

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.



APPLICATIONS	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
CLOSING DATE	:	23 February 2026 at 12:00 pm (Midday)
NOTE	:	Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: All shortlisted candidates will be subjected to two assessments. The first assessment will be a technical exercise that intends to test relevant technical elements of the job, while the second assessment will be an integrity (ethical conduct) assessment, the logistics of which will be communicated by the Department. It should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of appointment, is a requirement for all SMS positions. For SMS positions certain candidates may be required to undergo additional Psychometric Assessments. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to the National Treasury processing your information for Human Resources Management purposes. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za .The National Treasury is compliant with the requirements of POPIA.

OTHER POSTS

<u>POST 04/116</u>	:	<u>DEPUTY DIRECTOR: QUALITY ASSURANCE & IMPROVEMENT PROGRAM REF NO: S003/2026</u>
		Division: Office of The Director-General (ODG) Purpose: To manage the completion of the Quality Assurance and Improvement Program (QAIP) for NT, ASB, IRBA and GTAC in accordance with the Global Internal Audit Standards.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R896 436 per annum, (all-inclusive) Pretoria
	:	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in Internal Auditing or Accounting. Certified Internal Auditor (CIA) or Professional Internal Auditor (PIA) and Quality Assurance Certificate will be an added advantage. A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in internal auditing. Knowledge and experience of Quality Assurance and Improvement Program.
<u>DUTIES</u>	:	Stakeholder Management: Contribute to awareness of Internal Audit with specific emphasis on Quality Assurance and Improvement Program. Initiate plans and guidelines for completion of strategic and operational activities. Engage stakeholders in the establishment and maintenance of good relations on audit matters. Contribute towards initiatives and recommendations as approved by the Audit Committee. Audit Process Risk assessment, audit plan, assurance and consulting services: Perform quality assurance on the audit work produced by other directorates within internal audit. Contribute to the review of the annual risk assessment. Contribute to the development and alignment of the audit plan and annual Quality Assurance and Improvement Program based on the strategic and operational risks. Provide advice and guidance on Quality Assurance and Improvement Program initiatives and propose solutions. Initiate the completion of Quality Assurance and Improvement Program and the findings register. Providing feedback to internal audit directorates on audit reports and technology related matters. Resource Management: Manage and develop Quality Assurance resources to ensure effective and efficient delivery and achievement of objectives. Develop a training plan for development and retention of capacity. Perform resource allocation and prioritisation across the unit. Process improvements and research: Keep abreast of trends, new developments in the broader audit environment. Identify areas for improvement to ensure a sustainable Audit Strategy, Quality Assurance and Improvement Program, Methodologies and Resource Plan to ensure continuity of the Internal Audit function. Management reporting: Manage the Quality Assurance reporting processes and assist with the development of the audit committee packs. Present Quality Assurance reports and provide feedback on the progress against the approved Quality Assurance and Improvement Plan.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 04/117</u>	:	<u>ASSISTANT DIRECTOR: BUDGET REFORM REF NO: S001/2026</u>
		Division: Budget Office (BO) Purpose: To support the effective management and continuous improvement of the Vulekamali budget data portal, ensuring that South Africa's budget information is accurate and accessible.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R582 444 per annum, (Excl. benefits) Pretoria
	:	A Grade 12 coupled with minimum National Diploma (equivalent to NQF level 6) in Information Technology or Informatics. A Bachelor's Degree (equivalent to NQF level 7) will be an added advantage. A minimum of 3 years' experience obtained in Information Technology, Programming, Software development, Data Mining, Data Analysis and related technical fields.
<u>DUTIES</u>	:	Data Preparation and uploading: Collect, clean, and validate raw budget datasets to ensure accuracy, consistency, and readiness for integration into the Vulekamali portal. Standardise and upload datasets in line with metadata, formatting, and international open data standards, ensuring completeness and usability for stakeholders. Develop and document data dictionaries, methodologies, and transformation processes, while maintaining version control and archiving for audit and reference purposes. Monitor data pipelines

and coordinate with internal teams to ensure timely availability and seamless integration of budget information on the portal, Develop and maintain a budget data portal meeting international standard: Development of an online and active data portal containing budget and related information, Provide for business intelligence and basic data analysis tables, graphs, narratives available on latest budget data, Provide links between the data portal and other related information sites owned by stakeholders to the portal, Daily maintenance of the portal, Troubleshooting: Provide first-line support for technical issues raised by users and stakeholders, Stakeholder Engagements: Coordinate with government departments, civil society, and partners to align on budget data requirements, Facilitate workshops, training, and demonstrations on how to use and interpret Vulekamali data, Implement service delivery standards, Gather stakeholder feedback to inform portal improvements and policy reforms.

