

NATIONAL PROSECUTING AUTHORITY

The NPA is an equal opportunity employer. People with disabilities will be given preference and are encouraged to apply. In the filling of vacancies, the objectives of Section 195(1)(i) of the Constitution of the Republic of South Africa, 1996, and in particular the Employment Equity Act, 1998 (Act 55 of 1998) and the NPA Employment Equity Strategy 2022-2026, will take highest preference in selection of suitable candidates.

<u>APPLICATIONS</u>	:	All applications must be submitted to the relevant Recruitment Response E mails stated below.
<u>CLOSING DATE</u>	:	23 December 2025
<u>NOTE</u>	:	Applicants must apply by submitting applications on the most recent Z83 form obtainable from any Public Service Department or on the DPSA web site link: https://www.dpsa.gov.za/newsroom/psvc/ and a comprehensive CV Only (with detailed experience information). Failure to do so will result in your application being disqualified. Only shortlisted candidates will be required to submit certified copies of qualifications and other relevant documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA (only when shortlisted). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (only when shortlisted). All applications must reach the NPA on/or before the closing date. No late applications will be accepted/processed. Documents should not be password protected, and ZIP files will be blocked. The NPA cannot be held responsible for server delays. All applications must reach the NPA on/or before the closing date. No late applications will be accepted/processed. The applicant's attention is drawn to the fact that the NPA uses an Electronic Response Handling System in terms of e-mailed applications. Please do not contact the NPA directly after you have e-mailed your applications to enquire if your application(s) have been received. If you have not received an acknowledgement of receipt within one week after the closing date, then you can contact the NPA. The NPA reserves the right not to fill any particular position. If you do not hear from us within (6) six months from the closing date of the advert, please accept that your application was unsuccessful. Successful candidates will be subjected to a security clearance of at least confidential. Appointment to this position will be provisional, pending the issue of security clearance. Fingerprints will be taken on the day of the interview. The social media accounts of shortlisted applicants may be accessed as part of the verification process. A valid driver's license will be a requirement where applicable. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments which are, a practical exercise and an integrity (ethical conduct) assessment. Applicants are advised that from 1 January 2021 a new application form for employment (Z83) is in use. The new application for employment form can be downloaded at www.dpsa.gov.za-vacancies . From 1 January 2021 should an application be received using the incorrect (old) application for employment (Z83), it will not be considered. NB! Applicants who are successful must please note that the NPA is not in a position to pay resettlement costs

OTHER POSTS

<u>POST 45/100</u>	:	<u>SENIOR STATE ADVOCATE REF NO: RECRUIT 2025/597</u> Specialised Commercial Crime Unit
<u>SALARY</u>	:	R1 195 110 – R1 859 814 per annum (LP-9), (Total cost package)
<u>CENTRE</u>	:	Port – Elizabeth (East London)
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least eight (8) years' post qualification experience in civil and/or criminal litigation. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Extensive prosecutorial or litigation experience with regard to common law offences such as fraud, theft, forgery and uttering, commercial crimes and related matters. Proficiency in prosecuting, guiding investigations in complex or more difficult matters, including commercial matters, drafting charge sheets, including indictments and court documents, dealing with representations. Knowledge of

