

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 or at e-recruitment system: recruit.transport.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** : 15 May 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 13/188** : **DIRECTOR-GENERAL REF NO: DOT/ HRM/2026/01**
(5 Years Fixed Term Contract)
(Re-advertisement)
- SALARY** : R2 352 642 per annum (Level 16), all-inclusive package of which 30% may be structured according to the individual needs plus 10% non-pensionable HoD Allowance.
- CENTRE** : Pretoria
- REQUIREMENTS** : A qualification at NQF (Level 8) as recognised by SAQA in Civil Engineering / Transport Economics / Transport and Logistics Management/ Transport Management/ Maritime Studies / Mechanical Engineering / Law/ Public Management / Administration / Policy Studies with at least 10 years' relevant experience at a senior management level in the transport sector. Certificate of successful completion of the National School of Government Senior Management Services Pre-Entry Programme (submitted prior to appointment).

Knowledge and Skill: Extensive knowledge in transport management including policy, legislation, systems and operations. Extensive knowledge of white paper on National Transport policy. Sound knowledge of the current global trends and research matters and ability to convert policy into section. The ability to build and lead high performance teams and drive the national transport policy, strategy and implementation plans for overall developmental objectives of the country. The ability to promote good relations with transport stakeholder's, social partners and civil society. Strong governance and administration skills to ensure effective performance and service delivery with regards to the Departmental obligations in cabinet clusters, parliament, State Owned Entities and the sector. Extensive knowledge of Public Finance Management Act. Communication. Financial Management. Strategic Capability & leadership. People Management & Empowerment. (PME). Project Programme Management. Client Orientation and Customer focus. Change Management.

DUTIES

: Coordinate and render effective, efficient strategic support and administrative services to the Minister and Department; Coordinate delivery of the Department's strategic goals through an integrated programme management approach. Oversee the provision of effective corporate management service to the DoT. Oversee the provision of effective financial management services which are in line with treasury prescripts and prescribed accounting principles. Oversee the provision of sound internal audit, risk and fraud investigation services as well as strategic planning and cluster coordination for the Department. Oversee the integration of cross model transport planning and facilitate the development and transformation of the transport industry; Ensure provision of effective research, monitoring and evaluation of modal transport policies and strategies. Ensure the provision of national innovative research and development programme, monitor and evaluate the performance of the transport sector and coordinate the formulation of environmental policies and strategies. Oversee the facilitation and coordination of the development and implementation of a safe, reliable and efficient integrated rail network; Oversee the development and alignment of rail legislation, policies and strategies with DoT strategic objectives and international norms and standards. Provide guidance on the development of an integrated transportation network with sectors in the built environment and economic development. Oversee the development, maintenance and updating of infrastructure funding and coordinate funding needs. Provide leadership in the development and implementation of safe, reliable and integrated road infrastructure and passenger transport systems; Oversee the alignment of roads public entities with DoT performance management system. Oversee the regulation of road safety and traffic management. Provide leadership for the coordination of planning, development and implementation of a sustainable reliable integrated road infrastructure network. Provide leadership in coordinating the development and implementation of safe, economically viable integrated and reliable air transport and infrastructure; Oversee the development of internationally competitive regulatory framework for civil aviation. Oversee the planning and development of an integrated aviation infrastructure and industry with an effective international and regional regulatory framework. Provide leadership in coordinating the development and implementation of safe, economically viable integrated and reliable maritime transport and infrastructure. Oversee the development and alignment of legislation, policies and strategies with DoT strategic objectives and international norms. Oversee the implementation of policy and legislation for safety, security and maritime environmental protection and participate in the bilateral process as defined. Provide leadership in coordinating safe, reliable effective, efficient integrated and environmentally friendly public transport systems; Oversee the development and maintenance of policy, legislation and regulation and coordinate and facilitate the implementation thereof. Oversee the implementation and maintenance of the rural, scholar and non-motorised transport strategies.

ENQUIRIES

: Adv Adam Masombuka Tel No: (012) 309 3888

POST 13/189 : **DEPUTY DIRECTOR-GENERAL: CIVIL AVIATION REF NO: DOT/HRM/2026/02**
Branch: Civil Aviation

SALARY : R1 813 182 per annum (Level 15), of which 30% may be structured according to the individual needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF (Level 8) as recognised by SAQA in Transport and Logistics Management/ Transport Management/ Transport Economics/ Civil Engineering / Law/ Aeronautical Engineering/ Business Management/ Public Management/ Administration/ Policy Studies with 8 years' experience at a senior managerial level in the aviation sector. Knowledge: A knowledge and understanding of the global and regional aviation landscape. A thorough knowledge and understanding of the South African Civil Aviation including its regulations, standards, challenges, opportunities and best practices. Thorough understanding of the role of aviation in the national economy. Thorough understanding of international civil aviation systems and the role of international Civil Aviation Organisation (ICAO). An understanding of regional initiatives as embodied by African Union (AU) and the new partnership for Africa's Development (NEPAD), African Civil Aviation Commission (AFCAC, SADC, Civil Aviation Committee, SADC Aviation Safety Organisation. Skills and Competencies; Negotiation and problem skills. Proven leadership and management skills. Communication. Financial Management. People Management & Empowerment. (PME). Project Programme Management. Client Orientation and Customer focus. Change Management.

