

**GOVERNMENT TECHNICAL ADVISORY CENTRE (GTAC)**

- APPLICATIONS** : Please register, or if you are already registered, sign in and apply for this position on the GTAC eRecruitment website: <https://erecruitment.gtac.gov.za/erecruitment/>
- CLOSING DATE** : 29 June 2026 at 12 pm
- NOTE** : Only South African Citizens, and Permanent Residents need to apply as per PSR 2016. Applications should be accompanied by a duly completed and signed Z83 form (obtainable from any Public Service department). The post title and reference number must be clearly indicated on the Z83 form. A recent comprehensive CV should be submitted. Certified copies of qualifications and other relevant documents will be required to be submitted to HR on or before the day of the interview from shortlisted candidates. 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. Shortlisted candidates will be subjected to security vetting to confirm employment, personnel suitability checks and undergo an SMS competency assessment prior to the interview. They must make themselves available for a panel interview on the date determined by GTAC. Late applications, and those not meeting the requirements, will not be considered. Should you not receive feedback from GTAC within 2 months of the closing date, please consider your application unsuccessful. GTAC reserves the right to fill or not fill the advertised post. Preference will be given according to EE and Gender target. In accordance with the DPSA Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum requirements, this SMS level appointment will be subject to the completion of the Senior Management Pre-entry programme as endorsed by the National School of Government. The applicants should therefore have proof that they have registered for the Pre-entry certificate and have completed the course before the appointment. The cost of the pre-entry certificate is at the candidate's expense. To access the pre-certificate course, please visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>. Applications: Only online applications will be accepted. Applications not accompanied by a comprehensive CV and a fully completed Z83 form will not be considered. The GTAC is an equal-opportunity employer and encourages applications from women and people with disabilities. Our buildings are accessible to people with disabilities and reasonable accommodation is provided for persons with disabilities.

**MANAGEMENT ECHELON**

- POST 20/27** : **DIRECTOR: CAPITAL PROJECTS APPRAISAL REF NO: G08/2026**  
Term: Permanent  
The purpose of this job is to lead a team of analysts to evaluate the pipeline of infrastructure projects prior to investment decisions being taken, analyse and advise on the implications of committing fiscal support to large infrastructure projects, and undertake infrastructure research and analysis.
- SALARY CENTRE REQUIREMENTS** : R1 317 384 - R1 551 807 per annum (Level 13), (all – inclusive package)  
: Pretoria  
: Bachelor's Degree/ Advanced Diploma/ BTech degree (NQF 7) as recognised by SAQA in Development Finance or Economics. Postgraduate degree (NQF level 8) qualification will be advantageous. A minimum of 7 years' experience in capital project and/or economic analyses. Must have sound understanding of analysis of capital projects and implications of investing. Must have superior research, analysis and report writing skills, with the ability to interpret economic policy outcomes as well as experience with performance and/or project management. 5 years of experience at a middle/senior managerial level. Competencies Required: Change Leadership: The ability to deliver the message of change in both words and actions and motivate people to change. It energises and alerts groups to the need for specific changes in the way things are done. It involves taking responsibility to champion the change effort through building and maintaining support and commitment. Concern for Quality and Order: Desire to see things done logically, clearly and well. It takes various

