

**PROVINCIAL ADMINISTRATION: NORTH-WEST
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

APPLICATIONS

: Applications, quoting the relevant reference number, must be forwarded as follows:

The Directorate - Dr Kenneth Kaunda District Services: The District Director, Dr Kenneth Kaunda District Services, Potchefstroom Agricultural College, Potchefstroom, for attention of Ms C Hilderbrand Tel No: (018) 288 6685 or Email to dardrecruitment-DKK@nwpg.gov.za

The Directorate - Dr Ruth Segomotsi Mompoti District Services: The District Director, Dr Ruth Segomotsi Mompoti District Services, for attention of Ms. R. Ningisa, Tel No: (053) 928 0625 or hand deliver to Mini Garona Building Vryburg or Email to dardrecruitmentDRSM@nwpg.gov.za

The Directorate - Ngaka Modiri Molema District Services: The District Director, Ngaka Modiri Molema District Services Mmabatho, for attention of Ms. K. Mangwegape Tel No: (018) 384 0172 or hand deliver at Training Centre Building, Corner Ongkopotse Tiro & Moshweshwe Road, Mmabatho dardrecruitment-NMM@nwpg.gov.za

The Directorate - Bojana District Services: The District Director, Bojanala District Services Rustenburg, for attention of Mr. O.J. Dithole, Tel No: (014) 592 0262. or Email to dardrecruitment-BOJ@nwpg.gov.za

All posts for Mahikeng - Head Office, The Director Human Resource Management, Department of Agriculture and Rural Development, Directorate: Human Resource Management, for attention of Ms Keneilwe Modiegi or hand deliver at the Training Centre Building, Corner Ongkopotse Tiro & Moshweshwe Road, Mmabatho or Email to Dardrecruitment-HO@nwpg.gov.za

CLOSING DATE

: 03 July 2026

NOTE

: This Department is an equal opportunity and affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representativity will receive preference. Applications must be accompanied by improved Z83 Employment Form (81/971431) obtainable from any Public Service Department and accessible on the website, www.dpsa.gov.za. The improved Z83 Form must be fully completed in all areas signed and dated. Should the applicant use incorrect application form for employment (Z83), the application/s will not be considered for selection purposes (disqualified). The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV and ID copy as well as three contactable referees. Only shortlisted candidates will be required to submit certified documents on or before the day of the interviews. Non-RSA citizens/permanent resident permit holders must attach a copy of their permanent residence permit to their applications. Should you possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in the Application not being considered. All qualifications will be verified. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One shall be a practical exercise, and the other an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. No faxed or copied application will be considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. All appointments are subjected to personnel suitability checks (criminal record check, citizenship verification, financial/asset record checks, qualification /study verification and previous employment verification, reference checks and security vetting. SMS appointments are also subjected to SMS competency assessment as a DPSA requirement. All shortlisted candidates for SMS posts and positions with requisite skills will be subjected to a technical exercise that intends to test relevant technical elements of the job. Applicants who do not possess Nyukela Pre Entry

Certificate shall be considered for shortlisting and interviews but cannot be appointed before they successfully obtain pre-entry certificate. (SMS Pre Entry Programme) is offered by the National School of government, information can be accessed via this link: <http://www.thensg.gov.za>. The appointee to SMS post must be in possession of such, prior to taking up the post. The Department reserves the right not to make appointment for the advertised posts. The successful candidates will enter into an employment contract with the Department that will be reviewed based on performance.

MANAGEMENT ECHELON

POST 20/246 : **CHIEF DIRECTOR: CORPORATE SERVICES REF NO: NWDARD 01/06/26**

SALARY : R1 554 696 per annum (Level 14), all-inclusive salary package
CENTRE : Head Office – Mafikeng
REQUIREMENTS : An appropriate qualification (NQF Level 7) as recognised by SAQA in Public Administration/ Human Resources / Legal Services/ Communications/ Information Technology or equivalent qualification. A minimum of 5 years of experience at the Senior Management level. A valid driver’s license. In-depth knowledge and understanding of corporate services management in public service. Competencies: Strategic capability and leadership skills. Programme and project management skills. Financial management skills. Change management skills. Knowledge management skills. Service delivery innovation skills. Problem-solving and analysis skills. People management and empowerment skills. Client orientation and customer focus. Communication skills. Honesty and integrity. Networking and presentation skills. Computer skills. Excellent, in-depth knowledge of and insight into all applicable policy frameworks governing the public sector.

DUTIES : Oversee the rendering of Human Resource Management & Development Services within the Department. Manage the provision of strategic support and administration services. Oversee the legal support services of the Department. Oversee security compliance and transformation within the Department. Oversee the management of ICT and Knowledge management within the Department. Ensure departmental compliance to the PAIA and POPIA. Monitor Communications Services within the Department. Coordinate strategic planning cycle, strategic and business plans. Collate organizational performance reports quarterly and annually. Manage and provide support services to the entire department. Manage information by ensuring that all information in the department is secure/accessible/reliable and properly recorded. Minimize risk to the department by ensuring that controls for all internal processes are in place. Develop and implement efficient reporting systems to ensure optimal internal decision-making for management. Manage the departmental PMDS for Senior Management Services in line with the Annual Performance Plan and implementation plan as well as annual report. Provide financial and personnel leadership and ensure overall management and control of the Chief Directorate Corporate Services.

ENQUIRIES : Dr. H. Kekana Tel No: (018) 384 3134

POST 20/247 : **DIRECTOR: LEGAL SERVICES REF NO: NWDARD 02/06/26**

SALARY : R1 317 384 per annum (Level 13), all-inclusive salary package
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Grade 12/ Senior Certificate. An LLB Degree (NQF level 7) as recognised by SAQA. Five (5) years’ experience at middle/ Senior management level in Legal Services. Computer Literacy. A valid driver’s license. Knowledge: Sound and in-depth knowledge of relevant prescripts, application of Human Resources prescripts as well as understanding of the legislative framework governing Public Service such as Employment Equity Act, Skills Development Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Promotion of Administrative Justice Act, Promotion of Access to Information Act, Public Service Regulations and various Bargaining Council resolutions. Skills: Negotiation skills, Planning and Organizing, Time Management, Policy Analysis and Development, Good Communication skills, Group Dynamics, Diversity Management, Facilitation skills, Coordination skills, Knowledge Management skills. Competencies: Strategic Capability and Leadership, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Knowledge

<u>DUTIES</u>	: Management, Service delivery innovation, Problem Solving and analysis, Client orientation, Customer Focus and Communication. : Offer legal opinions and advices by advising MEC on appeals lodged against administrative decisions taken in terms of legislation guiding the department, studying and researching the case at hand to give an informed opinion, analysing and checking prospects of success, giving advice to proceed or not, liaising with experts on the relevant fields of law and advising on settlement to avoid unnecessary legal costs. Monitor Legal Contracts by scrutinizing agreements and comply with prescribed procedure for the conclusion of binding documents, identifying the intention of the contract and provide legal advice during conceptualization of the contract, conducting risk assessment to avoid unnecessary financial loss and litigation, consulting with staff and external parties involved in the contract, liaising with State Law Advisors on contracts and rendering regular workshops on contracts. Communicate with State Attorney on litigation matters involving the department by managing the investigation and compiling relevant documents to State Attorney, dealing with litigation on behalf of the department through the State Attorney, conducting research on case at hand to establish state liabilities, giving instructions to State Attorney during court proceedings, managing the investigation and compilation of evidence from Staff and Management, managing the cases referred to the State Attorney with regards to dates and ensuring court appearance by officials and avoid prescription, assisting State Attorney to prepare briefs to advocates where necessary and verifying correctness of the invoices for payment of the State Attorney. Ensure that there is sound labour stability and by providing support to Legal Services directorate and Corporate Management Services. Management of the directorate budget in accordance with the financial management prescripts.
<u>ENQUIRIES</u>	: Dr. H. Kekana Tel No: (018) 384 3134
<u>POST 20/248</u>	: <u>DIRECTOR: STRATEGIC MANAGEMENT REF NO: NWDARD 03/06/26</u>
<u>SALARY CENTRE REQUIREMENTS</u>	: R1 317 384 per annum (Level 13), all-inclusive salary package : Head Office – Mafikeng : Grade 12 certificate. A relevant (NQF level 7) qualification as recognized by SAQA in Public Management/Administration/Monitoring and Evaluation or equivalent recognised by SAQA. A minimum five (5) years' experience at middle/ Senior management level within Strategic Planning, Monitoring and Evaluation environment. Valid Drivers' License. Knowledge: Extensive appropriate strategic management, Public 308 policies and strategies. Public Finance Management Act (PFMA). Knowledge of Public Services Act, public services regulations and frameworks. Ability Conceptualise policy and apply it successfully. Knowledge of Research and policy coordination. Skills: High level of written and verbal communication with ability to make presentations. Services delivery innovative and management skills. Leadership and administrative skills. High level of proficiency in financial management as well as ability to hold himself/herself accountable. Proven computer literacy. Ability to interact professionally and effectively with diverse Stakeholders. Analytic skill and problem-solving skills. Have the ability to generate new idea and improve where circumstances require. Personal Attributes: Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion. Competencies: Strategic Capability and Leadership, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Service delivery innovation, Problem Solving and analysis, Client orientation, Customer Focus and Communication.
<u>DUTIES</u>	: Develop and manage the implementation of Departmental policies, strategic guidelines, directives and procedures with regards to performance information. Facilitate and coordinate operational and strategic planning processes. Manage the monitoring processes. Formulate and manage the component budget against its strategic objective. Ensure effective people management and empowerment in the Directorate. Manage the evaluation processes. Manage Departmental Research and evaluation plan. Commission research and evaluation studies in the Department. Oversee the Conducting of research

in the Department. Manage personnel of the Directorate and provide effective guidance on implementation of Government policies and regulations.
Dr. H. Kekana Tel No: (018) 384 3134

ENQUIRIES

OTHER POSTS

POST 20/249

STATE VETERINARIAN REF NO: NWDARD 04/06/26 (X9 POSTS)

SALARY CENTRE

R932 292 per annum (Level 11), (all-inclusive remuneration package)
Ratlou, Naledi, Molopo
Lekwa-Teemane
GreaterTaung
Moses kotane
Kgetleng
Potchefstroom
Maquassi Hills State Veterinary Office

REQUIREMENTS

An appropriate NQF 8 BVSc/BVMCh Degree as recognize by the SAQA. Compulsory registration with south African Veterinary Council. One-to-two-year post qualification experience. Understanding of the application of the Animal Diseases Act (Act 35 of 1984). An understanding of the Meat Safety Act (Act 40 of 2000). A good understanding of the Import and Export facilitation protocols. Understanding of the Animal Disease Eradication Schemes of South Africa (TB and CA Schemes). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy, Financial Management, Statistical, Research, Analytical, Communication and interpretation skills. Valid driver' s license.

DUTIES

To provide risk assessment of potential hazardous situations in area that involve Animal Health. Managing and Co-ordinating the Brucellosis Scheme in the State Veterinary area. Assessing the prevalence of TB in the area and instituting the necessary control measures. Participating in the Departmental Primary Animal Health Care (PAHC) project through providing necessary secondary intervention function. Conducting risk assessment on all commodities that are destined for export. Ensure compliance of all imported commodities arriving in the State Veterinary area. Inspecting and registering all facilities that intend to export commodities out of South Africa. Preparing the State Veterinary office operational budget requirements and inputs into the Regional MTEF budgets. Preparing the work statistics and data management. Participating in the compilation of personnel work plans and evaluation of personnel performance in a State Veterinary office (PMDS). Reporting to line function manager.