<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 04/118</u>	:	ASSISTANT DIRECTOR: LEGAL ADMINISTRATION REF NO: S004/2026 Division: Office of The General-Counsel (O-GC) Purpose: To assist with the management and administration of trust deeds, bona vacantia assets, judgments, operational reports and labour relations.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R468 459 per annum, (Excl. benefits)
	:	Pretoria
	:	A grade 12 is required coupled with a minimum LLB degree or equivalent four-year Bachelor's Degree in Law (equivalent to NQF level 7). A minimum of 3 years' experience in a legal environment. Knowledge of Constitutional and Administrative law and relevant legislative framework. Drafting and research experience. Computer literacy.
<u>DUTIES</u>	:	Administer and manage bona vacantia applications and judgements received in terms of the State Liability Act: Accurately record all new bona vacantia applications and judgments received and ensure that all records are easily accessible. Assess and verify documentation submitted in support of judgements and draft and execute response letters to relevant departments and / or third parties. Assess and verify documentation received in respect of bona vacantia matters, including litigation, and draft and execute responses to relevant legal practitioner regarding it. Maintain and keep up to date the database of all bona vacantia matters and judgements for effective record keeping. Provide legal assistance with Labour Relations matters: Consult and liaise both internally and externally with stakeholders on labour matters. Assist with the execution of referrals and handling of labour matters by the State Attorney. Assist with the preparation process of Bargaining council and Labour Court matters. Provide custody of all relevant documents and pleadings received. Ensure that where external resources are utilised the scope and costs have been approved by the Chief Director and the resources are managed in line with the agreed quality, milestones, deadlines and budget. Draft briefing documents and legal pleadings, etc. Represent clients at appropriate Forums. Provide support to the Director and Deputy Director on labour relation matters. Provide legal advice: Analyse specific legal problems and assist in the development of legally sound and responsive solutions and strategies. Perform legal and/or factual research and investigations as specifically assigned, analyse data and recommend courses of action, as appropriate. Draft written or oral legal advice on legal matters relating to the National Treasury's mandate. Assist with responses to Public Protector, commissions of enquiry, oversight bodies, etc. Assist with the review of PAIA submissions for legal compliance. Compile operational reports: Populate and update legal services operational reports. Distribute reports for input and incorporate inputs for final approval prior to submission. Manage the operations, systems and processes of the Directorate: Implement service delivery standards. Maintain effective and efficient systems to address internal and external risks. Incorporate inputs on legal reports, correspondences and other documents emanating from the Chief Directorate.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za

POST 04/119

	<u>ASSISTANT DIRECTOR: HUMAN RESOURCES PLANNING AND INFORMATION SYSTEMS REF NO: S004/2026</u>
	Division: Corporate Services (CS)
	Purpose: To facilitate and implement HR Planning services in the National Treasury.
<u>SALARY CENTRE REQUIREMENTS</u>	
	R468 459 per annum, (Excl. benefits)
	Pretoria
	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) in Human Resources Management or Business Administration or Management or Public Administration. A Bachelor's Degree (equivalent to NQF level 7) will be an added advantage. A minimum of 3 years' experience obtained in the Human Resources Management service environment.
<u>DUTIES</u>	
	Facilitate, co-ordinate and monitor workforce planning in the Department: Facilitate and implement workforce planning and plans according to the financial planning process and (budget) financial plan, Facilitate and adjust HR plan processes and procedures in the Department, Ensure that the workforce plan has a clear understanding of the Departmental objectives, Facilitate and analyze present and future workforce needs to determine gaps or surplus, Facilitate and analyze the current workforce profile to establish a baseline of the current state of the Department (i.e. demographic data on the workforce, retirement eligibility, skills and competencies, salary data, supervisory ratios, and management, projected leadership positions). Facilitate the development and implementation of HR plan analysis: Facilitate HR forecasting in line with Organisational strategy, Facilitate, monitor, and maintain comprehensive workforce analysis, Conduct research and provide recommendations to inform organizational capacity requirements, Identify the gaps between the needs and what is available and recommend the necessary action plans to bridge the gaps. Ensure business transformation and partnership with various stakeholders: Liasise with the Department of Public Service and Administration on HR Planning matters, Benchmark with various institutions for best practice, Revisit, review, and streamline all processes to ensure accuracy and efficiency in operations execution, Monitor and participate in the implementation of efficiency improvement projects, Facilitate best practices to contribute towards improved processes and procedures. Establish quality assurance practices and procedures to verify whether assigned tasks were implemented according to standards: Initiate the quality assurance on the source document and data verification of all PERSAL transactions, Develop methodologies and standards measuring the effectiveness of internal governance within business, Develop and implement metrics and systems to measure quality of outputs and propose remedial actions, Generate managerial reports and statistics for governance purpose.
<u>ENQUIRIES</u>	
	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za