

ANNEXURE N

PROVINCIAL ADMINISTRATION: GAUTENG DEPARTMENT OF ENVIRONMENT

APPLICATIONS

: To apply for the above position, please apply online at <http://professionaljobcentre.gpg.gov.za> or Hand Deliver: Ground floor 56 Eloff Street, Umnotho House, Johannesburg. For assistance with online applications, visit the following centres: 78 Fox Street, Marshalltown or Maponya Mall at Thuso House next to Home Affairs.

FOR ATTENTION CLOSING DATE NOTE

: Ms. Iris Thanjekwayo at 072 788 2364– Recruitment

: 06 March 2026, 16h00. No late applications will be considered.

: Applications quoting the relevant reference number must be submitted on the New Z83 form obtainable from any Public Service Department or on the internet at www.gov.za/documents. Applications with the old Z.83 form will not be considered. A New Z.83 form must be fully completed, duly signed and initialled by the applicant. A recent, comprehensive CV, specifying all qualifications and experience, with respective dates must accompany the application form. Applications are not required to submit copies of qualifications and other relevant documents on application. Communication regarding certified documents will be limited only to the shortlisted candidates. Successful completion of the Senior Management Pre-Entry Programme (Nyukela certificate) is required before the appointment can be made. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme>. 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. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification is the Department intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan (Coloureds and Indians are encouraged apply). To facilitate this process successfully, an indication of race, gender and disability status is required. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). General information. The Department will not accept posted and emailed applications. The Gauteng Department of Agriculture, Rural Development and Environment reserves the right to fill or not fill the advertised posts. If you do not receive any response from us within 3 months, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

POST 06/108

: DEPUTY DIRECTOR-GENERAL: ENVIRONMENT REF NO: REFS/035453

SALARY

: R1 813 182 per annum, (all-inclusive salary package which can be structured according to the individual's needs).

CENTRE

: Johannesburg (Head Office)

REQUIREMENTS

: Matric plus post graduate qualification (NQF level 8) in Environmental Science/Management/Natural Science/Business Management/Administration recognized by SAQA. 8 years of experience at a senior managerial level. Valid driver's license. Competencies: Knowledge of Departmental policies and procedures and Government priorities. Understanding of government standard administrative procedures, Knowledge and understanding of PFMA, Treasury Regulation, PSA, PSR, Labour relations etc. Reporting procedures, Information system, SA Constitution and Employment Equity Act,1998. Interpreting and Evaluating Information, Organizing/maintaining information, communicating information, Computer Literacy, Listening and negotiation, Tact and diplomacy, Discipline, Financial Management. Attributes: Committed, Initiative, Objective, Logical, Proactive and resourceful, Flexible/change

	orientated, Credible, Loyal and friendly, open-minded, Responsible and accountable. Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and conflict management, People Orientated, Verbal and written communication.
<u>DUTIES</u>	Manage the rendering of reactive compliance and enforcement services. Manage compliance monitoring and enforcement services. Manage and administer the provision of compliance, monitoring and enforcement regarding national environmental management biodiversity act. Manage the implementation of environmental impact mitigation to promote sustainable development and a safe healthy environment. Manage the promotion of sustainable development of quality of life by promoting acceptable ambient air quality and manage hazardous substances and other related anthropogenic activities. Manage the implementation of waste management strategies and waste information systems, issue waste authorizations, support local government to render appropriate waste management services and promote waste minimization in Gauteng. Render administrative support to environmental management services. Empower communities to manage natural resources through job creation, skills development and awareness opportunities. Ensure and manage the integration of environmental policy, planning and coordination services. Promote the conservation and sustainable utilization of the province's biological diversity to the benefit and upliftment of the quality of life. Manage and provide biodiversity scientific services. Render administrative support to biodiversity management services. Oversee and ensure discipline. Assess the performance of management. Consolidate and manage of budget for executive support directorate. Authorise, control and monitor the budget and expenditure.
<u>ENQUIRIES</u>	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 06/109</u>	<u>CHIEF DIRECTOR: CORPORATE MANAGEMENT SERVICES REF NO: REFS/035459</u>
<u>SALARY</u>	R1 494 900 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE REQUIREMENTS</u>	Matric plus an undergraduate qualification (NQF level 7) in Public Management/Administration/ Human Resource Management/ Industrial Psychology or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience at a senior managerial level in corporate services environment. Valid driver's license. Competencies: Knowledge of Departmental policies and procedures and Government priorities, Knowledge and understanding of PFMA, Treasury Regulation, PSA, PSR, Labour relations etc. Reporting procedures, Information system, SA Constitution and Employment Equity Act,1998. Interpreting and Evaluating Information, Organizing/maintaining information, communicating information, Computer Literacy, Listening and negotiation, Tact and diplomacy, Discipline, Financial Management. Attributes: Committed, Initiative, Objective, Logical, Proactive and resourceful, Flexible/change orientated, Credible, Loyal and friendly, open-minded, Responsible and accountable. Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and conflict management, People Orientated, Verbal and written communication.
<u>DUTIES</u>	Manage the provision of legal advisory services in Department. Manage and facilitate the provision of information communication and technology management services. Manage the provision and facilitation of infrastructure and operational support services. Manage and monitor the provision of security and facilities services. Manage the provision of communication and event management services. Manage and coordinate the provision of strategic management services. Manage and monitor the provision of human resource management services. Manage the provision of human resource development. Manage the resources of the Chief Directorate (Human, Financial, Equipment/Assets).
<u>ENQUIRIES</u>	Ms. Iris Thanjekwayo at 072 788 2364

