

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

The Department of Public Works and Infrastructure is an equal opportunity, merit-based employer. The intention is to embed excellence and diversity in the Public Service through the filling of this post with persons whose appointment will drive the vision of the department to use public assets for public good. Women and People with disabilities are encouraged to apply.

**CLOSING DATE**

: 13 March 2026 at 16H00

NOTE

: Applications must be submitted on the prescribed Z83 application form (obtainable from any Public Service Department or on the DPSA website link: <https://www.dpsa.gov.za/newsroom/psvc/>, which must be signed, initialled and dated by the applicant, and must be accompanied by a detailed curriculum vitae (CV) only. Candidates are not required to submit certified copies of qualifications and related documents on application. Only shortlisted candidates will be required to submit certified copies of qualification and other related documents on or before the date of interview, which should not be older than six months. Should an application be submitted using incorrect/old Z83 application form, such an application will be disqualified. Further take note of the following on completion of Z83 application form: PART A and PART B must be fully completed. PART C - PART G: Noting that there is a limited space provided applicants may refer to CV or indicate. This will be acceptable as long as the CV has been attached and provides the required information. Page 1 of the Z83 application form must be initialled and page 2 signed and dated by the applicant. Failure to comply with the above instructions may result in an application being disqualified. Applicants applying for more than one advertised post must submit separate Z83 application forms and CVs in respect to each post being applied for. Should an application be received where an applicant has applied for more than one posts on the same Z83 application form, the applicant will be considered for the first post indicated on the Z83 application form only. Applications will be received via post/courier services, hand deliveries or email. Late applications will not be considered. Regulation 57 (c) and 67 (9) of the Public Service Regulations 2016, as amended, requires the executive authority to ensure that he or she is fully satisfied of the claims being made and the finalisation of Personnel Suitability Checks in order to verify claims and check the candidate for purpose of being fit and proper for employment, respectively. Shortlisted candidates must be willing to undergo normal vetting and verification processes. NOTE: It will be expected of the candidate to sign a performance agreement, annually disclose his/her financial interests and be subjected to security clearance Note: It is the responsibility of all applicants to ensure that foreign qualifications are evaluated by SAQA. Due to large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to shortlisted candidates only. Should you not have heard from us within three months from the closing date, please regard your application as unsuccessful. 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 and generic requirements and the other must be an integrity (ethical conduct) assessment. Entry level requirements for SMS posts: in terms of the Directive on Human Resource Management and Development on Public Service Professionalisation Volume 1 a requirement for appointment into SMS posts is the successful completion of the Senior Management Pre-Entry programme as endorsed by the National School of Governance (NSG) (submitted prior to appointment). The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Note: For emailed applications, please submit a Single PDF document or One Attachment per application to the email address designated on the specific position. Kindly Note That The Emailed Applications And Attachments Should Not Exceed 15MB. It remains the candidate's responsibility to ensure that their application is successfully submitted using the required single pdf document.

MANAGEMENT ECHELON

<u>POST 05/290</u>	:	<u>DEPUTY DIRECTOR-GENERAL: REAL ESTATE MANAGEMENT SERVICES REF NO: 2026/44</u>
<u>SALARY</u>	:	R1 813 182 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	<p>A minimum NQF 08 qualification as recognised by SAQA, in or directly relevant to immovable asset management, real estate management, property or lease management or the built environment plus 08 years' direct senior management experience in real estate management, property investment, or related property functions. An NQF 09 qualification or higher and more than 08 years direct senior management experience as specified will be an added advantage.</p> <p>Leadership & Delivery: A proven and demonstrated track record of orchestrating multidisciplinary professional teams within complex infrastructure delivery and immovable asset management environments. Possesses a deep-seated mastery of the entire asset lifecycle – from strategic inception and acquisition to maintenance, optimisation, and disposal – with a proven ability to translate high-level departmental mandates into tangible business outcomes and long-term strategic objectives. Other added advantage: Relevant professional registration in built sector or property related and private sector property management or immovable asset management experience.</p> <p>Licensing: Possession of a valid, unencumbered driver's licence. Vetting & Compliance: The successful candidate will be required to undergo and maintain a formal security clearance. Professional Agility: The ability and willingness to adjust work hours and schedules to meet critical professional requirements and urgent organisational imperatives. Knowledge: Professional understanding of real estate and property management, including acquisition, disposal, leasing, contract management, maintenance, servitudes and property investment. Legislative frameworks: PFMA, Treasury Regulations, OHS Act, Public Service Act and Regulations, MISS, and relevant built-environment norms and standards. Government structures and intergovernmental linkages across national, provincial and local spheres. Applied commercial law principles relevant to property transactions. Corporate governance, risk management and financial oversight. Human resource management, labour relations and organisational change management. Service Delivery Innovation, transformation frameworks and empowerment policies (B-BBEE, SMME, women and disability inclusion). SKILLS: Strategic capability and leadership at executive level. Programme and project management of large property portfolios. People management, empowerment and talent development. Financial management and resource optimisation. Advanced problem-solving, business transformation and change management. High-level communication, negotiation and stakeholder management skills. Policy development, analysis and implementation. Contract management, quality assurance and operational coordination. Personal Attributes: Innovative, forward-thinking and solutions-driven. High resilience, able to manage complexity under pressure. Strong professional judgement and integrity. Confident, influential and able to establish high-trust relationships. Highly motivated, decisive and able to work independently where required. Excellent leadership presence with the ability to inspire and direct large teams.</p>
<u>DUTIES</u>	:	<p>Strategic Leadership of Real Estate Management Services: Translate the departmental vision into a coherent branch strategy, structure and operational plan. Provide executive leadership to ensure the branch delivers on its mandate for real estate, portfolio, asset lifecycle and property investment management. Lead the development and implementation of strategies, policies and systems that ensure effective, efficient and compliant management of immovable assets. Real Estate Portfolio Management and Asset Performance: Oversee the full property lifecycle, including acquisition, disposal, leasing, estates, servitudes and maintenance of immovable assets. Ensure optimal utilisation, economic efficiency and sustainability of the national property portfolio. Direct the development and maintenance of the Immoveable Asset Register and property information systems. Lead the creation of a master plan for managing both freehold and leasehold government property portfolios. Oversight of Leasing, Contracts and Property Transactions: Ensure timely and compliant management of lease contracts, including renewals, terminations, rent reviews and cost optimisation. Oversee acquisition and disposal processes, ensuring legal compliance, transparency and alignment with</p>

national priorities. Provide executive governance over creditor management, debtor recovery and contract performance within the portfolio. Governance, Compliance and Organisational Performance: Ensure adherence to PFMA requirements, Treasury Instructions, governance frameworks and built-environment standards. Establish and maintain internal controls, risk management systems and monitoring mechanisms to ensure integrity of operations. Evaluate branch performance against strategic objectives and implement corrective measures to drive continuous improvement. Champion organisational transformation, change initiatives and service delivery improvement programmes. Branch Leadership, People Management and Resource Stewardship: Provide visionary leadership to the Branch, ensuring a motivated, skilled, high-performing workforce. Manage the performance, development, labour relations and wellbeing of staff in accordance with HR frameworks and SMS requirements. Manage the branch budget, ensuring financial prudence, accountability and alignment with strategic priorities. Oversee administrative reporting, communication systems, audit responses and quality assurance processes. Research, Policy Development and Industry Intelligence: Lead research into property market trends, built-environment innovations and emerging risks. Identify policy gaps and drive the development or review of legislation, policy frameworks and norms and standards. Ensure that branch practices remain future-focused, efficient, integrated and responsive to the needs of government.

