

DEPARTMENT OF TRANSPORT

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan, therefore White male / female, Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.

- APPLICATIONS** : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria or email to: Recruitment@dot.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you are applying for on the Subject Line as directed on the post note.
- FOR ATTENTION** : Recruitment Unit. Room 4034
- CLOSING DATE** : 27 March 2026
- NOTE** : Applications must be accompanied by a completed new Z83 form, obtainable from any Public Service Department, (or obtainable at). Applicants must fill in full new Z83 form part A, B, C, and D. A recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID document on the day of the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). The Department reserves the right not to fill the post. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process; the logistics will be communicated to candidates prior to the interviews. Recommended candidates will also be required to attend a generic managerial competency assessment after the interviews also take a note that National School of Governance (NGS) has introduced compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services (submitted prior to appointment) and can be accessed through the following link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General within three months from the date of assumption of duty. The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates.

MANAGEMENT ECHELON

- POST 08/360** : **DIRECTOR: STRATEGIC PLANNING AND MONITORING REF NO: DOT/HRM/2026/04**
Branch: Office Of the Director-General
- SALARY** : R1 266 714 per annum of which 30% can be structured according to individual's needs, (all-inclusive salary package)
- CENTRE** : Pretoria
- REQUIREMENTS** : A qualification at NQF 7 qualification as recognised by SAQA in Public Management/ Administration / Strategic Management / Business Administration / Government Administration and Development / Corporate Governance with minimum of 5 year's working experience at a middle/senior managerial level in a strategic planning environment. Knowledge and skills: Knowledge and understanding in the Government Integrated System, Knowledge and expertise of strategic management processes in government, knowledge and experience of parliamentary and legislative processes, Political awareness and familiarity with board lines of government policy, Ability to liaise effectively with senior government officials and politicians, Analytical skills,

compilation of management report and Project management skills. Communication; Financial Management; Strategic capability & leadership; people management & empowerment, project / programme management, client orientation, change management.

- DUTIES** : Manage the development and implementation of the Department's strategic plans and annual performance plans; Conduct research towards ensuring that the Departmental strategy remains abreast with national priorities, guidelines, frameworks and best practices, Facilitate the successful implementation of the Department's strategic plan and annual performance plans (in line with national priorities and frameworks), Prepare the five -year strategic plan, three-year Annual Performance Plan and Annual Operational Plan based on inputs received from all relevant managers and as signed off by the relevant senior managers. Improve the capacity of the Department on matters related to strategic and operational planning and monitor the implementation of the Departmental Strategic Plan and Annual Performance Plan; Provide and facilitate information sessions to management and officials towards improving their understanding of strategic planning, operational planning and the annual Performance Plan; Provide specialist advise to the Department's management and entities of transport on Strategic Plan and Annual Performance Plan; Ensure that resolutions taken during national and/or provincial meetings on matters related to strategic planning, monitoring and evaluation are complied with and reported thereon. Facilitate the development and implementation of the service delivery improvement plans and initiatives; Manage the development, implementation and review of the SDIP Policy; Manage the establishment of the SDIP Committee. Participate in risk management for the department; Participate in the identifying of risks to achievement of shareholder objectives. Manage the development of quarterly, annual reports and MTDP reports for the Department; Facilitate the development of quarterly performance reports, signed off by the respective managers; Submit the quarterly reports to Internal Audit, EXCO, DPME and portfolio committee on transport; Facilitate the reporting of all required DoT reports, as and when required as well as development of the annual reports. Manage the resource of the Directorate; Monitor and ensure effective and efficient co-ordination of activities; Ensure proper utilization of the budget; Manage the assets of the directorate; Provide guidance to staff.
- ENQUIRIES** : Ms Hlengiwe Ngwenya Tel No: (012) 309 3313

OTHER POSTS

- POST 08/361** : **DEPUTY DIRECTOR: BIDDING REF NO: DOT/ HRM/2026/05**
- SALARY** : R896 436 per annum (Level 11)
CENTRE : Pretoria
REQUIREMENTS : An undergraduate NQF Level 6 qualification in Supply Chain Management/ Logistics/ Commercial Studies with 5 years relevant experience in supply chain management field of which 3 years must be at a junior management or Assistant Director level. Knowledge and Skill: Sound and in-depth knowledge of the Supply Chain Management Framework and regulations, knowledge of PFMA and Treasury regulations, knowledge of preferential Procurement Policy Framework, PAIA and POPI Act, knowledge of the Demand and Acquisition management and Basic Accounting System, knowledge of the National Treasury SCM Guidelines and the BBBEE Act, knowledge of the Public Service Act and Public Service Regulations 2016, knowledge of the compilation of the management reports, computer literacy skills.
- DUTIES** : Manage the acquisition process. Manage the bidding process, Manage the sourcing of bids and quotes and according to the threshold values determined by National Treasury. Manage SCM compliance. Manage the resources of the Sub-directorate.
- ENQUIRIES** : Ms Reinette de Villiers Tel No: (012) 309 3248
- POST 08/362** : **DEPUTY DIRECTOR: INFORMATION SECURITY REF NO: DOT/HRM/2026/06**
Branch: Corporate Services
- SALARY** : R896 436 per annum (Level 11), (all-inclusive)
CENTRE : Pretoria
REQUIREMENTS : A qualification at NQF level 6 as recognised by SAQA on Security Management/ Policing Management/ Corrections Management with 3 years