DUTIES : Manage the development of internationally competitive regulatory framework for civil aviation; Review, analyse and develop civil aviation policies and legislation in support of international standards and DoT strategic objective. Facilitate and manage a competent function that promotes South Africa's aviation interests whilst fulfilling its international obligations. Ensure the provision of aviation economic analysis, regulation and strategies for industry development; Put in place strategies to manage the development of the aviation industry and freight logistics. Regulate and direct aviation industry promotion and capacity development. Ensure effective monitoring and evaluation of the impact of aviation safety, security and environmental regulatory framework; Ensure effective implementation of safety and security regulatory frameworks. Develop and facilitate the implementation of aviation environmental protection frameworks. Provide strategic and secretariat services to South African Search and Rescue (SASAR). Represent South Africa at the International Civil Aviation Organisation (ICAO) Council; Participate in council meetings and ensure South Africa's interests are protected. Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department; Manage the planning and or implementation of projects. Develop methods to monitor projects or area progress and provide corrective solutions if necessary. Manage the resources of the Branch; Provide guidance and ensure there is adequate support for and development of the staff. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch.

ENQUIRIES : Adv Adam Masombuka Tel No: (012) 309 3888

POST 13/190 : **DIRECTOR: SECTOR HUMAN RESOURCE DEVELOPMENT REF NO: DOT/HRM/2026/19**
Branch: Office of The Director-General

SALARY : R1 266 714 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF 7 qualification as recognised by SAQA in Human Resource Development / Human Resource Management / Management of Training / Industrial Psychology with a minimum of 5 year's working experience at a middle/senior management level within the Human Resource Development environment. Knowledge and skills: Knowledge of skills development and relevant key Human Resource legislations such as the Basic Conditions Employment Act (BCEA), Labour Relations Act (LRA), Employment Equity Act (EEA), the skills Development Act (SDA), Public Service Regulations, 2016 etc. Knowledge of and application of the PFMA and the Treasury Regulations; Knowledge of human resource practices and

procedures; Knowledge and skills of learner support; Skills and knowledge of training coordination; presentation skills; Communication; Financial Management; Strategic capability & leadership; people management and empowerment; Project/Programme management; Client orientation and customer focus; Change management.

DUTIES : Manage the implementation of all capacity development matters between the department and its stakeholders; Manage the provision of stakeholder workshops and facilitate the implementation of interventions to address the skills gaps within the sector; Conduct continuous scoping of skills across various sub-sector of transport. Manage the planning and implementation of strategies to address skills in high demand within the transport sector; Manage the process to identify skills in high demand within the transport sector in collaboration with the relevant stakeholders; Manage the development of terms of reference (TOR), Plans, Frameworks and Memorandum of Agreement (MOA), to address the Skills in High Demand as prioritised by DoT. Manage the stakeholder relations between the Department of Transport, Sector Education and Training Authorities (SETAs) and other relevant structures that have impact on the sector skills development; Manage the representativity of the department in all TETA Chambers; Manage the coordination of meetings with departmental representatives serving at TETA and other skills development structures for feedback and alignment of priorities. Manage the implementation of technical corporations as they relate to capacity development between DoT and other countries; Manage the collaboration with DoT Branches to identify skills that need to be developed through international training programmes, exchange programmes, secondment and other related intervention. Manage the resources of the Directorate.

ENQUIRIES : Ms P Gcina Tel No: (012) 309 3591

OTHER POSTS

POST 13/191 : **DEPUTY DIRECTOR: FOSAD CLUSTER REF NO: DOT/HRM/2026/16**
 Branch: Office of the Director-General
 Chief Directorate: Strategic Planning and Cluster Coordination
 Directorate: Cluster Coordination
 Sub-directorate: Cluster Coordination
 (Re-advertisement)

SALARY CENTRE REQUIREMENTS : R896 436 per annum (Level 11)
 : Pretoria
 : An undergraduate qualification (NQF Level 6) as recognized by SAQA in Public Management / Administration / Strategic Planning / Business Management / Political Science / Policy Studies / Law with a minimum of 3 years' experience at a junior management or Assistant Director level in Government's integrated governance system. Driver's license required. knowledge and skills: knowledge and understanding of Government Integrated System. Knowledge and expertise of strategic management process in government. Knowledge and expertise of parliamentary & legislative process. Political awareness and familiarity with senior government officials and politicians. Analytical skills, compilation of management reports, communication – verbal & written communication. Financial management skills. Strategic capability & leadership. People management & empowerment. Project management skills.

