

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

The KwaZulu-Natal Provincial Government is an equal opportunity, affirmative action employer and preference will be given to suitably qualified candidates from designated groups in terms of Employment Equity Act, 1998. The Department reserves the right not to make these appointments.

- APPLICATIONS** : Applications must be posted to: The Acting Director-General, KwaZulu-Natal Office of the Premier, Private Bag X9037, Pietermaritzburg, 3200 or hand delivered to: The Chief Director: Strategic Human Resource Management, Office of the Premier, 1st Floor, Invesco Centre, 16 Chatterton Road, Pietermaritzburg, 3201.
"Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV directly to the following email address recruitment@kznpremier.gov.za.
- FOR ATTENTION** : Ms T.W. Zulu
- CLOSING DATE** : 27 March 2026
- NOTE** : Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. The KwaZulu-Natal Provincial Government reserves the right not to make this appointment. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Failure to comply with the above instructions will result in the disqualification of your application. NB: All shortlisted candidates may be subjected to a technical exercise that intends to test the relevant technical elements of the job, the logistics of which will be communicated by the Department. 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 assessment, candidates recommended for appointment at the SMS level will be required to produce a Pre-entry certificate for the course offered by the National School of Government (NSG) prior to their appointment. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be obtained by following the link: <https://www/thensg.gov.za/trainingcourse/smspre-entryprogramme>. All SMS posts have been identified to target females and people with disabilities in order to achieve the 50% and 2% targets respectively, in line with National Cabinet Directive. The successful candidate will be required to undergo security clearance and to disclose financial interests in accordance with the regulations.

MANAGEMENT ECHELON

- POST 09/187** : **HEAD OF DEPARTMENT REF NO: KZNDARD/HOD/02/2026**
5 Year Fixed-term contract
- SALARY** : R2 352 642 per annum (Level 16), inclusive remuneration package, plus a 10% non-pensionable Head of Department allowance. The inclusive remuneration package includes a 30% portion which may be structured according to the individual's needs.
- CENTRE** : Head Office – Pietermaritzburg
- REQUIREMENTS** : Applicants must be in possession of a post graduate qualification at NQF Level 8 in Public Administration/ Management/ Agricultural Engineering/ Rural Development Engineering, as recognised by SAQA. Minimum 10 years relevant experience at a senior management level. Computer Literacy. SMS pre-entry certificate (Nyukela) prior to their appointment. Valid driver's licence. Knowledge and Skills: Significant managerial capability and experience in providing strategic leadership and direction in the sector. Knowledge and understanding of the following: the role of Agriculture and Rural Development within the Province and South Africa. Developmental agenda of the provincial government. Development of relevant policies and strategies. Administration of policy. Agriculture and rural development needs, legislation and the mandate of the Department/ Province. PFMA and Treasury Regulations. Strong project

management skills. Excellent communication and presentation skills. Ability to work well under pressure. Skilled in the arts of facilitation and able to cultivate good stakeholder relationships. Advanced financial management capabilities. A multi-skilled dynamic leader who understands the operational environment of the public service, its service delivery imperatives and the divergent needs of the various constituents. Self-motivated professional with experience in providing strategic leadership. Ability and experience to successfully manage special projects as identified by the Administration and the Executive Authority. Computer literacy skills. Ensure integrated risk management and the implementation of minimum information security standards.

DUTIES

: Support the MEC for Agriculture & Rural Development on all matters pertaining to Agriculture and Rural Development in the Province. Provide strategic leadership and management to the Department in the provision of integrated agricultural development services. Establish and manage strategic partnerships with relevant stakeholders. Facilitate the formulation and implementation of sustainable development and empowerment strategies and initiatives at the local and provincial level to meet the needs of KZN. Provide advice to the MEC for Agriculture & Rural Development on the Department's performance, operations and the realisation of the strategic plan for the Department as contained in the performance agreement. Provide effective and efficient administrative systems. Provide advice and support services to the MEC in line with the relevant legislation. Promote the principles of holistic integrated development planning, cooperative governance, economics and efficiency in both in agriculture and rural development in the province. Ensure appropriate processes, structures and policies in relation to the growth of the Agriculture and Rural Development mandate. Provide strategic management of veterinary services. Ensure sound financial management of the expenditure of the Department and manage the budget as the Accounting Officer. Represent the Department on Provincial, National and International platforms. Ensure the establishment of relevant boards, structures and policies to facilitate the management of Agriculture and Rural Development in line with the vision and mission of the Department.

