

**NATIONAL SCHOOL OF GOVERNMENT**

*The National School of Government (The NSG) contributes to the building of an effective, capable and professional public service through the provision of relevant, mandatory and non-mandatory training programmes and professionalising the public sector towards a capable, ethical and developmental state.*



- APPLICATIONS** : Applications must be submitted by using the relevant email address and quoting the reference number in the subject line or hand-delivered to the ZK Matthews Building, 70 Meintjies Street, Sunnyside, Pretoria, National School of Government, Applicants are encouraged to submit their applications electronically. E-mail to [Recruitment.MMSSMS@thensg.gov.za](mailto:Recruitment.MMSSMS@thensg.gov.za), or hand deliver to ZK Mathews Building, 70 Meintjies Street, Sunnyside, Pretoria. For Attention And Enquiries: Kindly contact Mr Mpho Mugodo Tel No: (012) 441 6017 or Mr Thabo Ngwenya Tel No: (012) 441-6108.
- CLOSING DATE** : 10 April 2026
- NOTE** : Suitably qualified, dynamic, passionate, and experienced persons are invited to apply for the vacant permanent position(s). Applicants are requested to visit the NSG website at [www.thensg.gov.za](http://www.thensg.gov.za) or [www.dpsa.gov.za](http://www.dpsa.gov.za) for information on the requirements and duties of the position. Applications must consist of: A fully completed and signed new Z83 form with a comprehensive CV containing contactable references. Use of the old Z83 Form will result in disqualification. Candidates should not attach certified documents to the application. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview. The relevant reference number must be written on the application form. Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). All shortlisted candidates 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. All appointments are subject to personnel suitability checks such as security vetting, citizen verification, financial records check, and qualifications verifications. Applications that do not comply with the above-mentioned requirements as well as applications that are received late, will not be considered. The selection process of the SMS post will be in line with the Senior Management Service requirements. The successful candidate will be expected to sign a performance agreement within three months from the date of assumption of duties and where applicable to disclose particulars of all registrable financial interests within a month. The employment decision shall be informed by the Employment Equity Plan of the Department to achieve its employment equity targets. It is the Department's intention to promote equity (race, gender, and disability) through the filling of this post. The NSG reserves the right not to make an appointment and to use other recruitment processes. Correspondence will be limited to shortlisted candidates only. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for appointment of the SMS posts. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>

**MANAGEMENT ECHELON**

- POST 10/286** : **PRINCIPAL (DIRECTOR-GENERAL) REF NO: NSG 10/2025**  
Five-year Contract  
Job Purpose: To provide strategic, knowledge and operational leadership in building public sector capacity through education, training and development interventions, and professionalising the public sector towards a capable, ethical and developmental state.
- SALARY** : R2 352 642 per annum (Level 16), all-inclusive remuneration package, comprising of the basic salary (70% of package), employer's contribution to the Government Pension Fund (13% of the basic salary) and a flexible portion. The flexible portion of package can be structured according to Senior Management. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

**CENTRE**  
**REQUIREMENTS**

: Pretoria  
: A postgraduate degree or equivalent (NQF level 8) in Public Administration, Economics, Political Science, Development Studies/Practice, Business Administration or any other relevant discipline. Master's degree (NQF Level 9) or PhD in Public Administration, Political Science, Development Studies/Practice, Business Administration or related discipline as an added-advantage. Where applicable, registration with a relevant professional body will be an added advantage. Experience: Minimum of 10 years' experience at a senior management level in the public sector, academia or development institutions, with demonstrated experience in leading complex institutions, managing stakeholder relationships and delivering impact. Substantial experience in education and training would be an added advantage. Knowledge: Deep understanding of the global and South African public administration landscape and public sector capacity building. Knowledge and experience with pedagogical and related epistemological issues relevant to the capacity building of individuals and institutions. Expert knowledge and understanding of the Constitution of the Republic of South Africa and public sector legislation (including the Public Service Act, Public Administration Management Act, Skills Development Act, Public Finance Management Act, National Qualifications Framework Act, Higher Education and Training Act, and Further Education and Training Act). Strategic leadership, management and governance in public institutions. Policy development, curriculum innovation, and adult learning methodologies. Research, academic governance and knowledge management principles. Digital transformation within an education and training environment. In-depth knowledge of corporate governance and risk management principles. Understanding and knowledge of stakeholder engagement and intergovernmental relations. Knowledge of strategic planning and performance monitoring. Skills: Strategic and visionary leadership. Policy influence and thought leadership. Stakeholder mobilisation and public engagement. Financial, risk, and performance management. Complex problem-solving and decision-making. Organisational agility and innovation orientation. Excellent communication and presentation skills. Digital acumen and change leadership. Analytical and decision-making skills. Conflict resolution and negotiation skills. Good conflict management skills. Advanced Computer skills. Project management and innovation. Competencies: Must be able to provide a vision, set the direction for the organisation and inspire others to deliver on the organisational mandate. Plan, manage, monitor and evaluate specific activities to deliver the desired outputs. Compile and manage budgets, control cash flow, institute risk management and administer tender procurement processes by generally recognised financial practices to ensure the achievement of strategic organisational objectives. Initiate and support organisational transformation and change to implement new initiatives and deliver on service delivery commitments successfully. Promote the generation and sharing of knowledge and learning to enhance the organisation's collective knowledge. Explore and implement new ways of delivering services that contribute to improving organisational processes to achieve organisational goals. Systematically identify, analyse and resolve existing and anticipated problems to reach optimum solutions on time. Manage and encourage people, optimise their outputs, and effectively manage relationships to achieve organisational goals. Must be willing and able to deliver services effectively and efficiently to put the spirit of customer service (Batho Pele) into practice. Exchange information and ideas clearly and concisely, appropriate for the audience to explain, persuade, convince and influence others to achieve the desired outcomes. Display and build the highest standards of ethical and moral conduct to promote confidence and trust in the Public Service. Personal Attributes: Participate in professional development activities to maintain and stay current with professional knowledge and curricular trends. Ability to multi-task and organise, prioritise, and follow multiple projects and tasks through to completion with attention to detail. Work independently while contributing to a team environment. Ability to analyse problems, identify solutions, take appropriate action, and resolve conflicts using independent judgment and decision-making. Establish and maintain effective working relationships with management, employees, stakeholders and the public. Integrity and honesty; detail-oriented; creative and innovative; ability to work under pressure. Be willing to travel and work extended hours. Preference will be given to African females, African and Coloured males and people with disability in accordance with our employment equity requirements.