ENQUIRIES

Dr LS Madyibi Tel No: (018) 389 - 5102/5057

POST 20/250

STATE VETERINARIAN - VETERINARY LABORATORY REF NO: NWDARD 13/06/26 (X2 POSTS)

SALARY CENTRE

R932 292 per annum (Level 11), (all-inclusive remuneration package)
Vryburg and Potchefstroom Veterinary Laboratory

REQUIREMENTS

An appropriate NQF 8 BVSc/BVMCh Degree as recognize by the SAQA. Compulsory registration with south African Veterinary Council. One-to-two-year post qualification experience. Understanding of the application of the Animal Diseases Act (Act 35 of 1984). An understanding of the Meat Safety Act (Act 40 of 2000). A good understanding of the Import and Export facilitation protocols. Understanding of the Animal Disease Eradication Schemes of South Africa (TB and CA Schemes). A good knowledge and understanding of the Departmental Flagship Projects and action support needed thereof. Computer literacy, Financial Management, Statistical, Research, Analytical, Communication and interpretation skills. Valid driver' s license.

DUTIES

Sampling coordination. Provide professional guidance to clients when submitting samples and requesting laboratory services. Laboratory investigations of diagnostic samples and conducting of necropsies, and professional guidance to laboratory analysis on types and methods of tests to be carried out. Write test reports with professional recommendations. Know disease conditions of the province and provide guidance to peers. Conduct on-farm investigations of disease outbreaks and unusual or inconclusive laboratory cases. Conduct extension work. Implement the technical requirements of ISO 17025. Participate in all accreditation work. Implement OHS at section level *Manage and control subordinates' key performance

areas in accordance with departmental policies. Compile reports and report to management.

ENQUIRIES : Dr LS Madyibi, Tel No: (018) 389 - 5102

POST 20/251 : **CONTROL ANIMAL HEALTH TECHNICIAN REF NO: NWDARD 14/06/26 (X3 POSTS)**

SALARY : R605 742 per annum (Level 10)
CENTRE : Bojanala, Ngaka Modiri Molema and Veterinary Trade: Head Office
REQUIREMENTS : A Bachelor's Degree in Animal Health / National Diploma or equivalent. Registration with the South African Veterinary Council (SAVC). Minimum of 6 year's hands on experience Supervisor experience will be an added advantage. Computer literacy. Good understanding of the Animal Disease Act 35 of 1984. Must possess a certificate for TB and CA course. Valid drivers' license.

DUTIES : Supervise implementation of vaccination programs on Controlled Diseases according to the Animal Disease Act. Supervise the activities of Primary Animal Health Care. Supervise the organisation and implementation of community clinics. Supervise conduction National and Provincial Survey of prescribed diseases in the North West province. Supervise implementation of the Brucellosis and Tuberculosis Eradication Schemes in the North West Province. Participate in the movement of buffaloes within and in or out of the North West Province. Reporting to line function manager. Implement Performance Management Development System for subordinates.

ENQUIRIES : Dr LS Madyibi Tel No: (018) 384 3123

OFFICE OF THE PREMIER

APPLICATIONS : Applications must be submitted online, or hand delivered at the Directorate of Human Resource Management, Second Floor, Ga-rona Building, Mmabatho.

CLOSING DATE : 29 June 2026 at 16H00 (walk-in and online), late application will not be considered.

NOTE : All attachments for online applications including the Z83 and CV must be one document in PDF, indicating the correct job title and the reference number of the post on the subject line of your e-mail. Use the correct e-mail address associated with the post. Failure to do so, your application will be disqualified. All applications must indicate the correct reference number. The Office of the Premier is an equal employment opportunity and affirmative action employer, and it is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability. In terms of the Employment Equity Plan for the Office, preference will be given to Persons with Disabilities, Youth, and Females for all these positions. Applications must be submitted on the approved Z83 form (81/971431) obtainable from any Public Service Department or on the DPSA website, www.dpsa.gov.za, which must be completed in such a manner that provide sufficient information about your candidature and the post applied for by completing all relevant fields. The declaration must be signed and initials in the second page are not mandatory. The Office reserves the right to introduce further objective criteria or post requirements for shortlisting should such a need arise. Should the applicant/s use incorrect application form for employment (Z83), or not compliant with the notes, the application applicant/s will not be considered for selection purposes(disqualified). The Z83 must be accompanied by detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees. Subject of relevant qualification/s should be mentioned in the CV. Part A must be fully completed. Part B, C and D questions of the Z83 may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for. Part E, F and G do not need to be completed if the CV has been attached and provides the required information, However, the question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants are not required to submit copies of qualifications and other relevant documents on application. The communication from the HR Directorate regarding the requirements for certified documents will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following communication from HR. Failure to submit the requested documents will result in your application

not being considered. 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. Appointment into SMS positions will be made only upon submission of the SMS pre-entry programme (Nyukela) certificate. Suitable SMS candidate/identified by the selection panel will be required to undergo competency assessment prior to being appointed. Incomplete Z83 and late applications will not be considered. Communication will be limited to shortlisted candidates only. Successful candidates for the advertised positions will be required to undergo personnel suitability checks, which include criminal records, citizenship, financial checks, qualifications, and previous employment (Reference checks). It is the responsibility of the applicant to make sure that the South African Qualifications Authority evaluates foreign qualifications, and the evaluation certificate will be required on or before the day of the interview following communication from HR. If you do not hear from the Office, three months from the date of the advertisement, consider your application unsuccessful. The Office reserves the right not to make an appointment following this advertisement for any reason.

OTHER POSTS

POST 20/252 : **DEPUTY DIRECTOR: DIRECTOR-GENERAL SUPPORT REF NO: NWP/OOP/2026/21**

Job Purpose: Coordinate the Provision of Administrative Support Services to the Director-General's office.

SALARY CENTRE REQUIREMENTS

: R932 292 per annum (Level 11), (all-inclusive package)
 : Mmabatho
 : Three-year tertiary qualification in Public Administration/Public Management and/or equivalent qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits). 6 years' experience in Office administration of which 3 years should be in Office administration of which 3 years should be in Assistant Director level. Knowledge, Skills and Competencies: Knowledge and understanding of Government policies; Knowledge of computer, Basic knowledge of financial administration, Good telephone etiquette, Good communication skills, Problem solving skills. Research Skills. Computer literacy. Self-management, Ability to act tact and to do research and analyse documents and situations. Ability to work under pressure.

DUTIES

: Coordination of administrative support to the Director-General. Coordination of secretariat support to the Director General meetings. Coordination of liaison with all spheres of government on provincial administration issues. Management of administrative activities in the Office of the Director-General. Write reports. Provide secretariat services to senior and executive management meetings.

ENQUIRIES APPLICATIONS

: Ms. M Melokwe Tel No: (018) 388 3040
 : e-mail: ooprecruitment1@nwpg.gov.za

POST 20/253 : **ASSISTANT DIRECTOR: STRATEGIC PLANNING AND TRANSFORMATION REF NO: NWP/OOP/2026/22**

Job Purpose: To facilitate and coordinate the implementation of transformation/special programmes in the departmental strategies and implementation plans. Facilitate organizational change management to achieve measurable results.

SALARY CENTRE REQUIREMENTS

: R487 197 per annum (Level 09)
 : Mmabatho
 : As a minimum, a National Diploma / Degree in Public Management/Public Administration/Social Sciences or Equivalent. 3-5 relevant experience in the co-ordination of Special Programmes and Strategic Planning Programmes of which 2 years must be at supervisory level. Knowledge and understanding of Departmental processes, Strategic Planning and Special Programmes environment. A valid driver's license. Knowledge, Skills and Competencies: Sound and in-depth knowledge of relevant prescripts, understanding of legislative frameworks, policies and strategies on Strategic Planning and Transformation: UN Treaties, Government Planning and Transformation Policies, Employment Equity Act, Skills Development Act, Preferential

- Procurement Act, Basic Conditions of Employment Act, Labour Relations Act, Public Service Act, Public service regulations and Management of human and financial resources. Analytical, critical & innovative thinking, Presentation and Facilitation, Presentation and facilitation, Report writing, Leadership, Project Management, Conflict Management, Financial and Strategic Management, Policy analysis implementation.
- DUTIES** : Ensure departmental compliance to national and provincial legislation and policies. Develop plans, initiate projects and support the implementation of the Strategic Planning & Special Programmes (Women empowerment, rights of Persons with Disability, Older Persons, Military Veterans as well as Youth Development), in the department. Co-ordinate the activities/events and liaise with the stakeholders at various levels. Provide support and assist with monitoring the functionality of the various Forums, Structures and Clusters as well as ensuring effective implementation of Programmes of all related policies and other relevant legislations at provincial and district level. Co-ordinate the workshops/training and capacity building programmes for various Forums and Structures of the Department. Compile monthly, quarterly and annual reports on the Departmental Performance of the Strategic and Special Programmes activities. Ensure effective management of departmental assets and finances in accordance with the PFMA. Overall supervision and management of staff.
- ENQUIRIES APPLICATIONS** : Ms. S Kubeka Tel No: (018) 388 5815
: e-mail: ooprecruitment2@nwpg.gov.za
- POST 20/254** : **ASSISTANT DIRECTOR: PLANNING & RESEARCH: PROVINCIAL COUNCIL ON AIDS REF NO: NWP/OOP/2026/23**
Re-advert.
Job Purpose: To coordinate multi-sectoral planning and research on matters related to HIV, STI'S and TB
- SALARY CENTRE REQUIREMENTS** : R487 197 per annum (Level 09)
: Mmabatho
: Three - year tertiary qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits) 3 years' experience applicable in the relevant field of which 2 must be at supervisory level. A Valid driver's license. Knowledge, Skills & Competencies: Knowledge of Research Methodology, M & E Frameworks and assessment tools. Knowledge of database management, Knowledge of HIV Strategies, legislation & policy frameworks, Knowledge of South African and Provincial environment with regard to HIV & AIDS. Knowledge of project management. Knowledge of financial management. Knowledge of the Public Service Legislative Framework. Computer literacy skills in Excel, Word, PowerPoint and Reporting skills.
- DUTIES** : Facilitate HIV, STI'S and TB research matters; establish multi-sectoral HIV and AIDS research coordinating mechanism and a Provincial Research agenda. Provide relevant input on HIV, STIs and TB research matters. Facilitate the research database in collaboration with the Provincial Research Directorate. Participate in the Provincial Research Forum. Manage circulation of information about any new research done in the province in relation to HIV, STIs and TB related matters. Develop Provincial Strategic Planning (PSP); Participate in the drafting of PSP and consultation process. Liaise Sub-Branch: Integrate Planning and SALGA during the development of PSP. Compile reports on consultation conducted with stakeholder. Consolidate inputs to the draft PSP. Facilitate the printing of the signed PSP. Participate in the distribution of printed PSP. Present the PSP to the Local and District AIDS councils. Provide support and guidance to government departments, NGO's, Businesses and Labour Organisations during the development of HIV, STI's and TB operational plans and facilitate the development of operational plans for Civil Society Sectors.
- ENQUIRIES APPLICATIONS** : MS. SM Mokgothu Tel No: (018) 388 5096
: e-mail to: ooprecruitment3@nwpg.gov.za
- POST 20/255** : **OFFICE MANAGER: DDG: ADMINISTRATION REF NO: NWP/OOP/2026/24**
Re-advert.
Job Purpose: To manage the office of the Deputy Director General Administration.
- SALARY CENTRE** : R487 197 per annum (Level 09)
: Mmabatho