		asset forfeiture law will be an added advantage. Well-developed skills in legal research and legal drafting. Strong interpersonal and communication skills. General computer proficiency and knowledge of programs in MS Office. Good interpersonal, analytical, organization and communication skills.
<u>DUTIES</u>	:	Study case dockets, decide on the institution of and conduct criminal proceedings. Deal with any representations. Conduct prosecution of serious, complex and organized commercial crime and corruption matters. Prepare cases for court including the acquisition of additional evidence and drafting charge sheets, indictments and other court documents. Present the state's case in court, including examination and cross-examination of witnesses and addressing the court on conviction and sentence. Manage court and case flow management independently. Study and deal with appeals and reviews. Advise the police on the investigation of serious, complex and organized commercial crime cases and corruption matters. Be able to guide and supervise junior advocates. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES</u>	:	Nosiseko Mabaleka Tel No: (012) 842 1465
<u>APPLICATIONS</u>	:	e mail: Recruit2025597@npa.gov.za
<u>POST 45/101</u>	:	<u>STATE ADVOCATE</u> Specialised Commercial Crime Unit
<u>SALARY</u>	:	R932 904 - R 1 539 321 per annum (Level LP- 7 to LP-8), (Total cost package)
<u>CENTRE</u>	:	Port Elizabeth (Gqeberha) Ref No: Recruit 2025/598 Port Elizabeth (East – London) Ref No: Recruit 2025/599 (X2 Posts) (1 Re-advert)
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. At least five (5) years' post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Well-developed skills in legal research and legal drafting. Good knowledge of civil and/or criminal procedure. Proficiency in prosecution, competency in guiding investigations, drafting charge sheets, indictments and court documents and dealing with representations. Extensive prosecutorial or litigation experience with regard to common law offences such as fraud, theft, forgery and uttering, commercial crimes and related matters. Knowledge of asset forfeiture law will be an added advantage. Good interpersonal, analytical, organisational and communication skills. Ability to act independently or with minimum supervision. A valid driver's licence.
<u>DUTIES</u>	:	Study case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets, indictments and other court documents. Represent the State in all courts. Prepare a case for court, including the acquisition of additional evidence, lead and cross examine witnesses, address the court on inter alia, conviction and sentence. Study and deal with appeals and reviews, attend to representations, prepare opinions and heads of arguments. Conduct prosecution of serious, complex and organised commercial crime and corruption matters. Appear in court in motion applications pertaining to criminal matters and in general conduct prosecution on behalf of the state. Perform all duties related thereto in accordance with the code of conduct policy and directives of the NPA. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES</u>	:	Nosiseko Mabaleka Tel No: (012) 842 1465
<u>APPLICATIONS</u>	:	Port Elizabeth (Gqeberha) e mail: Recruit2025598@npa.gov.za Port Elizabeth (East – London) e mail: Recruit2025599@npa.gov.za
<u>POST 45/102</u>	:	<u>REGIONAL COURT CONTROL PROSECUTOR</u> National Prosecutions Service
<u>SALARY</u>	:	R1 032 906 - R1 675 743 per annum (Level SU-3), (Total cost package)
<u>CENTRE</u>	:	CPP: Modimolle Ref No: Recruit 2025/600 CPP: Bloemfontein (Phuthaditjhaba) Ref No: Recruit 2025/601
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least six (6) years post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Good management skills. Must have the ability to act independently or within minimum supervision. Proficiency in

	prosecuting, guiding investigation and giving instructions in complex or more difficult common law and statutory offences in Regional and District Court. Draft complex charge sheets and complex court documents. Good management skills. Must manage, give guidance and train prosecutors.
<u>DUTIES</u>	: Manage, train and give guidance to and train prosecutors. Study case dockets, decide on the institution of and conduct criminal proceedings. Maintenance matters and inquest of a general and more advanced nature in the Regional and District Court. Prepare cases for court and draft charge sheets and other proceedings for court. Present and assist prosecutors to present the State's case in court, to lead witnesses, cross examine and address the court on inter alia, conviction and sentence, and in general to conduct prosecutions on behalf of the State. Perform all duties related thereto in accordance with the code of conduct, policy and directives of the NPA. Assist the Senior Public Prosecutor with the performance assessment of staff. Perform general administrative duties of the office. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES</u>	: CPP: Modimolle Thuba Thubakgale Tel No: (015) 045 0285 CPP: Bloemfontein (Phuthaditjhaba) Lemmer Ludwick Tel No: (015) 410 6001
<u>APPLICATIONS</u>	: CPP: Modimolle e mail: Recruit2025600@npa.gov.za CPP: Bloemfontein (Phuthaditjhaba) e mail: Recruit2025601@npa.gov.za
<u>POST 45/103</u>	: <u>REGIONAL COURT PROSECUTOR</u> National Prosecutions Service
<u>SALARY</u>	: R630 630 - R 1 450 323 per annum (Level LP-5 to LP-6), (Total cost package), (Excluding benefits)
<u>CENTRE</u>	: CPP: Thohoyandou (Malamulele) Ref No: Recruit 2025/602 CPP: Thohoyandou (Sibasa) Ref No: Recruit 2025/603 CPP: Thohoyandou (Makhado) Ref No: Recruit 2025/604 CPP: Modimolle Ref No: Recruit 2025/605 (X2 Posts) (Re-advert) CPP: Bloemfontein Ref No: Recruit 2025/606 (X2 Posts) CPP: Modimolle (Lephalale) Ref No: Recruit 2025/614
<u>REQUIREMENTS</u>	: An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least four (4) years post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. The incumbent must have the ability to act independently or with minimum supervision. Proficiency in prosecuting. Experience in guiding investigations and giving instructions in law and statutory offences in regional court. Good interpersonal skills. Good analytical skills. Good presentation skills. Good project management skills.
<u>DUTIES</u>	: Study case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets and other documents and represent the State in all courts. Lead witnesses, cross-examine and address the court on inter alia, conviction and sentence and in general to conduct prosecutions on behalf of the state. Perform general administrative duties of the office. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system. Perform all duties related thereto in accordance with the Code of Conduct, Policy, and Directives of the National Prosecuting Authority.
<u>ENQUIRIES</u>	: CPP: Thohoyandou (Malamulele); CPP: Thohoyandou (Sibasa); CPP: Thohoyandou (Makhado); CPP: Modimolle and CPP: Modimolle (Lephalale) Thuba Thubakgale Tel No: (015) 045 0285 CPP: Bloemfontein Lemmer Ludwick – 051 410 6001
<u>APPLICATIONS</u>	: CPP: Thohoyandou (Malamulele) e-mail: Recruit2025602@npa.gov.za CPP: Thohoyandou (Sibasa) e-mail: Recruit2025603@npa.gov.za CPP: Thohoyandou (Makhado) e-mail: Recruit2025604@npa.gov.za CPP: Modimolle e-mail: Recruit2025605@npa.gov.za CPP: Bloemfontein e-mail: Recruit2025606@npa.gov.za CPP: Modimolle (Lephalale) e-mail: Recruit2025614@npa.gov.za
<u>POST 45/104</u>	: <u>ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: RECRUIT 2025/607</u> Strategy, Operations and Compliance: HRM & D - Labour Relations
<u>SALARY</u>	: R582 444 per annum (Level 10), (Excluding benefits)
<u>CENTRE</u>	: Pretoria: Head Office

