

DEPARTMENT OF LAND REFORM AND RURAL DEVELOPMENT

- CLOSING DATE** : 29 June 2026 at 16:00
- NOTE** : To apply, submit a completed Z83 form and detailed Curriculum Vitae (PDF document to a maximum of 10 megabytes) via e-mail or hand delivery. The Department will not be held responsible for server delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) where necessary and service certificates to support senior management experience to Human Resources before the interviews, including South African Qualifications Authority (SAQA) evaluation reports for foreign qualifications. Failure to comply will result in disqualification. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. Shortlisted applicants for the advertised vacancies will undergo two pre-entry assessments: a practical assessment and an integrity assessment, both of which form part of the selection criteria after the interview, the selection committee will recommend candidates for a generic management competency assessment, as per the Department of Public Service and Administration (DPSA) directives. The assessment will evaluate candidates' managerial competencies using standardised tools. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Applications submitted via email will be acknowledged via an automated response. Applications received manually will not be acknowledged due to high volumes of applications received. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DLRRD is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

MANAGEMENT ECHELON

- POST 20/37** : **CHIEF DIRECTOR: PROVINCIAL COORDINATION REF NO: 3/1/1/1/2026/57**
Chief Directorate: Provincial Coordination
- SALARY** : R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE** : Gauteng (Pretoria)
- REQUIREMENTS** : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public

Administration / Public Management / Business Administration (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level in the relevant environment. Job related knowledge: Planning, resource allocation and performance management of department-wide outcomes. Develop and implement consistent corporate performance monitoring to focus on the delivery of Provincial Shared Service outcomes. Initiate and coordinate the implementation of strategic corporate projects to improve Provincial Shared Service Centre's ability to meet strategic outcomes and exercise appropriate discretion to achieve service delivery objectives and required outcomes. Develop and implement a Corporate Governance Framework and corporate activity process including planning, monitoring and reporting and ensuring that strategic priorities are assessed for risk and value through the application of governance principles and processes. Maintain, develop and implement a Corporate Governance Framework (CGF) to ensure high standards of accountability and the effective delivery of the department's objectives and community value. Job related skills: Financial management. Communication (verbal and written). Interpersonal relations and conflict management. Business management and development. Leadership qualities. Facilitation and presentation. Computer literacy. Problem solving. Analytical. A valid driver's licence and willingness to travel.

DUTIES

: Oversee corporate governance, and performance management of outcomes of the Provincial Offices (PSSCS) through the Implementation of efficient Corporate Governance Frameworks. Provide strategic advice to the Deputy Director- General: Provincial Operations on all matters pertaining to coordination and management of Provincial Shared Services. Oversee the compilation of status report in terms of Provincial Shared Services Centres performance progress. Contribute to short, medium and long-term business planning, analysing the external environment and identifying opportunities that will support the overall business direction of the Provincial Shared Service Centres. Manage interface between the Provincial Shared Service Chief Directors and Deputy Director-General: Provincial Operations. Provide guidance and leadership in the implementation of decisions / directives from the Deputy Director-General to the Chief Director: Provincial Shared Service Centre. Manage and oversee the development of standardised integrated provincial operational plans and ensure the co-ordination of accurate reporting on outcomes and provincial performance. Ensure the development of standardised performance indicators for Provincial Shared Services Centres. Contribute to the corporate management of the Provincial Shared Services Centres including the development of the targets / objectives. Provide co-ordination support to branches in relation to service delivery at Provincial Shared Services Centres. Ensure coordination and integration of delivery of the departmental programs. Coordinate the drafting of annual integrated operational plans to facilitate integrated delivery of the departmental programs at Provincial Shared Services Centre level. Ensure that designated duties are executed at all times in accordance with corporate policies and procedures. Oversee the implementation of provincial support services and develop service improvement plans and implement a service improvement programme in support of the Provincial Shared Service Centres operational planning objectives. Manage research on corporate support services to improve service delivery at the Provincial Shared Service Centres. Oversee the development and maintain performance dashboard. Oversee the development and maintenance of performance dashboard for the Provincial Shared Services Centres, ensure regular performance monitoring.