<u>REQUIREMENTS</u>	:	Three -year tertiary qualification in office administration / secretarial studies at NQF level 6 or any other relevant and equivalent qualifications as recognized by SAQA. 3 years' experience as a secretary or administration officer. Knowledge, Skills and Competencies: Basic knowledge of Batho Pele Principles, Public Finance Management Act, Public Service Act, Knowledge and understanding of Public Service Policies and Procedures, Good communication (verbal and written), Good telephone etiquette, Problem solving, Report writing, Customer care, Computer literate, Basic knowledge of financial administration , Sound organizational and managerial skills. Ability to act with tact and discretion. Willingness to work extended hours.
<u>DUTIES</u>	:	Provide administrative support to the office of the Deputy Director General. Provide secretarial services to the Deputy Director General's meetings. Manage the Deputy Director General's Schedule/ Itinerary. Co-ordinate Deputy Director General's meetings. Ensure effective and professional liaison within the Branch, Clients Departments and stakeholders. Perform any other ad hoc services relevant to the office of the Deputy Director General.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms B Mofokeng Tel No: (018) 388 1593/5502
<u>APPLICATIONS</u>	:	e-mail to: ooprecruitment3@nwpg.gov.za
<u>POST 20/256</u>	:	<u>REPORTER REF NO: NWP/OOP/2026/25</u> Job Purpose: To inform and report effectively and efficiently to communities about programmes, activities and policies of government.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R413 001 per annum (Level 08) Mmabatho
<u>REQUIREMENTS</u>	:	Three-year tertiary qualification in Journalism, Communication, Media studies at NQF level 6 and/ or related field. 2 years' experience in Journalism, reporting or corporate communication of which 1 year should be at supervisory level. Valid Driver's License. Knowledge, Skills and Competencies: Strategic Planning thinking and planning, strong interpersonal engagement skills, Attention to details and high level of professionalism, Integrity, reliability and commitment to public service. Computer Literacy, Print and social media current affairs awareness. Journalistic writing skills, Investigative and reporting skills News gathering and interview skills.
<u>DUTIES</u>	:	Research, write, and produce high-quality news articles, feature stories, speeches, and media content for print, digital, and broadcast platforms. Cover government programmes, events, and community engagements across the province. Provide accurate, timely, and compelling reporting on the work of the Premier and the Provincial Government. Develop and maintain strong relationships with media houses and stakeholders. Contribute to content development for newsletters, websites, and social media platforms. Monitor media coverage and compile reports, including analysis of public sentiment. Support crisis communication and rapid response messaging when required. Ensure all communication aligns with government policies, protocols, and branding guidelines.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. O Bogatsu/ Mr. I Mokaila Tel No: (018) 388 4969/ 5828
<u>APPLICATIONS</u>	:	e-mail to: ooprecruitment4@nwpg.gov.za
<u>POST 20/257</u>	:	<u>SENIOR EMPLOYEE HEALTH & WELLNESS PRACTITIONER REF NO: NWP/OOP/2026/26</u> Job Purpose: To implement Employee Health and Wellness pillar programmes in the office of the Premier.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R413 001 per annum (Level 08) Mmabatho
<u>REQUIREMENTS</u>	:	Three- year tertiary qualification in Social Work or Psychology at NQF level 6 and/or equivalent qualification (NQF level and credits). Registration with South African Council of Social Service Professions (SACSSP) as Social Worker or Health Professions Council of South Africa (HPCSA) as Registered Counsellor. 2 years' relevant experience in employee health and wellness of which 1 year should be at supervisory level. A valid driver's licence. Knowledge, Skills and Competencies: Knowledge of Employee Health and Wellness Strategy for the Public Service, and all its related Policies. Knowledge of OHS Act. Knowledge of NSP on HIV and AIDS 2023-2028. Counselling skills, problem solving and Decision-making Skills, knowledge of computer, Interpersonal relationship, conflict resolution, project management, policy implementation, co-ordination and ability to chair a meeting. verbal and written communication skills,

		presentation skills. Planning and organizing skills. Analytical and facilitation skills, team player.
<u>DUTIES</u>	:	Implement and ensure compliance with policies and standards that regulate EHW and report on them. Management of HIV & AIDS/TB in the office. Provide support on Wellness management aspects. Provide Health and Productivity management services to OOP employees. Provide support on Sports and Recreation Management. Manage Bereavement and Workplace Violence including Gender Based Violence. Manage the effective functioning of the EHW Committee. Marketing the role of the EHW. Conduct needs assessment, Manage the infected and affected employees regarding health and wellness matters. Provide treatment and care support mechanisms. Render direct EHW services to employees of the office. Consult and train relevant stakeholders on EHW procedures. Conduct diagnostic assessments, short-term interventions, referral and follow-up services.
<u>ENQUIRIES</u>	:	Ms. BC Maseng Tel No: (018) 388 3440
<u>APPLICATIONS</u>	:	e-mail to: ooprecruitment5@nwpg.gov.za
<u>POST 20/258</u>	:	<u>SENIOR STATE ACCOUNTANT REF NO: NWP/OOP/2026/27</u> Job Purpose: To implement Management Accounting systems and procedures in the Office of the Premier.
<u>SALARY</u>	:	R413 001 per annum (Level 08)
<u>CENTRE</u>	:	Mahikeng
<u>REQUIREMENTS</u>	:	Three-year tertiary qualification in Financial Management or Accounting at NQF level 6 and/or equivalent qualifications (NQF Level and Credits). 2 experience in Financial Management and Accounting of which 1 year should be at supervisory level. Knowledge, Skills & Competencies: Public Finance Management Act; Public Service Regulations; Treasury Regulations. Basic Accounting systems; experience in cash flow, budgeting and expenditure control. Computer literacy skills (Excel, Word, PowerPoint); Communication skills (written and verbal).
<u>DUTIES</u>	:	Consolidate, check, collect and prepare financial support information for completion of the budgeting (MTEF) and planning purposes. Prepare requests for roll-over, virements/ shift processes, Adjustment budget estimates, monthly forecasting and produce adjusted cash flow. Coordinate management and monitoring of budget revenue and expenditure trends. Authorization of journals and the provision of revenue services.
<u>ENQUIRIES</u>	:	Mr. N Rapoo Tel No: (018) 388- 2516
<u>APPLICATIONS</u>	:	e-mail to: ooprecruitment6@nwpg.gov.za
<u>POST 20/259</u>	:	<u>SENIOR COMMUNICATION OFFICER: BRANDING AND MARKETING REF NO: NWP/OOP/2026/28</u> Re-Advert. Job Purpose: Provide an effective Marketing and branding Corporate Communication Strategy.
<u>SALARY</u>	:	R413 001 per annum (Level 08)
<u>CENTRE</u>	:	Mahikeng
<u>REQUIREMENTS</u>	:	Three-year tertiary qualification in corporate communication, public management at NQF level 6 and/or equivalent qualifications (NQF Level and Credits). 2 experiences in Communications/ Corporate Branding and Marketing 1 year should be at supervisory level. Computer literary in MS Word, MS Excel and PowerPoint. Valid Drivers 'license. The Incumbent must be willing to travel. A certificate in graphic design and relevant experience as layout artist and web development will be added advantage. Knowledge, Skills & Competencies: Knowledge of Corporate communication and marketing, good communication skills, Report writing skills, facilitate skills, Coordinate skills, Conflict resolution, problem solving, project management skills, Leadership and presentation, Interpret and innovative thinking and Research skills.
<u>DUTIES</u>	:	Implement an effective Marketing and branding Strategy. Coordinate Website content, update internal notice boards, Coordinate internal events. Develop marketing flyers, Posters etc. Coordinate Website Content. Arrange Website Content Management Forum quarterly meetings, Communicate organization's activities, products and/or services. Enhance the reputation of the North West Government Corporate brand: Ensure that district offices are well branded, Coordinate the process of procuring branding, business cards, corporate gifts,

calendars and diaries, Implement concepts and projects plans, Write a well-researched articles for Corporate Communication Marketing materials and Publications, Attend and presents Communication plans during events plenary meetings, Develop branding plans, Regular/constant interaction with government clients, stakeholders, etc. Arrange exhibition and branding materials during outreach programme and events, Distribute information products during public events, Generate reports/ action plans after public meetings, Provide districts with branding and marketing support.

ENQUIRIES : Mr Isaac Mokaila Tel No: (018) 388- 5828
APPLICATIONS : e-mail to: ooprecruitment7@nwpg.gov.za

POST 20/260 : **PERSONAL ASSISTANT: DDG: ADMINISTRATION REF NO: NWP/OOP/2026/29**
 Re-advert.
 Job Purpose: To render a secretariat support service to the Deputy Director General.

SALARY : R338 106 per annum (Level 07)
CENTRE : Mmabatho
REQUIREMENTS : Three-year tertiary qualification in management assistant/ secretarial studies at NQF level 6 or any other relevant and equivalent qualifications as recognized by SAQA. 2 years' experience applicable to the relevant discipline. Knowledge, Skills and Competencies: Knowledge of Prescripts / Policies. Good Communication (verbal and written), excellent customer relations, good telephone etiquette, computer literate, problem solving, report writing and interpersonal skills. Must have the ability to take initiatives, work independently and under pressure. Basic financial administration.

DUTIES : Provides secretarial and receptionist support services in the Office of the Deputy Director General. Manage the DDG's schedule of appointments and meetings. Render general administrative support services. Provides support to the DDG regarding meetings. Manage DDG's office budget. Manage the DDG's travel arrangements and handle all correspondence. Keep abreast with of legislative prescripts/ policies & procedures applicable to the work terrain. Financial tasks: This can include managing the Office's expenses and keeping track of budgets.

ENQUIRIES : Ms B Mofokeng Tel No: (018) 388 1593/5502
APPLICATIONS : e-mail to: ooprecruitment8@nwpg.gov.za

POST 20/261 : **DISTRICT COORDINATOR: PROVINCIAL COUNCIL ON AIDS REF NO: NWP/OOP/2026/30**
 Re-Advert.
 Job Purpose: To Coordinate and Monitor the Implementation of the District Multi-Sectoral Implementation Plan (PIP) on HIV, TB and STIs

SALARY : R338 106 per annum (Level 07)
CENTRE : Bojanala District
REQUIREMENTS : Three - year appropriate tertiary qualification at NQF level 6 and/ or equivalent qualifications (NQF level and credits). 2 years' applicable experience in the relevant field. A Valid driver's license. Knowledge, Skills & Competencies: Knowledge of database management, Knowledge of HIV Strategies, legislation & policy frameworks, Knowledge of South African and Provincial environment with regard to HIV & AIDS. Knowledge of the Public Service Legislative Framework. Computer literacy skills in Excel, Word, PowerPoint and Reporting skills.

DUTIES : Mobilise and coordinate stakeholders for multi-sectoral response to HIV, TB and STIs; Strengthen public-private partnership For Implementation of the Multi-Sectoral District Implementation Plan on HIV, TB and STIs; Provide secretariat services to the District AIDS Council; Monitor Implementation of the multi-sectoral District Plan and interventions on HIV, TB and STIs; Support and monitor the Civil Society Participation in the Multi-sectoral response to HIV, TB and STIs; Coordinate the Implementation of the Multi Sectoral District Implementation Plan.

ENQUIRIES : Ms. S.M Mokgothu Tel No: (018) 388 5096
APPLICATIONS : e-mail to: ooprecruitment9@nwpg.gov.za

POST 20/262 : **SECRETARY: PROVINCIAL HUMAN RESOURCE DEVELOPMENT REF NO: NWP/OOP/2026/31**

Job Purpose: To provide secretarial services to the Director of Provincial Human Resources Development.

SALARY CENTRE REQUIREMENTS : R237 453 per annum (Level 05)
: Mmabatho

Grade 12 and/ or equivalent qualification as recognised by SAQA. Knowledge, Skills and Competencies: Understanding of government procurement procedures, Secretariat and administrative work, organisational knowledge and understanding and Computer application knowledge. Administrative and organisational skills, Document /record management, Oral and written communication skills, Procurement of goods and services, typing, bookkeeping and filing skills and Time management.

