

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF ROADS AND TRANSPORT**

- APPLICATIONS** : To apply for the below positions, please apply online at <http://jobs.gauteng.gov.za>. For general enquiries please contact Human Resource on 011 355-7082/7043. Only online applications will be considered.
- CLOSING DATE** : 24 April 2026
- NOTE** : In line with the Department's employments Equity Plan, preference will be given To Coloured Females, Indian Females, White Females candidates. Applicants must utilise the most recent Z83 application form for employment, issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulations, 2016. All fields in the New Z83 form must be completed, initialled and signed. Furthermore, a comprehensive Curriculum Vitae (CV) must also be attached. Failure to attach the completed Z83 and Comprehensive Curriculum Vitae (CV) will result in disqualification. The New Z83 form is obtainable from any Public Service Department or the DPSA website www.dpsa.gov.za/documents. Only shortlisted candidates who meet all the requirements of the post will be requested to submit certified copies of qualifications, identity document and valid driver's license (where driving/travelling is an inherent requirement of the job) not older than six (06) months. 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. It is our intention to promote representation (race, gender and disability) in the Public Service through the filling of posts and candidates whose transfer/promotion/appointment will promote representation will receive preference. It is the Department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful.

MANAGEMENT ECHELON

- POST 12/94** : **CHIEF DIRECTOR: ROADS MAINTENANCE REF NO: REFS/045396**
Branch: Roads Infrastructure
- SALARY** : R1 494 900 – R1 787 328.per annum (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
- CENTRE** : Johannesburg (Head Office)
- REQUIREMENTS** : NQF level 7 in Built Environment in Construction studies/ BSc/B Eng in Civil/Structural Engineering. Registered with professional Body (such as Engineering Council of South Africa (ECSA), South African Council for the Project and Construction Management Professions (SACPCMP), South African Council for Quantity Surveying Profession (SACQSP) etc. Minimum of 5 years senior management experience within transport infrastructure environment and or built environment. Extensive experience in planning management and execution of roads Construction/ maintenance of projects will be an added advantage. A valid driver's license. Pre-Entry SMS Certificate submitted prior to appointment. Knowledge: Relevant legislation and Public Service Regulations. Understanding of expectations of customers. Knowledge of SLAs. Management information knowledge. Knowledge of construction contract law & administration. Engineering Profession Act, 2000. Gauteng Transport Infrastructure Act 2001. National Roads Traffic Act. 1996. National Environmental Management Act, 1998. Colto Standard Specifications for Road and Bridge Works. General Conditions of Contract (GCC & FIDIC. Skills: Client orientation and customer focus. People management and empowerment.

Service delivery innovation. Problem solving and analysis. Project management methodologies. Contract management. Business performance management. Community relations. Stakeholder relationship management. Analytical thinking. Research. Computer utilization. Policy formulation. Conflict management. Financial management. Adaptability during changes to meet the goals. Strategic management. Change/diversity management. Communication. Creativity

DUTIES : Manage departmental maintenance of roads at the regional offices as per the sphere segmentation. Manage outsourced road maintenance services. Provide plant and equipment hire and fleet lease services. Manage fuel services. Execute road network maintenance projects. Manage infrastructure protection services. Manage Roads Asset Management System (RAMS) and Geographic Information System (GIS) Manage plan room services. Manage call center services. Manage the provision of access to the road. Manage maintenance technical auxiliary services. Manage office support and coordination services. Ensure that the expenditure is aligned with the procurement and the approved budget. Render payments of goods and services. Manage the cash flow projections and expenditure. Manage maintenance contracts and coordinate regional maintenance contracts. Adhere to and promote legislative, department prescripts and the Code of Conduct for the Public Service. Provide strategic leadership to the units. Manage the execution of maintenance strategies through the provision of appropriate structures, systems and resources. Ensure maintenance standards, specifications and service levels in accordance with Departmental objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to departmental goals to direct or redirect engineering services. Manage, coordinate, and monitor the budget of the road maintenance directorate. Implement the budget by monitoring, projecting, and reporting expenditure. Ensure proper spending in line with strategic objectives. Monitor the optimal utilization and functionality of equipment. Evaluate and monitor the performance of employees to ensure achievement of strategic goal. Manage the human resource development of employees. Enhance and maintain employee motivation Plan, organize and control activities pertaining to the functions of the component.