ENQUIRIES APPLICATIONS

: Ms B Letompa Tel No: (012) 312 8112
 : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post57@dlrrd.gov.za

NOTE

: EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/38

: **CHIEF DIRECTOR: PROVINCIAL OFFICE REF NO: 3/1/1/2026/59**
 Chief Directorate: Provincial Office

SALARY

: R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

**CENTRE
REQUIREMENTS**

: Limpopo (Polokwane)
: Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Public Management / Business Administration / Management (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Proven experience in Project Management. Job related knowledge: Ability to implement an outcome-based performance approach. Ability to coordinate the Provincial Office functions to achieve departmental objectives. Ability to initiate and coordinate the implementation of strategic DLRRD development projects to improve service delivery. Ability to develop and implement governance framework and ensure Provincial Office function effectively and efficiently. Ability to develop and implement corporate performance monitor programme. Ability to think conceptually when analysing data and designing concepts to modify and improve implementation of corporate policies, procedures and processes. Job related skills: Good monitoring and evaluation. Good problem-solving. Skills to design and implement change management programmes. Ensure good customer care. A valid driver's licence. Willingness to travel. Ability to interact at all levels within both management and Intergovernmental relations (IGR) context.

DUTIES

: Manage, oversee and monitor the implementation of departmental services and programmes at provincial and district level. Coordinate the provision of land acquisition services. Coordinate land development support. Provide property management services. Coordinate implementation of land tenure and land rights programmes. Provide spatial planning and land use management services at provincial level. Manage and oversee the production and submission of programmes and projects reports. Facilitate the implementation of national development support initiatives. Facilitate the implementation of strategic land acquisition initiatives. Facilitate the implementation of property management initiatives. Facilitate the implementation of tenure reform initiatives. Render corporate and financial support services. Provide project management services. Collate and provide project data to the office of the Chief Director: Provincial Office. Direct and oversee the maintenance of response handling systems to facilitate requests and queries from DLRRD Head Office and external stakeholders. Facilitate the integration of planning, resource allocation and performance management of outcomes of the Provincial Office through the Corporate Governance Framework. Lead the development and implementation of consistent corporate performance monitoring and evaluation to focus on the delivery of Provincial Office annual performance outcomes. Ensure robust governance, effective decision making, value for money and appropriate benefits are achieved through corporate activity, policy and strategy frameworks. Provide assistance with the initiation, management coordination and the implementation of strategic corporate projects. Establish and maintain internal and external networks to monitor trends and best practice in corporate governance. Manage and oversee the rendering of financial, supply chain and corporate support services in the Provincial Office. Oversee human resource administration support. Oversee safety and security services within the province. Manage records information. Oversee information technology support services. Oversee communication and events management services. Monitor and mainstreaming of gender and transformation initiatives in development programme. Advise, liaise and coordinate with district corporate services on issues that may arise. Provide financial support services. Provide supply chain, facilities and office administration services. Liaise and interact with relevant stakeholders in the province. Oversee and provide support in community participation, community planning, corporate and operational planning, program performance reporting, corporate project, policy, strategy and infrastructure development and implementation and corporate governance development and implementation. Ensure provincial compliance through management of information, risk and audit. Monitor and track all departmental programmes and projects initiatives.

**ENQUIRIES
APPLICATIONS**

: Ms DT. Machoga Tel No: (015) 495 1955
: Applications can be submitted by hand delivery during office hours to: 61 Biccard street, Polokwane, 0700 or by email to Post59@dlrrd.gov.za

NOTE

: EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/39 : **CHIEF DIRECTOR: LAND RESTITUTION SUPPORT REF NO: 3/1/1/1/2026/62**
Chief Directorate: Land Restitution Support

SALARY : R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : North West (Mmabatho)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Development Studies / Law or relevant equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Job related knowledge: Project management. Programme management. Strategic capability and planning. Budgeting. Expenditure reporting. Monitoring and evaluation. Human resources management. Financial management. Supply chain management. Job related skills: Networking. Project and programme management. Team management. Interpersonal relations and conflict management. Budget forecasting. Computer literacy. Problem solving and decision-making. Time management. Business. Communication (verbal and written). Organisation. A valid driver's licence. Willingness to travel.