**ENQUIRIES
APPLICATIONS**

: Mr Sifiso Mdakane at 082 929 9885
: All applications for this position must be submitted via email to: Recruitment26-07@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION

: Ms NP Mudau

POST 05/291

: **CHIEF DIRECTOR: STRATEGIC MANAGEMENT REF NO: 2026/45**

SALARY

: R1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE
REQUIREMENTS**

: Head Office (Pretoria)
: A minimum and appropriate NQF 07 as recognised by SAQA relevant to Strategic Development and Implementation/ Business Management/ Strategic Management/ Data Analytics plus a minimum 5 years senior management experience in strategic management or related fields. An NQF 08 qualification or higher and more than 5 years direct senior management experience as specified will be an added advantage. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Knowledge: Government-wide strategic planning frameworks, policy processes and performance management cycles. Strategic planning, knowledge management, business analysis, risk management and organisational development. Scenario planning, outcomes-based planning and development of strategic frameworks. Public Finance Management Act (PFMA), supply chain management and budget administration processes. Corporate governance, departmental structures and internal protocols. Compliance management, change management, and organisational performance systems. Skills: Strategic and futures thinking, analytical capability, and complex problem solving. Project management, policy analysis, report writing, and high-quality presentation skills. Leadership, interpersonal and diplomacy skills with the ability to influence at senior levels. Strong decision-making and motivational abilities. Communication skills across stakeholder groups. Ability to interpret data, analyse trends, and support evidence-based decision making. Personal Attributes: Innovative, analytical and solution-oriented. Strong managerial maturity and emotional intelligence. High resilience and the ability to operate under pressure. People-centred leadership style with excellent relationship-building ability. Self-driven, adaptable and committed to continuous improvement.

DUTIES

: Lead and Direct the Strategic Management Function: Provide strategic leadership and oversight of departmental strategic planning processes. Ensure the development, implementation and annual review of the Department's 5-Year Strategic Plan, Annual Performance Plan (APP) and Branch Operational Plans. Drive alignment across planning, budgeting, monitoring, evaluation and reporting cycles. Ensure high-quality technical support and training to branches, business units and regions on planning, performance and reporting. Lead Department-Wide Risk, Compliance and Business Continuity Management: Establish, implement and monitor the Risk Management Framework, Risk Appetite Framework, and Compliance Framework. Oversee

identification, assessment and mitigation of organisational risks, ensuring proactive risk intelligence and resilience. Lead the implementation of business continuity strategies and ensure readiness for disruptions. Ensure integrated risk reporting, early warning systems, and organisational accountability for risk management. Oversee Knowledge Management, Information Access and Business Intelligence: Lead and modernise the Department's knowledge management and learning systems, ensuring accessibility, relevance and organisational adoption. Ensure effective management of library services, statutory information resources and knowledge repositories. Oversee PAIA compliance and ensure efficient access to information in line with the Act. Drive collaboration with Information Services to advance the Department's business intelligence capabilities. Strategic Research, Insights and Organisational Foresight: Direct research on emerging socio-economic trends, strategic management innovations and public sector developments. Ensure the generation of forward-looking insights, scenario analyses and evidence-based recommendations to support decision-making. Oversee surveys and research to assess departmental reputation, performance trends and strategic risks. Functional and People Management: Provide leadership, direction and performance management to the Chief Directorate's staff. Build a high-performing, outcomes-oriented team culture focused on service excellence and accountability. Ensure effective internal controls, quality assurance systems and compliance with governance prescripts. Develop and implement the operational plan of the Chief Directorate and monitor delivery against targets. Manage the Chief Directorate's budget, ensuring optimal resource use and alignment with strategic priorities. Produce and submit statutory, performance and administrative reports as required.

**ENQUIRIES
APPLICATIONS**

: Mr Sifiso Mdakane at 082 929 9885
: All applications for this position must be submitted via email to: Recruitment26-08@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION

: Ms NP Mudau

POST 05/292

: **REGIONAL MANAGER REF NO: 2026/46**

SALARY

: R1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE
REQUIREMENTS**

: Nelspruit Regional Office
: A minimum NQF 07 qualification as recognised by SAQA, directly relevant to immovable asset management, real estate/property/lease management or the built environment plus at least 5 years' direct senior management experience in built environment, property management, real estate operations, property investment or related immovable asset functions. An NQF 08 qualification or higher and more than 5 years direct senior management experience as specified will be an added advantage. Demonstrated leadership experience managing large, multidisciplinary teams responsible for the full lifecycle asset management and performance of immovable assets. Flexibility and willingness to work extended hours according to organisational and operational needs. Other added advantage: Relevant professional registration in built sector or property related and private sector property management or immovable asset management experience. Knowledge: Real estate and property management practices: leasing, facilities management, acquisitions, disposals, contract management and property investment. Built environment legislation and standards: PFMA, Treasury Regulations, OHS Act, Public Service Act/Regulations, MISS, CIDB Act (2000), CBE Act (2000), and relevant construction and procurement frameworks. Government structures across national, provincial and local spheres. Commercial law principles related to property transactions. Public sector governance: corporate governance, HRM, labour relations, financial management, supply chain management and SDI. Community facilitation, empowerment policies (B-BBEE, SMME, women and disability) and change management. Preferential Procurement Policy and Framework. SKILLS: Strategic planning and execution. Advanced report writing, communication and presentation skills. Programme and project management across multiple functional areas. Conflict resolution, problem solving and decision-making. Policy formulation, analytical thinking and operational coordination. Strong interpersonal skills, diplomacy and stakeholder engagement. Computer literacy and systems proficiency. Personal Attributes: Innovative, resourceful and solutions-driven. Able to perform under pressure and meet tight deadlines without compromising quality. People-centred leadership style with strong relational and networking ability.

DUTIES

Trustworthy, hardworking and resilient. Highly motivated and able to work independently. Requires a driver's licence and security clearance.

