

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

The Department is an equal opportunity organisation and intends to promote equity through the filling of these posts. Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.



CLOSING DATE
NOTE

: 30 January 2026

: Please forward your application, quoting the relevant reference number, to the link quoted in the specific advertisement below. This link requires applicants to use a Google account. Applications must be submitted with two attachments: 1. A Z83 Form (2021 version), obtainable from the DPSA website (Z83 editable) and 2. A recently updated comprehensive Curriculum Vitae. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialed and signed by the applicant. Applications received after the closing date will not be considered. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority. Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense (only when shortlisted). Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership of Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The CVs submitted will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Note for applicants of SMS posts: 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://thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to the finalization of the appointment, is a requirement for all SMS positions. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment, using the mandated DPSA SMS competency assessment tools.

MANAGEMENT ECHELON

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| <u>POST 01/09</u> | : | <u>CHIEF DIRECTOR: POSTAL, FINANCIAL INCLUSION AND DIGITAL COMMERCE REF NO: CDPFIDC</u> |
| | | Nature Of Appointment: Permanent The purpose of the post is to oversee the review, development and implementation of policies, innovative strategic reforms and plans to govern and support the delivery of postal and financial inclusion. |
| <u>SALARY</u> | : | R1 494 900 per annum (Level 14), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Commerce / Economics / Public Policy / Digital Transformation or relevant field. A minimum of five (5) years' experience at a senior managerial level in the Information Communication Technology (ICT) Sector / postal services, financial inclusion / digital commerce / state owned entity / policy development or related field. Skills / Competencies And Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; and Stakeholder Engagement and Relationship Management. Technical Competencies required: Postal and Financial Inclusion Industry Expertise; Digital Commerce and Trade Development; Public Policy knowledge; Knowledge (postal, financial inclusion, digital economy); Policy Formulation and Implementation; and Good corporate governance practices. |
| <u>DUTIES</u> | : | The successful candidate will lead and provide oversight and support to entities within the Chief Directorate's purview, relating to postal sector and financial inclusion to ensure accountability. Oversee the development of postal and financial inclusion policies. Lead and monitor the development and implementation of strategic plans and policies to promote innovation, inclusivity, and accessibility in the postal, financial inclusion, and digital commerce sectors. Manage and create an enabling environment, and strategic reforms to govern and support the delivery of postal services and postal financial services, and other services mandated under law to be carried out by SAPO. Manage and create an enabling environment and support strategic reforms to govern and support the delivery of digital platforms and trade services that create opportunities for value creation and exchange. Collaborate with stakeholders to identify and address financial barriers, focusing on digital solutions to extend financial services to remote and underserved areas. Develop and manage strategies that ensure the sustainability of postal services in a digital age, focusing on adapting to emerging technologies and consumer needs. Monitor and ensure compliance with governance and performance standards and where necessary. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link <u>Chief Director: Postal, Financial Inclusion and Digital Commerce</u> |
| <u>POST 01/10</u> | : | <u>DIRECTOR: AUDIO VISUAL MEDIA COPYRIGHTS AND SUSTAINABILITY REF NO: DIRAVMCS</u> |
| | | Nature Of Appointment: Permanent The purpose of the post is to manage and create an enabling environment and strategic reforms that promote audio visual media copyrights and sustainability. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Media Studies / Journalism / Copyright or relevant field. A minimum of five (5) years of experience at middle/senior managerial level within the Media Studies / Journalism / Copyright or related field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial |

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| | Management; Change Management, Innovation and Problem-solving; and Critical thinking. Technical Competencies: Identifying areas of dispute or requiring protection in relation to copyright; Broadcasting industry expertise; Service delivery innovation; Stakeholder engagement; and Relationship management. |
| <u>DUTIES</u> | : The successful candidate will: advice and assist with the development of the master plan, for the audio-visual industry that ensures promotion of media diversity and plurality in South Africa through copyright protection and promotion; advice on mechanisms to govern audio-visual media intellectual property rights, i.e. registration, dealing with disputes, commercial negotiations and enforcing licencing agreements and copyrights to ensure fair use, limitations and exceptions; promote sustainable practices and ensure economic sustainability of the audio-visual industry, by fostering entrepreneurship, innovation, collaboration and supporting the development of business models and revenue streams; mobilise resources, development of schemes and funding model policy for the audio-visual media industry; collaborate with key stakeholders to raise awareness about audio visual media copyright laws and responsibilities and assist users and the public in understanding the rights and obligations under copyright law. |
| <u>ENQUIRIES</u> | : Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : Link Director: Audio Visual Media Copyrights and Sustainability |
| <u>POST 01/11</u> | : <u>DIRECTOR: COMMUNITY MEDIA SERVICES REF NO: DIRCMS</u> Nature Of Appointment: Permanent The purpose of the post is to manage and create an enabling environment, policy framework and strategic reforms that promote Public and Community Media Services. |
| <u>SALARY</u> | : R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Degree in Law/ Public Policy / Media Studies / Journalism / Communication or relevant equivalent qualification. Five (5) years of experience at middle/senior managerial level in Law / Public Policy / Media Studies / Journalism / Communication or related field. Skills / Competencies And Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Problem-solving and Critical Thinking Technical Competencies: Policy analysis and development, Broadcasting industry expertise, Service delivery innovation, Business analysis, Stakeholder management and Relationship management. |
| <u>DUTIES</u> | : The successful candidate will: establish a conducive environment to enable community broadcasting growth and expansion; establish a conducive environment to public media broadcasting growth and expansion; define approaches to promote social cohesion, national values and identity, transparency, accountability, and media freedom; conduct market research and gap analysis and recommend areas for improvement to inform strategic reforms; support the creation of platforms and the creation and dissemination of content relevant to the communities; identify and support initiatives to empower public and community media organisations that promote dialogue, debate and sharing of local stories and content; review plans to ensure alignment, analyse the reports, highlight issues and risks, and monitor the performance of the entity/entities to ensure financial viability, sustainability, and impact on service delivery. |
| <u>ENQUIRIES</u> | : Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : Link Director: Community Media Services |

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| <u>POST 01/12</u> | : | <u>DIRECTOR: PUBLIC BROADCASTING SERVICES REF NO: DIRPBS</u> |
| | | Nature of Appointment: Permanent |
| | | The purpose of the post is to manage and create an enabling environment that promote and support Public Broadcasting Services and exercise oversight over public broadcasting State Owned Entity. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield |
| | | An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Media Studies / Commerce / Finance / Economics / Journalism / Communication or relevant field. Five (5) years of experience at middle/senior managerial level within Media Studies / Journalism / Commerce / Finance / Economics / Communication or related field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Innovation and Problem-Solving and Critical Thinking. Technical Competencies: Policy Analysis and Development, Service Delivery innovation, Broadcasting Industry Expertise, Digital Technologies and Strategy, Service Delivery Innovation, Business Analysis, Stakeholder Management and Relationship Management. |
| <u>DUTIES</u> | : | The successful candidate will: manage and promote the delivery of public services media services, providing oversight and assessment of SOE's operational and financial performance; oversight services to ensure the performance, financial viability and sustainability of the entities; facilitate the accountability of public service media organisations and support the development of public service media globally and ensure financial viability and sustainability of the entities; establish mechanisms to ensure that public service media is accessible to all population segments, including marginalised communities; foster innovation and creativity and promote collaboration and engagements with other media organisations, content creators, and key industry stakeholders; monitor the performance of the public service media organisations, address concerns and provide recommendations where required; and review plans to ensure alignment, analyse the reports, highlight issues and risks, and monitor the performance of the entity/entities to ensure financial viability, sustainability, and impact on service delivery. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link <u>Director: Public Broadcasting Services</u> |
| <u>POST 01/13</u> | : | <u>DIRECTOR: RAPID DEPLOYMENT OPERATIONS REF NO: DIRRDO</u> |
| | | Nature of Appointment: Permanent |
| | | The purpose of the post is to manage and create an enabling environment to govern and support the delivery of rapid deployment programmes, services and initiatives. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield |
| | | An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Communications / Public Administration / Information and Communication Technology (ICT) or relevant related qualification. A postgraduate qualification in a relevant discipline will be an advantage. Five (5) years' experience at middle/senior managerial level within communications / Public Administration / Information and Communication Technology (ICT) or related field. Skills / Competencies And Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Problem-solving and Critical Thinking. Technical competencies: Policy Analysis, Telecommunications Infrastructure Knowledge, Operations Management, Regulatory and Compliance Expertise, Digital Technologies and Strategy, Service Delivery Innovation, Business Performance Analysis, Organisational Analysis, Stakeholder Management. |

