

DEPARTMENT OF COOPERATIVE GOVERNANCE

The vision of the Department of Cooperative Governance is one of having a well co-ordinated system of Government consisting of National, Provincial and Local spheres working together to achieve sustainable development and service delivery. The Department intends to invest in human capital, increase integrated technical capacity directed at service delivery and promote representivity in the Department through the filling of these posts. The candidature of persons whose appointment/transfer/promotion will promote representivity will therefore receive preference.

<u>CLOSING DATE</u>	:	27 March 2026
<u>NOTE</u>	:	Applicants are advised that a new application for employment (Z83) has been in effect since 1 January 2021. The new application for employment form can be downloaded at http://www.dpsa.gov.za/dpsa2g/vacancies.asp . Applications submitted using the old Z83 form will not be accepted. Applications must be accompanied by a comprehensive CV, with specific starting and ending dates in all relevant positions and clarity on the levels and ranks pertaining to experience, as well as current remuneration package, as well as at least 2 contactable references. A recommended CV template is available on the department's website on www.cogta.gov.za , click on the jobs tab. Only shortlisted candidates will be requested to submit certified documents/ copies on or before the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Incomplete applications or applications received after the closing date will not be considered. 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(s), 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. Core competencies: Strategic capacity and leadership. People management and empowerment. Advanced programme and project management. Change management. Financial management. Process Competencies: Knowledge management. Service Delivery Innovation. Advanced problem-solving and analysis. Client orientation and customer focus. Advanced communication skills (written and verbal). The successful candidate will be appointed to positive results of a pre-employment screening process which includes criminal, credit, citizenship checks and verification of educational qualification certificates. The successful candidate will be appointed to probation for a period of 12 months and will be required to sign a performance agreement. It is important to note that it is the applicant's responsibility to ensure that all information and attachments in support of the application are submitted by the due date. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three months of the closing date of the advertisement, please accept that your application has been unsuccessful. The Department reserves the right to make an appointment. The requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government, which can be accessed using the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ . Candidates must provide proof of successful completion of the course prior to appointment. Persons with disabilities are encouraged to apply.

MANAGEMENT ECHELON

<u>POST 09/06</u>	:	<u>DIRECTOR: MUNICIPAL CAPACITY DEVELOPMENT REF NO: D-MCD-01</u>
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (an all-inclusive remuneration package). The package includes a basic salary (70% of package) and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A National Senior Certificate and an undergraduate qualification in Human Resource Management / Public Management or equivalent qualification at

NQF level 7 as recognised by SAQA. A minimum of 5 years' experience at middle / senior management level in the relevant field. Proficiency in Microsoft Office Software packages (MS Word, MS PowerPoint, MS Teams, MS Excel and Outlook etc.). The Nyukela Senior Management Pre-Entry Programme is to be completed before appointment to the post. A valid driver's license. Intensive travelling. Core Competencies: Strategic capacity and leadership. People Management and Empowerment. Programme and project management. Financial management. Change management. Knowledge management. Service delivery innovation. Problem solving and analysis. Client orientation and customer focus. Communication (verbal and written). Technical Competencies: In-depth Knowledge of: Understanding of capacity building and training in local government. Information and knowledge management. Legislative and policy framework for local government. Understanding of Human Resource policies and systems.

DUTIES : The successful candidate will perform the following duties: Oversee implementation of the Integrated Local Government Capacity Building Strategy. Strengthening institutional capacity and support municipalities through implementation of the Professionalization Framework of the Public Sector. Conduct training and provide on-going support towards the roll out of Municipal Staff Regulations. Manage the coordination and the development of curricular for local government. Monitor, evaluate and conduct the effectiveness of programmes the use of monitoring tools.

ENQUIRIES : Mr T Motlashuping Tel No: (012) 065 3266
APPLICATIONS : Applications must be submitted electronically via email to: dcog11@tttreruitment.co.za
 For application enquiries contact: To the T Recruitment at 067 391 7387

POST 09/07 : **DIRECTOR: CWP IMPLEMENTATION LIMPOPO REF NO: D-CWPI-LP-02**

SALARY : R1 266 714 per annum (Level 13), (an all-inclusive remuneration package). The package includes a basic salary (70% of package) and a flexible portion that may be structured in terms of the applicable guidelines.