experience at a management or Assistant Director level within the security environment. Security Managers Course as offered by State Security Agency/ South African Defence Force or South African Police Service. Valid Security Clearance Certificate issued by State Security Agency is highly recommended. Knowledge and skills: knowledge of the MISS and other relevant security directives, legislation and regulations. Leadership and management experience. Effective communication skills at all levels. Report writing and presentation skills. Detection, analytical thinking, decision making and motivational abilities. High level of honesty and integrity. Computer literacy. Compilation of management report. PFMA. Communication verbal & written; financial management; Strategic capability & leadership; People management; Project/Programme management: Change management.

DUTIES : Develop, Implement and manage an effective document classification and protection programme. Develop, Implement and ensure effective management of information communication and technology security. Develop, Implement and manage educational security (security/ awareness, induction, briefings, etc). Provide document, ICT, personnel security advisory services to DoT agencies, transversal functions, events, etc. Manage events security and special assignments for Department. Manage the resources of the Sib-directorate.

ENQUIRIES : Ms Rose Masilela Tel No: (012) 309 3767

POST 08/363 : **ASSISTANT DIRECTOR: BIDDING REF NO: DOT/ HRM/2026/07**
Branch: Office of the Chief financial Officer

SALARY : R468 459 per annum (Level 09)
CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF level 6 as recognised by SAQA in Supply Chain Management / Logistics Management/ Public Procurement Management with 3 years relevant experience at a supervisory or practitioner level in supply chain management. Knowledge And Skills: Knowledge of the Supply Chain Management Framework and regulations, knowledge of PFMA and Treasury regulations, knowledge of preferential Procurement Policy Framework, PAIA and POPI Act, knowledge of the Demand and Acquisition management and Basic Accounting System, knowledge of the National Treasury SCM Guidelines and the BBBEE Act, knowledge of the Public Service Act and Public Service Regulations 2016, knowledge of the compilation of the management reports, computer literacy skills.

DUTIES : Coordinate, review, research, analyse and plan the procurement needs of the department; Coordinate review, collect and collate information for the annual procurement plan; Monitor the compilation of tender/quotation specifications as required; Coordinate, review and execute the bidding process; Manage SCM compliance and Performance Management and Reporting, Manage the resources of the section.

ENQUIRIES : Ms Reinette de Villiers Tel No: (012) 309 3248

POST 08/364 : **ASSISTANT DIRECTOR: INCOME REF NO: DOT/ HRM/2026/08**
Branch: Office of the Chief Financial Officer

SALARY : R468 459 per annum (Level 09), (all-inclusive)
CENTRE : Pretoria

REQUIREMENTS : An appropriate NQF level 6 qualification as recognised by SAQA in Financial Management/ Accounting with 3 years relevant working experience at a supervisory or practitioner level in finance. Knowledge And Skills: Good knowledge and experience of BAS, skills in reading and interpreting BAS and PERSAL reports, sound knowledge of the PFMA and Treasury Regulations, computer literate with excel spreadsheets, knowledge and skills with Pay Master general accounts, analytical and problem-solving skills, excellent interpersonal and communication skills (verbal and written), sound mathematical and accounting skills, planning and organizing skills, management and leadership skills, decision making skills; Communications; Financial management; people management & empowerment; project/programme management.

DUTIES : Implement and manage systems, processes and procedures that facilitate effective & efficient banking and cash management; Manage revenue: Monitor the closure of financial month and year on BAS; Consolidate information for financial statements; Manage the resources of the section.

ENQUIRIES : Mr Makgale Modiba Tel No: (012) 309 3127

POST 08/365 : **STATE ACCOUNTANT REF NO: DOT/ HRM/2026/09 (X2 POSTS)**
Branch: Office of the Chief Financial Officer

SALARY : R325 101 per annum (Level 07), (all-inclusive)
CENTRE : Pretoria
REQUIREMENTS : An appropriate NQF level 6 qualification as recognised by SAQA in Financial/
Accounting with 1 year experience in finance. Knowledge And Skills:
knowledge and experience of BAS. Knowledge of the PFMA and treasury
regulations. Computer literate with excel spreadsheet. Good interpersonal and
communication skills. Numeracy & accounting skills. Reading BAS generated
reports. Organizing skills. Communication.

DUTIES : Capture payments, journals and batching. Act as relief cashier. Provide credit
transfer payments. Analyse, reconcile and clear suspense accounts.

ENQUIRIES : Ms Phethego Somo Tel No: (012) 309 3599