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| <u>DUTIES</u> | : | The successful candidate will: contribute insights to or recommend elements for inclusion in relevant policies, strategies and plans to promote competition and infrastructure sharing; oversee the full operational rapid deployment coordination centre and advise on mechanisms to improve funding and resource mobilisation; coordinate infrastructure rollout and participate in other infrastructure coordination forums, such as SIPs Infrastructure South Africa (ISA), amongst others, to support the planning and deployment of infrastructure; support the implementation of the Model By-Law, which deals with establishing a standard automated wayleave application system based on understanding common information requests across various bodies; forge collaboration with stakeholders and relevant industry bodies dealing with the rapid deployment of digital infrastructure and the implementation of the Presidential DDM; facilitate alignment of entities plans with departments, government priorities, strategic focus and provide advice and recommendations. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link Director: Rapid Deployment Operations |
| <u>POST 01/14</u> | : | <u>DIRECTOR: ONLINE CONTENT CLASSIFICATION REF NO: DIROCC</u> Nature of Appointment: Permanent The purpose of the post is to manage and create an enabling environment, policy framework strategic reforms that promote Online Content Classification. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Media Studies / Journalism / Communication or relevant related qualification. Five (5) years of experience at middle/senior managerial level within Media Studies / Journalism / Communication or related field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management. Technical Competencies: Policy Analysis, Broadcasting Industry Expertise, Service Delivery innovation, Digital Technologies and Strategy, Business Performance Analysis, Stakeholder Engagement and Relationship Management. |
| <u>DUTIES</u> | : | The successful candidate will: provide policy framework, plans and strategies to shape the regulatory landscape and set standards for social media content classification; drive processes to define criteria, codes, and standards for classifying social media and online content and co-regulate; working with the designated regulatory body, facilitate collaboration with social media companies to develop industry-wide standards and best practices for social media usage and content classification, moderation, and expertise; collaborate with partners, the international community, and industry stakeholders to address social media content classification issues and raise awareness about the importance of responsible social media usage; manage the implementation of the policies - such as policy owners, implementers, beneficiaries, and accountability mechanisms. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link Director: Online Content Classification |
| <u>POST 01/15</u> | : | <u>DIRECTOR: LEGAL ADVISORY SERVICES REF NO: DIRLAS</u> Nature of Appointment: Permanent The purpose of the post is to manage and provide legal advisory and support services to the Department. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in LLB or relevant related field. Be an Admitted Attorney. Five (5) years of experience at middle/senior managerial level in the |