: Provide Strategic Leadership for the Regional Office: Lead the development and review of regional strategies, processes and procedures. Ensure regional planning, operations and service delivery align with departmental strategic objectives. Identify strategy and process gaps and implement targeted interventions to improve performance, efficiency and compliance. Ensure consistent application of departmental policies, procedures and standards across all regional operations. Manage Property, Facilities and Construction Services in the Region: Oversee property management, facilities management and construction management operations. Manage facilities management contracts and ensure effective maintenance of state-owned and leased properties. Ensure compliance with the OHS Act throughout all facilities. Oversee leasing activities, utilisation of state-owned properties and disposal processes. Manage the construction, rehabilitation and refurbishment of government buildings in the region. Oversee Immovable Asset Register and User Demand Management: Ensure the development and maintenance of an accurate, complete and compliant immovable asset register for the region. Lead engagement with user departments to plan, allocate and manage accommodation requirements. Ensure efficient and timely response to user needs through effective planning, reporting and service coordination. Coordinate and Implement Expanded Public Works Programme (EPWP): Provide strategic oversight and operational support for all regional and municipal EPWP initiatives. Build and maintain partnerships with stakeholders to enhance EPWP delivery and impact. Monitor EPWP performance and ensure alignment with departmental and national EPWP goals. Provide Leadership and Oversight of Regional Support Services: Manage all human resources functions in the region, including recruitment, performance management, training, development and labour relations. Oversee legal, ICT and administrative support services within the regional office. Ensure effective governance, compliance and operational systems across all support functions. Ensure Financial Management, Budget Control and Supply Chain Compliance: Manage and monitor the regional budget, cash flows and expenditure in line with PFMA requirements. Ensure procurement processes comply with PFMA, PPPFA and departmental supply chain procedures. Ensure service delivery commitments are met within approved budget allocations. Provide accurate, timely financial and operational reports.

ENQUIRIES APPLICATIONS

: Mr Sifiso Mdakane at 082 929 9885
: All applications for this position must be submitted via email to: Recruitment26-09@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION

: Ms NP Mudau

POST 05/293

: **DIRECTOR: HR PLANNING AND RECRUITMENT REF NO: 2026/47**

SALARY

: R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE REQUIREMENTS

: Head Office (Pretoria)
: A minimum NQF 07 qualification as recognised by SAQA directly relevant to Human Resource Management, Public Management, Public Administration or related field of study plus 5 years direct middle/senior management experience in the HR Planning and Recruitment or related HR functional areas. Proven experience in managing complex directorates, diverse teams, and large-scale departmental projects within a public service context. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Technical Knowledge: Outcome: The ability to provide authoritative advice and ensure the Department remains beyond reproach regarding statutory compliance. Statutory Frameworks: Expert-level understanding of the Public Service Act and Regulations, Employment Equity Act, and Basic Conditions of Employment Act (BCEA). Financial & Resource Governance: In-depth knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations to ensure fiscal accountability. Specialised HR Systems: Advanced proficiency in PERSAL and the application of Codes of Remuneration (CORE) to recruitment and establishment management. Institutional Intelligence: Comprehensive knowledge of the structure, functioning, and Employment Equity Plan of the Department to ensure all HR interventions drive institutional goals. Global Best Practices: Mastery of modern standards, practices, and research methodologies related to global and local HR Recruitment and Workforce Planning. SKILLS: Executive

Management & Governance: Strategic Capability & Leadership: Advanced executive management skills with the ability to translate high-level strategy into operational excellence. Financial Administration: Proficient in budgetary oversight, financial planning, and the prevention of irregular expenditure within the Directorate. Programme & Project Management: The ability to lead large-scale HR initiatives from conception to evaluation, ensuring deadlines and quality standards are met. Analytical & Cognitive Skills: Analytical Thinking & Numeracy: High-level ability to interpret complex data sets, workforce trends, and financial reports to inform executive decision-making. Research & Report Writing: Sophisticated skills in conducting research and drafting high-impact executive submissions, technical reports, and policy briefs. Diplomacy & Interpersonal Dynamics: Advanced Diplomacy & Influence: Exceptional interpersonal skills with the ability to negotiate and influence outcomes at an executive and stakeholder level. Conflict Management & Negotiation: Expert ability to navigate sensitive industrial relations issues and facilitate resolution in high-stakes environments. Communication Excellence: Masterful verbal and written communication skills, tailored for diverse audiences from frontline staff to Ministerial level. Operational Effectiveness: Strategic Planning & Organising: The ability to architect complex work plans and coordinate multiple moving parts within the HR value chain. Advanced Digital Literacy: High proficiency in modern office suites and HR information systems to drive directorate efficiency. Motivational Leadership: Proven ability to inspire, develop, and mentor a professional team to achieve collective outcomes. Personal Attributes: Strategic Influence & Communication: Executive Presence: Possesses the gravitas and sophistication to communicate effectively at Board and Executive levels, translating complex HR data into strategic insights. Stakeholder Integration: Highly adept at building and leveraging influential professional networks to advance departmental goals and cross-functional collaboration. Advanced Diplomacy: Demonstrates the ability to navigate sensitive political and organisational landscapes with tact and assertiveness. Resilience & Operational Agility: Performance Under Pressure: Maintains a calm, decisive presence in high-pressure environments, consistently delivering high-calibre results within constricted timeframes. Professional Flexibility: Displays a disciplined commitment to organisational needs, with the agility to adapt work schedules and priorities in response to compelling or emergency circumstances. Outcome-Driven Tenacity: A self-starting leader who works independently to drive functional excellence without the need for high-level supervision. Innovation & Problem Solving: Strategic Resourcefulness: Combines an innovative mindset with practical creativity to solve complex workforce challenges and optimise limited resources. Entrepreneurial Energy: Brings high levels of motivation and a proactive "forward-leaning" approach to continuous improvement and HR modernisation. Integrity & People-Centric Leadership: Unwavering Integrity: Exemplifies trustworthiness and ethical conduct, serving as a cultural benchmark for the Directorate and the wider Department. People-Orientated Stewardship: Committed to the growth and wellbeing of staff, balancing human-centric leadership with the rigorous demands of public service delivery.

DUTIES

: Strategic Policy Leadership & Innovation: Outcome: A future-ready HR regulatory framework that ensures legal compliance and supports the Department's long-term talent objectives. Strategic Governance: Direct the design and evolution of HR planning, recruitment, and retention frameworks to ensure 100% alignment with the Public Service Act and DPSA Directives. Thought Leadership: Translate global HR trends and legislative research into actionable internal strategies that modernise the Department's talent acquisition approach. Policy Stewardship: Oversee the lifecycle of all HR policies, ensuring they are not just "compliant" but are active drivers of organisational efficiency and equity. Talent Acquisition & Selection Excellence: Outcome: A high-calibre, diverse workforce recruited through transparent, efficient, and legally defensible processes. Operational Oversight: Lead the end-to-end recruitment value chain, ensuring that the "Time-to-Fill" and "Quality-of-Hire" metrics meet departmental service level agreements (SLAs). Stakeholder Partnership: Act as a strategic advisor to Senior Management, ensuring that recruitment efforts prioritise Employment Equity (EE) targets and organisational representativity. Vendor & Agency Management: Accountable for the performance and ROI of external advertising and recruitment agencies, ensuring they deliver high-value talent pools. Integrated HR Planning & Employment Equity: Outcome: A balanced, data-driven workforce structure that meets current and future service delivery demands. Workforce Forecasting: Lead the identification of critical skills gaps and the forecasting of human resource needs to prevent labour shortages or redundancies.