DUTIES : Provides Secretariat support services to the Director; Incoming mail received, recorded manually and filed within 1 day, Outgoing mail recorded, filed and dispatched within 1 day and manage the diary of the Director by updating Director's diary every day and send email as reminder to Director. Provide clerical support services to the Director; Manage meeting logistics by sending out meeting schedules, quarterly locate and book venues within 2 weeks, send out invitations before the meeting and take minutes of meetings and distribute minutes within 1 week of meeting for input. Provide support to the Director regarding meetings, arrange accommodation for the Director, Complete S&T claims for the Director, manage the reception area and procurement of goods and services in the Directorate. Draft the Director's weekly plan every Friday.

ENQUIRIES APPLICATIONS : Ms. T.E Tihale Tel No: (018) 388 1076
: e-mail: ooprecruitment10@nwpg.gov.za

POST 20/263 : **ADMINISTRATIVE CLERK: BURSARIES, LEARNERSHIP AND INTERNSHIPS PROGRAMMES REF NO: NWP/OOP/2026/32**

Job Purpose: To Implement Provincial Bursary policy; International Scholarships; Learnerships and Internship programmes.

SALARY CENTRE REQUIREMENTS : R237 453 per annum (Level 05)
: Mmabatho

Grade 12 and/or equivalent qualification as recognised by SAQA. Knowledge, Skills and Competencies: Knowledge of Provincial Bursary Policy, Management of human resources, Management of human and financial resources, Quality of work, Acceptance of responsibility, Knowledge on bursary administration and scholarships programmes, Good communication and report writing skills, Administrative and clerical procedures such managing files and records, designing forms, & others, Understanding of the Public Service Regulations, Constitution of the Republic of South Africa, The Public Service Act, 1994; Batho Pele principles; Labour Relations Act; NDP; The (PFMA) Public Financial Management Act; Employment Equity Act; Skills Development Act; Performance Management & Development System; Skills Development Levy Act. Good communication skills; Report writing skills; Planning, control and organising; Conflict resolution; Problem-solving skills; Project management; Leadership and Presentation, Analytical and innovative thinking; Computer literacy, Time management - Technical skills - Interpersonal - Flexibility; Computer knowledge and application.

DUTIES : Implement the Provincial Bursary Policy. Coordinate International Scholarships Programmes. Compile quarterly /annual reports, coordinate Learnership / apprentices programme. Assess/analyse bursars' academic performance through interpretation of results and provide feedback. Provide student support services. Compile bursary payments reconciliation reports.

ENQUIRIES APPLICATIONS : Ms. T.E Tihale Tel No: (018) 388 1076
: e-mail: ooprecruitment11@nwpg.gov.za

DEPARTMENT OF PUBLIC WORKS AND ROADS

This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representatively (race, gender and disability) e.g. White, Indian, Coloured, African, in terms of equity plan preference will be given to Disabilities, Youth, Females in the Department through the filling of posts.

People with disability are encouraged to apply. The candidates whose promotion/appointment will promote representatively will receive preference.

- APPLICATIONS** : All Applications must be Submitted Online, or Hand Delivered or Courier to Registry Office No. Old Industrial Site, Waterfall Avenue, Rustenburg. The District Manager, Department of Public Works and Roads, Private Bag X82063, Rustenburg, 0300. Use the correct E-mail: DPWRBOJANALAREcruit@nwpg.gov.za For Attention: Acting Corporate Manager – Mr. T.L. Kojane.
All Applications must be Submitted Online or Hand Delivered or Courier To Registry Office no. 133, Ground Floor, East Wing - Old Parliament Building Complex, Modiri Molema Road, Mmabatho, Addressed to: Human Resource Manager, Private Bag X2080, Mmabatho, 2735. For Attention: HRM Recruitment Unit - Mr. M.E Khauoe.
- CLOSING DATE** : 29 June 2026, All Handed/Courier/E-mailed Applications must have reached the Department by 16h30 pm Walk-in and E-mail After (00h00 Mid-night) online will, as a rule will not be accepted.
- NOTE** : On the subject line of your E-mail, indicate the correct name of the post and the reference number also use the correct e-mail. All attachments for online submission must include the Z83 Form and Updated Curriculum Vitae Only be in PDF Format, also as One Document. Failure to do so, your application will be disqualified. Compliance: Compliance: It is compulsory to fill all fields on the New Amended Z83 Form (81/971431) as prescribed with effect 01 January 2021, part of declaration must be signed, dated and initialed only on the first page. The Form is obtainable at any Public Service Departments and DPSA Website, www.dpsa.gov.za. Part A the applicant(s) must indicate the correct advertised Post name, Reference number and Centre. The Z83 Form must be accompanied by a recently updated Curriculum Vitae with full personal details, qualifications current and previous experience must be listed in date's order, with relevant requirements of the post including three (3) names of contactable referees. Part B, C and D applicant must provide sufficient information relevant to the post applying for. Parts B, C and E fields for date of birth, work permit, business interest and preferred language, current study can be left blank if they don't apply to you. Part E, F and G may not be fill if your CV already has the updated information. Applicant can skip experience section, but Part F is compulsory to be completed if you are seeking re-employment into the Public Service. Please note: It is a responsibility of a Person in possession of a foreign qualification to furnish the Department with an evaluation certificate from South African Qualifications Authority (SAQA) only when shortlisted. Only shortlisted candidate(s) for post will be required to submit certified documents on or before the day of the interview. NB: Senior Management Pre-entry Programme Certificate: No applicant shall be recommended for appointment without producing a Certificate of completion (Nyukela) as a mandatory requirement obtainable via this link: <https://www.thensg.gov.za>, offered by the National School of Government. Failure to submit the requested information will result not being considered. Applications received after the closing date will, as a rule not be accepted. It will be expected of candidates to be available for interview process on a date, time and place as determined by the Department. Applicant(s) previous background/reference checks will be verified through contactable referees. Shortlisted candidate(s) will be required to undergo personnel suitability checks, which include criminal records, citizenship, financial credits, asset records, qualifications verification and vetting. Note: All shortlisted candidates, including the SMS Levels, shall undertake two (2) pre-entry assessments and one (1) will be a practical exercise including an integrity (ethical conduct) assessment, according to the mandated DPSA directive. The successful candidate will enter into an annual performance agreement. The candidate annually will be requested to disclose his/her financial interest. The Department reserves the right not to make appointment. Applicant requiring additional information regarding advertised post must direct their enquiries to the relevant person indicated. NB: Communication and Correspondence will be limited to short-listed candidates only. If you have not heard from us within six (6) months after the closing date, please accept that your application has been unsuccessful.

OTHER POSTS

POST 20/264 : **CHIEF ENGINEER (CIVIL-PAVEMENT, TRANSPORT AND MATERIALS)**
GRADE A REF NO: H/O 01/2026 (X3 POSTS)

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in Civil Engineering [B Eng/ BSc (Eng)]. Six (6) years post qualification technical experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Management information knowledge. Engineering Professional Act. National Land Transport Act. Extensive knowledge of TMH and TRH Manuals and other industry specific manuals. Skills – Programme and project management. Engineering legal and operational compliance. Engineering operational communication. Process Knowledge and skills. Maintenance skills and knowledge. Engineering Design and analysis knowledge. Research and development. Knowledge of civil engineering (Pavement, Traffic and Transport unit) project design and analysis, legal and operational compliance as well as the creation of a high-performance culture. Applicable legislation and prescripts in the Civil and Construction industries. Skills: Computer aided engineering application. Creating High performance culture. Engineering and Professional judgement. Attributes – Decisive, Credible, Flexible, Quality-oriented, Decision making, Team leadership. Negotiation skills. Programme and project management skills. Technical Report writing skills. Ability to work under pressure.

DUTIES : Perform final review and approvals or audits on new engineering designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Pioneering of new engineering services and management methods. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives. Provide technical consulting services for the operation on engineering related matters to minimize possible engineering risks. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage subordinates' key performance areas by setting and monitoring performance standards. Ensure training and development of production engineers, technicians, technologists and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and codes of practice.

ENQUIRIES : Mr. S. Diko Tel No: (018) 388 1395
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/265 : **CHIEF CONSTRUCTION PROJECT MANAGER - GRADE A REF NO: H/O**
02/2026 (X1 POST)

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus National Higher Diploma / Bachelor's Degree in Civil Engineering or equivalent qualification in the built environment. Six (6) years post-qualification project management experience in construction required, preferably with experience in road construction. Professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) as Professional Construction Project Manager is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Understanding of the following acts: The Public Finance Management Act, Construction Industry Development Board Act, Government Immovable Asset Management Act, Occupational Health and Safety Act, Construction Regulations as well as Building Regulations and Environmental Conservation Act. Knowledge and understanding of the Government Procurement System. Good planning,

		financial and budget skills. Sound analytical and good written and verbal communication skills. Extensive understanding of the NEC, JBCC and GCC form of contract. Knowledge of programme and project management, project design and analysis, legal and operational compliance as well as the creation of a high-performance culture. Applicable legislation and prescripts in the Project Management field, Civil and Construction industries. Skills: Communication skills, problem-solving and analysis skills, Decision making and conflict management skills, Research and development, Strategic capability and leadership, financial management and computer skills, Negotiation skills. Programme and project management skills. Technical Report writing skills. Ability to work under pressure.
<u>DUTIES</u>	:	Perform final review and approvals or audits on project designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Maintain project operational effectiveness. Manage the execution of project management strategy through the provision of appropriate structures, systems and resources. Set project standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services. Ensure that construction projects are implemented in line with the NHBR requirements and standards. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management. Allocate, monitor and control resources. Provide technical consulting services for the operation of project related matters to minimize possible project risks. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. S. Diko Tel No: (018) 388 1395
	:	e-mail to: DPWRHORrecruit5@nwpg.gov.za
<u>POST 20/266</u>	:	<u>CHIEF ENGINEER GRADE A- INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 03/2026 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 317 108 per annum, (OSD)
	:	Head Office-Mahikeng
	:	Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in (B Eng/ BSC (Eng) or relevant qualification. Six years' qualification experience required as a registered professional Engineer. Compulsory registration with ECSA as a Professional Engineer. Valid driver's license. Knowledge: Knowledge of Programme and project management engineering, legal and operational Compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Engineering design and analysis knowledge Research and development. Computer-aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgment. Skills: Strategic capability and leadership. Problem solving and analysis Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication. Computer skills. People Management. Planning and organizing. Conflict management. Negotiation skills. Change Management. Problem solving and analytical thinking.
<u>DUTIES</u>	:	Perform final review and approvals or audits on new engineering designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements. Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering

services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/267 : **CHIEF ENGINEER GRADE A – INFRASTRUCTURE PROJECT MONITORING REF NO: H/O 04/2026 (X1 POST)**

SALARY : R1 317 108 per annum, (OSD)
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus Bachelor's Degree in (B Eng/ BSC (Eng) or relevant qualification. Six years' qualification experience required as a registered professional Engineer. Compulsory registration with ECSA as a Professional Engineer. A Valid driver's license. Knowledge: Knowledge of Programme and project management engineering, legal and operational Compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Engineering design and analysis knowledge Research and development. Computer-aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgment. Skills: Strategic capability and leadership. Problem solving and analysis Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication. Computer skills. People Management. Planning and organising. Conflict management. Negotiation skills. Change Management, Problem solving and analytical thinking.