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| <p>relevant field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Problem-solving and Critical Thinking. Technical Competencies: Court Processes and Procedures, Legal Administration, Legal Advisory and Interpretation, Legal Compliance, Legal Research, Litigation and Dispute Resolution.</p> | |
| <u>DUTIES</u> | : The successful candidate will: manage the review of legal processes and procedures; manage and provide legal guidance and advisory services and assess legal risks to protect the department's legal interest and reputation; advise and assist in interpreting laws and regulations and ensure that the department's decisions align with legal requirements; provide oral or written legal opinions regarding actions and documents with possible legal implications; provide advice and support in litigations and legal disputes processes; engage with the State Attorney and State Law Advisor on provision of legal opinions; manage and collaborate with external counsel/legal representation in preparing legal strategies; and represent the department's interest in legal proceedings. |
| <u>ENQUIRIES</u> | : Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : Link <u>Director: Legal Advisory Services</u> |
| <u>POST 01/16</u> | <p><u>DIRECTOR: CONTRACT MANAGEMENT ADVISORY SERVICES REF NO: DIRCMAS</u></p> <p>Nature of Appointment: Permanent The purpose of the post is to manage and monitor the provision of contract management services.</p> |
| <u>SALARY</u> | : R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Law / Legal contract management or relevant equivalent qualification i.e. LLB. Admitted Attorney. Five (5) years' experience at middle/senior managerial level within the relevant field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Problem-solving and Critical Thinking. Technical Competencies: Legal Administration, Legal Advisory and Interpretation, Legal Compliance, Contract Management, Legal Records and Related Systems, Legal Research, Stakeholder Engagement and Relationship Management. |
| <u>DUTIES</u> | : The successful candidate will manage and drive the provision of a legal contract management framework and support services to assist the department in the creation, approval, execution and maintenance of contracts. Manage and drive contract negotiation and dispute resolution support to ensure that contracts and service-level agreements align with the department's interests. Manage and drive the review of contracts and service level agreements to identify potential legal risks and ensure consistency and efficiency. Drive and monitor contract life cycle and conduct risk assessment to ensure improvements in the design and execution to reduce liabilities and add value to the benefits of contractual agreements. Manage and drive the establishment and maintain a contract repository. Provide advice in contract negotiation and review processes. Manage and drive the provision of legal advice on legal matters and vetting of legal instruments related to SOEs. |
| <u>ENQUIRIES</u> | : Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : Link <u>Director: Contract Management Services</u> |

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| <u>POST 01/17</u> | : <u>DIRECTOR: DIGITAL DEVELOPMENT REF NO: DIRDD</u> Nature of Appointment: Permanent The purpose of the post is to manage, facilitate and monitor the implementation of strategies and programmes to create an enabling environment for digital transformation. |
| <u>SALARY</u> | : R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Public Policy / Digital Development or relevant equivalent qualification. Five (5) years of experience at middle/senior managerial level in Public Policy / Digital Development or related field. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Innovation and Problem-solving; Critical Thinking. Technical Competencies: Government and ICT Public Policy Knowledge, Stakeholder Engagement, Relationship Management; Financial Acumen, Compliance and Governance; Digital transformation Roadmap and Strategies design; Knowledge of Digital Platforms; and Digital Skills capacity building. |
| <u>DUTIES</u> | : The successful candidate will: manage the development and implementation of digital transformation strategies, programmes, and initiatives that promote equitable access to digital infrastructure, skills, and services. Implement, and monitor digital development programmes that bridge the digital divide and enhance digital literacy across sectors. Collaborate with internal and external stakeholders to support the smooth execution of digital programmes. Advice and assist with initiatives that promote digital skills development to support innovation, entrepreneurship, and participation in the digital economy. Develop and manage partnerships with educational institutions, industry leaders, and non-governmental organisations to facilitate training and capacity-building programmes. Establish and maintain relationships with key stakeholders, including government entities, industry players, and international bodies to promote digital transformation. |
| <u>ENQUIRIES</u> | : Ms T Beukes 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : Link <u>Director: Digital Development</u> |
| <u>POST 01/18</u> | : <u>DIRECTOR: DIGITAL AND PERFORMANCE INTERNAL AUDIT SERVICES</u> <u>REF NO: DIRDPIAS</u> Nature of Appointment: Permanent The purpose of the post is to manage and drive the delivery of independent, objective risk-based assurance and consulting services. |
| <u>SALARY</u> | : R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Information Communication Technology Auditing / Auditing / Performance Auditing field Five (5) years' experience at middle/senior managerial level within information communication technology auditing / auditing / performance auditing environment. Certification such as CA/ CIA/ CISA/ CGEIT/ CRMA will be an added advantage. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Innovation and Problem-Solving; Critical Thinking; and Stakeholder Engagement and Relationship Management. Technical Competencies: Strategic Leadership and Advance Analytical thinking. Digitation of processes, process auditing. Cyber Security, ICT Infrastructure, Broadcasting, Data Analytics. Corporate Governance and Business Acumen. Compliance, ICT, Performance Audit. Risk Management and Quality Assurance. Evaluation of IT Controls – IT Governance, General Controls and Applications. Excellent written and verbal communication skills. |