Compliance Reporting: Ensure the flawless execution and submission of HR and EE Plans to the DPSA and Department of Labour, maintaining the Department's standing as a compliant employer. Retention Oversight: Evaluate the effectiveness of retention strategies, directing interventions where turnover trends threaten organisational stability. Movement & Contract Management: Outcome: Seamless management of staff mobility and temporary capacity that minimises legal risk and maximises fiscal responsibility. Mobility Management: Oversee the horizontal transfer and reallocation framework to ensure staff are deployed where they add the most value, in line with Treasury and Departmental guidelines. Contractual Integrity: Direct the management of temporary and contract employment to ensure strict adherence to duration limits, renewals, and budgetary constraints. Directorate Leadership & Financial Stewardship: Outcome: A high performing, disciplined, and fiscally responsible Directorate that delivers on its Operational Plan. Performance & People Development: Lead and mentor the HR team, fostering a culture of accountability, continuous professional development, and high-quality output. Financial Accountability: Exercise oversight of the Directorate's budget, ensuring zero unauthorised or wasteful expenditure while optimising resource allocation. Operational Excellence: Implement robust internal controls and reporting systems to provide "real-time" insights into HR performance for the Executive.

<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	All applications for this position must be submitted via email to: Recruitment26-10@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/294</u>	:	<u>DIRECTOR: REAL ESTATE MANAGEMENT SERVICES (X2 POSTS)</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Mthatha Regional Office Ref No: 2026/48A Mmabatho Regional Office Ref No: 2026/48B
<u>REQUIREMENTS</u>	:	A minimum NQF 07 qualification as recognised by SAQA in Real Estate Management/ Property Management/ Immovable Asset Management or Built Environment plus at least 5 years direct middle/senior management experience in real estate/property/immovable asset management and leading multidisciplinary teams across leasing, portfolio/asset acquisition/disposal, and/or facilities operations. An NQF 08 (Honours/Postgraduate) qualification in the above fields and more than 5 years direct middle/ senior management experience as specified above will serve as an added advantage). Leadership & Delivery: Demonstrated track record of managing teams to deliver measurable portfolio outcomes (e.g., timely lease renewals, cost optimisation, improved occupancy and condition, compliant disposals, accurate asset registers). Valid driver's licence and willingness to travel and work extended hours as needed. Security clearance will be required. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Other added advantage: Relevant professional registration in built sector or property related and private sector property management or immovable asset management experience. Knowledge: Legislation & Compliance: GIAMA, PFMA, Treasury Regulations/Instructions, PPPFA, OHS Act, Public Service Act & Regulations, MISS, SPLUMA, Deeds Registries Act, Municipal Property Rates Act, and relevant State Land Disposal and property transaction frameworks. Property Practice: Leasing and tenant administration, acquisitions, disposals, servitudes, estates, portfolio/asset performance, facilities maintenance, contract/vendor management. Public Sector Governance: Budget management, SCM, audit & assurance, risk & internal control, HRM and labour relations, service delivery improvement and transformation. Skills: Strategic planning & execution. People leadership & performance management. Programme/portfolio & project management. Contract, lease and vendor management. Financial management & cost optimisation. Risk, compliance & quality assurance. Stakeholder management and negotiation. Advanced report writing & presentation. Data & systems proficiency (asset registers, property information systems, BI dashboards). Problem solving, decision-making and change management. Personal Attributes: Outcomes-driven, innovative and resourceful. High integrity and resilience under pressure. Strong interpersonal influence and relationship-building. Analytical, decisive and detail-attentive. Able to set high standards, coach teams and drive continuous improvement.

DUTIES

: Functional Leadership & Governance: Translate departmental strategy into a Directorate operating plan with clear targets, service standards and risks. Lead a multidisciplinary team and establish a high-performance culture, with robust internal controls, SOPs, and compliance to PFMA/Treasury and property legislation. Outcomes: Consistent delivery against APP/operational targets; clean governance, reduced audit findings, on-time reporting. Leasing & Tenancy Management: Oversee the end-to-end lease lifecycle (sourcing, contracting, renewals, terminations, rent reviews, escalations, recoveries). Ensure tenant satisfaction, accessibility, and regulatory compliance (incl. OHS). Outcomes: On-time renewals and cost-effective leases; accurate billing/recoveries; improved client feedback. Portfolio & State Property Management (incl. Vacant Land): Drive optimal utilisation and maintenance across state-owned properties; ensure security for vacant/unimproved assets. Direct property condition assessments, maintenance plans and operational/financial reporting (e.g., occupancy, condition, costs). Outcomes: Reduced downtime & backlog; improved asset condition and utilisation; cost and energy efficiency gains. Acquisition, Disposal & Servitudes: Manage transparent, compliant acquisitions and disposals aligned to GIAMA, national priorities and applicable reform programmes. Lead due diligence (ownership, zoning, valuations), transaction approvals and transfer processes. Outcomes: Timely, compliant transactions; disposal pipeline progressed; value-for-money and strategic alignment demonstrated. Asset Register & Information Integrity: Ensure a complete, accurate and auditable Immovable Asset Register; integrate with portfolio systems and reporting. Maintain data quality, reconciliations and audit readiness; produce BI dashboards and insights for decision-making. Outcomes: Improved data integrity and audit outcomes; reliable portfolio intelligence to guide planning and budgeting. Client & Stakeholder Management: Build strong relationships with user departments, provincial/municipal partners and service providers. Resolve operational issues proactively; lead cross-functional collaboration and transversal initiatives. Outcomes: Faster turnaround times, fewer escalations, aligned accommodation solutions and better regional coordination. Financial Stewardship & SCM Compliance: Manage the Directorate's budget, cash flows and cost drivers; ensure SCM processes are compliant and timely. Oversee creditors/debtors, rental collections/recoveries and contract performance. Outcomes: Spend within allocation; improved cost-to-serve; reduced irregular/fruitless/wasteful expenditure. People Management & Capability Building: Recruit, develop and performance-manage staff; drive learning, coaching, and sound labour relations. Embed discipline, ethics, wellbeing, and effective communication. Outcomes: Skilled, engaged team; improved productivity and retention; succession and bench strength in critical roles. Standards, Improvement & Innovation: Monitor changes in legislation and professional standards; update policies/SOPs and implement process improvements. Introduce digital tools and pragmatic innovations to improve quality, speed and compliance. Outcomes: Shorter cycle times, fewer defects, better client outcomes, continuous improvement culture.

ENQUIRIES APPLICATIONS

: Mr Sifiso Mdakane at 082 929 9885
: All applications for Mthatha must be submitted via email to: Recruitment26-11@dpw.gov.za and All applications for Mmabatho Regional Office must be submitted via email to: Recruitment26-12@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION NOTE

: Ms NP Mudau
: Please indicate your preferred centre (Mthatha or Mmabatho) when applying. Shortlisted candidates will be subject to personnel suitability checks and security vetting.