<u>POST 06/110</u>	:	<u>DIRECTOR: RISK ANTI-CORRUPTION & INTEGRITY MANAGEMENT REF NO: REFS/035460</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE REQUIREMENTS</u>	:	Johannesburg (Head Office) Matric plus an undergraduate qualification (NQF level 7) in Risk Management or related field as recognised by SAQA. A minimum of 5 years' experience at middle or senior management level in Risk management environments. a valid driver's licence. Competencies: Leadership, Management, Planning, Organizing, People management, Service Delivery, Communication, Decision Making, Problem solving, Report writing, Teamwork, Risk management, Customer management, Innovation/ continuous improvement, Analytical, Negotiations, Computer literacy, Project management, Flexible. Knowledge of Departmental policies and procedures, Government Priorities, Risk management policies and frameworks, Reporting procedures, Information system, SA Constitution, Employment Equity Act,1998. Ability to Interpret & Evaluate Information, Verbal and written communication, Organizing/maintaining information, communicating information, Computer Literacy, Problem solving and conflict management, Listening and negotiation, Tact and diplomacy, Teamwork, Discipline, Financial Management. Business acumen, Team Leader, Strategist, Flexible/Change oriented, Problem-solving ability, Responsive, Interpersonal relations, Customer focus, Loyal and friendly, Open-minded, Responsible and accountable.
<u>DUTIES</u>	:	Manage the provision of enterprise risk management services. Conduct strategic risk assessment. Conduct operational risk assessment. Develop and review the risk management strategy. Coordinate monthly progress reporting against the risk register. Develop and monitor the organisational risk management plan. Ensure training of risk officials and risk committee members. Prepare monthly and quarterly reports for risk management committee. Develop and review organisational risk management policy. Manage the implementation, development and monitoring of business continuity plans. Establish BCP governance structures. Develop policies and standards related to disaster recovery. Ensure that business continuity plans are in place. Ensure alignment with regulatory requirements. Promote the implementation of code of conduct and ensure ethical environment. Develop, implement and maintain policies, procedures and systems. Identify risk and threats related to ethical environment. Conduct ethics and integrity awareness for the department. Promote financial disclosure system. Develop and maintain internal anti-corruption systems. Investigate all allegations of fraud and corruption received from internal and external persons. Conduct research on latest fraud and corruption legislation and develop educational programmes. Develop and implement fraud prevention ad anti-corruption strategies. Conduct fraud risk assessment. Develop and monitor the fraud prevention plan. Provide strategic direction for the directorate. Research and keep abreast of breast practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human/ Finance/Equipment/ Assets). Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Ensure proper spending in line with strategic objectives. Monitor the optimal utilization and functionality of equipment. Evaluate and monitor performance of employees to ensure achievement strategic goal. Manage the human resource development of employees in the directorate. Enhance and maintain employee motivation.
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 06/111</u>	:	<u>DIRECTOR: INFORMATION COMMUNICATION TECHNOLOGY REF NO: REFS/035461</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE REQUIREMENTS</u>	:	Johannesburg (Head Office) Requirements: Matric plus undergraduate (NQF Level 7) in ICT / Information Communication Technology / Computer Science / or a relevant ICT-related field as recognised by SAQA. A minimum of 5 years' experience at middle or senior