ENQUIRIES : Ms. M Mashele/ Mr. E Mpateni (011) 355-7521/7252

OTHER POSTS

POST 12/95 : **CHIEF ENGINEER – MATERIAL SERVICES REF NO: REFS/045420**
Branch: Roads Infrastructure

SALARY CENTRE REQUIREMENTS : R1 266 450 – R2 388 657 per annum (all-inclusive package)
: Koedoespoort. (Pretoria)
: Engineering Degree [B Eng/ Bsc (Eng)] in Civil Engineering. Minimum of 6 years post qualification relevant engineering experience as a registered professional Engineer. Must have a valid driver's license. Compulsory Registration with ECSA as professional Engineer. Knowledge: GPG and GDRT Policies and procedures. Relevant legislation and Public Service Regulations. Understanding of expectations of customers. Knowledge of SLAs. Management information knowledge. Knowledge of GPG political and executive structure. Engineering professional Act. Gauteng transport Infrastructure Act 2001. National Land Transport Act. Architectural Profession Act. Landscape Architectural Profession Act. Programme and project management. Engineering design and analysis. research and development. Computer aided engineering application. Knowledge of legal compliance. Technical report writing. Creating High performance culture. Professional judgement. Networking Attributes- Decisive. Responsive. Credible. Flexible/Change oriented. Proactive and resourceful.

DUTIES : Plan for and undertake pavement designs for roads. Prepare tender documentation and manage consulting engineering contracts. Validate compliance with departmental design policies, standards and procedures. Contribute to the condition assessments for roads and make recommendations for repairs. Lead panel inspections for roads and management of these assets. Quality control pavement designs by consultants for road construction and road rehabilitation projects. Prepare deliverables and reports associated with the relevant stages of the Standard for Infrastructure Procurement and Delivery Management. Participate in and report at the provincial and national