POST 05/295

: **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: 2026/49**

SALARY

: R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE REQUIREMENTS

: Cape Town Regional Office
: A minimum NQF 07 qualification as recognised by SAQA in SCM/ Procurement/ Accounting/ Logistics/ Law or in the related field. A minimum 05 years middle/senior management experience in SCM/ Procurement. Experience at middle or senior management level leading multidisciplinary teams in supply chain management An NQF level 8 (Honours/Postgraduate) or above and more than 5 years direct middle/ senior management experience as specified above will serve as an added advantage. Leadership & Delivery:

Demonstrated track record of managing teams to deliver business unit outcomes. Valid driver's licence. Security clearance will be required. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Knowledge: Legislative & Regulatory Mastery: Expert command of the Public Finance Management Act (PFMA) and Treasury Regulations, ensuring all directorate activities withstand rigorous Auditor-General scrutiny. Strategic Budgetary Planning: Mastery of Government Budget systems, including the Medium-Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE), to align financial resources with strategic mandates. Supply Chain Management (SCM) Oversight: Deep understanding of the Government SCM Framework and Preferential Procurement Policy, ensuring fair, equitable, and transparent procurement that meets developmental goals. Financial Reporting Standards: Advanced knowledge of GRAP (Generally Recognised Accounting Practice) and GAAP, ensuring that all financial statements and systems reflect the highest standards of accounting integrity. Financial System Integration: Strategic proficiency in Government Financial Systems (e.g., BAS, LOGIS) to monitor expenditure and prevent unauthorised or wasteful spending. SKILLS: Executive Management & Planning: Advanced ability to architect complex operational plans and organise resources to meet high-level departmental objectives. Programme & Project Management: Proven capacity to lead large-scale initiatives from inception to evaluation, ensuring delivery within specific timeframes and quality benchmarks. Decision-Making Authority: The ability to make high-stakes decisions under pressure, balancing risk with organisational requirements. Strategic Research & Information Gathering: Expert ability to conduct high-level research and synthesise complex data into actionable executive insights. Numerical & Financial Analysis: Sophisticated numeracy skills for interpreting financial reports, identifying trends, and ensuring budgetary compliance. Technical Report Writing: Mastery in drafting executive submissions, technical briefs, and formal reports that are concise, accurate, and persuasive. Executive Diplomacy & Interpersonal Dynamics: Exceptional ability to navigate sensitive political and administrative landscapes, building rapport with stakeholders at all levels. Strategic Communication: Highly developed verbal and written communication skills, ensuring clarity of purpose and alignment across the Directorate. Complex Problem-Solving: A proactive approach to identifying systemic challenges and designing sustainable, innovative solutions. Personal Attributes: Strategic Creativity: Possesses the ability to design original frameworks and innovative solutions to complex organisational challenges without requiring external direction. Analytical Rigour: A high-level conceptual thinker capable of dissecting complex data and systemic issues to inform evidence-based executive decisions. Unwavering Trustworthiness: Exemplifies the highest standards of professional ethics and confidentiality, serving as a reliable custodian of the Department's reputation and resources. Dedicated Leadership: Demonstrates a disciplined commitment to the public service mandate, driving functional excellence through personal accountability and perseverance. Multi-Level Communication Mastery: Highly adept at articulating complex strategies to diverse audiences, ranging from frontline operational staff to political office bearers and executive boards. Strategic Diplomacy: Combines an approachable demeanour with executive gravitas, ensuring the ability to build rapport while maintaining the authority required for senior leadership. High-Stakes Tenacity: Replaces basic "hard work" with a sophisticated ability to maintain peak performance and quality of output under extreme pressure and within tight legislative timeframes. Solution-Orientated Mindset: Proactively identifies bottlenecks and focuses on delivering tangible outcomes, fostering a culture of high performance within the Directorate.

DUTIES

: Strategic SCM Governance & Process Innovation: Outcome: A compliant, agile, and technologically advanced SCM framework that anticipates legislative changes and drives departmental efficiency. Strategic Policy Leadership: Direct the research, design, and continuous improvement of SCM policies and strategies to ensure 100% alignment with National Treasury prescripts and the PFMA. Systems & Internal Controls: Architect and oversee a rigorous internal control environment to proactively identify and mitigate procurement risks, preventing irregular, fruitless, and wasteful expenditure. Business Process Modernisation: Lead the transition toward digital SCM support tools and automated workflows to enhance transparency and reduce lead times across the value chain. Strategic Demand & Procurement Planning: Outcome: A data-driven procurement strategy that aligns departmental needs with market realities and socio-economic objectives. Integrated Planning: Direct the consolidation of regional requirements into a robust, credible Annual Procurement Plan that supports the Department's strategic goals and

infrastructure mandates. Socio-Economic Impact: Oversee the implementation of the Preferential Procurement Policy Framework, ensuring that "preference point" systems are strategically applied to meet development and transformation targets. Technical Advisory: Provide executive oversight and high-level guidance on the development of complex Specifications, Terms of Reference (ToR), and Special Conditions of Contract. High-Integrity Acquisition & Committee Management: Outcome: A transparent and legally defensible bid adjudication process that ensures value for money and institutional integrity. Committee Governance: Ensure the statutory appointment and optimal functioning of Bid Specification, Evaluation, and Adjudication Committees, maintaining high ethical standards throughout. Adjudication Leadership: Chair the Sub-Bid Adjudication Committee with technical mastery, ensuring all recommendations are robust, unbiased, and fully compliant with the Central Supplier Database (CSD) requirements. Market Intelligence: Lead the strategic sourcing function to ensure the Department leverages the best available market rates and supplier capabilities. Contract Lifecycle & Supplier Performance Management: Outcome: Optimised service delivery through active monitoring and the rigorous enforcement of Service Level Agreements (SLAs). Contract Stewardship: Establish a comprehensive contract management framework that ensures suppliers meet all performance obligations, delivering corrective measures or penalties where necessary. Logistical & Auxiliary Excellence: Direct the procurement and management of the vehicle fleet, travel services, and archives, ensuring these auxiliary functions provide seamless support to the Department's core operations. Movable Asset Management & Financial Integrity: Outcome: An accurate, audited, and fully optimised Asset Register that reflects the true financial position of the Department. Lifecycle Asset Management: Direct the strategic acquisition, maintenance, and disposal of movable assets, ensuring that warranties and maintenance plans are utilised to maximise asset lifespan. Verification & Reporting: Oversee the execution of bi-annual asset verifications and ensure the Asset Register remains 100% reconciled with financial systems for year-end reporting. Directorate Leadership & Financial Stewardship: Outcome: A high-performing, ethical Directorate that delivers against its operational plan within its allocated budget. Executive Leadership: Mentor and develop the SCM team, fostering a culture of professional discipline, ethical conduct, and accountability for outcomes. Fiscal Accountability: Exercise total oversight of the Directorate's budget, ensuring expenditure is strictly monitored and aligned with the operational plan and Treasury guidelines. Operational Reporting: Direct the submission of accurate and timely administrative and performance reports to ensure the Executive has real-time visibility into the SCM function.