<u>REQUIREMENTS</u>	:	An appropriate B-degree (NQF Level 7) or Three (3) year Diploma (NQF level 6) in Labour Relations or equivalent. (Studying towards LLB Degree will be an added advantage). Three (3) years' experience in Labour Relations. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of the employment relations legislative and regulatory framework. Experience in appearing in conciliations, mediations, and arbitration proceedings. Knowledge and experience in the handling of complaints, disciplinary hearings, and grievances. Dispute resolution skills. Valid driver's license.
<u>DUTIES</u>	:	Represent the NPA in disciplinary hearings, conciliations, mediations, and arbitration proceedings. Facilitate NPA representations and provide support to the counsel representing the NPA in external disputes. Facilitate the resolution of grievances and conduct necessary investigations for such resolutions. Facilitate disciplinary proceedings and conduct necessary investigations. Proactively implement mechanisms that minimize disputes and create sound employment relations. Participate in collective bargaining and facilitate the implementation of collective agreements. Prepare the necessary documents and provide opinions on the management and resolution of labour matters. Ensure compliance with grievances and disciplinary policies. Research and advice the NPA on the relevant legislative framework.
<u>ENQUIRIES APPLICATIONS</u>	:	Ronnie Pather - 012 845 6186
	:	e mail: Recruit2025607@npa.gov.za
<u>POST 45/105</u>	:	<u>BUSINESS ANALYST REF NO: RECRUIT 2025/608</u> Strategy, Operations and Compliance: Information Systems Management
<u>SALARY CENTRE REQUIREMENTS</u>	:	R582 444 per annum (Level 10), (Excluding benefits)
	:	Pretoria: Head Office
	:	An appropriate B -degree (NQF level 7) or Three (3) year Diploma (NQF level 6) in IT or equivalent qualification. Minimum five (5) years' experience as Business Analyst within the IT industry. Certification in Business Analysis. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Certification in Project Management or Business Analysis. Project management skills. Understanding of SDLC. Proficiency in MS Office suite and process mapping tools (Visio), project management (MS Projects). Research, presentation, and facilitation. Strategic planning skills. Knowledge management. Service delivery and innovation skills. Agile Business Analysis certification will be an advantage. Valid driver's licence.
<u>DUTIES</u>	:	Determine operational objectives by studying business functions; gathering information; evaluating output requirements and formats. Review a variety of areas including core operations and corporate services. Document process maps, construct workflow charts and diagrams by studying system capabilities and writing specifications. Improve systems by studying current practices and designing modifications. Perform daily, weekly and monthly reviews and analyses of current processes using operational metrics and reports. Recommend controls by identifying problems and writing improved procedures. Monitor project progress by tracking activity, resolving problems and publishing progress reports for recommending actions. Conduct insightful, ad hoc analyses to investigate ongoing or one-time operational issues. Conduct and coordinate research to support strategic and business planning within the various units and programs of the client group. Define project requirements by identifying project milestones, phases and elements; forming project team and stakeholder analysis and management; establishing project budget. Understand and communicate the financial and operational impact of any changes. Validate resource requirements and develop cost estimate models. Interpret, evaluate and interrelate research data and develop integrated business analyses and projections for incorporation into strategic decision-making. Maintain user confidence and protect operations by keeping information confidential. Prepare technical reports by collecting, analyzing and summarizing information and trends. Create informative, actionable and repeatable reporting that highlights relevant business trends and opportunities for improvement.
<u>ENQUIRIES APPLICATIONS</u>	:	Obert Masango Tel No: (012) 845 7058
	:	e mail: Recruit2025608@npa.gov.za