DUTIES : Perform final review and approvals or audits on new engineering designs according to design principles or theory. Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements. Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/268 : **CHIEF TOWN AND REGIONAL PLANNER - GRADE A REF NO: H/O 05/2026 (X1 POST)**

SALARY : R1 143 468 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience National Senior Certificate plus Bachelor's Degree in Urban/Town/City and Regional planning or equivalent qualification. Six (6) years post-qualification experience in the Town and Regional Planning. Compulsory registration with the South African Council for Planners (SACPLAN) as a Professional Town and Regional Planner. A valid driver's license, willing to travel extensively. Knowledge: Knowledge of programme and project management. Extensive knowledge of Town & Regional legal and operational compliance, Town & Regional systems and principles and Town & Regional planning processes and procedures. Knowledge of relevant legislation and policies. Knowledge of research and development in the Town and Regional Planning Field. Knowledge of computer-aided applications; Knowledge of creating a high-performance culture and technical consulting. Skills: Professional judgement and accountability. Strategic management and direction skills. Problem-solving and analysis. Decision-making. Team leadership and analytical skills. Creativity. Self-management. Customer focus and responsiveness skills. Delegation and development of others skills. Planning, organising and execution skills. Ability to manage conflict. Language proficiency skills. Knowledge management. Negotiation and change

management skills. Land tenure and land use management system skills. Statistical and land information system analysis skills. Urban and rural economic development planning as well as management of staff and team skills. Good communication skills (verbal & written). Computer literacy in MS Office.

DUTIES

: Estimates the future needs for housing, business and industrial sites, community facilities and open spaces in order to meet the needs of expansion and renewal. Lead and direct the projections for future needs in traffic and transportation to inform appropriate town and regional planning. Lead and manage the application of town and regional planning principles in land development. Ensure adherence to legal issues and requirements involving community development and changes in housing and building codes. Compilation of spatial development frameworks (SDF) (as part of the IDP processes). Compile guidelines and evaluate land use management schemes (LUMS). Ensure the availability and management of funds to meet the MTEF objectives within the architectural environment/services. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow. Allocate, monitor and control resources. Provide technical consulting services for the operation of architectural related matters to minimize possible architectural risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

**ENQUIRIES
APPLICATIONS**

: Mr. S. Ntlatleng Tel No: (018) 388 1439
: e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/269

: **DEPUTY DIRECTOR: BUILDINGS INSPECTORATE REF NO: BOJ 01/2026
(X1 POST)**

**SALARY
CENTRE
REQUIREMENTS**

: R1 101 468 per annum (Level 12), an all-inclusive remuneration package
: Bojanala District Office
: Qualifications: National Senior Certificate plus an appropriate Bachelor's Degree (NQF Level 7) in Property Management/ Civil Engineering/ Quantity Surveyor or related field in build environment. Experience: Minimum 3-5 years' of experience in the built environment of which 3 year's should be at Assistant Director Level. A valid driver's license. Knowledge: Knowledge and understanding of building in the built environment. Monitoring and Evaluation. Project closure. Building norms and standards. Building regulations and contracts. Maintenance of various equipment. Measuring and estimating of value of works and compilation of tender documents for various Projects. Knowledge of Public Service Regulations. Knowledge of government policies and planning systems. Skills: Computer (MS Word, Excel, PowerPoint). Management Skill. Communication skill (verbal & written). Project Management. Conflict Management Skill. Planning and Organising. Analysis and problem solving. Report writing. Planning, Design and execution. Ability to influence and motivate others including members of the public and client departments. Assertiveness. Problem Solving. Good planner, Team builder and coordinator. Client and market orientation. Flexibility and teamwork. Receptive to suggestions and ideas. Excellent coordination. Willingness to work under pressure. Ability to meet deadlines.

DUTIES

: Manage and provide day to day routine maintenance, repairs and renovations of buildings In the district. Deliver, repair and renovate projects in line with Infrastructure Delivery Management System (IDMS). Respond to Infrastructure Programme Management Plan with Infrastructure Programme Implementation Plan. Approve implementation of repair and renovations and maintenance reports. Ensure tender documents are accurate. Ensure compliance with relevant Acts, Joint Building Contract Committee. Implementation of minor building projects. Manage contract and reporting. Interact with Community, Stakeholders, Municipalities, Public Entities and Provincial Departments. Manage building maintenance in service points. Manage the resources of the Sub-Directorate.

**ENQUIRIES
APPLICATIONS**

: Ms K.R Morena at (087) 086 5944
: e-mail to: DPWRBOJANALAREcruit@nwpg.gov.za

POST 20/270 : **CONTROL ENGINEERING TECHNOLOGISTS (CIVIL) GRADE A REF NO: H/O 06/2026 (X6 POSTS)**

SALARY : R958 776 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience National Senior Certificate plus Bachelor of Technology in Civil Engineering (B Tech). Six (6) years post-qualification technical experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Knowledge of SLAs. Management information knowledge. Engineering Professional Act. National Land Transport Act. Extensive knowledge of TMH and TRH Manuals and other industry-specific manuals. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Knowledge of Public Service Regulations. General Conditions of Contract, knowledge of construction regulations. Skills: Project management. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Legal compliance. Technical report writing. Technical consulting. Networking. Professional judgment. Skills needed: Decision-making. Team leadership. Creativity; Change management. Financial management; Customer focus and responsiveness. Communication (written and verbal). Computer skills. Planning and organising. People management. Problem-solving and analysis.

DUTIES : Manage technical services and support in conjunction with Engineers, Technicians and associates in field, workshop and technical office activities. Ensure the adherence and promotion of safety in line with statutory and regulatory requirements. Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority. Manage road building material functions including laboratory services. Ensure the development, implementation and maintenance databases. Assess pavements and prioritizing rehabilitation and reseal projects. Manage the implementation of road infrastructure projects through six stages of ECSA. Identify and optimize technical solutions by applying engineering principles. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters. Provide inputs into the budgeting process. Compile and submit reports as required. Provide and consolidate inputs to the technical/engineering operational plan.

ENQUIRIES : Mr. T. Mhlambe Tel No: (018) 388 1193
APPLICATIONS : e-mail to: DPWRHORrecruit5@nwpg.gov.za

POST 20/271 : **DEPUTY DIRECTOR: CORPORATE MANAGEMENT REF NO: BOJ 02/2026 (X1 POST)**

SALARY : R932 292 per annum (Level 11), an all-inclusive remuneration package
CENTRE : Bojanala District Office
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma (NQF-6)/ Bachelor's Degree (NQF-7) in Human Resource Management/ Public Management/ Public Administration/ Industrial Psychology. Experience: Minimum of 3-5 years relevant experience, of which 3 years should be at Assistant Director Level. A valid driver's license. Knowledge: Knowledge of Public Service Regulations, Public Service Act, Public Financial Management Act, Employment Equity Act, Knowledge of Human Resource Management, HR policies and prescripts, Knowledge and understanding of Public Service Policies. Knowledge of PERSAL system. Skills: Computer literacy (MS Word, Excel, PowerPoint), Analytical thinking, Conflict resolution, Effective communication skills (Verbal and written), Interpretation skill, Report writing skill, Good planning and organising skills, Data Collection Skills, People Management, Project Management, Presentation and facilitation skills.

DUTIES : Determine and satisfy the districts human resource needs and ensure representatively within the workplace. Manage recruitment processes and service benefits. Manage performance management. Manage skills

development. Manage labour relations matters. Promote and maintain employee health and wellness programmes. Provide information management and technological services. Oversee records management. Compile monthly, quarterly and annual reports. Manage the Sub-Directorate.

**ENQUIRIES
APPLICATIONS**

: Ms K.R Morena at (087) 086 5944
: e-mail to: DPWRBOJANALARecruit@nwpg.gov.za

POST 20/272

**DEPUTY DIRECTOR-ADMINISTRATIVE SUPPORT AND CO-ORDINATION
OFFICER REF NO: H/O 13/2026 (X1 POST)**

Jop Purpose: Manage the administrative and coordination activities within the office of the executive authority.

**SALARY
CENTRE
REQUIREMENTS**

: R932 292 per annum (Level 11), all-inclusive remuneration package
: Head Office – Mahikeng
: Qualifications: National Senior Certificate plus an appropriate Degree or equivalent qualification at NQF level 6. A valid driver's license. Experience: Three (3) years' experience below middle management (Assistant Director)/ middle management level. Experience in rendering service in the Executive Authority's Office environment will be an added advantage. Knowledge: Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio. Proven management competencies. Working knowledge of the political and parliamentary processes in South Africa. Knowledge of Public Service Regulations. Skills: Computer Literacy (MS Word, Excel, PowerPoint), Problem Solving, Analytical skills, Good Communication skills (written and verbal), Interpersonal Skills, Presentation Skills, Report Writing skills, Conflict resolution skills. Good planning and organizing skills. Ability to work under pressure.

DUTIES

: Manage the administrative and coordination activities within the office of the executive authority. Develop, implement and maintain systems, registers and databases to monitor and manage the flow of documents to, from and within the office of the executive authority. Compile correspondence, submissions and cabinet memoranda as required. Provide comments on submissions to be submitted to the executive authority for consideration. Coordinate the procurement and maintenance of equipment and administer the budget in the office of the executive authority. Provide logistical support in the office of the executive authority. Develop, implement and maintain a filing system for the office of the executive authority. Manage the registry of the office of the executive authority. Ensure that documents are classified in accordance with the MIS prescripts and are handled in accordance with their classification. Liaise with internal and external role players with regard to matters relating to the portfolio of the executive authority. Brief the Director: MEC Support on matters with regard to the executive authority's portfolio on the agenda of Cabinet/executive council. Liaise with senior managers in the institutions within the executive authority's portfolio. Co-ordinate the activities of the executive authority's office. Render a Cabinet/executive council support service to the executive authority. Coordinate and facilitate the distribution of memoranda to Cabinet/executive council members. Coordinate and facilitate the distribution of documents and submissions to the relevant legislature and standing/portfolio committees. Keep record of decisions of Cabinet/executive council and alert the Director: MEC Support and executive authority of actions to be taken and due dates. Supervise employees.

**ENQUIRIES
APPLICATIONS**

: Mr A. Motsurupe Tel No: (018) 388 1428/1471
: e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/273

**DEPUTY DIRECTOR: ACQUISITION MANAGEMENT AND
INFRASTRUCTURE PROCUREMENT REF NO: H/O 14/2026 (X1 POST)**

**SALARY
CENTRE
REQUIREMENTS**

: R932 292 per annum (Level 11), all-inclusive remuneration package
: Mahikeng Head Office
: Qualifications: Senior National Certificate plus a National Diploma (NQF-6) / Bachelor's Degree (NQF-7) in Supply Chain Management or relevant qualification within the related field (Majoring in Accounting) as recognized by SAQA. A valid driver's license, willing to travel extensively. Experience: A minimum of 3-5 years' experience in Supply Chain Management (procurement/bid administration) relevant field of which three (3) years should be at an entry/ junior managerial level as Assistant Director or equivalent. Knowledge: A thorough and in-depth knowledge of Supply Chain Management

Framework. Sound Knowledge and understanding of the regulatory framework for the Public Service or Public Sector, Knowledge of acquisition management services, PFMA, Treasury Practice Notes, Treasury Regulations, Constitution of Bid Committee, CIDB regulations, Contract in Terms of BBEE Regulations, Government Procurement Systems, Policy Development, Risk Management, Public Service Regulations, Public Service Act, Labour Relations Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks, Policies and strategies. Ability to interpret, establish, manage acquisition systems, controls and apply policies, advanced knowledge and application of general management and project management principles. Knowledge of the Constitution of South Africa, Public Service Code of Conduct. Skill: Computer literacy, Communication (verbal, writing and other), organizational and stakeholder management skills, Leadership skills, Peoples' management skills, Strong analytical and problem-solving abilities, integrity, innovative and creativity, fairness and commitment to transparent processes., Ability to work under pressure. Ability to manage multiple priorities under tight deadlines. Management of procurement plan i.r.o Infrastructure Projects.

