

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

The Department is an equal opportunity organisation and intends to promote equity through the filling of these posts. Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department will receive preference, in particular, the persons with disabilities and youth.



- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to the link quoted in the specific advertisement below. This link requires applicants to use a Google account. Applications must be submitted with two (2) attachments: 1. A Z83 Form (2021 version), obtainable from the DPSA website (Z83 editable) and 2. A recently updated comprehensive Curriculum Vitae. If either of these two attachments are not submitted, the applicant's application will be disqualified. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialed and signed by the applicant.
- CLOSING DATE** : 29 June 2026
- NOTE** : Applications received after the closing date will not be considered. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority. Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense. Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates 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 will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership on Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The CVs submitted will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Note for applicants of SMS posts: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to the finalization of the appointment, is a requirement for all SMS positions. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment, using the mandated DPSA SMS competency assessment tools.

MANAGEMENT ECHELON

- POST 20/03** : **CHIEF DIRECTOR: CYBERSECURITY AND INTERNET GOVERNANCE**
REF NO: CDCSIG
Nature of Appointment: Permanent
The purpose of the post is to oversee the operation and provision of cybersecurity and internet governance services in line with the mandate and strategic requirements of the department.
- SALARY** : R1 554 696 per annum (Level 14), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).
- CENTRE REQUIREMENTS** : Pretoria, Hatfield
: An appropriate NQF level 7 qualification in Information Security / Computer Science / Telecommunication or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in a Cybersecurity Frameworks / ICT Risk Management / Regulatory Compliance environment at a senior managerial level. Skills / Competencies and Knowledge: At an advanced level in - Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Problem Solving and Analysis Customer Focus, Stakeholder Engagement and Relationship Management. Technical Competencies: Cybersecurity Strategy, ICT Policy Development, Internet Governance Expertise, Network Security Architecture, ICT Incident Response Management, ICT Crisis Management, ICT Risk Management, ICT Threat Intelligence, Regulatory Compliance.
- DUTIES** : The successful candidate will be overseeing the creation and enforcement of internet governance policies, ensuring they support the secure, resilient, and effective management of South Africa's internet infrastructure. Oversee the development and implementation of a comprehensive national cybersecurity strategy that addresses emerging threats and aligns with global standards. Ensuring the protection and security of national network infrastructures, with a focus on safeguarding critical information systems and data. Oversee the establishment and management of the national incident response framework, coordinating efforts to detect, respond to, and mitigate the impact of cyber threats and attacks. Establish and maintain strong relationships with public and private sector partners, international organisations, and civil society to enhance national and regional cybersecurity collaboration. Ensuring that cybersecurity and internet governance initiatives are in compliance with both national and international legal and regulatory requirements. Oversee initiatives to enhance cybersecurity skills and awareness across government institutions, private industry, and the broader public through training programs and awareness campaigns. Regularly assessing and refining cybersecurity strategies, policies, and incident response plans to ensure their effectiveness and continued relevance to emerging threats. Oversee Performance of state owned entities. Contributing to key result areas such as strategic functional leadership, manage financial resources, driving change and operational excellence and manage compliance.
- ENQUIRIES** : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029
- APPLICATIONS** : application link: [CLICK HERE](#)
- POST 20/04** : **DIRECTOR: INTERNAL COMMUNICATIONS REF NO: DIRIC**
Nature of Appointment: Permanent
The purpose of the post is to manage and drive the provision of internal communication and language services.
- SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).
- CENTRE REQUIREMENTS** : Pretoria, Hatfield
: An appropriate NQF level 7 qualification in Communications / Advertising / Marketing / Public Relations / Media Relation / Graphic Design or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in Communications / Media

