

## DEPARTMENT OF HEALTH

*It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.*

- APPLICATIONS** : The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to recruitment@health.gov.za quoting the reference number on the subject e-mail
- FOR ATTENTION** : Ms M Shitiba
- CLOSING DATE** : 30 March 2026
- NOTE** : 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 logistics of which will be communicated by the Department. Following the interview and technical exercise for SMS posts, 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 batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA). Your information will be used solely for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

## MANAGEMENT ECHELON

- POST 09/80** : **DIRECTOR-GENERAL: HEALTH REF NO: NDOH 23/2026**  
(Five-year Contract)
- SALARY** : R2 352 642 per annum, (an all-inclusive remuneration package), (basic salary consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion. The flexible portion of the package can be structured according to Senior Management Service Guidelines.
- CENTRE** : Pretoria
- REQUIREMENTS** : This high-level position calls for a person who is in possession of Grade 12 and an appropriate qualification (NQF level 8) in Health Science or related as recognized by SAQA. At least ten (10) years of experience at a senior managerial level of which five (5) must be as a member of the SMS in the Public Service. SMS pre-entry Certificate is required for appointment finalization Proven ability to innovate. High developed liaison, communication and negotiation skills are also official requirements. Must be in possession of

**DUTIES**

a valid driver's license. The SMS pre-entry certificate is required for appointment finalization.

: As Accounting Officer in overall control of the Department, the successful candidate will be responsible for: Implementation of the 9 Pillars of the Presidential Social Compact for transformation of the Health Sector, adopted by the National Government of South Africa. Ensure that the strategic direction and policies of the Department are aligned with Government priorities, the National Development Plan and other Government strategic documents. Overseeing the provision of corporate management services which includes overseeing the management of financial services and Supply Chain, Legal services, and the provision of advice to management on the adequacy, economic and effectiveness of systems of internal control, risk management and governance processes. Provision of strategic leadership and creation of a social compact for better health outcomes. Implementation of a National Health Insurance Plan. Improving quality of Services. Overhauling the health care system and improve its management. Improving Human Resources Management. Revitalisation of physical infrastructure. Accelerate implementation of HIV and AIDS Plan and reduction of mortality 15 due to TB and other communicable diseases. Mass mobilisation for better health for the population. Review of the Drug policy. Strengthening Research and Development. Effective co-operation and collaboration with other Departments. Chief Advisor to the Minister on Policy matters. Implementation of government health policy. Implement comprehensive integrated health systems and develop programmes, which will provide accessible and improved health services to all South Africans through a primary health care approach. Implement a comprehensive national strategy to control and reduce the spread of communicable and non-communicable diseases and stakeholder mobilisation for that purpose. Ensure proper planning of health resources and facilities to support and evaluate service delivery. Reduce environmental and occupation health risks. Ensure the appropriate use of health technologies and to regulate control and produce essential drugs. Implement policies and programmes to enable people who are disabled to reach their potential to improve the delivery of mental health service and to reduce legal and illegal substance abuse. Reduce maternal, women and child morbidity and mortality and improve the health of young people. Provide information for planning, management and evaluation of health services and health research. Ensure that regulations relating to professional councils are adhered to. Promote regional and interregional co-operation with the health sector according to the government international policy. Supervision of government spending according to policy. Assist in transformation of the Public Service with emphasis on servicing the public rather than on bureaucracy. Assist in developing anti-corruption and anti-fraud programmes. Development and implementation of programmes that will ensure caring and compassionate health science.

**ENQUIRIES**

: Ms Q Gambu Tel No: (012) 395 8413

**POST 09/81**

: **DEPUTY DIRECTOR-GENERAL: HOSPITAL TERTIARY SERVICES AND HUMAN RESOURCE DEVELOPMENT REF NO: NDOH 24/2026**

**SALARY**

: R1 813 182 per annum, (an all-inclusive remuneration package), (basic salary consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

**CENTRE REQUIREMENTS**

: Pretoria  
: A Grade 12 and NQF 8 in Health, Social Sciences or Public Health. At least 8 years relevant working experience on Senior Management level. Knowledge of and experience in Hospital Management, Tertiary Health Service and Human Resource Development, policy development, implementation, evaluation, and monitoring. in-depth knowledge and understanding of health challenges in South Africa as well as SADC regions. Good communication (written and verbal), interpersonal and computer skills. A creative and an innovative thinker. Willingness to travel frequently and work long irregular hours. Ability to function under pressure. A valid driver's license. The SMS pre-entry certificate is required for appointment finalisation.

**DUTIES**

: Facilitate appropriate governance of hospitals within a National Health Insurance system. Facilitate the planning and development policies to ensure the effective Training of Health workers in line with the Human Resources for

Health strategy. Development of transversal policies for human resources in the health sector. Development of policies that guide the governance and management of Emergency Medical Services (EMS) in the country. Render effective and efficient Forensic Chemistry Laboratory services to support the Criminal Justice System and reduce the burden of diseases and unnatural causes of death. Responsible for policies that guide the management of and service standards of Forensic Pathology Services. Responsible for providing leadership in development and implementation of policies in nursing education and practice. Responsible for planning, setting norms and standards, monitoring and coordination of the delivery of health infrastructure to enable provinces to plan, manage, modernise, rationalise and transform infrastructure, health technology, hospital management and improve quality of care. Responsible for the management of the provincial health facility revitalisation grant and the infrastructure component of the national health grant. Facilitate the development and implementation of a policy framework for the effective management of secondary and tertiary health services, while ensuring the health system has an adequate number of skilled clinical, technical, and managerial personnel to deliver quality care.

**ENQUIRIES**

: Ms Q Gambu at Tel No: (012) 395 8413