DUTIES : Manage bid administration: Coordinate and administer all stages of the bid process, from advertisement to award. Ensure bid documentation is complete, accurate, and compliant with relevant legislation and the Departmental policies. Ensure that an effective bid/quotation process is implemented and maintained. Ensure that the bid committees are functional. Ensure that all acquisitions are evaluated in terms of the pre-approved and published evaluation criteria. Ensure that all a complete and accurate supplier database is developed and effectively utilised. Maintain a central repository of bid records for audit and reporting purposes. Compliance and Governance: Interpret and apply procurement regulations, including PFMA, Treasury Guidelines, and CIDB requirements. Monitor adherence to internal governance frameworks and escalate risks and irregularities. Draft rejection clauses, compliance briefings, and committee directives. Stakeholder Coordination: Serve as the primary liaison between management, bid committees, user-directorates and service suppliers. Schedule and facilitate bid committee meetings, ensuring proper documentation of proceedings. Provide guidance to bid committee members on compliance and procedural requirements. Documentation and Reporting: Coordinate all committee procedures (through SCM practitioners and secretariats of the different committees). Ensure the appointment of departmental bid committee members. Ensure that all bid committees documentation (i.e. bid agendas, reports, minutes, and recommendations for approval), are properly prepared and followed through by the bid secretariat appointed for each committee. Develop and implement templates, checklists, and reference sheets to streamline committee workflows. Track bid outcomes and provide periodic performance reports to management. Manage the sub-directorate.

ENQUIRIES : Mr. O.O.O Sebitloane Tel No: (018) 388 1425
APPLICATIONS : e-mail to: DPWRHORrecruit2@nwpg.gov.za

POST 20/274 : **DEPUTY DIRECTOR: ORGANIZATIONAL DESIGN AND CHANGE MANAGEMENT REF NO: H/O 15/2026 (X1 POST)**
 Re-Advert

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma (NQF-6) / Bachelor's Degree (NQF-7) in Management Services/ Operations Management/ Production Management/ Organizational Development/ Industrial Engineering. A valid driver's license. Experience: Minimum 3-5 years' relevant experience of which 3 years should be at Assistant Director Level. Knowledge: Knowledge of Public Service Regulation. Public Service Act. PFMA. Knowledge of Human Resource Management. HR policies and prescripts. Knowledge of Job Design practices and Job Evaluation principles. Job description development and guide. Change Management. Conflict Management. Financial Management. Business Process Management. Knowledge of PERSAL system. Orgplus and Operations Management Framework. Policy development. Skills: Computer Literacy (MS Word, Excel, PowerPoint). Analytical thinking. Conflict resolution. Effective communication skills (verbal and written). Interpretation and Interpersonal skills. Report writing skills. Good planning and organising skills. Data Collection. Problem-solving

<u>DUTIES</u>	:	skills. People Management. Financial Management. Project management skills. Presentation and facilitation skills. Change management.
	:	Manage organizational design and change management services. Manage and coordinate organizational structuring and job design services. Manage and coordinate the development and design of job descriptions/ profiles and oversee Job Evaluation services. Manage and ensure the development of Standard Operating Procedures and Business Process Mapping. Manage the implementation of Organizational Functionality Assessment. Manage and ensure the implementation of Ministerial directives on job grading. Coordinate and ensure conducting of work study investigations. Engage on change management workshops and interventions with employees. Manage the sub-directorate.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms. N.V. Matlapeng Tel No: (018) 388 4453/4287
	:	e-mail to: DPWRHORrecruit1@nwpg.gov.za
<u>POST 20/275</u>	:	<u>CONSTRUCTION PROJECT MANAGER - GRADE A REF NO: H/O 07/2026 (X4 POSTS)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R914 517 per annum, (OSD)
	:	Mahikeng Head Office
	:	Qualifications and Experience: National Senior Certificate plus National Diploma / Bachelors in Civil Engineering or equivalent qualification in the built environment. Four (4) years post-qualification project management experience in construction required, preferably with experience in road construction. Professional registration with the South African Council for Project and Construction Management Professions (SACPCMP) as a Professional Construction Project Manager is compulsory. A valid driver's license, willing to travel extensively. Knowledge: Knowledge of Programme and project management. Project principles and methodologies. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating a high-performance culture. Technical consulting. Professional judgment. Skills: Decision-making. Team leadership. Analytical skills. Creativity. Self-management. Financial Management. Customer focus and responsiveness. Communication. Computer literacy. Planning and organising. Conflict management. Problem-solving and analysis. People management. Change management. Innovation.
<u>DUTIES</u>	:	Manage and co-ordinate all aspects of projects. Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology. Create and execute project work plans and revise as appropriate to meet changing needs and requirements. Project accounting and financial management. Report project progress to Chief Construction Project Manager. Manage project budget and resources. Provide inputs to other professionals with tender administration. Liaise and interact with service providers, clients, and management. Research and development. Keep up with new technologies and procedures. Research/literature on new developments on project management methodologies. Liaise with relevant bodies/councils on project management.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. T. Mhlambe Tel No: (018) 388 1193
	:	e-mail to: DPWRHORrecruit5@nwpg.gov.za
<u>POST 20/276</u>	:	<u>CONSTRUCTION PROJECT MANAGER GRADE A-INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 08/2026 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R914 517 per annum, (OSD)
	:	Head Office – Mafikeng
	:	Qualifications and Experience: National Senior Certificate plus National Diploma (Built Environment field) with a minimum of 4 years and six months certified experience. BTech (Built Environment field) with a minimum of 4 years certified managerial experience. Honours degree in any Built Environment field with a minimum of 3 years' experience. Compulsory registration with the SACPCMP as a Professional Construction Project Manager. A Valid driver's license. Knowledge: Knowledge of Programme and project management. Project principles and methodologies. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating a high-performance culture. Technical consulting. Professional judgment. Skills: Decision-making. Team leadership. Analytical skills. Creativity. Self-management. Financial Management. Customer focus

		and responsiveness. Communication. Advanced computer skills and proficiency. Planning and organising. Conflict management. Problem-solving and analysis. People management. Change management. Innovation.
<u>DUTIES</u>	:	Manage and co-ordinate all aspects of projects. Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology. Create and execute project work plans and revise as appropriate to meet changing needs and requirements. Project accounting and financial management. Report project progress to Chief Construction Project Manager. Manage project budget and resources. Provide inputs to other professionals with tender administration. Provide technical support and advise to the relevant unit. Liaise and interact with service providers, client and management. Research and development. Keep up with new technologies and procedures. Research/literature on new developments on project management methodologies. Liaise with relevant bodies/councils on project management.
<u>ENQUIRIES</u>	:	Ms B.P Kgokong Tel No: (018) 388 1253
<u>APPLICATIONS</u>	:	e-mail to: DPWRHORecruit6@nwpg.gov.za
<u>POST 20/277</u>	:	<u>GEOGRAPHICAL INFORMATION SCIENCES (GIS) PROFESSIONAL- GRADE A REF NO: H/O 09/2026 (X1 POST)</u>
<u>SALARY</u>	:	R791 604 per annum, (OSD)
<u>CENTRE</u>	:	Mahikeng Head Office
<u>REQUIREMENTS</u>	:	Qualifications and Experience National Senior Certificate plus Bachelors' Degree in Geographic Information Systems or related qualification. Three (3) years post qualification experience within a Geographic Information Systems environment. Compulsory registration with the Professional and Technical Surveyors (PLATO) or South African Geomatics Council (SAGC) as a Geomatics Professional. A valid driver's license, willing to travel extensively. Knowledge: Strong experience with two or more GIS platforms (ArcGIS platform, QGIS, ERDAS etc.) Must have knowledge of technical and strategic report writing and understanding of legal compliance. Experience in Geo-Database design and Enterprise GIS Administration. Experience in Spatial and statistical analysis and development of information products like analytics dashboards, story maps etc. Experience in administration, licensing and application development on ArcGIS online and ArGIS Portal. A good understanding of government priorities and knowledge of the South African political landscape and socio-economic environment in which public service delivery occurs. Sound knowledge of the Government Immovable Asset Management Act (GIAMA) and other related legislation. GIS, legal and operational Compliance. GIS Implementation. Standards development. Policy formulation. GIS operational communication. Knowledge and understanding of GIS application and spatial data. Skills: Strategic management and direction. Problem-solving and analysis. Decision making. Team leadership. Analytical skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication and listening skills. Computer skills. Delegation and development of others. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment operating skills. Systems skills.
<u>DUTIES</u>	:	Plan, coordinate and facilitate GISc projects activities. Undertake the system requirements analysis. Conduct the cost-benefit analysis. Develop the conceptual database design. Develop processing model and workflow diagram. Oversee the process of advance spatial analysis and modelling for institutional strategic. Research, identify, investigate and evaluate new technologies. Participate and liaise with relevant bodies and councils on GISc matters. Manage human resource requirements. Draft tender documents and terms of reference. Draft service level agreements. Determine project cost and quality level. Develop contingency plans. Adhere to financial legislations and regulations. Review and monitor budget to ensure that the required financial procedures are adhered to.
<u>ENQUIRIES</u>	:	Mr. S. Ntlatleng Tel No: (018) 388 1439
<u>APPLICATIONS</u>	:	e-mail to: DPWRHORecruit5@nwpg.gov.za
<u>POST 20/278</u>	:	<u>CONTROL WORKS INSPECTOR REF NO: BOJ 03/2026 (X1 POST)</u>
<u>SALARY</u>	:	R605 742 per annum (Level 10)
<u>CENTRE</u>	:	Rustenburg Services Point

- REQUIREMENTS** : Qualifications: National Senior Certificate plus an appropriate National Diploma (T/N/S Streams) or N3 and a passed Trade Test in the building environment or registration as an Engineering Technician. Experience: More than 6 years appropriate experience. A valid driver license. Knowledge: Knowledge of the Public Service Act. Public Service Regulation. Labour Relation Act. Public Finance Management Act. Occupational Health and Safety Act. Construction Manual. Ribbon Development Act. Skills: Computer Literacy (MS Word, Excel, PowerPoint). Numeracy skills. Effective communication skills (Verbal and written). Interpersonal relations. Analytical and problem-solving abilities. Negotiation and conflict resolution skill. Creative and innovative. Report writing skills. Presentation skills. Ability to work independently. Ability to work under pressure. Ability to interact with stakeholders on various levels.
- DUTIES** : Manage the process for identification of needs, new services and requirements for minor new work and repairs to existing work. Facilitate, co-ordinate and control the implementation of new works, repair and renovations and maintenance. Ensure compliance with relevant project documentation for new and existing structures. Manage activities of contractors and consultants. Gather and submit information in terms of extended public works programme. Ensure compliance to Public Finance Management Act (PFMA). Manage activities of contractors and consultants. Manage the service point.
- ENQUIRIES APPLICATIONS** : Ms K.R Morena at (087) 086 5944
: e-mail to: DPWRBOJANALARecruit@nwpg.gov.za
- POST 20/279** : **ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: H/O 16/2026 (X1 POST)**
Re-advert
- SALARY CENTRE REQUIREMENTS** : R487 197 per annum (Level 09)
: Mahikeng Head Office
: Qualifications: National Senior Certificate plus Bachelor's Degree (NQF-7)/ National Diploma (NQF-6) in Labour Relations/ Labour Law/ Industrial Relations. A valid driver's license. Experience: At least 2 to 3 years relevant work experience in the field of Labour Relations, of which 2 years must be Supervisory level. Competencies: Knowledge of Labour legislations/acts, Public Service policies, regulations and collective bargaining agreements. Ability to work under pressure. The ability to develop and interpret policies. Skills: Computer literacy in the Microsoft packages. Research, conflict resolution skills, interpersonal skills, communication (verbal and report writing), analytic investigation, presentation skills.
- DUTIES** : Facilitate grievance resolutions. Investigate, conduct disciplinary hearings and serve as a chairperson for misconduct cases. Conduct labour relations capacity building within the department. Compile various Labour Relations reports. Represent the Department in relevant structures. Advice management on Labour Relations issues. Strike management. Manage the performance of personnel within the unit.
- ENQUIRIES APPLICATIONS** : Ms G.M Matlhaba Tel No: (018) 388 4315
: e-mail to: DPWRHORecruit1@nwpg.gov.za
- POST 20/280** : **ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: H/O 17/2026 (X1 POST)**
- SALARY CENTRE REQUIREMENTS** : R487 197 per annum (Level 09)
: Head Office – Mahikeng
: Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Monitoring and Evaluation. A valid driver's license. Experience: 3 years' relevant experience in performance monitoring, reporting or programme performance management of which 2 years must be at supervisory level. Experience in coordinating quarterly and annual reporting processes and conducting data quality assessments (verification) will be an added advantage. Knowledge: Knowledge of the monitoring and evaluation framework and processes within the public service. Government Wide Monitoring and Evaluation System (GWMES). Knowledge of revised Framework for Strategic Plans and Annual Performance Plans. Framework for Managing Programme Performance Information (FMPPi). Public Sector Reporting Frameworks. Understanding of performance information concepts such as indicator development, target setting, baselines, measurement tools, data sources, and verification methods.