- environment at middle / senior managerial level. Skills / Competencies and Knowledge: At an advanced level - Strategic Capability and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Stakeholder Engagement and Relationship Management, Problem Solving and Analytic Skills. Technical Competencies: Graphic Design, Speech Writing, Advertising, Content Curation, Campaigning, Digital Information Platforms Management, Website Design, Editing.
- DUTIES** : The successful candidate will manage and drive the development, review, and implementation of strategic frameworks, policies, and an integrated internal communication strategy aligned with the Department's strategic objectives. Manage and drive continuous improvement of internal communication platforms such as the intranet, newsletters, internal bulletins, emails, and digital collaboration tools to facilitate timely information sharing. Manage and design operational frameworks, innovative tools, channels, systems and platforms to enable internal communication workflow, employee participation and engagement and reporting thereof. Develop and manage employee engagement and internal and events management programmes and plans to foster an effective communication environment. Coordinate the planning and dissemination of internal campaigns, announcements, and key organisational messages to ensure consistency, clarity, and impact across the Department. Manage and drive editorial and language management services in terms of the Language Act and provide creative design services. Provide communication support to the Executive Authority and senior management by preparing internal messages, speeches, talking points, and announcements to enhance leadership visibility and transparency. Ensure that all internal communication content is accurate, consistent, aligned with departmental messaging, and compliant with government communication standards and protocols. Monitor and evaluate the effectiveness of internal communication initiatives through feedback mechanisms, surveys, and analytics, and implement improvements where necessary. Contributing to key result areas such as strategic functional leadership, manage human resources, manage financial resources, driving change and operational excellence and manage compliance.
- ENQUIRIES** : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029
- APPLICATIONS** : application link: [CLICK HERE](#)
- POST 20/05** : **DIRECTOR: DIGITAL ECONOMY STRATEGIC FORECASTING REF NO: DIRDEF**
Nature of Appointment: Permanent
The purpose of the post is to manage and drive digital economy strategic forecasting and ICT policy indicators services in line with the mandate and strategic requirements of the department.
- SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).
- CENTRE REQUIREMENTS** : Pretoria, Hatfield
An appropriate NQF level 7 qualification in Economics / Econometrics / Public Administration / Developmental Studies / Business Administration / Statistics or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in ICT Policy Development environment at middle / senior managerial level. Skills / Competencies and Knowledge: At an advanced level in Strategy and Planning, People Management and Empowerment, Programme and Project Management, Change Management, Financial Management, Project Management. Technical Competencies: Quantitative Modelling, Econometrics, Predictive Analytics, Technological Foresight, Measurement of Digitalisation, Socio-Economic Impact Analysis, Digital Policy Development.
- DUTIES** : The successful candidate will manage and drive the development, review, and implementation of strategic frameworks and policies to advance the digital economy modelling and forecasting, ensuring alignment with national priorities, government policies, and global digital transformation trends. Conduct foresight and predictive analysis on emerging technologies, digital markets, and global digital economy trends to inform policy formulation and long-term planning. Manage and drive research initiatives and analytical studies that generate evidence to support digital economy policy development, regulatory

frameworks, and strategic decision-making. Monitor and analyse developments in emerging technologies such as artificial intelligence, blockchain, data economy, and digital platforms to assess their impact on economic growth and policy direction. Develop tools to measuring ICT access and use by household and individuals. Facilitate collaboration with government departments, industry stakeholders, research institutions, and international partners to strengthen digital economy initiatives and knowledge sharing. Manage and coordinate strategic programmes and projects related to digital economy forecasting, ensuring effective implementation, monitoring, and evaluation of initiatives. Develop and manage knowledge products, reports, and policy briefs on digital economy developments, and provide regular strategic reports to executive management and relevant governance structures. Provide strategic advice on the alignment of digital economy policies with national development plans, regional frameworks, and international digital governance standards. Contributing to key result areas such as project management, manage financial resources, driving change and operational excellence and manage compliance. Develop high-level presentations related to the duties at international, regional and national spheres on behalf of the department.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

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OTHER POSTS

POST 20/06 : **ENTITY OVERSIGHT INTEGRATED REPORTING ANALYST REF NO: EOIRA**
 Nature of Appointment: Permanent
 The purpose of the post is to provide entity oversight integrated reporting services.