management level in ICT management environment. Valid driver's licence. Competencies: Knowledge, understanding and implementation of the Department of Public Services DPSA) State Information Technology Agency (SITA) Act, Information Technology Governance Framework, Internal and External Audits, ICT Risk Management, ICT strategy development, Operational plans Implementation and general administration duties, practices as well as the ability to capture data, operate computer and collecting statistics. Managerial Competencies: Visionary leadership, change management, planning and organising, financial management, people management and development, project management, service delivery innovation. Generic Competencies: Business acumen, customer management, results/quality management, analytical thinking, decision making, innovation and creativity. Technical Competencies: Knowledge of System Development Life Cycle, ICT security management, project management, risk management, database design and administration (SQL, MySQL), data centre operations, software development tools, networking principles, IT governance frameworks (COBIT, ITIL, ISO), business analysis, disaster recovery, data analytics and integration solutions. Skills: ICT Regulations and standards (CobIT, ITIL, ISO etc. Business Analysis, Innovative development technologies, DBMS technologies, Project management skills, Information and data Security. Risk assessment and mitigation, Disaster recovery technologies.

<u>DUTIES</u>	:	Manage the provision of infrastructure and operational support services. Manage the provision of desktop support services to the Department. Manage the provision of support and maintenance of the servers. Manage the provision of support and maintenance of all the networks. Manage the provision of support and coordination of departmental telecommunication services (telephony, video conferencing etc.). Manage innovative business solutions, development and implementation. Manage the automation and digitization of information and business processes. Manage ICT projects. Manage the provision of reliable, secured, quality information and data analytics through integration of business solutions. Develop and ensure implementation, maintenance, training and provide support business applications. Manage and implement ICT governance and policy frameworks. Provide ICT service management and manage ICT projects. Develop and ensure implementation of ICT policy and ICT security. Develop and facilitate the implementation of IT policies. Ensure ICT continuity and ICT change management. Manage acquisition and management of ICT solutions (Software, Hardware and Goods & Services). Manage ICT service desk 4. Provide strategic direction for the Directorate. Research and keep abreast of the best practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human, Financial, Assets). Manage and ensure proper implementation of budget by monitoring, projection and reporting of expenditure. Consolidate budget and ensure proper spending in line with strategic objectives. Ensure optimal utilization and functionality of equipment/ assets. Evaluate and monitor performance of employees to ensure achievement of Directorate strategic goal. Manage the development of employees in the directorate. Enhance and maintain employee Motivation
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 06/112</u>	:	<u>DIRECTOR: COMMUNICATIONS REF NO: REFS/035462</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE REQUIREMENTS</u>	:	Johannesburg (Head Office) Matric plus undergraduate qualification (NQF level 7) in Communications/ Public Relations/ Media Liaison/Journalism as recognized by SAQA. A minimum of five (5) years' experience in middle or senior managerial level in communications environment. Valid driver's license. Competencies: Knowledge of GPG policies and procedures, Relevant legislation and Public Service Regulations, understanding of expectations of customers, Knowledge of Contracts, Management information, Project management methodologies, Policy development and change management. Knowledge and understanding of Financial Management, Project Management. Planning and Organising, Proactive and resourceful. Attributes: Innovative, Team player and flexible,