<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	All applications for this position must be submitted via email to: Recruitment26-13@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/296</u>	:	<u>DIRECTOR: PROGRAMME MANAGEMENT REF NO: 2026/50</u> Programme Management Office
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A minimum NQF level 07 qualification in Built Environment or economics or directly relevant fields as recognised by SAQA. A minimum 5 years direct and demonstrable middle/senior management experience in project and programme management or the relevant field and leading multidisciplinary teams within a complex infrastructure delivery environment. An NQF Level 08 (Honours or Postgraduate Diploma) in the aforementioned fields and above 05 middle/ senior management experience as specified will serve as an advantage. Leadership & Delivery: A proven and demonstrated track record of managing high-performing teams to successfully deliver business unit outcomes and strategic objectives. Licensing: Possession of a valid, unencumbered driver's licence. Vetting & Compliance: The successful candidate will be required to undergo and maintain a formal security clearance. The ability and willingness to adjust work hours and schedules to meet critical professional requirements and urgent organisational imperatives. Other added advantage: Relevant professional registration in built environment or property related and private sector property management or immovable asset

management experience. Knowledge: Infrastructure Programme & Project Management: Authoritative command of the entire infrastructure delivery lifecycle, ensuring that multi-billion rand portfolios are executed with precision, on time, and within budget. Capital Investment & Funding Models: Expert-level understanding of infrastructure development, including diverse procurement frameworks and Public-Private Partnership (PPP) funding models to leverage alternative investment streams. Legislative & Regulatory Frameworks: Sophisticated knowledge of the laws governing the built environment, ensuring total institutional compliance with relevant infrastructure regulations and standards. Fiscal Stewardship (PFMA): Masterful application of the Public Finance Management Act (PFMA) and National Treasury Regulations to ensure the highest standards of financial integrity and audit readiness. Strategic & Business Management: Deep proficiency in high-level business management and strategic planning, with the ability to align directorate goals with the Department's broader socio-economic mandate. Quality Management Systems (QMS): Comprehensive understanding of quality assurance methodologies to ensure that infrastructure delivery meets world-class engineering and safety standards. Monitoring, Evaluation & Reporting: Advanced knowledge of M&E methods to track programme impact, identify delivery bottlenecks, and provide data-driven business intelligence. Inter-governmental Relations (IGR): Thorough understanding of government functioning and political dynamics, with the ability to manage complex Client Relations and stakeholder expectations at an executive level. Skills: Strategic Capability: The ability to lead complex change management initiatives and drive service delivery innovation. Financial & PPP Mastery: Advanced financial management skills, specifically in the context of infrastructure procurement and Public-Private Partnership models. Stakeholder Diplomacy: Masterful negotiation and facilitation skills, capable of managing complex relationships with clients, investors, and political office bearers. Policy Analysis: The capacity to dissect and develop policies that influence the built environment and state asset management. Personal Attributes: Executive Gravitas: Combines assertiveness with an approachable, people-orientated leadership style to foster professional networks. Resilience & Agility: The ability to deliver excellent results under extreme pressure and adapt work schedules to meet the demands of a mobile, Pretoria-based Head Office role. Resourceful Innovation: A creative problem-solver who can work independently to establish new initiatives without constant direction.

DUTIES

: Investment Strategy: Direct the development of strategies to attract institutional investors and design sophisticated funding models for infrastructure enhancement. Asset Optimisation: Lead the State Asset Optimisation Programme (SAOP) by identifying high-potential projects and defining their strategic scope and specifications. Technical Feasibility: Oversee the execution of comprehensive research and feasibility studies to ensure all PMO projects are technically sound and financially viable. Strategic Planning: Lead the development of Infrastructure Programme Management Plans (IPMPs), ensuring full alignment with IDMS frameworks and departmental mandates. Process Engineering: Direct the review and roll-out of standardised business processes and Standard Operating Procedures (SOPs) to eliminate delivery bottlenecks. Implementing Agent Oversight: Exercise executive control over the performance of Implementing Agents, ensuring Memoranda of Agreement (MoAs) are robust and delivery-focused. M&E Frameworks: Establish sophisticated monitoring and evaluation systems to track the achievement of programme goals against the Medium-Term Expenditure Framework (MTEF). Executive Reporting: Provide high-level strategic reports and business intelligence to the Executive, facilitating data-driven decision-making. Marketing & Advocacy: Direct communication strategies to market the successes and opportunities within the PMO to internal and external stakeholders. Risk Stewardship: Implement and maintain robust risk management processes specifically tailored to immovable property and large-scale infrastructure. Resource Management: Exercise total accountability for the human, financial, and physical assets of the Directorate, ensuring a culture of discipline and high performance.

ENQUIRIES APPLICATIONS

: Mr Sifiso Mdakane at 082 929 9885
: All applications for this position must be submitted via email to: Recruitment26-14@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION

: Ms NP Mudau

<u>POST 05/297</u>	:	<u>DIRECTOR: EPWP PROGRAMME MANAGER REF NO: 2026/51</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Cape Town Regional Office
<u>REQUIREMENTS</u>	:	<p>A minimum NQF level 7 qualification as recognised by SAQA in Social Sciences/ Public Management/ Civil Engineering or related plus 05 years middle/senior management experience in EPWP or related field. Experience at Middle or Senior Management (MMS/SMS) level, specifically within large-scale public employment programmes or infrastructure-led development.</p> <p>Professional Agility: A disciplined commitment to adapting work schedules to meet the demands of political cycles, emergency interventions, and compelling professional requirements.</p> <p>Leadership & Delivery: A proven and demonstrated track record of managing high-performing teams to successfully deliver business unit outcomes and strategic objectives.</p> <p>Licensing: Possession of a valid, unencumbered driver's licence.</p> <p>Vetting & Compliance: The successful candidate will be required to undergo and maintain a formal security clearance.</p> <p>The ability and willingness to adjust work hours and schedules to meet critical professional requirements and urgent organisational imperatives. Willing to adapt work schedule in accordance with professional requirements.</p> <p>Knowledge: Programme and project management, Appropriate labour-intensive technologies, Government functioning, Engineering / construction industry, Civil engineering, Contracting, Design, SAQA / NQF framework, Political, social, environmental and economic context of the EPWP.</p> <p>Skills: Strategic management, Management skills, Financial management, Tender processes, Effective communication (verbal and written), Proficiency in the local indigenous language, Numeracy, Relationship management, Interpersonal and diplomacy skills, Problem solving skills, Decision making skills, Motivational skills, Negotiation skills, Computer skills.</p> <p>Personal Attributes: Analytical thinking, Innovative, Creative, Solution orientated – ability to design ideas without direction, Ability to work under stressful situations, Ability to communicate at all levels, including political office bearers, People orientated, Hard-working, Highly motivated</p>
<u>DUTIES</u>	:	<p>Manage the co-ordination and support provincial / regional and municipal EPWP programmes: Identify and prioritise EPWP programmes and projects. Develop EPWP plans. Initiate and implement EPWP programmes and projects. Provide technical advice, assistance and support to EPWP programmes across all sectors. Provide support to the labour-intensive contractor learnership programme. Allocate financial resources to programmes and projects. Assess EPWP programmes progress to ensure compliance with targets and objectives. Provide scope of recommendations / interventions to improve the EPWP. Attend meetings with Senior Programme Managers to obtain advice and support, and to report progress. Establish partnerships with relevant provincial / regional and municipal stakeholders: Undertake initiatives to involve departments, municipalities and other stakeholders in EPWP programmes across all sectors. Liaise with programme implementing bodies to conceptualise and implement EPWP programmes and projects. Establish partnerships with other departments, contractor and consultant organisations, MEC's, mayors and councillors, municipalities and other stakeholders involved in EPWP programmes across all sectors. Provide support to provincial / regional and municipal programme implementing bodies: Provide guidelines regarding the implementation of EPWP programmes. Design interventions to address local capacity constraints in the implementation of the EPWP. Develop and implement a provincial / regional and local communication and marketing and strategy: Develop a communication and marketing strategy and scope of initiatives to communicate and market the EPWP. Ensure awareness of the goals, activities and successes of the EPWP. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Maintain of discipline. Manage performance and development. Establish, implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Serve on transverse task teams as required. Quality control of work delivered by employees. Monitor the budget and expenditures on revenue and debt management directorate.</p>
<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	<p>All applications for this position must be submitted via email to: Recruitment26-15@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.</p>

