

NATIONAL DEPARTMENT OF TRANSPORT

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan, therefore White male / female, Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.

APPLICATIONS : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit. Room 4034 or email to: Recruitment@dot.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you are applying for on the Subject Line as directed on the post note.

CLOSING DATE : 24 April 2026

NOTE : Applications must be accompanied by a completed new Z83 form, obtainable from any Public Service Department, (or obtainable at). Applicants must fill in full new Z83 form part A, B, C, and D. A recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID document on the day of the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process; the logistics will be communicated to candidates prior to the interviews. Recommended candidates will also be required to attend a Psychometric Assessments as part of the recruitment process. Recommended candidates will also be required to generic managerial competency assessment after the interviews also take a note that National School of Governance (NGS) has introduce compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services (submitted prior to appointment) and can be accessed through the following link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General within three months from the date of assumption of duty. The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates.

MANAGEMENT ECHELON

POST 11/131 : **SENIOR SPECIALIST: GOVERNANCE SERVICES (CHIEF DIRECTOR LEVEL) REF NO: DOT/HRM/2026/11**

SALARY : R1 494 900 per annum of which 30% can be structured according to individual's needs. (All-inclusive salary package)

CENTRE : Pretoria

REQUIREMENTS : An undergraduate NQF level 7 qualification as recognised by SAQA in Law / Business Management / Administration / Public Management / Finance / Accounting / Auditing with 5 years relevant experience at a senior managerial level in a corporate governance or entity oversight environment. Knowledge And Skills: Legislative and policy prescripts relevant to the Department and its SOEs, Corporate Governance as it applies to the Public and Private Sector as well as company Law, Project Management Strategic Planning and Risk Management. National Treasury Regulations and other relevant legislation and policies relevant to public entities. Communication; Financial Management;

<u>DUTIES</u>	: Strategic Capability & Leadership; People Management & Empowerment; Client Orientation and Customer focus; Change Management. : Manage and direct the development and maintenance of the overarching government SOC governance framework. Provide strategic support to the executive management on the development of the shareholder policy leading up to legislation. Manage and direct the development and maintenance of the SOC governance assurance framework tools and guidelines. Develop and maintain the SOC generic governance reporting regime. Manage SOC governance assurance reviews to assess compliance and facilitate corrective action where required. Manage and direct the development of the governance review annual agenda including the annual general meetings. Develop and quality assure findings reports through executive management to the shareholder. Manage and direct the provisioning of technical advisory services to executive management and the shareholder on the appointment and dismissal of SOC Board Members. Develop and maintain the SOC Board government regime. Provide technical advisory services to the shareholder on the disclosure of interest of potential candidates. Ensure the effective, efficient and economical utilization of resources allocated SOC governance assurance projects. Ensure the establishment and maintenance of project governance instruments. Account for the utilization of resources allocated to financial governance assurance projects. Manage the resources of the Chief Directorate. Provide guidance and adequate support for and development of the staff of the chief directorate. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the chief directorate.
<u>ENQUIRIES</u>	: Ms Molatelo Motsepe Tel No: (012) 309 3851
<u>POST 11/132</u>	: <u>DIRECTOR: PUBLIC ENTITY OVERSIGHT REF NO: DOT/HRM/2026/12</u>
<u>SALARY</u>	: R1 266 714 per annum of which 30% can be structured according to individual's needs. (All-inclusive salary package)
<u>CENTRE REQUIREMENTS</u>	: Pretoria : A qualification at NQF level 7 as recognised by SAQA in Finance or Accounting with minimum of 5 year's working experience at a middle/senior managerial level in a financial institution or public entity. Knowledge And Skills: Public Finance Management Act (PFMA) and Treasury regulations, Knowledge of the SA Generally Accepted Accounting Principles (GAAP), and International Financial Reporting Standards (IFRS), knowledge of Budgeting processes and procedures and government accounting systems. Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Client Orientation and Customer focus.
<u>DUTIES</u>	: Coordinate, analyse and report the financial information of public entities. Provide quarterly and annual financial analysis report against business performance and operations. Ensure the coordination and submission of all compliance certificates, plans and related documents for the attention of the department. Monitor sound financial governance practices within public entities. Oversight on the entity on financial governance and related matters relating to the entity. Analyse and advise on the proposed business models and plans of entities. Maintain and review the integrated reporting information of public entities. Provide quarterly and annual financial reports on irregular, fruitless, and wasteful expenditure. Advise on the acquisition and disposal of public entity asset. Analyse and coordinate all budgetary of public entities. Review and consolidate all public entities budgetary information and inputs during the budget cycle. Workshop public entities on board with regards budgetary information compliance and financial performance information. Monitor entities financial information and performance according to the strategic / corporate plans and annual performance plans. Monitor financial information and performance in entity's strategic / corporate plans and annual performance plans. Ensure regulatory compliance through regular reviews and monitoring of strategic, corporate plans, annual performance plans and annual reports. Provide financial advice on PFMA and Treasury Regulations. Ensure compliance with PFMA and /or regulations and policies. Provide inputs in relation to policy development. Manage the resources of the directorate. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the directorate. Establish and maintain governance and administrative system's continuity within the work of the directorate.
<u>ENQUIRIES</u>	: Ms Molatelo Motsepe: (012) 309 3851