<u>DUTIES</u>	Client Orientated, Quality orientated, cost conscious, Influential, strategic, Presentation skills, Communication skills, Analytical skills, Leadership skills and report writing skills. : Manage development, implementation and execution of the department's integrated communications strategy, encompassing internal and external communication, media and social media engagement, stakeholder relations, events, and digital platforms, including the department's internet and intranet. Manage inter-departmental and inter-governmental platforms to ensure aligned, coherent and impactful communication. Manage the department's media liaison function and broader media ecosystem. Lead content strategy, creation and editorial oversight across all communication platforms. Manage the development and implementation of stakeholder engagement strategies, policies and procedures and overseeing the planning and delivery of departmental campaigns, events, exhibitions and activations. Manage the department's editorial, publications and content programmes, including the coordination and production of statutory and corporate publications. Manage media liaison and monitoring services. Oversee content distribution across traditional, digital and social media platforms, as well as governance. Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Manage resources (Human/ Finance/Equipment/ Assets).
<u>ENQUIRIES</u>	: Ms. Iris Thanjekwayo at 072 788 2364
	DEPARTMENT OF HEALTH
<u>APPLICATIONS</u>	: Applications can be forwarded to the Human Resource Department, Tambo Memorial Hospital, Private Bag X2, Boksburg, 1459. Physical Address: Railway Street, Boksburg, 1459. Applications must be submitted on a (PDF Format only) to the following E-Recruitment Email: TMHRecruitmentHR@gauteng.gov.za
<u>CLOSING DATE</u>	: 13 March 2026
<u>NOTES</u>	: Applications must include only completed and signed new Form Z83, obtainable from any Public Service Department or on (www.dpsa.gov.za/documents) accompanied by a comprehensive CV highlighting or stating the requirements mentioned above. Only the shortlisted candidates will be required to submit certified copies of Identity document, Senior Certificate and highest required qualification as well as a driver's licence where necessary on or before interviews. Applicants must indicate the post reference number on their applications. Qualifications of candidates recommended for appointment will be verified. Foreign qualifications will only be submitted by shortlisted candidates. Applications received after closing date and time will not be considered. Whites, coloured and people with disability are encouraged to apply. The candidates will be expected to be available for selection interviews on the date, time and place determined by the Department. NB: 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 other must be an integrity (ethical conduct) assessment.
	OTHER POST
<u>POST 06/113</u>	: <u>ASSISTANT MANAGER NURSING SPECIALTY AREA PN-B4 (THEATRE/ICU) REF NO: REFS/TMH/2026/02/01 (X1 POST)</u> Directorate: Nursing Services
<u>SALARY CENTRE REQUIREMENTS</u>	: R755 355 – R 863 667 per annum, plus benefits : Tambo Memorial Hospital : Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. A minimum of ten (10) years appropriate/ recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Atleast six (6) years of the period referred to above must be appropriate/ recognizable experience in the speciality after obtaining the one-year post-basic qualification in either ICU/Theatre. Atleast three (3) years of the period referred to above must be appropriate/ recognizable experience at a Management level. Diploma/ Degree in Nursing Administration, Computer literacy, knowledge and insight of Nursing processes, procedures, statutes and other relevant public service acts.

	Decision and problem-solving skills, interpersonal and conflict management skills. Knowledge of Ideal hospital framework, norms and standards, Batho-Pele principles. Good communication skills, supervisory and analytical skills. Basic understanding of Human Resources and Financial management policies and practices.
<u>DUTIES</u>	Manage and co-ordinate the implementation of holistic, comprehensive, specialized Nursing care in the intensive care unit, theatre and CSSD in conjunction with team members within a professional and legal framework. Ensure the maintenance of quality care standards in the ICU, Theatre and CSSD services. Ensure adequate supervision of staff and personal quality cost effective and efficient patient care. Ensure effective utilization of all infection control and prevention practices by all staff including support services and cleaning staff. Supervise the implementation of health care delivery policies procedures, clinical guidelines and protocols, operational and strategic plans aimed at improving service delivery. Execute disciplinary code and grievance procedure up to the required level and then refer to the Deputy Manager Nursing. Facilitate implementation of departmental priorities and National Core Standards. Monitor and evaluate the care, ensure effective data management. Ensure that ethics and professionalism is maintained, demonstrate effective communication with staff, patients and multidisciplinary and other stakeholders.
<u>ENQUIRIES</u>	: Mrs. C.M Malekane Tel No: (011) 898 8311
	OFFICE OF THE PREMIER
<u>APPLICATIONS</u>	: should be sent to RecruitmentHOD.Premier@gauteng.gov.za , quoting the relevant reference number to Human Resources Administration. No late applications will be considered.
<u>CLOSING DATE</u>	: 06 March 2026
<u>NOTE</u>	: NB: Requirement for all senior management positions: Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme . 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. The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Qualifying applicants should submit their application on the, New Application Form (Z83), found on www.dpsa.gov.za , Received applications using the incorrect application for employment (old Z83) will not be considered. Each employment application must be fully completed, duly signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. The Z83 should be accompanied by a comprehensive CV (with detailed current and previous work experience including dates). The communication from the HR of the Department regarding the requirements of the certified qualifications, ID, driver's licence etc., will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following the communication from HR. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. Due to the large number of applications, we envisage to receive, applications will not be acknowledged. Should you not be contacted within 03 months of the closing date of the advertisement, please consider your application to be unsuccessful. The Gauteng Office of the Premier reserves the right to cancel the filling/ not to fill any vacancy that was advertised during any stage of the recruitment process.