SALARY : R932 292 per annum (Level 11), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7 qualification in Internal Auditing / Law / Accounting / Financial Accounting / Management Accounting or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience of which three (3) years should be at an Assistant Director level / middle managerial or equivalent working experience in Corporate Governance and Oversight environment. Skills / Competencies and Knowledge: Core competencies: Job Knowledge, Quality of Work, Initiatives, Planning and Executions, Communication, Teamwork, Reliability, Analytical and Problem-Solving Skills, Service Delivery Innovation. Technical Competencies: Data Management, Data Analytics, Stakeholder Management and Engagement, Basic Commercial and Company Law, Corporate Governance, Entity Oversight Compliance Frameworks, Entity Compliance Reporting, Monitoring and Evaluation, Basic Financial Accounting, Basic Management Accounting.

DUTIES : The successful candidate will Proactive engagements and interventions, comparison of reports, identifying trends emerging across the entities. Develop and maintain entity oversight reporting framework and processes to ensure a common and integrated reporting approach. Design and monitor adherence to the entity oversight reporting schedule/programme and ensure compliance by entity performance oversight functional units. Collaborate with Finance, Monitoring and Evaluation and entity performance oversight functional units to ensure that all reporting requirements and targets are met. Analyse entity oversight reports submitted to Finance and Monitoring and Evaluation units and prepare and submit quarterly and annual integrated entity oversight reports to the Minister and the Accounting Officer. Present the consolidated reports at CEO/Chairpersons' Forum and follow-up on parliamentary questions relating to entity oversight reporting with the branches, resolutions and actions based on the feedback from the AO and the Minister. Consolidate the feedback and share with the Branches the feedback for the response letters to the entities. Support the Accounting Officer in facilitating non-compliance consequence management. Support the functional units in various internal and external structures to identify entity oversight requirements, commonalities, leading

practices and areas for improvement. Empower, guide and advise officials on entity oversight reporting. Contributing to key result areas such as project management, managing financial resources, driving change and operational excellence and managing compliance.

ENQUIRIES : Ms N Sekele Tel No: (012) 427 8599, Ms N Khosa Tel No: (012) 427 8260, Mr M Cilo at 068 227 5029

APPLICATIONS : application link: [CLICK HERE](#)

POST 20/07 : **SENIOR EMPLOYEE AND HEALTH AND WELLNESS MANAGEMENT OFFICER REF NO: SEHWMO**

Nature of Appointment: Permanent

The purpose of the post is to coordinate and provide employee health and wellness services, including the provision of counselling services to employees.

SALARY : R413 001 per annum (Level 08), plus benefits

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 6 / 7 qualification in Social Work / Psychology or a relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of three (3) years' experience in delivering Health and Wellness Services. Registration with relevant professional bodies such as the Health Professions Council of South Africa / South African Council for Social Service Professions (SACSSP). Skills / Competencies and Knowledge: Good Computer Skills (MS Package i.e. word, excel, powerpoint, internet and email), Listening, Planning and Organization, Good Verbal and Written Communication, Records Management, Interpersonal Relations, Flexibility. Technical Competencies: Employee Assistance, Health and Wellness Strategic Framework, Counselling, Public Service, Behavioural Management, Crisis and Trauma Management, Report Writing.

DUTIES : The successful candidate will evaluate and implement interventions for employees that aim to improve mental health and well-being, build on existing strengths, and increase levels of resilience. Support processes and facilitate the implementation of an effective and efficient Employee Health and Wellness (EHW), HIV/AIDS, STI and TB Management Programmes. Assist in planning, coordinating and facilitating the implementation of EHW framework as per the Public Service Strategic Framework. Identify, report and provide information on Employee Health and Wellness (EHW), HIV/AIDS, STI and TB Management Programmes. Liaise with relevant organisations, professional service providers and relevant stakeholders on issues relating to Employee Health and Wellness, HIV/AIDS, STI and TB Management. Promote and keep accurate records of individual engagement, evidence of change and recognise progress of employees enrolled with the service provider. Render psycho-social interventions, including providing one-on-one counselling, coaching and support services for employees dealing with work-related issues. Ensure compliance with statutory requirements in line with the DPSA EHW and due dates. Conduct needs assessments and surveys to gauge organizational health and recommend interventions. Contributing to key result areas such as driving change and operational excellence and ensuring compliance with the relevant public service prescripts.

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