordance with the lodging of investigations and the resolving of grievances, Assist in the evaluation of investigation reports received and formulate the outcome of an investigation, Engage and refer grievances to the Public Service Commission for further investigation, Provide feedback on outcomes emanating from the Public Service Commission's investigation, Prepare grievances to stakeholders for their inputs. Misconducts: Draft appointment letter for the appointment of IO's and PO's, Scrutinize reports and requests and issue a formal charge to an employee accused of misconduct, Guide stakeholders on application of discipline relating to misconduct, Assist with the involve of law enforcement agencies in high profile cases when required, Process requests for the suspension of employees based on merit of the situation, Assist with the drafting of charges on misconduct and serve charge sheets on an employee, Arrange disciplinary hearings and record proceedings in the meeting for record purposes, Implement policies and maintain procedural and substantive consistency in misconduct cases, Engage the outcome of disciplinary hearing to the affected employee, Engage the outcome of disciplinary hearing to the affected employee, Engage the outcome of disciplinary hearing to the affected employee: General Public Sector Bargaining Council Engagements: Assist with the serving of copies of referral forms of disputes are filed by the applicant, Represent the Department in conciliation hearings at the PSCBC, GPSSBC and CCMA, Prepare documents and brief legal representatives on cases and assist them during the duration of cases, Assist with the implementation of awards issued by the Commissioner. Collective Bargaining: Assist with the facilitation and functioning of the internal collective bargaining structures, Serve as the secretariat to the Task Team and prepare discussion documents for meetings, Assist in the interpretation and application of agreements.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 43/87</u>	:	<u>ASSISTANT DIRECTOR: FINANCIAL SECTOR AND ECONOMIC RELATED LEGISLATIVE SERVICES REF NO: S116/2025</u> Division: Office of The General-Counsel (OGC) Purpose: To assist in the drafting and scrutiny of financial sector and economic related legislation and supporting its legislative processes; to comment on draft legislation impacting on fiscal and intergovernmental legislation and to advise on the interpretation of fiscal and intergovernmental legislation.
<u>SALARY</u>	:	R468 459 per annum (Excl. benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A grade 12 is required coupled with a minimum bachelor's degree in law (equivalent to NQF level 7) LLB (equivalent to NQF level 8) will be an added advantage. A minimum of 3 years' experience obtained in a legal environment. Knowledge of constitutional and administrative law and statutory interpretation. Knowledge of Legal research and Legislative drafting skills.
<u>DUTIES</u>	:	Drafting and Processing of financial sector and economic related primary legislation: Provide guidance on legislative processes and participate in policy processes that may require legislation. Draft Bills. Scrutinise draft Bills prepared by line units or entities of National Treasury. Assist internal units with

legal aspects of socio-economic impact assessments of draft Bills. Prepare documentation for the processing of draft Bills, namely to the Minister, Directors-General Clusters, Cabinet and Parliament, and support the processing of draft Bills. Prepare legal instruments required for the commencement of Acts. Comment on Draft Primary Bills initiated by other Departments/Ministers: Provide inputs on draft Legislation initiated by other national departments submitted to the National Treasury before Directors-General and Cabinet processes. Scrutinise legislation submitted to Cabinet Committees or Cabinet to prepare the Minister of Finance's input on the legislation, by identifying provisions that may impact on the National Treasury or legislation administered by the Minister of Finance, impact the financial interests of the provincial and local spheres of government, and only be introduced by the Minister of Finance or with the Minister's concurrence. Drafting/Editing and Scrutiny of financial sector and economic related subordinate legislation: Draft regulations and other legal instruments to be made by the Minister of Finance with supporting documentation required for the promulgation of the legal instruments. Scrutinise draft regulations and other legal instruments, prepared by line units or entities of National Treasury, to be made by the Minister of Finance with supporting documentation required for the promulgation of the legal instruments. Provide inputs on draft regulations and other legal instruments initiated by other national departments submitted to the National Treasury before promulgation. Review legislation: Audit legislation for technical alignment and adherence to best practice and other primary legislation of the National Treasury. Assess legislative requirements against government policy objectives and initiate reviews of legislation. Interpretation of legislation: Advise internal units on the interpretation of legislation.

ENQUIRIES

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