

DEPARTMENT OF SOCIAL DEVELOPMENT

It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of this post and candidates whose transfer/promotion/appointment will promote representivity will receive preference.

- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to the Director-General, Department of Social Development, Private Bag X901, Pretoria, 0001. Physical Address: HSRC Building, 134 Pretorius Street In the event of hand delivery of applications, applicants must sign an application register book as proof of submission. Applicants may also email their applications to the following email addresses: For: Executive Director – e-recruit.ED@dsd.gov.za; Director: Financial, Compliance and IT Audits - e-recruit.FCIA@dsd.gov.za
- FOR ATTENTION** : Mr S Boshielo
- CLOSING DATE** : 23 December 2025
- NOTE** : Curriculum vitae with a detailed description of duties and the names of two referees must accompany your signed application for employment (Z83). If applying for more than one position, applicants must submit separate applications for each position. Shortlisted candidates for a post will be required to submit certified copies of qualifications and identity documents on the date of the interview. Applicants are advised that from 1 January 2021, a new application for employment (Z83) form is effective and must be completed in full, failure to use the new Z83 will result in disqualification. The new form can be downloaded online at www.dpsa.gov.za-vacancies. Applicants applying for SMS posts are required to successfully complete the Certificate for entry into the SMS (submitted prior to appointment) and full details can be sourced by following the link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Applicants are expected to pay for the course and may enroll for it at a cost of R400.00. The duration of the course is 120 hours. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment for SMS posts (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate will sign an annual performance agreement, complete a financial discloser form and will also be required to undergo a security clearance. Candidates nominated for posts on salary levels 2 - 12 may be subjected to a competency assessment during the selection process. If the candidate is applying for an OSD post, certificates of service must be submitted on the date of the interview. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Personnel suitability checks will be conducted on shortlisted candidates, and the appointment is subject to positive outcomes of the checks. Correspondence will be limited to shortlisted candidates only. The selection of candidates will be done with due regard to the relevant aspects of the selection process as set out in the Public Service Amendment Regulations, 2023, Regulation 67. Applications received after the closing date will not be taken into consideration. If you have not been contacted within three months after the closing date of this advertisement, please accept that your application was unsuccessful. Candidates requiring additional information regarding the advertised post may direct their enquiries to the person as indicated above. Internal applicants must submit and register their employment applications at the register book in the DSD reception area for the attention of Mr S Boshielo. DSD reserves the right to cancel the filling/ not to fill a vacancy that was advertised during any stage of the recruitment process.

MANAGEMENT ECHELON

<u>POST 45/205</u>	:	<u>EXECUTIVE DIRECTOR: INSPECTORATE REF NO: A/Q1/2025</u> (5-Year Fixed Term Contract) Inspectorate for Social Assistance (This is a readvertisement and applicants who applied previously need not reapply as they will be considered)
<u>SALARY</u>	:	R1 813 182 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.
<u>CENTRE REQUIREMENTS</u>	:	HSRC Building, Pretoria A qualification at NQF Level 8 as recognized by SAQA in the field of Public Administration/ Management or Business Administration/ Management or Legal Studies or Forensic Accounting Plus a minimum of 8 years' experience at senior management level. Knowledge of Social Assistance and Regulations, SASSA Act and PREECA Act. Knowledge and understanding of the Social Security Framework. Knowledge of matters related to strategic planning, risk management and monitoring and evaluation. Knowledge of Treasury Regulations. Knowledge of the Public Finance Management Act. Competencies needed: Strategic capability and leadership skills. Programme and project management skills. Financial management skills. Change management skills. Information and knowledge management skills. Communication (written and verbal) skills. Service delivery innovation skills. Problem solving skills. People management and empowerment skills. Client orientation and customer focus skills. Stakeholder management skills. Presentation and facilitation skills. Law enforcement. Investigative. Legal skills. Attributes: Good interpersonal relations. Ability to work under pressure. Innovation and creativity. Independent thinker. Ability to work in a team and independently. Adaptability. Confidentiality. Cost consciousness. Honesty, integrity and ethics. Emotional intelligence. Ability to evaluate/ analyze information. Strategic awareness. Customer service oriented and focus. Accountability. Ability to exercise appropriate judgement. Diplomacy. Independent thinking. Honesty and integrity. Assertiveness.
<u>DUTIES</u>	:	Accountable for the overall management and administration of the Inspectorate for Social Assistance. Oversee investigations of fraud, corruption and service mismanagement relating to social assistance administered by SASSA. Oversee financial audits and audits on compliance with regulatory and policy measures and instruments relating to social assistance. Oversee and manage the establishment of an effective complaints mechanism. Generally ensure the integrity of the social assistance framework and systems as envisaged in Chapter 4 of the Social Assistance Act, 2004 as amended.
<u>ENQUIRIES</u>	:	Mr FP Netshipale Tel No: (012) 312 7662/ 7556
<u>POST 45/206</u>	:	<u>DIRECTOR: FINANCIAL, COMPLIANCE AND IT AUDITS REF NO: B/Q1/2025</u> Chief Directorate: Internal Audit Services
<u>SALARY</u>	:	R1 266 714 per annum. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.
<u>CENTRE REQUIREMENTS</u>	:	HSRC Building, Pretoria An appropriate NQF level 7 qualification in Auditing/ Internal Auditing recognised by SAQA Plus 5 years' experience at middle/ senior management in the relevant field. Knowledge and understanding of the Public Service Act and Regulations. Knowledge and understanding of standards set by the Institute of Internal Auditors (IIA). Knowledge and understanding of accounting practices and public sector reporting requirements. Knowledge and understanding of internal audit and risk management principles and practices. Knowledge and understanding of PFMA. Knowledge and understanding of legal compliance, good governance and financial management. Knowledge in the use of Computer Assisted Audit Techniques (CAATS). Knowledge of

corporate governance. Knowledge and understanding of General Acceptance Accounting Practice (GAAP). Knowledge and understanding of International Financial Reporting Standards (FRS). Competencies needed: Programme and project management. Information and knowledge management. People management and empowerment. Problem solving and change management. Policy analysis and development. Client orientation and customer focus. Service delivery innovation. Financial management. Communication (verbal and written). Computer literacy. Stakeholder management. Planning and coordination. Presentation and facilitation. Monitoring and evaluation. Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creative. Ability to work in a team and independently. Adaptability. Emotional intelligence. Independent thinker. Cost consciousness. Honesty and integrity. Assertiveness.

DUTIES

: Develop and implement internal audit policies, strategies, methodologies and procedures in line with the Institute of Internal Auditors (IIA) and relevant public service legislations. Manage the provision of the IT and Financial audits in accordance with IIA standards, professional ethics and relevant regulatory frameworks to ensure the attainment of the overall strategic objectives. Manage the delivery of quality audit reports. Provide technical support to the Audit Committee to enable the Committee to meet its objectives. Manage the assessment on the implementation of audit recommendations and the impact of the corrective actions taken by management on the deficiencies identified by the audits. Manage and report on the budget, human resources, and performance of the chief directorate in line with the set regulations and prescripts.

ENQUIRIES
NOTE

: Mr A Mudau Tel No: (012) 312-7304/ 7085
: In terms of the Department's employment equity targets, Coloured and White males and African, Coloured and White females as well as persons with disabilities are encouraged to apply.