

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: erecruit.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** : 05 June 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.
- ERRATUM:** Assistant Director: Income with Ref: DOT/HR/2026/08, The following note applies to the above-mentioned post advertised in this publication, Public Service Vacancy Circular 08 dated 06 March 2026 with the incorrect job title. Please see the correct job title below; Assistant Director: Income and Expenditure, Branch: Administration; Office of the Chief Financial Officer Enquiries: Mr S Ntobeng Tel No: (012) 309 3465

MANAGEMENT ECHELON

- POST 15/60** : **SENIOR SPECIALIST: STATE-OWNED COMPANIES (SOC) RISK PROFILING AND MITIGATION REF NO: DOT/HRM/2026/26**
Branch: SOC GAP
Chief Directorate: Governance Services
- SALARY** : R1 494 900 per annum (Level 14) of which 30% may be structured according to the individual needs.
- CENTRE** : Pretoria
- REQUIREMENTS** : An undergraduate qualification (NQF 7) as recognized by SAQA in Risk Management / Auditing / Law / Accounting / Business Management with 5 years relevant experience at a senior managerial level in risk management,

fraud risk or internal auditing. Knowledge and Skills: Knowledge and understanding of Enterprise Risk Management concepts, frameworks and methodologist. Knowledge in Company Law, King IV and ethics. Knowledge of Public Service Anti-Corruption Strategy and measures. Knowledge of the National Treasury Risk Management Framework. Communication. Financial Management. Strategic Capability & leadership. People Management & Empowerment. (PME). Project Programme Management. Client Orientation and Customer focus. Change Management.

DUTIES : Manage the development and maintenance of the Shareholder's Risk Management Governance Structure, framework, policies and Instruments; Develop institutional capacity for the performance of independent Shareholder's risk management function, including policies and instruction; Review, design develop and implement the Shareholder's risk management policies, strategies and practice notes for the SOC Group. Manage and coordinate the implementation of Shareholder's enterprise wide risk management framework; Manage oversee and account for the development and implementation of the SOC Risk Management Plan; Provide technical support during individual SOC performance review sessions. Oversee and coordinate fraud and anti-corruption measures in SOC's short, medium and long term risks associated to SOC operations and planned transformation and business enhancement projects. Oversee and direct the development of a SOC fraud prevention and anti-corruption policy framework, strategy and instruction; Coordinate special investigation initiated by the shareholder related to allegations of major non-compliance with anti-corruption, fraud and ethics standards by SOC Boards and report thereon. Development and implement a risk assessment framework to assess applications by SOCs for financial instruments requiring the approval of the Shareholder. Analyse applications by SOCs in the Group for financial instructions with a view to define the shareholder risk profile/exposure; Direct at a technical level and in collaboration with the management structures of the relevant SOC and counterparts in National Treasury develop mitigation strategies to address the identified shareholder risk. Coordinate and advise the shareholder on risks associated with board resolutions and mitigation strategies for resolutions outside the entity's founding legislation. Develop and manage a resolution risk register for all entities and advise shareholder on the risks associated with unlawful resolution; Advise shareholders of any risk that could impact business operations and strategic goals; Manage the resources of the Chief Directorate.

ENQUIRIES : Ms Molatelo Motsepe Tel No: (012) 309 3851

POST 15/61 : **DIRECTOR: HUMAN RESOURCE DEVELOPMENT AND PERFORMANCE**
MANAGEMENT REF NO: DOT/HRM/2026/20
 Branch: Corporate Services

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 managerial level within the Human Resource Development environment.

DUTIES : Manage and monitor the implementation of Skills Development Act, Bursary and Internship/Learnerships programmes; Monitor the compliance of training programmes with relevant legislation; coordinate and develop departmental workplace skills plan. Coordinate and facilitate the training and development of employees; Develop training and development policies and programmes; Provide skills audits; Oversee the administration of bursaries; Recruit and select prospective bursary holders; Process bursary payments. Manage and implement performance management systems; Maintain and review the performance Management and Development Systems (PMDS) and Employee Performance Management Systems (EPMS) of the Department; Develop and implement a strategic performance management process. Manage the resources of the Directorate.

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