forms: monitoring and checking work and information, insisting on the clarity of roles and duties, setting up and maintaining an information system. Effective Communication: Ability to transmit and receive information clearly and communicate effectively to others by considering their points of view in order to respond appropriately. This may involve listening, interpreting, formulating and delivering verbal, non-verbal, written, and/or electronic messages. It includes the ability to convey ideas and information in a way that brings understanding to the target audience. Integrity/ Honesty: Contributes to maintaining the integrity of the organisation; displays high standards of ethical conduct and understands the impact of violating these standards on an organisation, self, and others; is trustworthy. Organisational Awareness: The ability to understand and learn the power of relationships in one's own organisation or in other organisations. This includes the ability to identify the real decision makers, the individuals who can influence them, and to predict how new events or situations will affect individuals and groups within the Department. Problem Solving and Analysis: Understanding a situation, issue, problem, etc., by breaking it into smaller pieces, or tracing the implications of a situation in a step-by-step way. It includes organising the parts of a problem, situation, etc., in a systematic way; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships. Create timely and well-developed solutions by examining alternatives, risks and consequences. Resilience: Ability to cap one's emotions to avoid negative reactions when provoked, when faced with opposition or hostility, or when working under stress. It also includes the ability to maintain stamina under continuing stress. Resources Planning: Organises work, sets priorities and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organisations or parts of the organisation to accomplish goals; monitors progress and evaluates outcomes. Results Orientation: Concern for holding yourself and others accountable for achieving results or for surpassing a standard of excellence. It includes the process of setting measurable objectives, implementing change and then checking back to determine the effect of your efforts. The standard may be one's own past performance (striving for improvement); an objective measure (results orientation); outperforming others (competitiveness); challenging goals one has set, or even what anyone has ever done (innovation). General Management: Process of planning, directing, organising and controlling people and resources within a unit or a subunit in order to achieve organisational goals. Capital Projects Analysis Principles: Basic knowledge and understanding of capital project analysis including cost-benefit, financial and economic analysis. Economics and/or Finance: Science that studies the allocation of resources to satisfy unlimited wants for capital. Policy Development and Management: Knowledge of Treasury-related legislation, the legislative process and public affairs as it pertains to NT. Includes the ability to monitor legislation that is of interest to Treasury. Utilises a wide variety of resources and tools to develop, maintain, monitor, enforce and provide oversight of policies and regulations. Project Management: Knowledge of the principles, methods, or tools for developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance. Computer Literacy: Knowledge and ability to use computers and technology efficiently. Refers to the comfort level someone has with using computer programs and other applications associated with computers (MSOffice, Internet, email). Holding People Accountable: Acts to ensure others perform in accordance with clear expectations and goals. Team Participation: Works co-operatively with others, working together as opposed to working separately or competitively.

**DUTIES**

: Appraisal analysis and advise: Lead the production of infrastructure appraisal review reports advising on the feasibility, viability and sustainability of investments. Develop quantitative models to assess the expected impacts of specific infrastructure projects on the fiscus, welfare, economy and the environment. Advise on project configuration, costing, funding and financing, procurement and implementation readiness. Conduct post investment monitoring, evaluation and analysis. Develop a database of various microeconomic and macroeconomic indicators to assist in the estimation and/or benchmarking of costs, benefits, and other impacts of capital projects, proposed and ex post. Appraisal tools and methodologies: Develop appraisal tools and methodologies for assessment of infrastructure project impacts.

Collaborate with the National Treasury to develop appraisal guidelines in line with best practice. Contribute to the design and participate in the rollout of capacity building initiatives and knowledge sharing platforms. Analysis and research: Initiate research and analysis of factors that will impact on investment in capital projects. Analysis on how to prioritise the most desirable projects and optimise the roll-out of national infrastructure to help maximise the economic benefits to society. Input into policy discussions and advice on future policy developments and their impact on infrastructure. Provide progress reports on developments related to national infrastructure delivery and its impact on debottlenecking the economy. Conduct research on specific technologies that affect how infrastructure is developed. Conduct research on sector developments, trends and topical issues related to infrastructure. Project Management: Oversee team of analysts undertaking capital project analysis; provide guidance on technical work and ensure analysis is delivered on time and according to accepted appraisal methodologies. Liaise with internal and external stakeholders and government departments, on projects with regard to appraisal progress, queries and findings. Manage project plan, project resources and project analysis outcomes/ objectives. Represent the unit on project steering committees and provide inputs on transfer of appraisal and projects.

**ENQUIRIES**

: HR enquiries: Kaizer.Malakoane@gtac.gov.za at 066 250 7072