<u>POST 45/106</u>	:	<u>BUSINESS INTELLIGENCE ANALYST REF NO: RECRUIT 2025/609</u> Strategy, Operations and Compliance: Information Systems Management (Re-advert)
<u>SALARY</u>	:	R582 444 per annum (Level 10), (Excluding benefits)
<u>CENTRE</u>	:	Pretoria: Head Office
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in Computer Science or equivalent. Minimum five (5) years' relevant experience in Business Intelligence. Big Data analysis skills, including SQL, statistical knowledge, data visualization tools (Tableau, Power BI), and cloud computing platforms (AWS, Azure, GCP). Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of the employment relations legislative and regulatory framework. SQL database Administration, SQL Server and SQL Query skills. ITIL (Information Technology International Library) Foundation. Project Management skills. Research, presentation and facilitation. Strategic planning skills. Knowledge management. Data Analysis skills. Service delivery and innovation skills.
<u>DUTIES</u>	:	Create Business Intelligence dashboards, reports and tools. Perform SQL queries, design, code, test, and aggregate the results to create useful information. Provide technical documents on database content. Map various databases used in the organization. Develop, design, and analyze data architecture and data warehouses. Collaborate with IT department in deploying software and hardware upgrades to leverage big data use. Create or discover new data procurement and processing programs. Oversee the deployment of data to the data warehouse. Review and validate customer data as and when collected. Review customer files to ensure integrity of data collection and utilization. Monitor analytics and metrics results. Implement new data analysis methodologies. Perform data profiling to identify and understand anomalies. Evaluate and recommend appropriate business intelligence tools and software. Train users on how to use BI tools, dashboards and reports. Provide technical and functional support to users on the use of BI tools, dashboards and reports.
<u>ENQUIRIES</u>	:	Obert Masango Tel No: (012) 845 7058
<u>APPLICATIONS</u>	:	e mail: Recruit2025609@npa.gov.za
<u>POST 45/107</u>	:	<u>WEB DEVELOPER REF NO: RECRUIT 2025/610</u> Strategy, Operations and Compliance: Information Systems Management
<u>SALARY</u>	:	R397 116 per annum (Level 08), (Excluding benefits)
<u>CENTRE</u>	:	Pretoria: Head Office
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in Information Technology or equivalent. Minimum three (3) years' experience in Web development. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of ITIL (Information Technology International Library) framework. Computer programming/coding skills in C#. NET, ASP.NET and NET. JavaScript, HTML5, CSS, XML, jQuery, SQL Server, and Web Services. Research, presentation and facilitation. Knowledge management. Ability to work under pressure and adherence to strict deadlines. Service delivery and innovation skills. MS Office suite, MS Word, Excel, Outlook, PowerPoint, MS Project. Valid driver's licence.
<u>DUTIES</u>	:	Collaborate with business analyst to establish a detailed technical specification through client discussion. Clarify the actions the application is intended to perform. Design and develop the application - break down the application specification into its most accessible components and convert this logic into a programming language. Work as part of a project team. Test sample datasets to ensure that the output from the application is correct. Brainstorm potential remedies to anticipated difficulties. Respond to problems and rectify the applications as needed. Analyze and improve the applications' efficacy. Adapt the application to new needs as needed. Carry out user acceptability testing to ensure that the application is simple, quick and accurate. Provide extensive documentation for the applications' usage by users and support personnel. Update, repair, change and create current software and general applications.
<u>ENQUIRIES</u>	:	Obert Masango Tel No: (012) 845 7058
<u>APPLICATIONS</u>	:	e mail: Recruit2025610@npa.gov.za

