

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

- APPLICATIONS** : Applications can be submitted: Via e-mail to applications@thedtic.gov.za (Ref no. must appear in subject-line – if no reference no. is provided the application may not be considered), by post to The Director: Human Resources Management, Private Bag X84, Pretoria, 0001; Hand-delivered to the dtic Campus, corner of Meintjies and Robert Sobukwe Streets, Sunnyside, Pretoria.
- CLOSING DATE** : 23 March 2026
- NOTE** : The application must include a completed and signed new Z83 Form, obtainable from any Public Service Department, the dtic website or on the internet at www.gov.za, and a detailed Curriculum Vitae. Applications received that do not comply with this requirement will not be considered. Certified copies of qualifications and Identity Document or any other relevant documents are to be submitted by only shortlisted candidates to HR on or before the day of the interview date. 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 selection panel for Senior Management Services (SMS) positions will further recommend candidates to attend a generic managerial competency-based assessment. The Senior Management Pre-Entry Programme (Nyukela Programme) as endorsed by the National School of Government (NSG) must be completed before an appointment on SMS level can be considered. 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>. No appointment on SMS level will take place without the successful completion of the pre-entry certificate and submission of proof thereof. Background verification, social media checks and security vetting will form part of the selection process and successful candidates will be subjected to security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Applications received after the closing date will not be considered. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. The dtic reserves the right not to fill any advertised position(s). The dtic is an equal opportunity and affirmative action employer, and candidates whose appointment will promote representivity, will be given preference.

MANAGEMENT ECHELON

- POST 08/356** : **CHIEF INFORMATION OFFICER REF NO: CMSB-123**
Overview: To provide strategic leadership and oversight of the department's information and communication technology (ICT) systems, digital initiatives, and cybersecurity posture. To ensure applications and technology investments support business goals, enhance operational efficiency, and drive innovation across the organisation.
- SALARY** : R1 494 900 per annum (Level 14), (all-inclusive remuneration package)
- CENTRE** : Sunnyside, Pretoria
- REQUIREMENTS** : A qualification at NQF 7 level as recognised by the SAQA in Information Technology/ Computer Science/ Informatics/ related qualification majoring in ICT. 5 years' experience at a senior management level in an ICT Industry environment. Key Requirements: Senior managerial experience (5+ years) leading ICT strategy, digital transformation or enterprise architecture. Proven experience designing and implementing ICT strategies and annual ICT plans aligned to organisational objectives. Experience managing enterprise infrastructure, applications and technology lifecycle planning (networks, servers, cloud, databases). Experience in cybersecurity governance, disaster recovery and business continuity planning: Knowledge and practical application of industry frameworks (COBIT, ITIL) and ICT governance. Experience in innovation initiatives (process automation, cloud migration, modernization) and emerging technology evaluation. Track record as a budget holder and managing large ICT budgets and service provider contracts. Proven

stakeholder management with senior leadership, DPSA, GITOC, service providers and external partners. People management experience including building and leading multidisciplinary ICT teams. Programme and project management experience (delivery of complex ICT programmes) and monitoring M&E. Strong report-writing, presentation and communication skills; ability to prepare briefs for senior managers and ministers. Technical proficiency with Microsoft Office and familiarity with ICT management, monitoring and CRM systems.

DUTIES : Provide Strategic Leadership: Develop and implement a medium-term ICT strategy aligned with the department's mission, DPSA and GITOC directives. Oversee annual ICT plans derived from the medium-term strategy and monitor implementation. Serve as strategic ICT partner to branches to align technology initiatives with business objectives. Report quarterly and annually on ICT strategy implementation and outcomes. Manage Technology Operations & Infrastructure: Oversee design, development, maintenance and availability of ICT infrastructure, applications and systems. Ensure network reliability, system scalability and effective enterprise architecture. Manage technology lifecycle planning and operational resilience. Cybersecurity & Risk Management: Develop and oversee implementation of cybersecurity strategy and annual cybersecurity plans. Ensure disaster recovery and business continuity planning and annual reviews. Ensure compliance with industry regulations and applicable legislation; manage IT risk registers and mitigation measures. Innovation & Digital Transformation: Identify and assess emerging technologies to improve departmental performance and service delivery. Lead initiatives for process automation, cloud transformation and modernization. Partner with branches to streamline workflows and enhance customer experience through digital solutions. Management of the Chief Directorate: Lead strategic planning, risk management, budgeting, projects, operations and reporting for the Chief Directorate. Manage financial, human and asset resources, service providers and vendor contracts. Build and mentor the ICT team, identify skills gaps and ensure continuous learning and development. Stakeholder Management: Develop and implement a stakeholder engagement framework and annual plans. Establish and maintain strategic partnerships with dtic branches, DPSA, GITOC, service providers and other stakeholders. Represent the department in ICT fora and coordinate cross departmental ICT initiatives.