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| <u>DUTIES</u> | : | The successful candidate will: provide strategic support to the Chief Audit Executive and ensure the establishment and implementation of a systematic, disciplined approach to evaluate and improve the effectiveness of the DCDT Governance, Risk Management, and Control processes. Manage the conducting of the independent, risk based and objective assurance Digital (ICT Governance, General and Application Controls, etc.), Specialised, and Performance & Performance Information (Effectiveness Efficiency and Economy and Departmental Planning and Performance Reporting) Internal Audit Services. Manage the conducting of the Implementation of Continuous Auditing and Data Analytics. Manage the conducting of the provision of independent risk-based advice, insight and foresight - Consulting Services - (Information Technology, Specialised, Performance). |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link Director: Digital and Performance Internal Audit Service |
| <u>POST 01/19</u> | : | <u>DIRECTOR: MONITORING AND EVALUATION REF NO: DIRME</u> Nature of Appointment: Permanent The purpose of the post is to manage, facilitate and drive the delivery of organisational performance monitoring and reporting services and processes. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in monitoring and Evaluation/ Business Administration / Business Leadership / Operations Management or relevant equivalent qualification. Five (5) years of experience at middle/senior managerial level within operations management / strategic planning, monitoring, evaluation and reporting or compliance environment. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Innovation and Problem-Solving; Critical Thinking; and Stakeholder Engagement and Relationship Management. Technical Competencies: monitoring and evaluation framework systems; Business Performance Reporting, Qualitative and quantitative data analysis; Data visualization; Data collection and Quality Assurance. |
| <u>DUTIES</u> | : | The successful candidate will manage the review and design of robust policies, processes, procedures and governance structure to enable the delivery of integrated monitoring and evaluation services and programmes. Manage maintenance and operationalisation of Departmental Monitoring and Evaluation Plan and system. Manage the development of Departmental Monitoring and Evaluation Reports. Manage the conducting and assessment of the Department's effectiveness and efficiency in supporting the attainment of service delivery outcomes. Advice and assist with monitoring the execution of the strategy and report on business performance to assist the Department in achieving its business objectives and attaining its vision. Evaluate and consolidate business performance reports based on the inputs provided by the business units. Facilitate and assist with reporting on department and portfolio performance. Coordinate and assist the implementation and reporting of the Service Delivery Improvement Plan (SDIP) and initiatives. Monitor and evaluate the effectiveness of standard operating procedures to support the achievement of APP targets. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link Director: Monitoring and Evaluation |

