

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

- 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** : 30 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 09/138** : **CHIEF DIRECTOR: ECONOMIC INFRASTRUCTURE AND LOGISTICS REF NO: SID&ETB-026**
Overview: To provide strategic leadership and guidance in the designing and implementation of policies, programmes and strategies for economic infrastructure and logistics along various economic development corridors.
- SALARY** : R1 494 900 per annum (Level 14), (all-inclusive remuneration package)
- CENTRE** : Sunnyside, Pretoria
- REQUIREMENTS** : A qualification at NQF level 7 as recognised by the SAQA in Transport and Logistics Management/ Economics/ Development Planning or relevant qualification. 5 years senior managerial experience in developing and managing PPPs, including structuring and delivering infrastructure projects with PPP component, Transport and Logistics and Economic Infrastructure in public/private environment. Key Requirements: Proven experience structuring, packaging and managing PPP projects and developing bankable project pipelines. Experience preparing business cases, feasibility studies and project packaging for infrastructure projects. Experience coordinating with development partners, financiers and SOEs. Experience in freight logistics and supply-chain analysis (domestic and cross-border). Programme and project management experience, including monitoring deliverables and implementation. Financial management experience including management of programme-level budgets. Stakeholder engagement experience at provincial, regional and national levels and hosting multi-stakeholder events. Experience

in monitoring and evaluation and preparing consolidated reports for senior management and oversight bodies. Strong written and verbal communication, negotiation and presentation skills. Ability and willingness to travel locally and internationally as required.

DUTIES

: Implementation of Programmes and Strategies: Lead development and implementation of the Economic Infrastructure and Logistics strategy aligned to the Spatial Industrial Development Strategy. Facilitate business-case development and oversee packaging and feasibility studies for PPP and infrastructure projects. Oversee development of infrastructure and logistics programmes in SEZs and industrial parks and assess demand/supply for services. Monitoring and Evaluation: Implement SDIP reporting standards and prepare consolidated reports for EXCO, Portfolio Committee and other oversight structures. Report on domestic and international infrastructure/investment trends and site-visit outcomes that affect prioritised industrial sectors. Partner with research and technical institutions (e.g., CSIR) to analyse and optimise logistics solutions. Economic Infrastructure and Logistics: Identify, assess and develop a pipeline of bankable PPP and infrastructure projects. Manage project structuring, co-financing arrangements and liaison with development partners and private financiers. Provide guidance on rail, energy and freight logistics opportunities, and maintain databases of specialised companies. Communication and Marketing: Provide strategic guidance on packaging the dtic's infrastructure and logistics offerings for investment attraction. Support development of regional databases (e.g., North Africa) to promote cross-border collaboration and investment. Project Management; Oversee implementation of PPP and infrastructure projects, including contract negotiation, deal closure and compliance monitoring. Intervene to resolve implementation challenges and ensure projects meet delivery targets and regulatory requirements. Risk Management: Advise on financial and operational risks associated with PPPs and infrastructure projects and recommend mitigation measures. Monitor and report on economic and business risks affecting project implementation. Stakeholder & Customer Relations Management: Represent the dtic in corridor and SEZ development structures and host infrastructure summits to promote collaboration. Build and maintain relationships with SOEs, provincial authorities, industry and international partners. Chief Directorate Management: Manage staff performance, training and development; oversee financial resources and assets of the Chief Directorate. Lead strategic planning, execution of the operational plan and reporting against business plans and targets.

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 males and persons with disabilities.

POST 09/139

: **DIRECTOR: ECONOMIC REGULATORY BODIES (COMPETITION OVERSIGHT) REF NO: T&CB-020**

Overview: To promote synergy between government economic development policies and the functioning of competition authorities.

SALARY

CENTRE

REQUIREMENTS

: R1 266 714 per annum (Level 13), (all-inclusive remuneration package)

: Sunnyside, Pretoria

: A qualification at NQF level 7 as recognised by the SAQA in Economics /Commerce/ Public Policy/Competition or relevant area. Qualifications: Minimum: A qualification at NQF level 7 as recognised by the SAQA Law/ Finance/ Public Management/ Economics or relevant qualification. Experience: Minimum: 5 years' experience at a middle / senior managerial level in an economic environment in public/private sector. Key Requirements: Proven experience overseeing or engaging with competition authorities or regulatory bodies. Demonstrable experience in regulatory policy development, legislative review, or regulatory interventions. Experience analysing and reporting on entity performance, annual reports and strategic/APP documents. Experience in stakeholder engagement and managing high-level consultations with government, entities and industry. Monitoring & evaluation experience, including designing M&E frameworks and producing evidence-based reports. Experience preparing technical/regulator briefs, policy papers and presentations for senior management. Project and programme management experience, including tracking deliverables and managing multiple files. Financial management experience (budget holder or input to budgets) and familiarity with programme-level budgeting (~R3m). People management

recruitment management reports, analysing trends, and providing strategic insights. People management experience, including staff development, workload allocation, and performance management. Ability to manage budgets and monitor expenditure for recruitment activities. Experience resolving recruitment disputes and providing advisory support to selection committees. Strong communication, stakeholder engagement, and presentation skills. Strong computer literacy, with advanced proficiency in Microsoft Excel for data analysis and reporting.