ENQUIRIES : Ms K Xaluva Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103
NOTE : In terms of the dtic's EE requirements, preference will be given to African male candidates and persons with disabilities.

POST 08/357 : **DIRECTOR: RESEARCH MANAGEMENT REF NO: RESEARCH-012**
 Overview: To conduct and manage research and to develop the research agenda for the Department, including managing Strategic Research Partners (SRPs).

SALARY : R1 266 714 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Sunnyside, Pretoria
REQUIREMENTS : A qualification at NQF level 7 as recognised by the SAQA in Economics or Econometrics or a relevant qualification. 5 years' experience at a middle/ senior managerial level in Research and Research Management environment in both Private and Public Sectors. Key Requirements: Proven experience in designing and managing a medium-term research agenda for a large organization. Experience producing economic intelligence briefs and applied economic analysis for policy audiences. Experience managing research programmes and strategic research partners (contracting, commissioning and project management). Experience managing knowledge centres, libraries or research repositories and procurement of data sources. Strong analytical skills with the ability to interpret economic indicators and present findings clearly. Experience coordinating research across multiple teams and producing consolidated outcomes/ reports. Experience in presenting economic information to senior stakeholders and foreign economic representatives. Proven people management experience, including supervision, staff development and performance management. Experience managing programme budgets and reporting on financial and operational risks. Excellent report-writing, presentation and communication skills; proficiency in MS Office and data tools. Willingness and ability to travel locally and internationally as required.

DUTIES : Development of medium-term research agenda. Conceptualise and manage the department's medium term research agenda. Develop technical capacity in

priority research areas and ensure access to international best practice methodologies. Provide advice and guidance on industrial development research. Coordination of research across the dtic and production of outcomes. Produce monthly economic intelligence briefs and policy oriented economic analysis. Track and participate in international, regional and local economic policy debates. Coordinate research inputs across divisions and consolidate analytical outputs for policy use. Management of the dtic's Knowledge Management Centre (KMC). Supervise the operation of the Knowledge Management Centre, including procurement and maintenance of databases and library resources. Manage financial reporting for the KMC and ensure access to relevant economic databases and media sources. Management and implementation of the Strategic Research Partners (SRPs) programme. Oversee the Strategic Research Partners programme: develop TORs, commission research and manage SRP contracts. Project manage contracted research, disseminate SRP outputs and develop policy advocacy interventions based on SRP findings. Compile and present economic information to ambassadors and missions. Collect and analyse economic indicators and prepare concise briefs for Ambassadors/Foreign Economic Representatives. Support SA foreign economic missions with economic intelligence and market insights. Directorate management. Manage staff, financial resources and assets of the directorate. Lead strategic and operational planning and ensure timely reporting on business plans and targets.

ENQUIRIES : Ms K Xaluva Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103
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POST 08/358 : **DIRECTOR: OPERATIONS REF NO: IFB-010**
 Overview: To give support to the Chief Directorate: Industrial Financing in the successful pursuit of the Branch's vision, mission and strategic objectives in order to assist in ensuring that the Branch contributes to the departmental strategies and governments priorities.

SALARY : R1 266 714 per annum (Level 13), (all-inclusive remuneration package)
CENTRE : Sunnyside, Pretoria
REQUIREMENTS : A qualification at NQF level 7 in Economics / Finance / Business Administration / Public Management / Commerce. 5 years of experience at a middle/senior managerial level in Programme Management in a public and or private developmental financial environment. Key Requirements: Experience in organisational strategic planning, performance and financial management, monitoring and evaluation. Experience in Strategic capability and leadership skills, communication skills (verbal and written), analytical skills, presentation skills, organisational planning and customer focus. Experience in performance management, risk management, Stakeholder management and Change management. Strategic Management Project Management, Financial Management and Computer Literacy (Microsoft Office Package). Knowledge and understanding of public Service Regulations, Public Service Act, Public Finance management Act and Treasury Regulations. Knowledge and understanding of key legislation applicable to public entities and the dtic.

DUTIES : Strategic Management: Commissioning of research that informs the Branch's operations and strategy. Provide guidance and coordinate the implementation of the Branch's strategy. Coordinate the Branch's strategic and operational plans and ensure alignment with the Department's strategy and government priorities. Develop clear measurable objectives and performance indicators for the Branch that informs both the Annual Performance Plan as well as the Strategic Plan for the department. Manage that the Branch's input into the Medium-Term Expenditure Framework (MTEF) is underpinned by the Human Resource Plan, the Service Delivery Improvement Plan and the information and Communication Technology Plan. Coordinate the Branch's strategic planning events and processes to ensure alignment with the governmentwide budgeting and planning cycle. Manage the reporting and accounting responsibilities of the Branch and facilitate the co-ordination amongst the various units so that the work is delivered in accordance with the timelines set for government reporting. Coordinate and provide input into the quarterly performance and risk reports. Operational Management: Plan the activities for the Branch and assist the CD with the management of the human and financial resources of the Branch. Coordinate the requirements of the incentive programmes in terms of the abilities of the available personnel. Provide guidance to the units and personnel of the Branch. Manage the Labour

