

DEPARTMENT OF DEFENCE



- APPLICATIONS** : HR Division, Chief Directorate Transformation Management (CDTM), Private Bag X159, Pretoria, 0001 or hand deliver to Defence HQ, 370 Nossob Street, Erasmuskloof, Pretoria, or email to motlatso.mabetwa@dod.mil.za
- CLOSING DATE** : 20 March 2026 at 16h00, (Applications received after the closing date and faxed copies will not be considered).
- NOTE** : It is the Department's intention to promote equity (race, gender and disability) through the filling of these posts with candidates whose transfer/promotion/appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan. Applications must be submitted on the prescribed form Z83 (obtainable from any Public Service Department office i.e effective 01 January 2021 or on the DPSA website link: <https://www.dpsa.gov.za/newsroom/psvc/>). Should an application be received using incorrect application employment form Z83, it will be disqualified, which must be originally signed and dated by the applicant, and which must be accompanied by a detailed CV only (with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview which should not be older than six months. Failure to comply with the above instructions will result in applications being disqualified. Applicants applying for more than one post must submit a separate form Z83 (as well as the documentation mentioned above) in respect of each post being applied for. If an applicant wishes to withdraw an application, it must be done in writing. Should an application be received where an applicant applies for more than one post on the same applications form, the application will only be considered for the first post indicated on the application and not for any of the other posts. Under no circumstances will photostat copies or faxed copies of application documents be accepted. The successful candidates will be subjected to Personnel Suitability Checks (criminal record, citizenship & financial/asset record checks and qualification and employment verification). Successful candidates will also be subjected to security clearance processes. The level of appointments is dependent upon, qualifications, relevant experience and research output. 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 other must be an integrity (ethical conduct) assessment. Applicants who do not receive confirmation or feedback within 3 (three) months after the closing date, please consider your application unsuccessful. Due to the large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. For more information on the job description(s) please contact the person indicated in the post details. Successful candidates will be appointed on probation for the period of twelve (12) months in terms of the prescribed rules.

OTHER POST

- POST 08/08** : **DEPUTY DIRECTOR: EVALUATIONS REF NO: CDTM/08/08/26/01**
Chief Directorate: Transformation Management
- SALARY** : R896 436 – R1 055 958 per annum (Level 11)
- CENTRE** : Armscor Building, Erasmuskloof, Pretoria.
- REQUIREMENTS** : Grade 12 (NQF Level 4) or equivalent with a recognised National Diploma / Bachelor's Degree in Social Sciences / Public Administration or Human Resource Management with Research Methodology at (NQF Level 6). A minimum of three (3) years' experience at Junior Management level in report writing, designing and implementing evaluation frameworks, statistical procedures, research methods as well as an advanced working knowledge of all Transformation and Equity principles. Special Requirements (Skills needed) Ideal candidates will possess strong analytical skills enabling them to extract actionable insights from complex data sets. Additionally, they will be effective communicators, capable of articulating their findings in a clear and concise

manner to diverse stakeholders, both technical and non-technical. Successful candidates will possess excellent advisory skills, enabling them to provide expert guidance and strategic recommendations to programme owners, thereby informing programme development and optimisation.

DUTIES

: The successful candidate will be responsible for coordinating comprehensive evaluations of Transformation programmes, assessing their effectiveness, impact and outcomes. They will spearhead and coordinate research projects focused on Transformation-related topics generating critical insights and evidence-based recommendations to inform and shape policy decisions, ultimately driving positive change and improvement. Support evidence-based decision making by communicating insights from evaluation and research projects to stakeholders through clear, concise and well-structured reports and presentations. The successful candidate will be responsible to design, develop and review both evaluation and research measurement tools, including surveys, questionnaires and assessment frameworks, to ensure rigorous and effective data collection and analysis. Monitor the implementation of HR policies, practices and procedures to ensure alignment with and compliance to Transformation and Equity principles, promoting a fair and equitable work environment. Provide administrative line function and personnel support by leading, supervising and mentoring the evaluation and research team to ensure high quality outputs and professional development.

ENQUIRIES

: Capt (SAN) D. Siweya Tel No: (012) 355 5828