<u>POST 45/108</u>	:	<u>SYSTEM DEVELOPER: SHAREPOINT REF NO: RECRUIT 2025/611</u> Strategy, Operations and Compliance: Information Systems Management
<u>SALARY</u>	:	R397 116 per annum (Level 08), (Excluding benefits)
<u>CENTRE</u>	:	Pretoria: Head Office
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in Computer Science or equivalent. Minimum three (3) years' experience in Microsoft SharePoint development or Information Technology environment. Certification on Microsoft SharePoint Development. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of ITIL (Information Technology International Library) framework will be an added advantage. Computer programming/coding skills in C#. NET, ASP.NET and NET. JavaScript, HTML5, CSS, XML, jQuery, SQL Server, and Web Services. Research, presentation and facilitation. Exposure to Project Management processes. Ability to work under pressure and adherence to strict deadlines. Service delivery and innovation skills. MS Office suite, MS Word, Excel, Outlook, PowerPoint, MS Project. Valid driver's licence.
<u>DUTIES</u>	:	Collaborate with other software developers., business analysts and IT professionals to implement Microsoft SharePoint solutions. Configure NPAs' SharePoint portals/systems to specified requirements. Develop new web components using XML, NET, SQL, C# and various programming languages including PowerApps. Extend SharePoint functionality by developing forms, web parts and application technologies. Review website interface and software stability. Maintain existing portals and applications. Provide user support.
<u>ENQUIRIES</u>	:	Obert Masango Tel No: (012) 845 7058
<u>APPLICATIONS</u>	:	e mail: Recruit2025611@npa.gov.za
<u>POST 45/109</u>	:	<u>SYSTEM DEVELOPER: CRM DYNAMICS REF NO: RECRUIT 2025/612</u> Strategy, Operations and Compliance: Information Systems Management
<u>SALARY</u>	:	R397 116 per annum (Level 08), (Excluding benefits)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in Computer Science or equivalent. Minimum three (3) years' relevant experience in Web development. Certification as Microsoft CRM Dynamics Developer. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of ITIL (Information Technology International Library) framework. Computer programming/coding skills in C#. NET, ASP.NET and NET. JavaScript, HTML5, CSS, XML, jQuery, SQL Server, and Web Services. Research, presentation and facilitation. Knowledge management. Ability to work under pressure and adherence to strict deadlines. Service delivery and innovation skills. MS Office suite, MS Word, Excel, Outlook, PowerPoint, MS Project. Valid driver's licence.
<u>DUTIES</u>	:	Collaborate with other software developers, business analysts, Software architects and IT professionals to implement Microsoft Dynamics CRM solutions. Develop and maintain a platform roadmap. Integrate existing systems and services into the CRM architecture. Assist with deployment and provisioning activities. Design solutions based on business requirements and end user input. Create user documentation for new functions. Train users on use of new functions. Advise on use of Microsoft Stack to enable business capabilities. Maintain current CRM Dynamics module already in production. Manage all CRM Dynamics environments (development, testing and production). Manage all user licenses and provisioning according to contract.
<u>ENQUIRIES</u>	:	Obert Masango Tel No: (012) 845 7058
<u>APPLICATIONS</u>	:	e mail: Recruit2025612@npa.gov.za
<u>POST 45/110</u>	:	<u>SENIOR ADMINISTRATIVE OFFICER REF NO: RECRUIT 2025/613</u> Strategy, Operations & Compliance: Supply Chain Management - Logistics
<u>SALARY</u>	:	R397 116 per annum (Level 08), (Excluding benefits)
<u>CENTRE</u>	:	Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in Public Management and/or Supply Chain Management or equivalent qualification. Minimum two (2) years' experience working in Logistics. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Knowledge of PFMA, Logistical Information System (LOGIS), Treasury Regulations and Preferential Procurement Policy framework Act.

DUTIES

Written and Verbal communication skills, Planning, organising skills and analytical skills. Computer literacy and knowledge of programs in Microsoft Office (MS Word, Excel, PowerPoint and Outlook).

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Administer invoices and orders on LOGIS. Administer Warehouse. Prepare payment reports. Administer Invoice Tracking System. Provide information on the preparation of monthly management reports. Supervision of staff. Assess staff performance.

ENQUIRIES
APPLICATIONS

:

John Solomon Tel No: (012) 845 6770

:

e mail: Recruit2025613@npa.gov.za