		infrastructure forums. Mentor Candidate Engineers, Technologists and Technicians employed by the Department
<u>ENQUIRIES</u>	:	Mr. E Mashaba Tel No. 011 355 7340/Ms. A. Mkhombo/ Mr. E Mpateni (011) 355-7521/7252
<u>POST 12/96</u>	:	<u>DEPUTY DIRECTOR: ICT GOVERNANCE AND INFORMATION MANAGEMENT REFS NO: REFS/045391</u> Branch: Corporate Services
<u>SALARY CENTRE REQUIREMENTS</u>	:	R896 436.per annum (All-inclusive package) (level 11) Johannesburg (Head Office) National Diploma/ Degree (NQF Level 6/7) in ICT (Computer Science/Informatics)/Business Information Management/Information Technology. ITIL, COBIT, Project Management certifications will be an added advantage, 3-5 years' experience in ICT middle management position. Knowledge and Skills. GPG and DPDRT policies and procedures. Relevant legislation and Public Service Regulations. Government ICT procurement. People and empowerment, service delivery innovation, problem solving and analysis and written and oral communication.
<u>DUTIES</u>	:	Manage ICT governance. Manager the department information security through the implementation of tools and techniques. Implement technical solutions for information and knowledge management. Implement processes that promote alignment of the ICT goals and objectives. Coordinate the proceedings of the IT steering committee meetings. Manage ICT risks and audits. Ensure efficient management of ICT risk and audit environment. Develop and manage ICT risk management processes. Manage audit performance of internal and external auditors. Manage and monitor ICT service level agreement/contracts. Develop and manage departmental Service Level Agreement (SLA) with business units. Manage ICT business improvement and change management. Manage ICT projects through the implementation of ICT projects methodology. Develop and manage relationships with relevant stakeholders. Conduct research. Conduct research and development of ICT Governance. Manage ICT Assets and support services. Manage and monitor ICT budget and procurement. Manage the continuous improvement of ICT support services through improvement of services, practices and processes. Manage resources (Human, Financial, Equipment/Asset). Monitor the performance of staff and ensure performance assessment. Coordinate the compilation of various reports.
<u>ENQUIRIES</u>	:	Ms. A. Mkhombo Tel No: (011 355 -7521)/ Ms. P. Mabasa (011) 355 - 7175
<u>POST 12/97</u>	:	<u>DEPUTY DIRECTOR: INFRASTRUCTURE SUPPORT SERVICES REF NO: REFS/045390</u> Branch: Corporate Services
<u>SALARY CENTRE REQUIREMENTS</u>	:	R896 436.per annum (All inclusive package) (level 11) Johannesburg (Head Office) National Diploma (NQF Level 6) Degree (NQF Level 7) in ICT (Computer Science/Informatics)/Business Information Technology/Information Technology. ITIL, COBIT, Project Management certifications will be an added advantage, 3-5 years' experience in ICT middle management position. Knowledge and skills Relevant legislation and Public Service Regulations. Knowledge of SLAs. Management information knowledge. Minimum information Security Standard. Ability to undertake a risk analysis and undertake a risk mitigation strategy. Ability to identify and interpret the required information fields and documentation.
<u>DUTIES</u>	:	Manage ICT infrastructure and capacity plan. Develop and implement policies and capacity plans for the department server and network infrastructure in line with departmental requirements. Manage and monitor the allocation of software licenses to ensure optimum utilisation and minimise costs. Oversee the management of unified communications systems (telephone system). Manage ICT server and network support infrastructure services. Manage and coordinate the day-to-day activities and operations of the department Network/Server infrastructure and secure network environment. Maintain the network infrastructure, software, network operating system and applications. Manage desktop support services. Manage the maintenance and support of all computer end-user devices and computerised systems, information processing equipment and software. Develop, implement and maintain ICT business

		continuity and disaster recovery. Interact with relevant professional bodies/councils on the latest development in the information technology field (CSIR, E-GOV, GMA, MASTEK, Microsoft, RTMC, SANRAL etc.). Manage resources (Human, Financial, Equipment/Asset)
<u>ENQUIRIES</u>	:	Ms. A. Mkhombo Tel No: (011 355 -7521) Ms. P. Mabasa (011) 355 – 7175
<u>POST 12/98</u>	:	<u>DEPUTY DIRECTOR: CAREER DEVELOPMENT REF NO: REFS/045394</u> Branch: Corporate Services
<u>SALARY</u>	:	R896 436.per annum (All-inclusive package) (level 11)
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIRMENTS</u>	:	Bachelor's degree (NQF Level 7) in Human Resource Development /Management/ Industrial Psychology/ Business Administration/Public Management. A minimum of 3–5 years' experience in Human Resource Development at an Assistant Director or junior management position/level. Sound knowledge and insight regarding the regulatory framework and related HR legislation and policies. Good planning, organising, presentation, and financial management skills. Project and programme management expertise in Human Resource Development. Excellent writing skills with meticulous attention to detail and record-keeping. Computer literacy skills. People management and empowerment. Ability to work under pressure and demonstrate innovative and creative thinking. A valid driver's license. Good communication (verbal and written), analytical thinking, and problem-solving skills.
<u>DUTIES</u>	:	Manage learnerships, apprenticeship, internship programme and Candidacy Development Programme. To identify Learnership needs for the Department. Manage the implementation of structured training programmes for interns, learners and apprentices with respective Branch/line managers, accredited service providers, like Sector Education and Training Authority. Monitor the effective implementation of the Internship, Learnership and Apprenticeship programme and liaise with the appropriate Sector Education and Training Authority established in terms of the Skills Development Act of 2008 (Act 37 of 2008). Manage the administration of internal and external bursaries. Develop and implement needs analysis to determine the department's skills shortage with the respective Branch, relevant Committees. Manage and coordinate the implementation of succession planning, career development and monitoring. Ensure effectiveness of talent pipeline management programme. Manage the implementation of Recognition of Prior Learning (RPL). Align the recognition of qualification prior learning programme with HRD plan. Manage the recognition of improved qualifications process. Develop a plan to administer the implementation of the Recognition of Improved Qualifications. Manage the Sub-Directorate Career Development.
<u>ENQUIRIES</u>	:	Ms. A. Mkhombo Tel No: (011 355 -7521)/ Ms. P. Mabasa (011) 355 – 7175
<u>POST 12/99</u>	:	<u>ASSISTANT DIRECTOR: APPLICATIONS SUPPORT (INFORMATION SYSTEMS) REF NO: REFS/045389</u> Branch: Corporate Services
<u>SALARY</u>	:	R468 459 per annum (Plus benefits) (level 09)
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIRMENTS</u>	:	National Diploma (NQF Level 6)/Degree (NQF Level 7) in ICT (Computer Science/Informatics)/ Business information Technology Management/ Information Technology. Valid driver's license. Minimum Information Security Standard. System Development Life Cycle (SDLC) as an added advantage. 3-5 years' experience in software development. Knowledge and skills. Relevant legislation and Public Service Regulations, knowledge of SLAs, Information management, Minimum Information Security Standard. Strong problem solving and analysis, change management and stakeholder relationship management. Interact with relevant professional bodies/councils on latest developments in the information technology field.
<u>DUTIES</u>	:	Develop and facilitate the implementation of policies and procedures. Provide input in the development, review, and implementation of policies and standard operating procedure. Ensure compliance to system development life cycle. Provide reliable, secured, quality information and data analytics through integration of business solutions. Analyse and translate functional specifications and change requests into technical specs. Develop, implement, maintain, train and support business applications. Provide overall design and