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| <u>POST 01/20</u> | : | <u>DIRECTOR: DIGITAL INFRASTRUCTURE MAPPING REF NO: DIRDIM</u> |
| | | Nature of Appointment: Permanent |
| | | The purpose of the post is to manage, drive and monitor the development implementation and maintenance of a comprehensive digital infrastructure and connectivity map for South Africa. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE REQUIREMENTS</u> | : | Pretoria, Hatfield |
| | | An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Geographic Information Systems (GIS) / Information Technology / Geography, Cartography / Survey / Environmental or relevant related qualification. Five (5) years of experience at middle/senior managerial level in digital infrastructure development / geographic information systems / telecommunications with a focus on data mapping and analysis environment. Registration with South African Geomatics Council (SAGC) as a Geographic Information Science Technician/ Technologist/ Professional or relevant registration. Skills / Competencies and Knowledge: At an advanced level in Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Stakeholder Engagement and Relationship Management. Technical Competencies: Geographic Information Systems (GIS) platforms, systems and software. Data mapping and database management. Digital Infrastructure Planning and mapping. Special mapping information technologies. Policy and Regulatory compliance. Structured Query Language Server skills. Relational Database Management System. Innovation and Emerging technologies. Analytical and Mapping visualisation. |
| <u>DUTIES</u> | : | The successful candidate will: develop and manage the implementation, and continuous enhancement of a comprehensive GIS platform to map and monitor digital infrastructure across South Africa, ensuring accuracy, functionality, and accessibility. Manage and drive the collection, capturing, and integration of data from multiple formats and sources; manage the creation, validation, and maintenance of spatial data topology and attributes to ensure reliability and usability. Manage and facilitate collaboration with key stakeholders including product owners, project managers, telecom operators, municipalities, and government bodies to enhance project delivery, improve data quality. Manage the provision of technical support, training, and guidance to GIS users, internal teams, and external stakeholders to strengthen GIS knowledge, ensure effective use of software and data, and build long-term capacity. Manage access to spatial mapping information for internal and external stakeholders; produce reports, dashboards, and visualizations that support evidence-based planning, service delivery, and decision-making. Design relevant functional policy and ensure compliance and alignment of digital infrastructure mapping strategies with national ICT policies, frameworks, and regulatory requirements. Monitor and update the digital infrastructure map to reflect new deployments and changes; implement continuous improvement initiatives to optimize systems and processes. Provide directorate leadership, ensure adherence to government systems and processes, model the culture of the Department and manage Directorate risks. |
| <u>ENQUIRIES</u> | : | Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144 |
| <u>APPLICATIONS</u> | : | Link <u>Director: Digital Infrastructure Mapping</u> |
| <u>POST 01/21</u> | : | <u>DIRECTOR: BROADCASTING TECHNOLOGIES AND STRATEGIES REF NO: DIRBTS</u> |
| | | Nature of Appointment: Permanent |
| | | The purpose of the post is to manage and drive the planning, coordination and implementation of national broadcasting infrastructure technologies, strategies and programmes. |
| <u>SALARY</u> | : | R1 266 714 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules). |
| <u>CENTRE</u> | : | Pretoria, Hatfield |

REQUIREMENTS : An appropriate NQF level 7 qualification as recognized by the South African Qualifications Authority in Broadcasting / Telecommunications / Information Communication Technology (ICT) / Engineering or relevant related qualification. Five (5) years of experience at middle/senior managerial level in broadcasting technologies or related field Added advantage qualification: Postgraduate qualification in Broadcasting / ICT or Telecommunications. / Competencies And Knowledge: At an advanced level in Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Innovation and Problem-solving, Critical Thinking. Technical Competencies: Emerging Broadcasting Technologies, Spectrum Management, Stakeholder Engagement, Relationship Management; Monitoring and Evaluation.

DUTIES : The successful candidate will be responsible for spectrum management to ensure efficient utilization of broadcasting spectrum, optimize service quality, and facilitate nationwide digital migration in accordance with regulatory frameworks. Develop, review, and implement technical standards to ensure compliance with national priorities and international broadcasting frameworks. Foster partnerships and collaboration with public and private broadcasters, regulatory bodies (e.g., ICASA), content creators, and international broadcasting organizations to advance broadcasting infrastructure and strategies. Promote the sustainability of broadcasting services by exploring innovative revenue models, supporting content diversity, Expand broadcasting reach to rural and underserved communities. Provide technical leadership and capacity building by offering expert guidance on broadcasting technologies, supporting skills development initiatives. Ensure that the broadcasting sector maintains international competitiveness and standards compliance. Provide entity oversight services to ensure performance, financial viability and sustainability. Provide directorate leadership, adherence to government systems and processes, model the culture of the Department and manage Directorate risks.

ENQUIRIES : Ms T Beukes at 082 477 9895, Ms N Khosa Tel No: (012) 427 8260, Ms K Beckers Tel No: (012) 427 8144

APPLICATIONS : Link [Director: Broadcasting Technologies and Strategies](#)