ENQUIRIES

: Mr. S.G. Ngubane at 087 743 8922

DEPARTMENT OF SOCIAL DEVELOPMENT

APPLICATIONS

: Direct or hand deliver applications for all advertised posts to the address as indicated below: Head Office: Department of Social Development, Private Bag X9144, Pietermaritzburg, 3200 or hand deliver to 174 Mayors Walk Road, Pietermaritzburg 3200 For Attention: Mrs PN Mkhize OR apply online using <https://www.eservices.gov.za> (STHESHA WAYA WAYA)

CLOSING DATE

: 27 March 2026

NOTE

: The content of this circular must without delay be brought to the attention of all potential applicants. Applications must be forwarded to the relevant address. Applications must indicate the reference number of the post applied for and the Centre using a new Z83 form (which must be completed in a manner that allows a selection committee to assess the quality of the candidate based on the information provided in the form. It is therefore prudent that fields be completed by applicants and the form must be signed noting the importance of the declaration) which is effective from 01 January 2021 obtainable from any Public Service Department and should be accompanied by a detailed/comprehensive Curriculum Vitae. NB: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the fully completed Z83 and a detailed curriculum Vitae. Only shortlisted candidates will be required to submit certified documents on or before the date of the interview following communication from Human Resources. The Department is an Equal Opportunity Affirmative Action employer and is committed to empowering people with disabilities. Appointment is subject to a positive outcome obtained on the following checks (Security Clearance, Citizenship, qualification verification, criminal records, credit records and previous employment). The employment is subject to signing the employment contract, annual performance agreement and to disclose financial interests in accordance with relevant prescripts. All shortlisted candidates, including 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. Failure to comply with any of the above instructions will result in immediate

disqualification. If the applicant has not been contacted within three (3) months after the closing date must accept that his / her application was not successful. Regrettably due to excessive budget cuts the Department is not in a position to meet any travel and subsistence costs relating to the recruitment process for the shortlisted candidates. It is regretted that due to large volumes of applications anticipated to be received, it is not possible for the Department to acknowledge receipt of the same and that only those applicants that participate in the final selection processes (interviews) will be notified of the outcome.

OTHER POST

- POST 09/188** : **DEPUTY DIRECTOR: RESEARCH & DEMOGRAPHY REF NO: DSD01/01/2026HO**
 Re-advertisement. Applicants who previously applied are encouraged to re-apply as previous applications will not be considered.
- SALARY CENTRE REQUIREMENTS** : R1059 105 per annum (Level 12), all-inclusive package
 : Head office, Pietermaritzburg
 : Qualifications: An appropriate recognized Bachelor's degree in Demographic Studies/Population and Development Studies; Social Science / Monitoring and Evaluation. A valid driver's license. 5 years of experience at junior management in population and development / research / demography environment. Knowledge: Constitution of the Republic of South Africa, Public Service Act , Public Service Regulations, Basic Conditions of Employment Act, Employment Equity Act, Research Methodology, Public Finance Management Act, Treasury Regulations, South African Population Policy, Knowledge of Policy analysis and development, Community Development, National Development Plan, Provincial Growth and Development Plan, Social dynamics of KwaZulu-Natal communities, Organizational behaviour analysis, Service Delivery frameworks, Employee Performance Management and Development Systems, Knowledge of Government-Wide Monitoring and Evaluation System. Skills: Communication, People Management and Empowerment, Interpersonal relations, Change management, Report writing, Analytical thinking, Research, Presentation, Facilitation, Time management, Problem solving, Policy analysis and development, Financial Management, Programme and Project Management, Language, Computer literacy, Numeracy, Driving.
- DUTIES** : Manage population and development related demographic research; Collaborate with government departments and research units; Monitor population related research, policy development and planning; Develop policies and strategies aimed at improving service delivery; Manage resources of the Sub-Directorate.
- ENQUIRIES** : Dr NC Dlamini Tel No: (033) 264 2280

DEPARTMENT OF TREASURY

The KwaZulu-Natal Department of Provincial Treasury is an equal opportunity, affirmative action employer and preference will be given to previously disadvantaged groups.