relations matters for the Branch. Coordinate the relevant committees including OPSCOM, the dtic Risk Management Committee and other relevant committees. Management of processes and systems that provide effective IT, Operations and Financial Management Functions. Ensure compliance with PFMA and other Government policies. Ensure Service Delivery in all areas of the Branch. Strategic and Operational Support to the Senior Management in the branch: Implement budget processes and perform strategic monitoring for the Branch. Ensure that all audit opinions are actioned and internal systems developed in line with internal auditors and the Auditor-General recommendations. Manage contracts and procurement processes for the Branch. Provide support on strategic operations, performance audits and strategic communication. Provide support for the effective utilisation of resources for the Branch. Prepare background-briefing reports and data analysis presentation to support the CD. Co-ordinate and or draft strategic responses to parliamentary questions and prepare strategic presentations to Parliament. Represent the CD at committees. Advise the CD on the development and implementation of departmental, operational and financial plans. Strategic Monitoring and Reporting: Monitor the performance of the Branch against the operation plan, Annual Performance Plan and Strategic Plan and introduce corrective measure where necessary. Manage the co-ordination of the Branch's reporting to Parliament. Develop interventions for improved performance of the Branch against the Departmental objectives, targets and goals. Manage the co-ordination of interventions for improved performance of staff members and business units within the Branch. Stakeholder Management: Identify and engage strategic stakeholders including other departments, Development Finance Institution (both National and International), the Portfolio Committee of Trade and Industry and relevant provincial and local authorities that can assist, through a supportive policy environment, in the seamless implementation of incentive programmes. Liaise, consult and network with appropriate and relevant stakeholders for developing joint programs. Ensure effective communication of the work of the Branch to key stakeholders. Manage the effective implementation of Batho Pele in all areas of service delivery to stakeholders. Facilitation: Facilitate and co-ordinate requests for information from Developmental Finance Institutions (DFIs) that are reporting to the Branch. Draft the assessment reports for the DFIs that are reporting to the Branch and advise the CD on the performance of these DFIs. Facilitate and co-ordinate quarterly progress meeting with DFIs to discuss poor performance and provide guidance on intervention strategies.

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OTHER POSTS

POST 08/359

: **ECONOMIST REF NO: RESEARCH-013**
 Overview: To conduct research, identify strategic research needs and manage commissioned research studies.

**SALARY
CENTRE
REQUIREMENTS**

: R1 059 105 per annum, (all inclusive)
 Sunnyside, Pretoria
 : B Degree (NQF 7) in Economics or Econometrics or relevant qualification. 3-5 years' managerial experience in a research and policy environment in private/ public sector. Key Requirements: Proven experience conducting applied economic research and producing policy-relevant papers or briefs. Experience in drafting Terms of Reference, managing commissioned research and supervising external Research Partners. Experience compiling and analysing economic and sectoral data, and producing timely analytical reports. Experience managing research project budgets and monitoring expenditure (programme level). Experience maintaining research registers and knowledge repositories (databases, libraries). Strong stakeholder engagement experience with government, research institutions, private sector and development partners. Experience in coordinating multi-stakeholder research projects and facilitating steering committee processes. Excellent written and verbal communication skills, including report-writing and presentation skills. Project management skills and the ability to meet deadlines and deliverables. Computer literacy (MS Office) and familiarity with economic/ data analysis tools.

DUTIES

: Identification of Research Needs: Identify future and over-the-horizon research topics with potential impact on South Africa's economy. Produce policy-relevant thought papers and economic analysis to support the Director and Senior Management. Project Initiation and Review: Draft Terms of Reference and letters of engagement for commissioned research. Prepare SRPs recommendation submissions and maintain a register of follow-up actions and interventions. Produce economic analysis for policy-oriented audiences. Facilitation and Monitoring of the Strategic Research Partners (SRPs) programme: Facilitate and monitor research commissioned to SRPs and monitor progress of studies. Monitor SRPs programme expenditure and ensure value-for-money and deliverable compliance. Oversight and Administrative Support: Provide support for the effective operation of the Knowledge Management Centre. Project-manage research projects commissioned to SRPs, establish steering committees, and disseminate outputs. Compile and maintain registers and ensure timely administration of research contracts. Stakeholder Management: Facilitate collaboration and knowledge sharing on microeconomic policy, enterprise development and competitiveness. Build and maintain relationships with government departments, research institutions, private sector and development partners. Ensure alignment of stakeholder contributions with strategic and policy object.

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