Knowledge of performance planning and reporting cycles: APP, Operational Plans, and Quarterly Performance Reports (QPR), Annual Reports, and oversight reporting. Knowledge of relevant legislative and policy frameworks including the Public Service Act, Public Service Regulations, PFMA and Treasury Regulations. Understanding of budgeting processes and alignment between budgets, operational plans, and performance targets. Skills: Competence in data analysis, problem-solving, and verification of performance information. Strong communication skills (written and verbal), ability to work collaboratively, interpersonal relations, attention to detail, and ability to meet deadlines. Proficiency in MS Office (Excel, Word, PowerPoint) and performance information tracking systems.

DUTIES : Facilitate, coordinate, and oversee the departmental monitoring and reporting processes by ensuring compliance with DPME and Provincial Treasury guidelines. Coordinate the consolidation, quality assurance, and verification of Quarterly Performance Reports (QPRs) from all departmental programmes. Provide inputs in respect of the development, review, and alignment of Annual Performance Plan (APP) indicators, targets, and Technical Indicator Descriptions (TIDs). Provide technical support to business units on performance information management, data collection tools, and indicator measurement methodologies. Conduct data quality assessments, verification of portfolio of evidence, and compliance reviews in time with the FMPPI. Analyse programme performance trends and prepare reports with recommendations for management decision-making. Prepare consolidated Mid-year Performance Assessments and support the drafting of the Annual Report performance information section. Coordinate departmental submissions to oversight structures (Office of the Premier, Provincial Treasury, EXCO clusters, M&E forums). Facilitate capacity-building initiatives on monitoring, reporting, and performance information management. Supervise sub-ordinates.

ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/281 : **ASSISTANT DIRECTOR: STRATEGIC PLANNING REF NO: H/O 18/2026 (X1 POST)**
 Re-advert

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Strategic Planning. A valid driver's license. Experience: 3 years' relevant experience in the strategic planning of which 2 years must be at supervisory level. Knowledge: Knowledge of the planning cycle and planning processes within the public sector. Framework for the development of strategic planning documents and reporting on implementation. General knowledge of budgeting process within the public service. Knowledge of guiding legislative and policy frameworks such as the Public Service Act, Public Service Regulations, Public Finance Management Act, White Paper on Batho Pele and the Revised Framework for Strategic Plans and Annual Performance Plans, national strategic priority frameworks. Skills: Strong communication skills (written and verbal), ability to work collaboratively, ability to be flexible and responsive to the demands of the work environment, interpersonal relations, attention to detail, and ability to meet deadlines. Proficiency in MS Office (Excel, Word, PowerPoint) and performance information tracking systems.

DUTIES : Facilitate and coordinate operational and strategic planning processes. Facilitate the development of departmental strategic plan, annual performance plan and operational plans. Verify alignment of the budget with strategic plans. Incorporate the departmental service delivery improvement plan into the strategic plan of the department. Facilitate logistical arrangements in relation to the printing and binding of departmental strategic plans. Facilitate the development of the service delivery improvement plans and initiatives. Coordinate the development of service delivery improvement plan and monitor implementation of the service delivery improvement plan. Supervise sub-ordinates.

ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/282 : **ASSISTANT DIRECTOR: RISK MANAGEMENT REF NO: H/O 20/2026 (X1 POST)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Risk Management / Internal Audit / Accounting / Economics / Compliance Management. A valid driver's license. Experience: 3 years relevant experience in Risk Management of which 2 years should be at supervisory level. Knowledge: Public Service Act, Public Service Regulations, Public Finance Management Act, Public Sector Risk Management Framework. COSO Framework. King Report on Corporate Governance. Treasury Regulations. Anti-fraud and corruption policies. Criminal and Commercial Law. Labour Relations legislation, policies, and procedures. Skills: Analytical and strategic management skills. Financial management. Facilitation and presentation. Investigation and interviewing. People management. Computer literacy. Time management. Communication (written and verbal). Interpersonal skills. Planning and organizing. Report writing skills.

DUTIES : Develop, revise & implement risk management policies, frameworks, strategies, and procedures. Monitor organizational risk management, ethics and integrity management implementation plans. Facilitate and coordinate risk assessments (strategic, operational, project) across divisions. Maintain risk registers. Monitor emerging risks and update registers regularly. Develop and implement mitigation/treatment plans. Track progress of risk mitigation plans and review controls' effectiveness. Conduct fraud investigation, corruption or compliance failures. Facilitate capacity building sessions to departmental staff on organizational risk and integrity management policies, processes and procedures. Prepare periodic risk reports (quarterly, annually etc.) to senior management and/or risk committees. Present findings, risk trends, recommendations, and advise on risk exposure. Develop, test and review business continuity plans. Liaise with internal departments, external auditors and regulatory bodies. Render secretariat services for Risk Management Committee. Supervise staff, ensure skills development and performance management. Willingness to travel as required.

ENQUIRIES : Ms K. Masilo Tel No: (018) 388 1116
APPLICATIONS : e-mail to: DPWRHORrecruit2@nwpg.gov.za

POST 20/283 : **ASSISTANT DIRECTOR: INTERNAL CONTROL AND FRAUD-LOSSES REF NO: H/O 21/2026 (X2 POSTS)**

SALARY : R487 197 per annum (Level 09)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's degree in Internal Audit / Cost and Management Accounting / Accounting / Managerial Accounting and Finance Management / Accounting Science and Finance Accounting. A valid driver's license. Experience: 3 years relevant experience in an Internal Control or Internal Audit environment of which 2 years must be at supervisory level. Knowledge: In-depth understanding and knowledge of the Public Service regulations. Government Systems and Operations. PFMA, Treasury Regulations. Departmental SCM policies and regulations. Skills: Strong interpersonal & communication (written & verbal). A sound computer literacy in Advanced Microsoft Word, Excel and PowerPoint, Presentation and Report writing. Analytical and problem solving. Good organizing and planning. Conflict Management. Policy interpretation. Client orientated and customer focused. Ability to work independently and under pressure. Decision-making and maintain confidentiality.

DUTIES : Develop and implement internal control frameworks. Conduct internal control assessments and monitor external audit action plans. Ensure compliance with PFMA, Treasury Regulations, and internal control standards. Lead implementation and oversight of internal control policies, SOPs, and delegations of authority. Ensure compliance with policies and procedures. Compile monthly, quarterly and annual reports. Supervise subordinates and conduct training, to ensure effective internal control services.

ENQUIRIES : Mr G. Molefi Tel No: (018) 388 1170
APPLICATIONS : e-mail to: DPWRHORrecruit2@nwpg.gov.za

<u>POST 20/284</u>	:	<u>LEGAL ADMIN OFFICER REF NO: H/O 24/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	R483 219 per annum (MR-5)
<u>CENTRE</u>	:	Mahikeng-Head Office
<u>REQUIREMENTS</u>	:	Qualifications: National Senior Certificate plus Bachelor's Degree in LLB. A valid driver's license. Experience: At least 8 years' appropriate post qualification legal experience. Knowledge: Knowledge of the process of litigation including labour forums. Knowledge of case flow management. Drafting of legal documents. Knowledge of legislative framework of the Public Sector. Skills: Legal research. Analytical skills. Legal drafting. Decision making. Dispute resolution. Report writing. Computer skills. Conflict resolution. Problem solving. Communication (verbal and written).
<u>DUTIES</u>	:	Conduct, analyse, interpret, advise and mentor juniors on research that will provide information and case law relevant to the legal matter at hand. Present on and advise and mentor juniors on motivation/ proposals on how the specific case should be approached to obtain a desirable/justifiable outcome /result. Draft legal documents and advise on and or mentor juniors on the drafting of legal documents that provide clear motivation /justification for a particular position pertaining to the case, also proposing the approach to be followed to ensure success in this regard. Successfully conduct an interview in order to determine the client's goals and objectives. Advise the client on possible courses of action during the consultation process, in relation to legal entitlements and client's instructions. Document interview and all advice given during legal consultation in writing. Provide advice and guidance to lower level production employees on advanced interview techniques to address more sensitive or complicated issues as well as guide employees on the advice that should be rendered to the client. Supervision of staff.
<u>ENQUIRIES</u>	:	Mr I.R Mokwena Tel No: (018) 388 4148
<u>APPLICATIONS</u>	:	e-mail to: DPWRHORecruit6@nwpg.gov.za
<u>POST 20/285</u>	:	<u>ENGINEERING TECHNOLOGIST (CIVIL) - GRADE A REF NO: H/O 10/2026 (X4 POSTS)</u>
<u>SALARY</u>	:	R471 720 per annum, (OSD)
<u>CENTRE</u>	:	Mahikeng Head Office
<u>REQUIREMENTS</u>	:	Qualifications and Experience: National Senior Certificate plus Bachelor of Technology in Civil Engineering (B Tech). Three (3) years post qualification engineering experience in road infrastructure required. Professional registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist is compulsory or have submitted with ECSA for professional registration as a Professional Engineering Technologist (proof of submission required with application). Note: Compulsory registration with ECSA as a Professional Engineering Technologist must be obtained within 6 months from appointment. A valid driver's license, willing to travel extensively. Knowledge: Relevant legislation and Public Service Regulations. Engineering Professional Act. National Land Transport Act. Knowledge of COTO, TMH and TRH Manuals and other industry specific manuals. Technical design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Knowledge of Public Service Regulations. General Conditions of Contract, knowledge of construction regulations. Skills: Computer Literacy (MS Word, Excel, Power Point). Problem solving and analysis. Project management. Decision making. Teamwork. Effective communication skills (Verbal and written). Interpersonal skills. Presentation skills. Technical Report writing skills. Ability to work under pressure.
<u>DUTIES</u>	:	Assist Engineers, Technicians and associates in field and technical office activities. Promote safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Solve broadly defined technological challenges through application of proven techniques and procedures. Adherence to existing technical manuals, standards drawings and procedures to incorporate new technology. Compile and submit reports as required. Provide inputs to the technical/engineering operational plan. Develop, implement and maintain database. Manage the implementation of road infrastructure projects through six stages of ECSA. Research/Literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters.

ENQUIRIES : Mr. S. Ntlatleng Tel No: (018) 388 1439
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/286 : **SENIOR ADMINISTRATION OFFICER: RESEARCH AND KNOWLEDGE MANAGEMENT REF NO: H/O 19/2026 (X1 POST)**
Re-advert

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus a National Diploma / Bachelor's degree in Public Administration / Public Management / Developmental Studies / Research / Statistics. A valid driver's license. Experience: 2 years' working experience in research, knowledge management, data management or a related/ complementary field in the public sector. Knowledge: Basic knowledge and understanding of the Government-Wide Monitoring and Evaluation System (GWMES) and the National Evaluation System (NES) led by DPME. Understanding of knowledge management principles, research processes, evidence-based decision making and organisational learning systems. Knowledge of planning, reporting and performance improvement cycles, including how evaluation findings feed into APPS, Operational Plans and service delivery improvement processes. General knowledge of the budgeting process within the public service, including evaluation budgeting and procurement. General understanding of guiding frameworks such as the Public Service Act, Public Service Regulations, PFMA, Treasury Regulations and DPME evaluation guidelines. Skills: Strong analytical skills, problem-solving capability, interpersonal relations, teamwork (collaborative approach), communication skills, adaptability and responsiveness to organisational demands. Competence in software used for data and knowledge management.