structure of application. Conduct research. Undertake research relevant to applications support. Interact with relevant professional bodies/councils on latest developments in the information technology field. Supervisor staff (human/equipment). Coach, mentor staff to improve performance. Monitor the performance of staff and ensure assessment of their performance. Provide input in drafting of budget in the section. Control and monitor the subsection budget expenditure. Coordinate the compilation of various reports and statistics for the section.

ENQUIRIES : Ms. A. Mkhombo Tel No: (011 355 -7521)/Ms. P. Mabasa (011) 355 – 7175

POST 12/100 : **ASSISTANT DIRECTOR: CASE MANAGEMENT REF NO: REFS/045397**
Branch: Corporate Services

SALARY : R468 459 per annum (Plus benefits) (level 09)
CENTRE : Johannesburg (Head Office)
REQUIREMENTS : National Diploma/Degree (NQF level 6/7) in Labour Relations/ Labour Law/ Human Resource Management or equivalent as recognized by the South African Qualifications Authority (SAQA). Minimum of 3 – 5 years of experience in Labour Relations, collective bargaining, legal environment and/or case management. Knowledge and skills: GPG and DPDRT policies and procedures and relevant legislation and Public Service Regulations, people management and empowerment and problem-solving analysis. LLB degree will be an added advantage.

DUTIES : Manage and maintain a case management system. Acknowledge and register all cases in the Department. Analyse reports received and charge employees to determine grounds of misconduct. Ensure investigations are conducted and liaise with Labour Unions' representatives and make recommendations. Facilitate dispute resolution. Attend the conciliation and arbitration proceedings on all set down disputes. Coordinate and facilitate disciplinary processes. Facilitate the acknowledgement and receipt of arbitration awards. Coordinate and facilitate disciplinary processes. Attend to all formal disciplinary hearings and progressive discipline within the Department. Promote fair and sound Labour relations practices in the Department. Provide advisory role on all labour relations matters and challenges. Development of labour relations. Development of Labour relations policies, manuals and guidelines.