DUTIES : Ensure the investigation and implementation with regard to restitution of land rights (pre-settlement). Coordinate research reports in terms of rule 3 and rule 5. Ensure valuations are undertaken. Lead and manage negotiations linked to settlement models. Ensure legal compliance. Develop submissions in terms of Section 42D of Restitution Act. Ensure efficient risk management and implementation of financial controls and manage financial and corporate administrative services. Provide input to the regional risk register. Manage the province specific risks. Ensure adherence to financial controls. Lead the research in respect of special projects such as expropriations and manage financial and corporate administrative services. Research special projects. Ensure compliance to Section 42E. Provide inputs with regards to the drafting of legal documents in respect of the Restitution Act, regulations and policies of the Commission and ensure compliance. Manage the provincial specific litigation. Ensure effective compliance are adhered to. Ensure restitution projects are included in municipalities independent development programmes and align priorities and financial resources. Participate in provincial and municipal Intergovernmental Relations (IGR) structures. Provide input to municipal and provincial development planning and programmes. Ensure that the Rural Economy Transformation Model (RETM) and / or relevant sector strategies are factored in all settlements. Coordinate settlement negotiations and packages linked to the RETM.

ENQUIRIES : Ms L Moruwe Tel No: (012) 407 4149

APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post62@dlrrd.gov.za

NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

POST 20/40 : **CHIEF DIRECTOR: LAND RESTITUTION SUPPORT REF NO: 3/1/1/1/2026/63**
Chief Directorate: Land Restitution Support

SALARY : R1 554 696 per annum (Level 14), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)

CENTRE : KwaZulu Natal (Pietermaritzburg)

REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Public Administration / Development Studies / Law or relevant equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at senior managerial level. Job related knowledge: Project management. Programme management. Strategic capability and planning. Budgeting. Expenditure reporting. Monitoring and evaluation. Human resources management. Financial management. Supply chain management. Job related skills:

- Networking. Project and programme management. Team management. Interpersonal relations and conflict management. Budget forecasting. Computer literacy. Problem solving and decision-making. Time management. Business. Communication (verbal and written). Organisation. A valid driver's licence. Willingness to travel.
- DUTIES** : Ensure the investigation and implementation with regard to restitution of land rights (pre-settlement). Coordinate research reports in terms of rule 3 and rule 5. Ensure valuations are undertaken. Lead and manage negotiations linked to settlement models. Ensure legal compliance. Develop submissions in terms of Section 42D of Restitution Act. Ensure efficient risk management and implementation of financial controls and manage financial and corporate administrative services. Provide input to the regional risk register. Manage the province specific risks. Ensure adherence to financial controls. Lead the research in respect of special projects such as expropriations and manage financial and corporate administrative services. Research special projects. Ensure compliance to Section 42E. Provide inputs with regards to the drafting of legal documents in respect of the Restitution Act, regulations and policies of the Commission and ensure compliance. Manage the provincial specific litigation. Ensure effective compliance are adhered to. Ensure restitution projects are included in municipalities independent development programmes and align priorities and financial resources. Participate in provincial and municipal Intergovernmental Relations (IGR) structures. Provide input to municipal and provincial development planning and programmes. Ensure that the Rural Economy Transformation Model (RETM) and / or relevant sector strategies are factored in all settlements. Coordinate settlement negotiations and packages linked to the RETM.
- ENQUIRIES APPLICATIONS** : Ms L Moruwe Tel No: (012) 407 4149
- : Applications can be submitted by hand delivery during office hours to: 600 Lillian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post63@dlrrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/41** : **DIRECTOR: FINANCIAL AND SUPPLY CHAIN MANAGEMENT REF NO: 3/1/1/1/2026/60**
Directorate: Financial and Supply Chain Management Services
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE REQUIREMENTS** : Limpopo (Polokwane)
- : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Cost Management Accounting / Financial Management / Accounting / Public Finance / Auditing / Supply Chain Management / Logistics Management / Purchasing Management / Management (Logistics / Supply Chain Management) (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in the relevant environment. Job related knowledge: Extensive knowledge of Generally Accepted Accounting Principles, Treasury Regulations Generally Reviewed Accounting Principles. Job related skills: Coaching and Mentoring (though leadership). Prepare and deliver presentations. Analytical thinking. Adaptability and Flexibility. Customer service. Initiative. Innovation and creativity. Process improvement. Communication (verbal and written). Project management. Computer literate. Willingness to travel. A valid driver's licence.
- DUTIES** : Ensure compliance to financial management standards by adhering to policies and guidelines. Ensure compliance with Public Finance Management Act, Treasury Regulations and other related legislation and instructions. Ensure implementation of policies, systems, procedures, and processes to ensure sound financial management. Oversee financial support services within the provincial shared service centres. Manage financial accounting processes. Manage the departmental budget. Manage salaries and payroll. Maintenance of finance systems. Oversee supply chain, facilities and office administration. Manage the demand management plan and acquisition of goods, services and assets. Provide logistics, travel and transport services. Provide assets and facilities management. Oversee financial management support services.