## **DUTIES**

: The incumbent will be responsible for the following Key Results Areas: Provide knowledge leadership on state capacity building to enhance overall efforts of the government in building a capable developmental state. Lead the strategic direction and imperatives of the institution in line with key national and sectoral policy frameworks and developmental agendas. Lead the institutional repositioning towards a future-oriented public sector that embraces digital transformation, innovation and service excellence. Chair and provide leadership external and internal committees and governance structures that ensures inclusive participation, and drive decisions towards goals. Foster a culture of accountability, transparency and collaborative problem-solving within committees and governance structures. Ensure full compliance with PFMA and other legislative requirements as Accounting Officer, enable regular review, strengthen internal controls to mitigate risks and ensure financial integrity. Drive organisational change management initiatives for agility and responsiveness; maintain open channels (including with staff and organised labour) for communicating change initiatives. Foster an organisational culture that embraces innovation, flexibility, agility and continuous improvement. Provide leadership and oversight in governance by promoting open reporting and information sharing, model ethical behaviour and practices, enforce codes of conduct and regularly assess governance effectiveness. Provide leadership in data-driven research, business intelligence and market analysis to inform interventions and establish monitoring mechanisms such as digital dashboard) to track progress across the public sector. Integrate international capacity building standards through benchmarks and strategic alliances that assess the South African public sector progress. Provide strategic direction and leadership in the design and implementation of a structured learning pathway (including higher education qualifications) and curriculum framework. Lead and facilitate institutional development interventions (including strategic planning, change management, organisational design and skills audits). Lead the design, piloting and implementation of artificial intelligence (AI) innovation to support public sector service delivery models. Lead in the implementation and monitoring of professionalisation interventions, including the National Framework Towards the Professionalisation of the Public Sector. Lead and provide strategic direction in quality management to ensure the effectiveness, efficiency and continuous improvement of the education, training and development interventions. Lead the institution in its accreditation status with various bodies, including the PSETA, LGSETA, QCTO and CHE, adhere to minimum requirements and ensure compliance. Lead the design of strategies to monitor and evaluate ETD design and delivery as well as the measurement of data-driven and evidence-based institutional impact and outcomes. Lead in the quality of learner assessment and moderation, achievement of learning outcomes against specified criteria, and issuing of certificates. Foster a culture of institutional quality management through systems, processes, services and products, including peer reviews, performance audits and continuous improvement. Lead in the management and provide oversight of the NSG Training Trading Account to maximise revenue generation, including diversifying revenue streams. Expand offerings to fee-paying clients, including the three spheres of government, SOEs, the private sector and international partners. Monitor financial performance and undertake regular financial analytics to track revenue targets and identify business growth opportunities. Lead engagements with strategic partners in the joint design, delivery and revenue sharing of high-demand interventions, increasing market reach. Lead in the strategic design of ICT and procurement planning to leverage economies of scale and financial prudence. Oversee the financial and non-financial compliance, including payment of supplier invoices, reducing wasteful, irregular and fruitless expenditure. Provide leadership in financial and non-financial performance, including reporting and presentations to Department of Planning, Monitoring and Evaluation (DPME), National Treasury, parliamentary committees and the Audit Committee. Drive compliance with Minimum Information Security Standards, including security vetting and training initiatives. Provide leadership and implement interventions to promote equity, youth employment and disability inclusion. Engage with relevant authorising structures and political executives to secure ongoing support for NSG efforts and wider capability development interventions. Lead in the hosting of workshops, research colloquia, roundtable discussions and the NSG seminar series to stimulate debate, insight and understanding of public sector issues. Network and collaborate with relevant external and international stakeholders

to ensure mutually beneficial relationships that serve the interests of the NSG. Participate in domestic and global partnerships with Higher Education Institutions (HEI's), organs of state, research institutions and professional bodies to undertake joint projects. Undertake and present papers at national and/or international conferences, including providing support to NSG officials where required. Lead in the research with NSG stakeholders and partners (empirical and desktop research) to generate and disseminate knowledge through interaction and publications. Provide leadership to the secretariat of the African Management Development Institutes' Network (AMDIN), including the management of its revenue

**ENQUIRIES**

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Ms Letty Raseroka Tel No: (012) 441 6017