DUTIES : Coordinate cluster participation and inputs into the cluster processes. Coordinate DoT participation and inputs into cluster processes. Monitor and evaluate the performance of programmes in relation to Government's Programme of Action (PoA) reporting cycle for the Clusters. Providing strategic support to the Office of the Director-General (with reference to FOSAD Cluster matters). Collate inputs and reports for all FOSAD (Forum of South Africa Directors'-General) Cluster. Facilitate the development of strategic priorities for DoT in liaison with the DoT workstream to be driven within the Economic Sectors, Investment, Employment and Infrastructure. Development (ESIEID) Cluster and FOSAD Clusters that DoT participate in (e.g. Justice Crime & Security (JCPS), International Cooperation, Trade and Security (ICTS). Manage follow-ups on matters that have a bearing on Clusters, FOSAD – MANCO decisions. Coordinate the allocation and dissemination of information with respect to cluster decisions. Coordinate the implementation of cabinet resolutions. Develop the matrix on matters arising from Cabinet resolutions. Draft Cabinet memoranda schedule and ensure adherence to the timelines.

Provide administrative support to ODG on Cabinet matters. Ensure compliance on Cabinet Memoranda for submission to Cabinet and Presidency. Render administrative support to DoT management on cabinet related matters. Liaise with the Ministry on an on-going basis to ensure continuous compliance with Cabinet and Cabinet Committees requirements and requests. Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department. Manage the planning and or implementation of projects. Manage project resources, project budget and resource allocation. Manage the resources of the sub-directorate. Provide guidance and adequate support for and development of staff. Provide input in the establishment and maintenance of the governance and administrative system's continuity within the work of the Directorate. Ensure management of the budget and assets.

ENQUIRIES : Ms Sibongile Maphuthoma Tel No: (012) 309 3980

POST 13/192 : **ASSISTANT DIRECTOR: GENDER DISABILITY YOUTH AND CHILDREN REF NO: DOT/ HRM/2026/17**

Branch: Administration; Office of The Director-General

SALARY CENTRE REQUIREMENTS : R468 459 per annum (Level 09)
: Pretoria

: A qualification at NQF level 6 as recognized by SAQA in Psychology / Social Science / Public Administration / Public Management / Social Work with 3 years experience at a supervisory or practitioner level in a mainstreaming of Gender, Disability, Youth and Children projects and programmes. Knowledge And Skill: A background of mainstreaming of gender, Disability, Youth and Children projects and programmes; Understanding of the Code of conduct; Knowledge of the Public Service Act, Public Service Regulations, Labour Relation Act and Public Finance Management Act; Project Management. Communication; Financial management; Strategic capability & Leadership; people management & empowerment; Project/programme management; Client orientation and customer focus; Change management.

DUTIES : Develop, coordinate, facilitate and implement all gender, disability, youth and children 's rights programmes and activities within the department and DoT entities; Research, review and draft where necessary policies for gender, disability youth and children's programmes within the department. Ensure that issues of mainstreaming of gender, disability, youth and children are adhered to in transport policies and programmes, promoting special national projects/programmes with regard to youth and children in their respective line functions; Ensure all managers have a thorough understanding of their role in the implementation of the national gender, disability, youth and children's rights programmes. Develop, strategies, operational plans, policies and procedures for the implementation of gender, disability, youth and children focus programmes; Ensure policies, processes and practices are constantly reviewed and executed in line with the needs of the department as well as the national norms and standard. Participate in national events, outreach programmes and projects; Ensure the department has representation in the relevant national events and all other relevant structures (IDC's child protection forums, family reference groups, child advisory councils and other relevant forums as delegated.

ENQUIRIES : Ms Mamotsepe Matshwane Tel No: (012) 309 3510

POST 13/193 : **ASSISTANT DIRECTOR: FORENSIC INVESTIGATIONS REF NO: DOT/HRM/2026/18**

Branch: Office of The Director-General
Chief Directorate: Internal Audit and Fraud Investigations
Directorate: Forensic Investigations

SALARY CENTRE REQUIREMENTS : R468 459 per annum (Level 09)
: Pretoria

: An appropriate NQF Level 6 qualification in Forensic Investigations / Law / Auditing / Accounting with 3 years' experience at supervisory or practitioner level in the field of forensic investigations. Knowledge and skills: Must have an extensive knowledge of PFMA and Treasury Regulations. National Anti-Corruption Strategy and Public Service Code of Conduct. Reporting Writing and presentation Skills. Must possess analytical and investigation skills. Certified Fraud Examination (CFE) OR ICFP is recommended. Must have a valid driver's licence. Communication – Verbal & Written Communication.

DUTIES

Financial Management. Strategic capability & leadership (SCL). People management & empowerment (PME). Project/Programme Management (PPM). Client orientation & customer focus.

:

Investigate fraud detections and promote an anti-fraud culture. Conduct reactive investigations into cases reported to the Directorate. Prepare information for use in criminal or civil court cases. Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department. Manage the resources of the Unit.

ENQUIRIES

:

Mr J Mokgotho Tel No: (012) 309 3713