- Provide internal control and reporting services. Develop and maintain budget and reporting. Provide payment services. Provide asset revenue management. Provide lease revenue management.
- ENQUIRIES** : Ms DT. Machoga Tel No: (015) 495 1955
- APPLICATIONS** : Applications can be submitted by hand delivery during office hours to: 61 Biccarrd street, Polokwane, 0700 or by email to Post60@drrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/42** : **DIRECTOR: FINANCIAL AND SUPPLY CHAIN MANAGEMENT REF NO: 3/1/1/1/2026/61**
Directorate: Financial and Supply Chain Management Services
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE** : Eastern Cape (East London)
- REQUIREMENTS** : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree or Advanced Diploma in Cost Management Accounting / Financial Management / Accounting / Public Finance / Auditing / Supply Chain Management / Logistics Management / Purchasing Management / Management (Logistics / Supply Chain Management) (NQF Level 7) or related equivalent qualification and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in the relevant environment. Job related knowledge: Extensive knowledge of Generally Accepted Accounting Principles, Treasury Regulations Generally Reviewed Accounting Principles. Job related skills: Coaching and Mentoring (though leadership). Prepare and deliver presentations. Analytical thinking. Adaptability and Flexibility. Customer service. Initiative. Innovation and creativity. Process improvement. Communication (verbal and written). Project management. Computer literate. Willingness to travel. A valid driver's licence.
- DUTIES** : Ensure compliance to financial management standards by adhering to policies and guidelines. Ensure compliance with Public Finance Management Act, Treasury Regulations and other related legislation and instructions. Ensure implementation of policies, systems, procedures, and processes to ensure sound financial management. Oversee financial support services within the provincial shared service centres. Manage financial accounting processes. Manage the departmental budget. Manage salaries and payroll. Maintenance of finance systems. Oversee supply chain, facilities and office administration. Manage the demand management plan and acquisition of goods, services and assets. Provide logistics, travel and transport services. Provide assets and facilities management. Oversee financial management support services. Provide internal control and reporting services. Develop and maintain budget and reporting. Provide payment services. Provide asset revenue management. Provide lease revenue management.
- ENQUIRIES** : Ms A van Vuuren Tel No: (043) 701 8127 or Ms A Kili Tel No: (043) 701 8186
- APPLICATIONS** : Applications can be submitted by hand delivery during office hours to: Ocean Terrace, Block H, corner of Coutts and Moore Street, Quigney, East London or by email to Post61@drrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/43** : **DIRECTOR: QUALITY ASSURANCE AND ADMINISTRATION REF NO: 3/1/1/1/2026/64**
Directorate: Quality Assurance and Administration
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE** : Eastern Cape (East London)
- REQUIREMENTS** : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Public Administration / Business Management / Management / Commerce / Accounting / Finance / Internal Audit (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in Quality Assurance