MANAGEMENT ECHELON

<u>POST 06/114</u>	:	HEAD OF DEPARTMENT (HOD): GAUTENG DEPARTMENT OF ENVIRONMENT REF NO: REFS/GEVN/2026/01 (3-year performance-based contract, renewable for a further period of 2 years, dependent on performance)
<u>SALARY</u>	:	R2 352 642 – R2 650 223 per annum, (all-inclusive remuneration package) plus a 10% non-pensionable allowance applicable to Heads of Department.
<u>CENTRE REQUIREMENTS</u>	:	Johannesburg A relevant post graduate qualification (NQF Level 8 in terms of SAQA standards) in Environmental Management, Environmental or Natural Sciences, Environmental Studies, Public Administration, Public Management, Business Management and a minimum of ten (10) year's relevant experience at senior management level. Key Competencies: Proven ability to operationalize and ensure compliance with legislation and policy development at provincial and local level. Demonstrable experience in management at an executive level, with a multi-billion-rand budget as well as a good understanding of and competency in Financial Management Systems including cost containment, budgeting, expenditure control, revenue collection and revenue generation. Knowledge and understanding of government priorities. Insight into Government's Outcomes Based Approach, including performance monitoring and evaluation. Strategic leadership, change management and project management. Capabilities should include service delivery innovation, compliance with the Public Finance Management Act (PFMA) and financial regulatory frameworks underpinning good governance in South Africa. Excellent co-ordination, communication, networking, negotiation, corporate governance, exceptional reporting skills and multi-tasking skills. Ability to work under pressure and willingness to work long and irregular hours and travel extensively.
<u>DUTIES</u>	:	Serve as an Accounting Officer of the Department in accordance with the provisions of the PFMA. Manage and promote conservation and sustainable utilization of biological resources. Oversee the empowerment of communities to manage natural resources through environmental awareness and capacity building programmes. Oversee the integration of climate change and environmental policy, planning and coordination. Oversee the provision of strategic administrative support with regards to biodiversity management and environmental management services. Promote equitable and sustainable use of ecosystem goods and services to contribute to economic development. To promote the protection and management of Gauteng natural resources and environment. Oversee management of the six nature reserves in Gauteng. Ensure the advancement of the eco-tourism in the province. Support sustainable development, including waste management, recycling and the development and utilization of green technologies and processes. Oversee the development, implementation of environmental compliance monitoring systems, enforcement of legislation and environmental authorizations. Oversee the provision of environmental quality management service (pollution and waste, air quality and environmental impact authorizations and assessments). Oversee the monitoring of compliance with regard to permits issued by the Department. Oversee the provision of strategic administrative support with regard to enforcement and regulatory compliance. Ensure that the Department achieves a clean audit. Oversee a system and formalized process that enables the department to identify, assess, manage, and monitor Departmental key risks. Implement effective governance structures. Oversee the implementation of risk, anti-corruption, and integrity management strategies. Promote professional ethics and combat corruption. Ensure the effective implementation of the Gauteng Green Economy Strategy and climate change mitigation and adaptation interventions and overall management of the Department's programmes by aligning all departmental plans with the National Development Plan (NDP), National and Provincial Government Strategic Objectives, Transformation, Modernisation and Reindustrialisation (TMR) Programme and GGT 2030. Ensure sound governance, ethical leadership, and effective performance management within the department. Strengthen intergovernmental relations and stakeholder engagement, including municipalities, SOEs, civil society, and the private sector.
<u>ENQUIRIES</u>	:	Ms Pange Radebe at (066) 315 6970