

DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

The mandate of the Department is to lead on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.

APPLICATIONS : Applicants are urged to choose/ utilise one of the methods provided below: you may forward your application, quoting reference, addressed to: The Acting Director-General, Department of Women, Youth and Persons with Disabilities, Private Bag X931, Pretoria, 0001. Alternatively, applications may also be hand delivered to 268 Lilian Ngoyi Street, Fedsure Forum Building, 1st floor, Pretoria CBD. Another option is to submit application through email. All attachments for online application must include an application form Z83 and CV only, in PDF and as one (1) document or attachment, indicate the correct job title and the reference number of the post on the subject line of your email. Use the correct email address associated with the post. JPEG (picture/snapshot) application will not be accepted. Failure to do so, your application will be disqualified. kindly note that the emailed applications and attachments should not exceed 15 MB). General enquiries may be brought to the attention of Mr Amukelane Misunwa Tel No: (012) 359 0240/ Ms Lerato Segodi Tel No: (012) 359 0073

CLOSING DATE : 13 February 2026 at 16:00

NOTE : Applications must be submitted on new Z83 form, which can be downloaded from: <http://www.gov.za/dpsa2g/vacancies.asp>. Applications submitted on the old application for employment (Z83) will not be considered. All fields in the Z83 application form must be completed in full, in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. It is therefore prudent that fields be completed by applicants and signed, noting the importance of the declaration. South African applicants need not to provide passport numbers. Candidate must respond "Yes" or "No" to the question whether you are conducting business with the state. If "Yes", details thereof only shortlisted candidates will submit Declaration form for conducting business with the state when shortlisted to the application. It is acceptable for applicant to indicate "not applicable" or leave a blank to the question "In the event that you are employed in the Public Service, will you immediately relinquish such business interest?" Applicants are not required to submit copies of qualifications and other relevant documents but must submit the completed and signed Z83 and detailed Curricula Vitae. The communication from HR of the Department regarding the requirement for certified document will be limited to shortlisted candidates. Therefore, only shortlisted candidate for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Non-RSA citizens/permanent resident permit holders must submit a copy only when shortlisted. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Should you not hear from the Department within three (3) months of the closing date of the advertisement, please consider your application to be unsuccessful. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical that and generic requirements and the other must be an integrity (ethical conduct) assessment. A pre-entry certificate obtained from National School of Government (NSG) is required for applicant for all SMS posts prior the appointment; full details can be sourced from: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>. Successful candidates shall be required to enter into performance agreement within three (3) months of assuming their duties in the Department, and within one (1) month of the date of their appointment conclude the prescribed contract of employment. Designated employees shall be required to disclose their financial interest within 30 days after assumption of duty. Appointments will only be made on the first notch of the advertised salary level. All shortlisted candidates will be subjected to personal security vetting. Note that in terms of the Protection of Personal Information Act, 2021, the Department will ensure the protection of applicants' personal information and only collect, use and retain applicants' personal information for the purposes of recruitment and selection processes. The Department shall safeguard such

personal information against access by unauthorised persons, unlawful disclosure, or breaches. The Department is an equal opportunity employer. In the filling of these posts, the objectives of section 195 of the Constitution of the Republic of South Africa and the Employment Equity Act, 1998 (Act 55 of 1998) will be taken into consideration.

MANAGEMENT ECHELON

<u>POST 03/76</u>	<u>GOVERNMENT INFORMATION TECHNOLOGY OFFICER (GITO) REF NO: DWYPD/003/2026</u>
<u>SALARY</u>	: R1 266 741 per annum (Level 13), fully inclusive remuneration package
<u>CENTRE</u>	: Pretoria
<u>REQUIREMENTS</u>	: Appropriate degree (NQF level 7) qualifications as recognised by SAQA in Information Technology/Computer Science/IT Engineering or related field. The following or other related Certificate will be an added advantage. CGEIT; CRISC/CISM/CISA; TOGAF; COBIT; ITIL; ISO 38500;31000;27000; and King IV. Certificate of successful completion of National School of Government's SMS Pre-Entry programme prior appointment. Minimum of Five (5) years' experience at Middle / senior managerial level in Information Management./Information Technology: Progressive leadership and management; Corporate Governance and Governance of ICT; Project Management; Supplier Management; Stakeholder Management; Apply prescripts and protocols, including ICT, in Public Administration and Written and verbal communication on an executive level. Knowledge of: IT governance framework; SITA Act; HR regularity framework in the Public Service; Skills: Strategic capability and leadership; Financial management; project and programme management; Change management; Knowledge management; Customer relations management; People management and empowerment; Negotiation and facilitation; Advanced verbal and written communication; Problem solving; Honesty and integrity. Personal Attributes. Analytical thinking; Innovative and creative; Ability to work under stressful situations; Solution oriented- ability to design ideas without a group; Highly motivated.
<u>DUTIES</u>	: ICT Strategy, Government and Digital Transformation: Drive the development of departmental technology standards, governance processes and performance metrics to ensure ICT delivers value to the department; Develop the ICT plan linked to the MTEF to prioritise ICT initiatives supporting the departmental strategic plan; Develop strategic IT plans that satisfy the current and ongoing needs of the organisation's business strategy and current and future capabilities; Introduce innovative methods and approaches to digitalise the department services; Develop and monitor the implementation of ICT policies, processes and procedures to ensure compliance with DPSA/Government-wide ICT prescripts customised according to departmental requirements. ICT Solution Delivery (Build): Analysis, design, and development of ICT solutions; Interoperability and integration of ICT systems; Establish Secure ICT systems, services, and infrastructure; Testing and quality assurance of ICT solutions; Applications development. ICT Operations and Services Management (Run): Develop and define the IT Service Management policy to implement and manage the quality of ICT Services that meets business needs and serves as the ICT functional commitment to the departments; Develop the ICT operational plan to reflect how the department intends to implement the Start plan over the financial year; Manage the optimal functioning of ICT service management operations and end-user support; Manage ICT infrastructure, data centre and support services; Manage the provision of ICT Security Operations and Compliance; Oversee and direct day-to-day activities of the departmental ICT function, ensuring that systems, services, and infrastructure work reliably and securely in line with the ITSM policy. Manage, ICT contracts and service level agreements with service provider: Manage all ICT- related business risks, including security and cyber security. (mitigated and audited regularly); Enable the department to achieve its strategic mandate (current and future capabilities) and objectives by aligning business, and IT plans; Enable the department to achieve all ICT investments' predetermined value and benefits; Manage financial, human resources, business plans, and reporting processes; Manage the departmental ICT assets; Optimise expenditure and eliminate duplication of ICT solutions and associated technologies; Manage Business Agreements (BA) and Services Level Agreements with SITA and/or other IT goods and Service Suppliers;