- APPLICATIONS** : KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road Pietermaritzburg 3200. Applications can also be submitted via the e-services system please assess this site on (eservices.gov.za)
- FOR ATTENTION** : Ms SL Ngema
CLOSING DATE : 27 March 2026
NOTE : The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. The Z83 must be completed in full. Application must be accompanied by a detailed CV only. The provisionally shortlisted candidates will be requested to submit supporting documents (certified copies of qualifications, drivers license etc.) All shortlisted candidates, including SMS, shall undertake to 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. Applicants need to ensure that they obtain and submit their foreign qualifications verified with SAQA if shortlisted or provisionally shortlisted. Non-South African citizens or permanent residency holders, if provisionally shortlisted, will be required to submit proof of citizenship. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be

subjected to security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Candidates who do not comply with the above mentioned will not be considered. Preferences: African Males, African Females and people with disabilities who meet the requirements.

OTHER POSTS

POST 09/189 : **DEPUTY DIRECTOR: MUNICIPALITIES & MUNICIPAL ENTITIES & ADVISORY SERVICES REF NO: KZNPT 26/06**

SALARY : R896 436 per annum, (all- inclusive package)
CENTRE : KZN Provincial Treasury, Pietermaritzburg
REQUIREMENTS : A 3-year NQF Level 7 Bachelor's Degree B-Tech Internal Audit, - B-Tech Accounting/ Cost Management (with internal audit), Advanced Diploma in Accounting Sciences: Internal Auditing, Advanced Diploma Accountancy/Internal Auditing Stream, BCom in Internal Auditing / BCom (Accounting with Internal Audit), BCompt (Bachelor of Accounting Science), Internal Audit Technician / Occupational Certificate: Internal Audit Membership of Institute of Internal Auditors South Africa (II A SA) / Membership of institute of Risk Management South Africa (IRMSA). A minimum 3 years' junior management experience in Risk Management /Auditing (Internal or External). Valid Driver's license. People with disabilities without valid driver's licenses will be assisted by the department to meet work related travel obligations. Skills, Knowledge and Competencies: public sector, local government and public/private entities systems and relevant legislation/statutes, including: Constitution, PFMA and Treasury Regulations, Municipal Finance Management Act (MFMA), PSRF (Public Service Regulatory Framework), Standards for the Professional Practice of Internal Auditing, General Recognised Accounting Principles, Generally Accepted Accounting Principles, MTEF budget compilation and analysis, Risk Analysis, Risk Management Practices.

DUTIES : Develop norms and standards on risk management and internal audit. Monitor, enforcement/implementation and reporting of delegated municipalities and municipal entities compliance with norms and standards. Provisioning of support and capacity building. Ensure the development and maintenance of provincial risk register. Manage Resources of the Sub-Directorate.

ENQUIRIES : Mr P Moloi Tel No: (033) 897 4664

POST 09/190 : **DEPUTY DIRECTOR: RISK AND ADVISORY SERVICES REF NO: KZNPT 26/08**

SALARY : R896 436 per annum, (all-inclusive package)
CENTRE : KZN Provincial Treasury, Pietermaritzburg
REQUIREMENTS : A 3 year NQF Level 7 qualification or Higher qualification with Financial Accounting as a major subject. Membership of the Institute of Risk Management of South Africa (IRMSA). A minimum of 3 years' experience at a junior management level in an Accounting environment. A valid driver's license and in the case of people living with disabilities who cannot personally drive, the department will assist them to meet work related travel obligations. Skills, Knowledge and Competencies: PFMA, Treasury Regulations, Accounting Principles, analytical presentation/reporting. Numeracy, advanced Excel, communication, planning, problem solving, project management.

DUTIES : Monitor, enforce and report on the effective implementation of the PFMA, Treasury regulations and Risk Management Framework to ensure compliance. Provide support and capacity building to provincial departments and public entities. Develop financial systems policies, procedure manuals and best practices. Develop and maintain the risk register within the departments. Manage the component.

ENQUIRIES

: Mr K Malapane Tel No: (033) 897 4417