- / Finance / Internal Audit / Public Administration and management environment.
 Job related knowledge: Knowledge of Restitution process. Financial management processes and procedures. Supply chain management processes and procedures. Human resources management. Risk management and its relevant legislations. Government budget processes. Job related skills: Proven managerial, supervisory and project management. Good planning, organising and problem-solving. Good communication (verbal and written). Computer literacy (Microsoft Office). A valid driver's licence.
- DUTIES** : Provide quality assurance of submissions on land claims with regard to content, completeness, accuracy by setting and implementing standards as well as reviewing files. Check policy and financial compliance for settlement of claims and finalisation thereof as per the Annual Performance Plan (APP) and Operational Plan. Conduct quality assurance on all operation submissions for approval i.e. research, verifications, valuations, offers, declarations, Section 42Ds and Section 26. Implement project management methodology for the management of land claims. Ensure effective and efficient risk management and implementation of internal legal and financial control. Ensure compliance to existing financial delegations. Regular review and implementation of existing control systems. Respond to requests for information (RFIs) and audit findings. Manage audit and risk issues. Ensure implementation of audit action plan. Ensure project on land claims are coordinated and settled in terms of Restitution Act, Public Finance Management Act (PFMA) and other applicable legislation and prescripts. Ensure effective and efficient management of allocated resources in order to prevent unauthorised, irregular, and fruitless expenditure. Coordinate the procurement function between Restitution Office and Shared Services Centre supply chain management. Ensure sound financial management in line with applicable policies and prescripts. Monitor and drive spending of the allocated budget. Ensure sound records and information management. Ensure proper control measures are in place regarding approval and authorisation of funds. Ensure compliance with all applicable legislations and departmental policies i.e. PFMA, Treasury regulations. Advice and assist the office on all issues of compliance regarding policy and legislation. Provide financial and operational plan reports. Coordinate preparations and submissions of quality assured reports as per APP and Operational Plan. Consolidate and compile the reports for management meetings.
- ENQUIRIES APPLICATIONS** : Mr Z Memela Tel No: (043) 700 6005
- : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post64@dlrrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/44** : **DIRECTOR: QUALITY ASSURANCE AND ADMINISTRATION REF NO: 3/1/1/1/2026/65**
 Directorate: Quality Assurance and Administration
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE REQUIREMENTS** : Northern Cape (Kimberley)
 : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Public Administration / Business Management / Management / Commerce / Accounting / Finance / Internal Audit (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level in Quality Assurance / Finance / Internal Audit / Public Administration and management environment. Job related knowledge: Knowledge of Restitution process. Financial management processes and procedures. Supply chain management processes and procedures. Human resources management. Risk management and its relevant legislations. Government budget processes. Job related skills: Proven managerial, supervisory and project management. Good planning, organising and problem-solving. Good communication (verbal and written). Computer literacy (Microsoft Office). A valid driver's licence.
- DUTIES** : Provide quality assurance of submissions on land claims with regard to content, completeness, accuracy by setting and implementing standards as