DUTIES :

Recruitment Policy & Strategy Development: Develop and implement recruitment policies, SOPs, and internal controls aligned to Public Service Regulations. Provide policy interpretation and advisory services to management and selection committees. Review recruitment processes to improve turnaround times and ensure audit readiness. Recruitment Operations: Management (Recruitment, Selection & On-boarding). Manage the full recruitment lifecycle from requisition to placement and oversee quality assurance of recruitment documentation. Manage advertising processes and coordination of shortlisting, panels, and interview processes. Monitor time-to-fill, onboarding/placement processes, and ensure adherence to Employment Equity targets. Stakeholder Management: Provide advisory support to Branch Heads and senior management and liaise with DPSA, PSC, and oversight bodies as required. Manage disputes and procedural challenges related to recruitment and communicate processes/outcomes to stakeholders. Recruitment Systems, Reporting & Compliance: Manage e-Recruitment and related HR information systems and ensure the integrity and audit readiness of recruitment records. Develop dashboards, management reports, and analyse recruitment trends to provide strategic insights. Implement system improvements and automation initiatives to enhance efficiency. Service Provider & Procurement Management: Manage procurement processes for recruitment services in line with PFMA and Treasury Regulations and develop specifications for bids/quotations. Manage contracts, SLAs, and performance of service providers and verify deliverables and invoices. Monitor expenditure to prevent irregular or fruitless expenditure. Sub-directorate Management: Manage staff performance, development, and workload allocation; provide inputs into strategic and operational plans. Monitor budget and expenditure of the sub-directorate and implement risk management and quality assurance controls. Build recruitment capability and capacity within the Department.

ENQUIRIES :

NOTE :

Ms K Xaluva Tel No: (012) 394 1563 / L Mdashe Tel No: (012) 394 3103

In terms of the dtic's EE requirements, preference will be given to African males, Coloured females, White males and persons with disabilities.

POST 09/141 :

DEPUTY DIRECTOR: EMPLOYMENT EQUITY AND TRANSFORMATION
REF NO: CMSB-093
 Overview: To lead, coordinate and drive the department's internal employment equity, diversity, inclusion and transformation agenda through the development, implementation and monitoring of integrated policies, strategies and interventions aligned to legislative requirements, government priorities and the dtic strategic objectives

SALARY :

CENTRE :

REQUIREMENTS :

R896 436 per annum (Level 11), (all-inclusive remuneration package)

Sunnyside, Pretoria

A NQF7 qualification in Human Resource Management / Public Administration / Transformation / Development Studies or relevant qualification. 3-5 years of managerial experience in an employment equity and transformation / human resources environment. Key Requirements: Proven experience leading employment equity, transformation, diversity, and inclusion initiatives in a large organization. Experience developing, implementing, and reviewing Employment Equity Plans, transformation policies, and related strategies. Experience coordinating statutory Employment Equity reporting and compliance with the Employment Equity Act and regulations. Experience in stakeholder engagement and representing an organisation in interdepartmental or external transformation forums. Experience conducting research, benchmarking, and policy analysis on employment equity and transformation matters. Experience designing and delivering transformation-related workshops, training, and educational interventions. Experience coordinating investigations and compliance audits related to unfair discrimination and transformation matters. Experience compiling management reports, briefs, speeches and presentations for senior management and

governance structures. Experience managing small teams and overseeing sub-directorate administrative and financial responsibilities. Experience in monitoring the implementation of projects and evaluating the impact of transformation interventions. Knowledge of public sector governance frameworks (PFMA, Public Service Regulations) and employment equity legislation. Strong written and verbal communication, report writing, presentation, and stakeholder management skills. Project and programme management skills, including the ability to set targets, monitor delivery, and report on outcomes.

DUTIES

: Develop, review and implement Employment Equity & Transformation policies, procedures and projects: Develop, implement and periodically review departmental Employment Equity and Transformation policies, strategies, plans and frameworks. Drive transformation initiatives aligned to national priorities and departmental objectives. Provide advisory services to management on EE compliance, diversity management and inclusive workplace practices. Plan, initiate and manage transformation-related projects and programmes; set targets and monitor delivery. Stakeholder management: Provide expert guidance and advisory support on transformation matters to internal and external stakeholders. Represent the department in interdepartmental and external transformation forums and build strategic partnerships (e.g., organised labour, other departments). Act as Secretariat to the Departmental Employment Equity Committee and coordinate committee processes. Research and analysis: Conduct research and analysis on emerging trends, best practices, and policy developments related to employment equity and transformation. Prepare briefs, submissions, speeches, and management reports based on research and benchmarking. Use evidence to inform policy and recommend interventions to improve equity and inclusion outcomes. Monitoring, evaluation, and reporting. Monitor the implementation of Employment Equity and Transformation interventions, evaluate their impact, and report on progress. Coordinate and monitor EE surveys, compliance audits, and investigation processes relating to unfair discrimination. Coordinate the compilation and submission of statutory Employment Equity Plans and Reports and present findings to governance structures. Sub-directorate management: Manage the human resources of the Sub-directorate, including supervision, training, and performance management. Monitor and recommend budgetary allocations, and manage sub-directorate administrative functions and assets. Provide inputs into strategic, annual performance and operational plans and ensure timely reporting.

ENQUIRIES

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