ENQUIRIES
APPLICATIONS
NOTE

Represent the interest of the relevant departments to the GITO Council; Interest with and external IT clients to ensure continuous customer satisfaction.
Mr Mbhazima Shivi Tel No: (012) 359 0262
Recruitment02@dwYPD.gov.za
African Female, Coloured and Persons with disabilities are encouraged to apply

OTHER POST

POST 03/77

DEPUTY DIRECTOR: RISK AND INTEGRITY MANAGEMENT REF NO: DWYPD/004/2026

SALARY
CENTRE
REQUIREMENTS

R896 436 per annum (Level 11), fully inclusive remuneration package
Pretoria
Grade 12 certificate, A Degree in Risk Management or relevant tertiary qualification or equivalent qualification at NQF level 7. A minimum of 5 years' experience in a Risk and integrity management environment of which 3 must be at supervisory level (Assistant Director)/Middle Management level in a related field. IRMSA membership will be added an advantage. Knowledge: Public Sector Risk Management Framework; Departmental policies and applicable protocol; Departmental governance framework and mandate; Risk Management; SA legislative framework as it relates to departmental mandate and functioning; Departmental business processes; Internal audit processes; Department's Strategic objectives and interpretation thereof; Knowledge, understanding and practice of Batho Pele Principles; DPSA and National Treasury guidelines on risk management. Skills: Diversity awareness; Effective report writing, Verbal and written communication skills; Applied strategic thinking; Customer focus and responsiveness; Planning and organising; Continuous improvement; People management and development and team leadership; Basic Budgeting and Financial Management; Problem solving and decision-making; Project management; Computer Literacy (MS Office Suite); Networking and Building bonds; Impact and influence; Diversity management. Personal attributes: Ability to perform effective under pressure; Analytical thinking; Effective interpersonal and communication; results focused; Emotional intelligent; Solutions oriented; Passion and drive; Honesty and Integrity and ability to maintain confidential of information.

DUTIES

Facilitate the development and implementation of risk management framework: Develop risk management strategies, systems (methodologies, models and tools etc,) policies and annual risk management plan; Manage, implement, review and improve the risk management framework; Compile risk profile and ensure that the risk register is maintained; Compile risk reports and presentations to management committees and oversight bodies as required; Facilitate the institutionalisation risk management. Manage Business Continuity: Develop the Business Continuity Management Policy and Plan; Manage and monitor business continuity plan and procedure quarterly and annual report; Communicate the value of Business Continuity Management and the risk of insufficient Business Continuity Management capabilities to the employees of the Department; Develop emergency management plans, measures, and arrangements to ensure the continuous delivery of critical services/processes which permit the department to recover its facility, data and assets; Identify the necessary resources to support business continuity. Manage, monitor and implement controls to combat fraud and corruption: Conduct periodic fraud and corruption risk assessments; Liaise with internal (e.g. ICT, security, Legal, Human resource, Labour relations, etc) and external stakeholders (law enforcement Agencies, etc) on Fraud Prevention and anti-Corruption measures; Facilitate the investigations of reported cases on Fraud and Corruption within the Department and follow ups on the progress made; Provide training and raise awareness on fraud and anti-corruption; Implement fraud and corruption policies, guidelines and procedures; develop and maintain the fraud register. Manage the promotion of good governance, Ethics and Integrity management: Manage and maintain aa departmental gift register; Ensure the full disclosure of assets/ properly by Senior managers and other designated officials/employees on E-disclosure systems and recommend consequence management where applicable; Compile requests to DPSA administrator to add or remove people from the system by following relevant prescripts/policy guidelines; Ensure the provision of information on remunerative work as requested by Internal Control, Auditor-General, Public

Service Commission and DPSA; Verify requests for approval of other remunerative work. Manage human and financial resources: Maintenance of discipline; Management of performance and development; Develop and manage the operational plant of the sub-directorate and report on progress as required; Serve as transversal task team or committees (Risk, Anti-corruption or risk committee) as required; Plan and allocate work; Quality control of work delivered by employees; Compile and submit all required administrative reports.

ENQUIRIES
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NOTE

- : Ms Val Mathobela Tel No: (012) 359 0270
- : Recruitment04@dwYPD.gov.za
- : African Male, Female, Coloured, Indian, White and Persons with disabilities are encouraged to apply.