<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/298</u>	:	<u>DIRECTOR: STRATEGIC SUPPORT OFFICE OF THE DIRECTOR</u> <u>GENERAL REF NO: 2026/52</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A minimum NQF level 07 qualification as recognised by SAQA in Business Management/ Strategic Management/ Management Sciences or related field of study plus 05 years relevant experience at a middle/senior management level. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances. Knowledge: Strategic management processes, Business planning processes, Applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act, Functioning of national, provincial and local government, Fundamental economics, Structure and functioning of the Department, Linkages with government clusters, Departmental standards and regulations. Skills: Management skills, Sound analytical and problem identification and solving skills, Marketing and liaison, Advanced communication, Language proficiency, Advanced report writing, Research methodologies, Financial administration, Financial analyses, Organising and planning, Computer literacy, Numeracy, Advanced interpersonal skills, Programme and project management, Time management, Decision making skills, Conflict management, Motivational skills, Influencing skills. Personal Attributes: innovative, Creative, Resourceful, Ability to work effectively and efficiently under sustained pressure, Ability to meet tight deadlines whilst delivering excellent results; Ability to communicate at all levels, particularly at an executive level, People orientated, Able to establish and maintain personal networks, Trustworthy, Assertive, highly motivated, Ability to work independently.
<u>DUTIES</u>	:	Ensure effective development and implementation of the strategic business planning processes-: Undertake scenario planning and develop forecast projections. Facilitate and manage the process in the development of the national strategic plan for the Department. Ensure the articulation of strategic goals and objectives into operational and support plans and programmes. Ensure alignment and integration with the Departmental budgetary process. Provide strategic business planning support-: Assist in the development of operational plans and programmes. Support the implementation and assessment of strategic processes. Develop systems to coordinate the flow of correspondence between all relevant role players. Manage all incoming and outgoing strategic documents. Partake in the development of the Department's policy statement. Ensure effective assessment and review of the implementation and impact of the strategic management process-: Conduct corporate performance reviews of organisational performance. Undertake ongoing monitoring and evaluation of the Department's programme reviews. Monitor and evaluate the impact of strategic interventions. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation. Manage the Directorate - Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Management of performance and development. Establish, implement and maintain efficient and effective communication arrangements. Serve as formal communication channel with stakeholders on departmental matters. Manage the co-ordination and administration of ODG operations. Monitor the budget and expenditures.
<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	All applications for this position must be submitted via email to: Recruitment26-16@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/299</u>	:	<u>DIRECTOR: EPWP BENEFICIARY TRAINING - PARTNERSHIP SUPPORT</u> <u>REF NO: 2025/53</u>
<u>SALARY</u>	:	R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE
REQUIREMENTS**

: Head Office (Pretoria)
: A minimum NQF level 07 qualification as recognised by SAQA in Human Resource Management/Development/Public Management/Administration/Sociology, Psychology, Education, Behavioural Sciences or related field of study plus 05 years' relevant middle/senior management level. Willing to adapt work schedule in accordance with professional requirements. Valid driver's licence. Ability to travel extensively. Knowledge: Expanded Public Works Programme. Government Job Creation Policies, Programme and Project Management, Training and Enterprise Development, Labour-Intensive methods of construction, Stakeholder Management, Functioning of national, provincial and local government, Monitoring and Evaluation methods, Strategic management processes, Applicable legislation, norms and standards related to the management EPWP, PFMA, Treasury Regulations, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act and other Government prescripts. Structure and functioning of the Department, Departmental standards and regulations, SAQA / NQF framework. Skills: Management skills, Client Orientation and Customer Focus, People Management and Empowerment, Programme and Project Management, Sound analytical and problem identification and solving skills, Numerical, Advanced interpersonal and diplomacy skills, Decision making, Strategic Capability and Leadership, Financial Management, Change Management, Communication, Computer Literacy, Policy Development Decision Making, Conflict Management, Motivational. Personal Attributes: Resourceful, Creative, People orientated, Trustworthy, Assertive, Hard-working, Self-motivated, Ability to work independently.

DUTIES

: Manage the development of plans, strategies and guidelines for DPWI and ensure compliance with applicable frameworks: Conduct feasibility and option analysis studies and research. Determine, define and develop training scope and management plan. Develop and implement training programme processes and systems. Undertake research to develop frameworks. Consult with relevant stakeholders for inputs. Ensure that strategies, plans and guidelines are developed/ reviewed in line with applicable prescripts and are aligned to the government's strategic objective. Promote the development of norms and standards. Establish interventions to ensure effective implementation of the programmes. Leverage funding between communities, stakeholders, implementing bodies and donors. Conclude strategic partnerships to promote enterprise development. Manage the coordination of EPWP training delivery capacity support within the province: Build and maintain EPWP networks and contacts on training with stakeholders and implementing bodies. Ensure development and maintenance of sound relationship with stakeholders. Promote and encourage participation and inputs from national, municipal, provincial and other institutions; Set-up and lead governance arrangements and structures. Promote EPWP training development and develop communications and marketing strategies. Enhance and ensure a positive communication profile for EPWP within the province. Participate and represent EPWP in key training forums. Intervene and address challenges in training. Manage communication and feedback processes between the EPWP Branch, public bodies and training support organisations. Support the training initiatives of sector programmes. Facilitate as a trainer on EPWP training interventions. Provide support in the process of developing and maintaining training programs. Manage EPWP reporting and monitor data integrity within the province: Monitor the implementation and compliance with the guidelines. Develop information management and reporting tools to manage the capturing, collation, merging, validating and maintenance of EPWP training data. Manage the collating of programmes status reports on the achievement of intended goals and objectives. Analyse of the EPWP training performance data on an ongoing basis and prepare all quarterly and annual performance reports to various stakeholders. Continuously monitoring the system performance to identify areas of improvements, and work with management to prioritise business and information needs and then define new processes for improvement. Ensure that the EPWP training Team has access rights and other relevant functionalities of the EPWP Reporting System – Training Application. Ensure compiling and reporting of quarterly reports and assist with its collections. Intervene and support public bodies in terms of reporting challenges. Verify quarterly performance reports for monitoring performance. Support and oversee interventions for ensuring data quality. Escalate and provide an interface between the Monitoring & Evaluation units and reporting public bodies. Oversee the coordination and management of sustainable livelihoods interventions. Manage the coordination of training support initiatives for EPWP participants. Oversee the implementation (planning, preparation,

recruitment, implementation and monitoring) of enterprise development support initiatives by training managers. Implement training development initiatives. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate. Managing the all the resources i.e. financial, human resources of the Directorate. in line with the departmental policies.

