

**PROVINCIAL ADMINISTRATION: FREE STATE
OFFICE OF THE PREMIER**

Free State Department of the Premier is an equal opportunity affirmative action employer. It is our intention to promote representivity (race, gender and disability) in the Department through the filling of positions and candidates whose appointment/promotion/transfer will promote representivity; will receive preference.

- APPLICATIONS** : Submitted to Thabo Tsoetsi or Leanne Terblanche, Room 7, Ground floor, O.R Tambo House, Bloemfontein or e-mail to recruitment@fspremier.gov.za.
- CLOSING DATE** : 27 March 2026
- NOTE** : Applications must be submitted using the newly implemented Z83 form, obtainable from any Public Service Department or the DPSA website, under public service vacancy circulars and should be accompanied by a comprehensive CV only (with full particulars of the applicants' training, qualifications, competencies, knowledge, duties & experience). All required information on the Z83 application form must be provided. Communication from the HR of the Department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applications that do not comply with the above-mentioned requirements 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. Shortlisted candidates will be subjected to personnel suitability checks/security clearance. Correspondence will be limited to short-listed candidates only. Applicants are respectfully informed that if no response is received within 4 months of the closing date, they must accept that their application was unsuccessful. The department reserves the right not to fill these positions. Persons with disabilities are encouraged to apply and preference will be given to the EE Targets. No late or faxed applications will be considered.

MANAGEMENT ECHELON

- POST 09/183** : **DIRECTOR: PROVINCIAL SECURITY AND INTEGRITY MANAGEMENT
REF NO: 01/2026**
- SALARY** : R1 266 714 per annum (Level 13), an all-inclusive salary package. The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, homeowner's allowance and medical aid assistance.
- CENTRE
REQUIREMENTS** : Bloemfontein
: Appropriate NQF Level 7 qualification as recognized by the South African Qualification Authority (SAQA) preferable in Public Administration. 5 years of experience at a middle/senior managerial level. Experience in security and integrity fields. Knowledge: Policy analysis/development, Computer Literacy, Knowledge of public service and Knowledge of security and integrity management/processes. Skills: politically sensitive, ability to communicate in a tactful, influential manner, verbally and in writing, informally and formally, and ability to work collaboratively with range of internal services and external organizations in a facilitating enabling, advisory or informative capacity Potential applicants for posts in the Senior Management Service as well as existing SMS members who wish to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course, and the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
- DUTIES** : Coordinate the implementation of the provincial anti-corruption programme of action: Facilitate the implementation of and ensure compliance with all anti-corruption policies, strategies and regulatory frameworks; facilitate the

implementation of the anti-corruption programme of action; Develop an ethics building and development programme. Render, coordinate and provide security management services within the department and the province; Coordinate the implementation of the provincial security management policy; Monitor compliance with security management legislation, policy and procedure; Liaise with the State Security Agency. Provide and coordinate information security management services: Coordinate provincial information security; Manage the administration and implementation of vetting processes; Develop and coordinate the implementation of information security awareness programmes. Manage the rendering of effective and efficient administrative support services to the Directorate: Ensure that financial and supply chain management services are provided; Ensure that messenger and records management services are implemented; Ensure that general support services are provided.

ENQUIRIES
NOTE

- : Dr. M Phera, email: molefinyana.phera@fspremier.gov.za
- : The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty and will be required to disclose his/her financial interests in accordance with the prescribed regulations. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the Selection Panel will recommend candidates to attend a generic managerial competency assessment. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.