ENQUIRIES : Ms. A. Mkhombo Tel No: (011) 355 -7521 / Ms. P. Mabasa (011) 355 – 7175

POST 12/101 : **ASSISTANT DIRECTOR: COLLECTIVE BARGAINING REF NO: REFS/045395**
Branch: Corporate Services

SALARY : R468 459 per annum (Plus benefits) (level 09)
CENTRE : Johannesburg (Head Office)
REQUIREMENTS : National Diploma/Degree (NQF level 6/7) in Labour Relations/ Labour Law/ Human Resource Management. Minimum of 3 – 5 years of experience in Labour Relations, collective bargaining, legal environment and/or case management. Knowledge and skills: GPG and DPDRT policies and procedures and relevant legislation and Public Service Regulations, knowledge of SLA's, conflict management and financial management.

DUTIES : Facilitate collective bargaining processes in the Department. Monitor all Collective Bargaining activities in the Department. Monitor all Collective Bargaining activities in the Department. Facilitate labour related policies guidelines and labour relations processes. Provide Labour Relations advice and technical support to line managers in the Department (Regions, TOLABSs and DLTSSs). Facilitate and monitor consultative structures within the Department. Conduct impact analysis on labour relations processes and policies. Monitor the implementation of arbitration awards and collective agreements. Communicate the decision/awards. Conduct advocacy sessions to promote fair and sound collective bargaining practices in the Department. Capacitate line managers and employees on collective bargaining matters. Manage strike action in the Department. Facilitate grievance resolution arising from collective bargaining processes and intervene in conflict management. Manage resources (Human, Equipment/Assets).

ENQUIRIES : Ms. A. Mkhombo (011) 355 -7521 /Ms. P. Mabasa (011) 355 – 7175

<u>POST 12/102</u>	:	<u>CHIEF TRAINING OFFICER – ZWARTKOP TRAINING CENTRE REF NO: REFS/045392</u> Branch: Corporate Services
<u>SALARY</u>	:	R468 459 per annum (Plus benefits) (level 09)
<u>CENTRE</u>	:	Zwartkop Training Centre
<u>REQUIREMENTS</u>	:	National Diploma/Degree (NQF Level 6/7) in Education (registered with SACE) /Business Administration/Human Resource Development. Facilitator, Assessor and moderator Certificates with ETQA. Road Construction Plant and Equipment certificates. Professional certificates in training or learning and development (SETA Accredited). 3-5 years' experience in Training and Development as a Facilitator, Assessor and Moderator. Road Maintenance and Construction experience will be an added advantage. Knowledge and Skills. GPG and GPDRT policies and procedures. Relevant legislation and Public Service Regulations, understanding of expectations of customers, documentation Management and knowledge of GPG executive structures.
<u>DUTIES</u>	:	Develop and maintain the policies regulations and standards. Ensure that training programs comply with relevant regulations, standards and departmental policies. Conduct needs assessments to identify technical skill gaps and training requirements across different business units within the department. Plan and prioritise training and development interventions. Design, monitor and evaluate accredited and non-accredited courses and programs. Evaluate and update existing programs to ensure relevance and effectiveness. Design and monitor the implementation of accredited and non-accredited bearing skills programme. Design, implement and evaluate job specific courses and contractor developing programs in alignment with departmental goals and needs. Advise and assist relevant directorates/regions on Development practices, in line with technical training i.e. road worker student engineers and candidate engineers etc. Ensure that the training manuals, guides and course material such as handouts and visual materials are maintained and readily available. Coordinate and facilitate training programs. Execute the rolling out of the training curriculum's according to the training Program. Evaluate theoretical and practical and in line with unit standard requirements. Manage resources (Human, Equipment/Assets). Oversee administrative tasks related to training programs, including record-keeping and reporting. Responsible for coaching, discipline and monitoring of staff to improve performance. Manage and monitor performance contracts and assessment of sub-ordinates. Manage leave of sub-coordinate.
<u>ENQUIRIES</u>	:	Ms. A. Mkhombo Tel No: (011) 355 -7521 / Ms. P. Mabasa (011) 355 – 7175
<u>POST 12/103</u>	:	<u>ENGINEER TECHNOLOGIST GRADE A – C REF NO: REFS/045421</u> Branch: Roads Infrastructure
<u>SALARY</u>	:	R453 576 – R690 237 per annum (Plus benefits). The offer is based on recognition of experience after registration. (Proof of recognized experience will be requested only to the shortlisted candidates).
<u>CENTRE</u>	:	Johannesburg, Head Office
<u>REQUIREMENTS</u>	:	Bachelor of Technology in Civil Engineering (B Tech). Three years post qualification Engineering Technologist experience required. Compulsory registration with ECSA as an Engineering Technologist. Must have a valid driver's license. Knowledge And Skills: Knowledge in GPG and GPDRT policies and procedures, Relevant legislation and public service Regulation, Understanding of expectation of customers, Knowledge of SLAs, Management information knowledge of GPG political and executive structures, Engineering professional Act, Gauteng infrastructure Act 2001, National land Transport Act 2009, Architectural Profession Act and Landscape Architectural Profession Act. Skills in Programme and Project Management, Engineering design and analysis knowledge, Research and development, Computer aided engineering applications, Knowledge of legal compliance, Technical report writing, Creating high performance culture, Professional judgement and Networking.
<u>DUTIES</u>	:	Evaluate and approve geometrics, bridges and stormwater designs. Receive application from the service providers for approval of roads, bridges and stormwater designs, Assess the applications in terms of the Departmental standards, Approve the sign of the roads designs, Drafting of preliminary and detail designs in -house, Receive the request from the public to upgrade intersections on provincial roads, Compile design reports for approval by the DDG: Roads Branch, Implementing the in-house designs (DLTC's, gravel

