

## DEPARTMENT OF TOURISM

*The Department of Tourism is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender, and disability) in the Department through the filling of these posts.*

- APPLICATIONS** : Applications, quoting the relevant reference number, must be forwarded to the attention of Chief Director: HR Management and Development at Department of Tourism, Private Bag X424, Pretoria, 0001, or hand delivered at Tourism House, 17 Trevenna Road, Sunnyside, Pretoria, or by email as provided.
- CLOSING DATE** : 01 June 2026 by 16:30 (Late applications will not be considered)
- NOTE** : Application must include a Z83 form and CV only. The electronic application must be in PDF format and made up of a single document file. Indicate the correct job title and the reference number of the post on the subject line of your email. Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at [www.gov.za/documents](http://www.gov.za/documents). Received applications using the incorrect application for employment (old Z83) will not be considered. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialled, and signed by the applicant as instructed below. Failure to fully complete, initial, and sign the Z83 form will lead to the disqualification of the application during the selection process. All fields of Section A, B, C, and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83, it is acceptable for applicants to refer to their CV or see attached. However, the question related to conditions that prevent re-appointment under Part "F" must be answered, and the declaration signed. Only an updated comprehensive CV (with detailed previous experience, if any) and a completed and signed new Z83 application form are required. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview, following the communication from Human Resources, and such qualifications (s) and other related documents (s) will be in line with the requirements of the advert. Applicants in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA) (only when shortlisted). Applicants who do not comply with the abovementioned instructions/ requirements, as well as applications received late, will not be considered. Correspondence will be limited to shortlisted candidates only. 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. Candidates will further be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification, and employment verification). Some of the interviewed candidates for Senior Management level vacancies will be subjected to a psychometric assessment as part of the current SMS competency assessment framework. Appointment validity will be conditional to signing of the employment contract, performance agreement, and annual financial disclosure, and must attain a security clearance (vetting) applicable to the post. The Department reserves the right not to make an appointment. You are consenting to the Department of Tourism processing your personal information, subject to POPIA, by applying for this post.

## MANAGEMENT ECHELON

**POST 16/140** : **DEPUTY DIRECTOR-GENERAL: TOURISM RESEARCH, POLICY AND INTERNATIONAL RELATIONS REF NO: DT 30/2026**

Tourism is a key driver of economic growth, job creation, transformation, and international positioning for South Africa. This role sits at the strategic core of how the country designs, measures, promotes, and negotiates its tourism future. The Department of Tourism invites visionary, strategic, and results-driven leaders to apply for this position. This is a pivotal executive leadership role responsible for steering South Africa's tourism research agenda, policy architecture, internal positioning, and strategic sector partnerships. If you are a bold thinker with the gravitas to operate at national and international levels, this is your opportunity to influence one of South Africa's most dynamic economic sectors. The purpose of this role is to provide executive leadership in tourism research and knowledge management, national tourism policy and strategy development, international tourism relations and cooperation, and strategic sector partnerships and stakeholder coordination.

**SALARY** : R1 813 182 per annum, (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund, and a flexible portion that may be structured)

**CENTRE** : Pretoria

**REQUIREMENTS** : A minimum SAQA NQF Level 8 post-graduate qualification in Tourism/Economics/Development Studies or related field. A relevant Master's Degree or PhD will be an added advantage; minimum of 8 years' experience at a senior managerial level. Essential knowledge and skills: Strategic leadership and policy expertise; Public Finance Management knowledge; Ability to work effectively across functions, projects and teams; Strong stakeholder and international diplomacy capabilities; Governance and executive decision-making skills; Advanced analytical and monitoring capability, Exceptional communication and negotiation skills; Innovative, problem-solving, and strong interpersonal skills; Good report-writing skills; A high level of computer literacy, Strong report writing and communication skills; Financial, human resource and project management skills; A sound understanding of the Public Service Regulatory Framework including Public Finance Management Act (PFMA) and Treasury Regulations. Valid driver's license (Persons with disabilities that prevent them from driving will still be considered); Willingness to travel and work long hours when required. One of the minimum entry requirements for SMS is the pre-entry certificate. For more details on the pre-entry course, visit: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>. One of the minimum entry requirements for SMS is the pre-entry certificate. For more details on the pre-entry course, visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The candidate must complete the SMS pre-entry certificate prior to any appointment.