CENTRE : Pretoria
REQUIREMENTS : A National Senior Certificate and an undergraduate qualification in in Social Sciences, Public Administration or equivalent qualification at NQF level 7 as recognised by SAQA. A minimum of 5 years' experience at middle / senior management level in the relevant field. Proficiency in Microsoft Office Software packages (MS Word, MS PowerPoint, MS Teams, MS Excel and Outlook etc.). The Nyukela Senior Management Pre-Entry Programme is to be completed before appointment to the post. A valid driver's license. Intensive travelling. Core Competencies: Strategic capacity and leadership. People Management and Empowerment. Programme and project management. Financial management. Change management. Knowledge management. Service delivery innovation. Problem solving and analysis. Client orientation and customer focus. Communication (verbal and written). Technical Competency: In-depth Knowledge of: Community work Programme

DUTIES : The successful candidate will perform the following duties: Coordinate the implementation of the CWP processes, policies, frameworks, norms and standard and maintenance of work opportunities. Ensure implementation of CWP training programme. Ensure implementation and reporting of CWP to ensure contract management compliance. Coordinate and monitor CWP site inception, implementation, and management. Facilitate the establishment, management of partnerships and special projects in the assigned provinces.

ENQUIRIES : Mr F Makhubu Tel No: (012) 065 3130
APPLICATIONS : Applications must be submitted electronically via email to: dcog12@tttreruitment.co.za
 For application enquiries contact: To the T Recruitment at 067 391 7387

OTHER POSTS

POST 09/08 : **DEPUTY DIRECTOR: MUNICIPAL INFRASTRUCTURE GRANT ADMINISTRATION REF NO: DDMIGA005**

SALARY : R896 436 per annum (Level 11)
CENTRE : Pretoria
REQUIREMENTS : A National Senior Certificate and a 3-Year National Diploma or Bachelor's degree in Social Sciences / Economics / Public Administration or equivalent

qualification at NQF level 6/7 as recognised by SAQA. 3-5 years' experience in a related field. Proficient in Microsoft Office packages (MS Word, MS PowerPoint, MS Teams, MS Excel and Outlook etc.). A valid driver's license. Intensive travelling. Generic Competencies: Planning and organising. Problem solving and decision making. People management and empowerment. Team leadership. Communication (Verbal & written). Coordination. Project management. Client orientation and Customer focus. Diversity management. Technical Competencies: In-depth knowledge of: Performance Report Writing. Data Management and Modelling. Statistical Analysis. Division of Revenue Act and the Municipal Infrastructure Grant (MIG) Framework.

DUTIES : The successful candidate will perform the following duties: Manage the coordination and analyses of financial performance reports. Manage the coordination of review sessions with provinces and develop non-financial performance reports. Manage the coordination of review sessions with provinces for the development of a performance evaluation report. Develop the reports on the performance of the Municipal Infrastructure Grant (MIG) to various technical and political fora.

ENQUIRIES : Werner Heydenreich Tel No: (012) 336 5656
APPLICATIONS : Applications must be submitted electronically via email to: Response@multilead.co.za
For application enquiries contact: Mr. Sphamandla Ndlovu Tel No: (011) 763 1103

POST 09/09 : **ASSISTANT DIRECTOR: WINDOWS SERVER/ AZURE/ VMWARE ENGINEER REF NO: AD: VMWARE ENG**
This is a re-advertisement, Candidates who previously applied are encouraged to re-apply, as previous applications will not be considered.

SALARY : R468 459 per annum (Level 09)
CENTRE : Pretoria
REQUIREMENTS : A National Senior Certificate and a three-year National Diploma or Bachelor's Degree in Information Technology / Systems or equivalent qualification at NQF level 6/7 as recognised by SAQA. 3-5 years' experience in Information Technology field. Proficiency in MS Excel and MS Word. Other: A valid driver's license. Additional Requirements (Advantage): MS Project and MS PowerPoint. Generic Competencies: Planning and organising. Problem solving and decision making. People management and empowerment. Team leadership. Project management. Coordination. Client orientation and customer focus. Diversity management. Communication (verbal and written). Technical Competencies: Windows Server/ Azure/ VMWare operations management skills. Teamwork and negotiation skills. Troubleshooting and problem-solving skills. Analytical skills. Organisational skills.

DUTIES : The successful candidate will perform the following duties: Monitor windows, Azure/ VMWare services. Implement and support LAN (Local Area Network) and WAN (Wide Area Network) services in the Department. Administer active directory services such as user lifecycle. Resolve incidents in accordance with the signed services level agreement. Provide support to the Cloud and In-house infrastructure services.

ENQUIRIES : Mr P Ngobese Tel No: (012) 065 3018
APPLICATIONS : Applications must be submitted electronically via email to: Response1@multilead.co.za
For application enquiries contact: Mr. Sphamandla Ndlovu Tel No: (011) 763 1103