roads to surface roads and intersection upgrades) as requested by the public and the Department, Projects Management (Capital projects), Create tender documents with the scope of works for service providers, Appoint services providers for capital projects, Monitor service providers deliverables as per appointment in terms of completion time and budget.

- ENQUIRIES** : Mr. E Mashaba Tel No. 011 355 7340/ Mr. E Mpateni Tel 011 355 7252
- POST 12/104** : **SENIOR TRAINING OFFICER – ZWARTKOP TRAINING CENTRE REF NO: REFS/045393**
Branch: Corporate Services
- SALARY CENTRE REQUIRMENTS** : R397 116 per annum (Plus benefits) package (Level 08)
: Zwartkop Training Centre
: National Diploma/Degree (NQF Level 6/7) in Education (registered with SACE)/Business Administration/Human Resource Development. Facilitator, Assessor and Moderator Certificates with ETQA. Road Construction Plant and Equipment certificates. Professional certificate in training or learning and development (SETA Accredited). 2-3 years' experience in Training and Development Environment as a Facilitator and Assessor. Road Maintenance and Construction experience will be an added advantage. Knowledge and Skills. GPG and GPDRT policies and procedure, relevant legislation and Public Service Regulations, understanding of expectations of customers and knowledge of GPG executive structures. Computer utilisation and conflict management.
- DUTIES** : Implementation training and staff development programs. Implement training and development programmes in line with set standards and outcomes. Conduct training interventions to address skills development needs and to help workers maintain or improve job skills. Facilitate the implementation of training and developmental interventions in compliance with training and Developmental Legislation and policies. Execute, monitor and evaluate accredited and non-accredited courses and programs. Execute, monitor and evaluate accredited and non-accredited courses and programs. Execute the implementation of accredited and non-credited bearing skills programme to meet the required skills as needs analysis. Implement training and staff development interventions using effective methods such as classroom training, on job training, workshops exposure etc. Facilitate training programs. Conduct the rolling out of the training interventions in line with the Training Program. Implementation and Evaluation of Pre assessments before training program. Implementation and Evaluation of Pre assessments before training begins. Enable learners to undergo Recognition of Prior Learning as per agreement (Technical jobs such as Road Worker Earth moving and non-Earth moving Operators). Supervise resources (Human, Equipment/Assets). Responsible for coaching, discipline and mentoring of staff to improve performance. Manage and monitor performance contract and assessment of subordinates.
- ENQUIRIES** : Ms. A. Mkhombo Tel No: (011) 355 -7521 / Ms. P. Mabasa (011) 355 – 7175