<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	All applications for this position must be submitted via email to: Recruitment26-17@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/300</u>	:	<u>DIRECTOR: STRATEGIC SUPPORT - OFFICE OF THE SENIOR EXECUTIVE OFFICER: PMTE REF NO: 2026/54</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	minimum NQF level 07 qualification as recognised by SAQA) in Business Management/ Strategic Management/ Management Sciences or related field of study. A minimum 5 years relevant experience at a middle/senior management level. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances. Knowledge: Strategic management processes, Business planning processes, Applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act, functioning of national, provincial and local government, Fundamental economics, Structure and functioning of the Department, Linkages with government clusters, Departmental standards and regulations. Skills: Management skills, Sound analytical and problem identification and solving skills, Marketing and liaison, Advanced communication, Language proficiency, Advanced report writing, Research methodologies, financial administration, financial analyses, Organising and planning, Computer literacy, Numeracy, Advanced interpersonal skills, Programme and project management, Time management, Decision making skills, Conflict management, Motivational skills, Influencing skills. Personal Attributes: Innovative, Creative, Resourceful, Ability to work effectively and efficiently under sustained pressure, Ability to meet tight deadlines whilst delivering excellent results, Ability to communicate at all levels, particularly at an executive level, People orientated, Able to establish and maintain personal networks, Trustworthy, Assertive, highly motivated, Ability to work independently.
<u>DUTIES</u>	:	Ensure effective development and implementation of the strategic business planning processes PMTE: Undertake scenario planning and develop forecast projections. Facilitate and manage the process in the development of the national strategic plan for the Department. Ensure the articulation of strategic goals and objectives into operational and support plans and programmes. Ensure alignment and integration with the Departmental budgetary process. Provide strategic business planning support PMTE branches: Assist in the development of operational plans and programmes. Support the implementation and assessment of strategic processes. Develop systems to coordinate the flow of correspondence between all relevant role players. Manage all incoming and outgoing strategic documents. Partake in the development of the Department's policy statement. Ensure effective assessment and review of the implementation and impact of the strategic management process: Conduct corporate performance reviews of organisational performance. Undertake ongoing monitoring and evaluation of the Department's programme reviews. Monitor and evaluate the impact of strategic interventions. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation. Manage the Directorate-Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Management of

		performance and development. Establish, implement and maintain efficient and effective communication arrangements. Serve as formal communication channel with stakeholders on PMTE matters. Manage the co-ordination and administration of PMTE operations. Monitor the budget and expenditures.
<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885
<u>APPLICATIONS</u>	:	All applications for this position must be submitted via email to: Recruitment26-18@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
<u>FOR ATTENTION</u>	:	Ms NP Mudau
<u>POST 05/301</u>	:	<u>DIRECTOR: STRATEGIC PLANNING - STRATEGIC MANAGEMENT REF NO: 2026/55</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A minimum B Degree (NQF level 7) in Public Administration, Business Administration, Business Management, Economics or related qualification as recognised by SAQA. A minimum 5 years middle/senior management level in strategic planning/ strategic management or in the relevant field. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances. Knowledge: Strategic management processes; business planning processes; applicable legislation, understanding of norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act; functioning of national, provincial and local government; fundamental economics; structure and functioning of the Department; Parliamentary protocol processes; linkages with government clusters; Departmental standards and regulations. Skills: Executive management skills; sound analytical and problem identification and solving skills; marketing and liaison; advanced communication; language proficiency; advanced report writing; research methodologies; financial administration; financial analyses; organising and planning; computer literacy; numeracy; advanced interpersonal and diplomacy skills; programme and project management; time management; decision making skills; conflict management; negotiation skills; motivational skills; influencing skills. Personal Attributes Innovative; creative; resourceful; energetic; helpful; ability to work effectively and efficiently under sustained pressure; ability to meet tight deadlines whilst delivering excellent results; ability to communicate at all levels, particularly at an executive level; people orientated; able to establish and maintain personal networks; trustworthy; assertive; hard-working; highly motivated; ability to work independently.
<u>DUTIES</u>	:	Manage the development and maintenance of the departmental strategic and annual performance and work planning policies and strategies; Ensure effective development and implementation of the strategic business planning processes for the Department Undertake research on the latest development of strategies, policies, professional guidelines and standards; Ensure that all policies, guidelines and standards implemented are aligned to the Departments strategic thrust and outcomes; Develop and implement procedures, tools and systems for effective organisational performance information management and strategic planning; Develop strategies to effectively communicate planning objectives, developmental performance indicators and performance outcomes to internal and external stakeholders; Monitor and ensure the implementation and continuous adherence to professional guideline and standards. Manage the development, adoption and publishing of the departmental Strategic Plan, APP and Business Plans for the department: Lead the annual planning process for DPW/PMTE. Support top management in strategy formulation, strategic process improvement and communication of strategies to all stakeholders. Coordinate research and data collection initiatives in support of departmental strategic/other planning processes. Undertake scenario planning and develop forecast projections; Develop, maintain and update the strategic information portal for planning purposes. Oversee integration of the strategic planning processes with other processes such as risk management, budget plans, service delivery improvement and audit action plans. Prepare and submit executive reports. Advise DG, DDG and top management on strategic matters relating to internal operations and policy. Ensure the organisational alignment of strategic goals and objectives into operational plans and performance agreements. Manage and coordinate stakeholder input processes. Facilitate the development and

maintenance of measurable performance indicators for all departmental planning instruments. Oversee the strategic planning process and planning process and plans of the public entities and BECPs:- Set out the annual strategic planning process for Public Entities and BECPs. Ensure arrangement of workshops to brief public entities and BECPs on the planning requirements. Attend the strategic planning session of the public entities and BECPs and provide strategic guidance on the sector priorities. Manage a review of the SPs and APPs of the public entities and BECPs in accordance with the Framework for Strategic Plans and Annual Performance Plans. Ensure provision of written feedback and workshop public entities and BECPs on the SPs and APPs submitted to the Department, Participate in the development of core performance indicators for the Public Works Sector: Engage Provinces to commence the process of setting core performance indicators, Coordinate workshop with Provinces (logistics and content), Facilitate the workshop and set core performance indicators and technical indicator descriptions for each Programme, Draft the final set of core performance indicators for approval of the DG and Provincial HOD's, Engage Provinces and resolve any queries. Manage the assessment and review of the implementation and impact of the SP and APP: Oversee corporate performance reviews of organisational performance. Manage the monitoring and evaluation of strategic interventions impact. Ensure provision ongoing support to the Business units. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation. Develop trend analysis of organisational past performance, conduct benchmark of measures, targets and formulate baselines of performance targets per year. Identify performance barriers and conduct root cause analysis. Make recommendations on alternative courses of action incorporating risk management. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES
APPLICATIONS

: Mr Sifiso Mdakane at 082 929 9885
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: All applications for this position must be submitted via email to: Recruitment26-19@dpw.gov.za or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.
:
: Ms NP Mudau

FOR ATTENTION