DUTIES : Provide administrative and logistical support to the Research and Knowledge Management Unit, including scheduling meetings, preparing agendas, taking minutes and coordinating evaluation workshops. Participate during the coordination of evaluation activities, including organising data collection logistics, stakeholder engagements and dissemination events. Support the development and maintenance of the Knowledge Management System, including filing, archiving and updating knowledge products. Compile evaluation and progress reports. Provide inputs for monitoring the implementation of evaluation recommendations and capture follow-up actions for reporting purposes. Ensure proper document control, including safe storage, version control and retrieval of evaluation documents, research reports and data. Perform general office administration duties such as procurement coordination, record keeping, managing correspondence and handling logistics for evaluation activities. Render support to supervisors and senior managers in the unit.

ENQUIRIES : Ms. H. Pretorius Tel No: (018) 388 1366/1254
APPLICATIONS : e-mail to: DPWRHORecruit6@nwpg.gov.za

POST 20/287 : **SENIOR RISK PRACTITIONER: RISK MANAGEMENT REF NO: H/O 22/2026 (X1 POST)**

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Risk Management / Internal Audit / Accounting / Economics / Compliance Management. A valid driver's license. Experience: 2 years relevant experience in Risk Management. Knowledge: Public Service Act, Public Service Regulations, Public Finance Management Act (PFMA), Treasury Regulations. Risk Management Frameworks. Internal Control Systems. Financial Reporting Standards. Skills: Analytical and problem-solving skills. Communication (verbal and written). Interpersonal skills. Computer Literacy (Advanced MS Office). Report writing and presentation skills. Ability to work independently and as part of a team. Planning and organizing skills. Client orientation and customer focus. Ability to work under pressure.

DUTIES : Lead the identification and evaluation of financial and operational risks across the department. Develop and maintain comprehensive risk registers and risk response plans ensuring they are regularly updated and aligned with departmental objectives. Design and implement effective risk mitigation strategies and internal controls. Develop and implement Risk Management

strategy, framework and policy. Monitor the effectiveness of these strategies and controls. Address emerging risks. Prepare detailed risk reports for senior management and relevant committees. Maintain accurate records of risk assessments, mitigation strategies, and outcomes. Develop and deliver training programs to enhance risk awareness and management capabilities within the department. Provide guidance and support to staff on risk-related matters. Liaise with internal and external stakeholders to promote risk-awareness culture. Represent the department in risk management forums and committees. Regularly review and improve risk management processes and practices. Implement best practices and lessons learned to enhance the department's risk management framework. Coordinate and facilitate the activities of the Risk Management Committee and perform the secretarial function. Willingness to travel as required.

ENQUIRIES : Ms K. Masilo Tel No: (018) 388 1116
APPLICATIONS : e-mail to: DPWRHORrecruit2@nwpg.gov.za

POST 20/288 : **SENIOR STATE ACCOUNTANT: COMPLIANCE IN INTERNAL CONTROL**
REF NO: H/O 23/2026 (X1 POST)

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's degree in Internal Audit / Cost and Management Accounting / Financial Accounting / Managerial Accounting and Finance Management / Accounting Science and Finance Accounting/ Accounting. A valid driver's license. Experience: 2 years relevant experience in Internal Control or Financial Management environment. Knowledge: In-depth understanding and knowledge of the Public Service regulations. Government Systems and Operations. PFMA, Treasury Regulations. Departmental SCM policies and regulations. Skills: Strong interpersonal and communication skills (written & verbal). A sound computer literacy in Advanced Microsoft Word, Excel and PowerPoint, Presentation and Report writing. Proficient in planning and organizing. Problem solving. Policy interpretation. Maintain confidentiality. Ability to work independently and under pressure.

DUTIES : Detect and investigate internal control weaknesses including irregular expenditure and report findings with recommendations. Assess internal control failings and support corrective. Maintain statistics on internal control incidents and prepare accurate reports. Handle internal control unit's day-to-day queries to ensure timely and accurate resolutions. Provide inputs in the compilation of monthly, quarterly and annual reports.

ENQUIRIES : Mr G. Molefi Tel No: (018) 388 1170
APPLICATIONS : e-mail to: DPWRHORrecruit2@nwpg.gov.za

POST 20/289 : **SENIOR PERSONNEL PRACTITIONER-OCCUPATIONAL HEALTH AND**
SAFETY REF NO: H/O 25/2026 (X1 POST)

Re-advert

SALARY : R413 001 per annum (Level 08)
CENTRE : Head Office – Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma/ Bachelor's Degree in Occupational Health and Safety / Safety Management / Industrial Sociology / Occupational Hygiene. Registration with the South African Institute of Occupational Safety and Health (SAIOSH) or Southern African Institute for Occupational Hygiene (SAIOH). A valid driver's license. Experience: Minimum 2-3 years relevant experience in Occupational Health and Safety environment. Knowledge: Occupational Health and Safety Act, 85 of 1993. Compensation of Injuries and Diseases Act, 130 of 1993. Incident investigation. Hazard Identification and Risk Assessment. Understanding of government legislation. Emergency evacuation. Skills: Computer literacy in MS Word, Power Point and Excel. Good verbal and written communication skills. Report writing. Ability to work independently and as part of a team. Willingness to work long hours and travel extensively. Policy implementation. Flexibility.

DUTIES : Coordinate Occupational Health and Safety Act and its regulations. Develop and implement OHS policies. Ensure that the department complies with OHS regulations and standards. Assess and monitor the effectiveness of safety programs in the department. Facilitate health and safety awareness for

employees in the department. Investigate and report all incidents and accidents that occur in the workplace. Arrange medical surveillance for all eligible employees. Conduct health and safety inspections and audits and make recommendations. Coordinate health and safety training of personnel. Coordinate statutory appointments in the department. Coordinate provincial OHS Committee meetings. Compile monthly, quarterly and annual OHS reports. Liaise with internal and external stakeholders on OHS matters. Develop and implement emergency evacuation plans, facilitate emergency evacuation drills and ensure maintenance of emergency evacuation equipment. Supervise sub-ordinates.

ENQUIRIES : Ms K. Mosiemang Tel No: (018) 388 4320
APPLICATIONS : e-mail to: DPWRHORecruit1@nwpg.gov.za

POST 20/290 : **ENGINEERING TECHNICIAN (CIVIL) - GRADE A REF NO: H/O 11/2026 (X4 POSTS)**

SALARY : R407 337 per annum, (OSD)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus a National Diploma in Civil Engineering. Three (3) years post qualification technical experience in road infrastructure required. Compulsory registration with ECSA as a Professional Engineering Technician or have submitted with ECSA for professional registration as a Professional Engineering Technician (proof of submission required with application). Note: Compulsory registration with ECSA as a Professional Engineering Technician must be obtained within 6 months from appointment. A valid driver's license, willing to travel extensively. Knowledge: All roads-related acts, ordinances, policies, standards and norms. Project management. Technical design and analysis. Contract Management. Public Service Regulations. Labour Relations Act. Public Finance Management Act. Construction Manual. Road Traffic Act. Occupational Health and Safety. Skills: Computer Literacy (MS Word, Excel, Power Point). Problem solving and analysis. Project management. Decision making. Teamwork. Effective communication skills (Verbal and written). Interpersonal skills. Presentation skills. Technical Report writing skills. Ability to work under pressure.

DUTIES : Assist Engineers, Technologists and associates in field and technical office activities. Promote safety in line with statutory and regulatory requirements. Adherence to existing technical manuals, standards drawings and procedures to incorporate new technology. Compile and submit reports as required. Provide inputs to the technical/engineering operational plan. Develop, implement and maintain database. Manage the implementation of road infrastructure projects through six stages of ECSA. Research/Literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters. Supervise and control technical and related personnel and assets.

ENQUIRIES : Mr. T. Mhlambe Tel No: (018) 388 1193
APPLICATIONS : e-mail to: DPWRHORecruit5@nwpg.gov.za

POST 20/291 : **ENGINEERING TECHNICIAN GRADE A-INFRASTRUCTURE PROJECT IMPLEMENTATION REF NO: H/O 12/2026 (X2 POSTS)**

SALARY : R407 337 per annum, (OSD)
CENTRE : Head Office – Mafikeng
REQUIREMENTS : Qualifications and Experience: National Senior Certificate plus an appropriate National Diploma in Civil Engineering/ Quantity Surveyor or relevant qualification in built environment. Three years post qualification technical experience. Compulsory registration with ECSA as a Professional Engineering Technician. Valid driver's license. Knowledge: Project Management. Technical design and analysis. Research and development. Computer aided engineering applications. Knowledge of legal compliance. Technical consulting. Skills: Problem solving and analysis. Decision Making. Team Work. Creativity. Customer focus and responsiveness. Communication. People Management. Computer Skills. Planning and organizing. Technical report writing skills.

DUTIES : Assist Engineers, Technologists and associates in field, workshop and technical office activities. Promote safety in line with statutory and regulatory requirements. Monitor construction and maintenance activities to ensure

compliance with specification and standard. Provide inputs into the budgeting process as required. Compile and submit reports as required. Provide and consolidate inputs to the technical/ engineering operational plan. Develop, implement and maintain databases. Supervise and control technical and related personnel and assets. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering related matter.

ENQUIRIES : Ms B.P Kgokong Tel No: (018) 388 1253
APPLICATIONS : e-mail to: DPWRHORrecruit6@nwpg.gov.za

POST 20/292 : **PERSONNEL PRACTITIONER: OCCUPATIONAL HEALTH AND SAFETY**
REF NO: H/O 26/2026 (X1 POST)
Re-advert

SALARY : R338 106 per annum (Level 07)
CENTRE : Mahikeng Head Office
REQUIREMENTS : Qualifications: National Senior Certificate plus an appropriate National Diploma / Bachelor's Degree in Occupational Health and Safety / Safety Management / Occupational Hygiene. Registration with the South African Institute of Occupational Safety and Health (SAIOSH) or Southern African Institute for Occupational Hygiene (SAIOH). A valid driver's license. Experience: 1-2 years relevant work experience in Occupational Health and Safety environment. Knowledge: Knowledge of Public Service Regulations. Public Service Act. Occupational Health and Safety Act, 85 of 1993. Compensation of Injuries and Diseases Act, 130 of 1993. Incident investigation. Hazard Identification and Risk Assessment. Understanding of government legislation. Emergency evacuation. Skills: Computer literacy in MS Word, Excel, Power Point. Communication skills (verbal and written). Report writing. Ability to work independently and as part of a team. Willingness to work long hours and travel extensively. Policy implementation. Flexibility.

DUTIES : Implement and monitor Occupational Health and Safety Act and its regulations. Implement OHS policies. Maintain safety records. Conduct health and safety awareness for employees. Investigate and report incidents and accidents that occur in the workplace. Respond to health and safety concerns raised by employees. Arrange medical surveillance for all eligible employees. Identify hazards, conduct risk assessments and make recommendations. Measure and evaluate level of exposure to identified hazards. Conduct safety inspections and audits. Arrange OHS Committee meetings. Implement control measures to minimize and eliminate risks. Compile monthly, quarterly and annual OHS reports. Promote safety in the workplace. Liaise with internal and external stakeholders on OHS matters. Conduct emergency evacuation exercises. Supervise sub-ordinates.

ENQUIRIES : Ms K. Mosiemang Tel No: (018) 388 4320
APPLICATIONS : e-mail to: DPWRHORrecruit1@nwpg.gov.za