**DUTIES** : Reporting directly to the Director-General and serving on the department's strategic management team, the successful candidate will lead a broad and critical portfolio spanning research and knowledge management, policy and strategy, international relations, and strategic partnerships. He/she will be responsible for providing strategic and operational direction to the Branch; Oversee national tourism research to inform policy and strategic planning; Ensure implementation of the National Tourism Information and Monitoring Systems; Monitor and Evaluate departmental programmes against government programmes; Lead development and review of National Tourism Sector Strategy; Coordinate integrated tourism policy across spheres of government; Coordinate the implementation of the Tourism Growth Partnership Plan; Strengthen stakeholder coordination and sector alignment; Drive South Africa's tourism interests through bilateral and multilateral engagements; Support African regional integration and global tourism diplomacy; Promote national priorities through strategic internal cooperation; Oversee public-private working groups; Lead ministerial and parliamentary engagements; Coordinate national stakeholder consultation framework; Manage branch strategy, governance, performance and budget; Ensure sound financial, risk and human resource management.

**ENQUIRIES** : Ms A Dreyer Tel No: (012) 444 6543

**APPLICATIONS** : email application: [Recruitment30@tourism.gov.za](mailto:Recruitment30@tourism.gov.za)

**POST 16/141** : **DEPUTY DIRECTOR-GENERAL: CORPORATE MANAGEMENT REF NO: DT31/2026**  
The Department of Tourism is seeking an exceptional, strategic, and visionary leader to join its executive management team. This is a pivotal leadership opportunity for a dynamic and accomplished professional to help shape the backbone of the Department by driving institutional excellence, strengthening governance, and providing strategic direction across the corporate management environment.

**SALARY** : R1 813 182 per annum, (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund, and a flexible portion that may be structured)

**CENTRE** : Pretoria  
**REQUIREMENTS** : A minimum SAQA recognised NQF level 8 qualification and 8 years' experience at a senior managerial level; Experience and skills in public policy are required; Experience in the corporate service environment will be a strong advantage. Essential knowledge and skills: Proven strategic management and leadership capabilities; A sound understanding of Government and stakeholder engagement; An analytical thinker with a strong background in strategic management and governance coordination, proven turnaround strategy and change management capabilities; Strong attention to detail and goal-orientation; Organisational design and development skills; The ability to work proactively in a technology-enabled environment; The ability to work effectively across functions, projects and teams; Innovation, problem-solving and strong interpersonal skills; Strong report-writing and communication skills; A high level of computer literacy; Financial, human resource and project management skills; Sound understanding of the Public Service Regulatory Framework and willingness to travel and work long hours when required. Valid driver's license (Persons with disabilities that prevent them from driving will still be considered). One of the minimum entry requirements for SMS is the pre-entry certificate submitted prior to appointment. For more details on the pre-entry course, visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The candidate must complete the SMS pre-entry certificate prior to any appointment.

**DUTIES** : Reporting directly to the Director-General and serving on the department's strategic management team, the successful candidate will lead a broad and critical portfolio spanning strategy, systems, people, communications, legal support, service delivery improvement, internal controls, and branch-wide resource management. He/she will: Be responsible for providing strategic and operational direction to the Branch; Manage and coordinate strategic planning and implementation systems; Leading the department's strategic Information Communications Technology support services; Providing entity oversight and interface services in support of the executive authority; Providing strategic and efficient support for Human Resource Management and Development, Labour Relations and Employee Wellness, Facilities and Security Management; Managing the provisioning of Legal services; Leading the development and review of Departmental policies; Developing innovative digital solutions; Ensuring organisational compliance with relevant policies and prescripts; Driving service delivery and transformation programmes; Overseeing office support, logistics and auxiliary services; Ensuring effective internal controls and risk management; Manage the budget and broader resources for the Branch.

**ENQUIRIES** : Ms A Dreyer Tel No: (012) 444 6543  
**APPLICATIONS** : email application: Recruitment31@tourism.gov.za