well as reviewing files. Check policy and financial compliance for settlement of claims and finalisation thereof as per the Annual Performance Plan (APP) and Operational Plan. Conduct quality assurance on all operation submissions for approval i.e. research, verifications, valuations, offers, declarations, Section 42Ds and Section 26. Implement project management methodology for the management of land claims. Ensure effective and efficient risk management and implementation of internal legal and financial control. Ensure compliance to existing financial delegations. Regular review and implementation of existing control systems. Respond to requests for information (RFIs) and audit findings. Manage audit and risk issues. Ensure implementation of audit action plan. Ensure project on land claims are coordinated and settled in terms of Restitution Act, Public Finance Management Act (PFMA) and other applicable legislation and prescripts. Ensure effective and efficient management of allocated resources in order to prevent unauthorised, irregular, and fruitless expenditure. Coordinate the procurement function between Restitution Office and Shared Services Centre supply chain management. Ensure sound financial management in line with applicable policies and prescripts. Monitor and drive spending of the allocated budget. Ensure sound records and information management. Ensure proper control measures are in place regarding approval and authorisation of funds. Ensure compliance with all applicable legislations and departmental policies i.e. PFMA, Treasury regulations. Advice and assist the office on all issues of compliance regarding policy and legislation. Provide financial and operational plan reports. Coordinate preparations and submissions of quality assured reports as per APP and Operational Plan. Consolidate and compile the reports for management meetings.

- ENQUIRIES APPLICATIONS** : Dr M Du Toit Tel No: (053) 831 6501
- Applications can be submitted by hand delivery during office hours to: 600 Lillian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post65@dlrrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/45** : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/2026/66**
Directorate: Operational Management
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE REQUIREMENTS** : Eastern Cape (East London)
- Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.
- DUTIES** : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate

the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations, communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and review of restitution legislation and policies. Provide support to the legal unit and implementation of legislation.

- ENQUIRIES** : Mr SR Rasalanavho Tel No: (012) 407 4453
- APPLICATIONS** : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post66@dlrrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/46** : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/2026/67**
Directorate: Operational Management
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE** : Western Cape (Cape Town)
- REQUIREMENTS** : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.
- DUTIES** : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations,

communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and review of restitution legislation and policies. Provide support to the legal unit and implementation of legislation.

- ENQUIRIES** : Mr SR Rasalanavho Tel No: (012) 407 4453
- APPLICATIONS** : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post67@dlrrd.gov.za
- NOTE** : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.
- POST 20/47** : **DIRECTOR: OPERATIONAL MANAGEMENT REF NO: 3/1/1/2026/68**
Directorate: Operational Management
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS)
- CENTRE** : Northern Cape (Kimberley)
- REQUIREMENTS** : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a Bachelor's Degree / Advanced Diploma in Law / Agriculture / Economics / Social Sciences / Development Studies or related equivalent qualification (NQF Level 7) and a Nyukela certificate (Pre-entry Certificate to the SMS) submitted prior to appointment. Minimum of 5 years of experience at middle / senior managerial level. Job related knowledge: Thorough knowledge and understanding and / or experience in land reform or rural development. Knowledge of budget processes. Basic knowledge of financial and administration systems. Knowledge and implementation of Public Finance Management Act, Division of Revenue Act and Budgeting. Expenditure reporting. Monitoring and evaluation. Strategic planning. Human resource management. Supply chain management. Public Service Act. Preferential Procurement Policy Framework Act. Job related skills: Analytical. Communication (verbal and written). Computer literacy. Report writing. Problem solving and Negotiation. Strategic capabilities and leadership. Project management. Networking and Team management. Budget forecasting. A valid driver's licence.
- DUTIES** : Manage investigations and facilitate requests for restitution of land rights. Provide strategic leadership, overall management, and administration of claims. Lead, direct and oversee the quality of service delivery regarding the investigations of claims. Manage research and investigations of outstanding claims. Manage the undertaken project management for settlement of land claims. Overall management of the settlement of land claims. Oversee compliance with the standard operating procedures for the settlement cycle. Develop the strategic and general plans for the Commissioner and ensure that the strategic plans of the Commission are implemented, monitored and evaluated. Manage the implementation of restitution of land rights and facilitate the settlement of claims. Develop and manage the standardisation of operations and service. Manage settlement of claims in the project register and Kuyasa Project list through the approval of Section 42D memorandum. Finalisation of land claims. Support operational teams during the packaging of settlement / sale agreements by facilitating negotiations with private investors and claimants. Overall management of the finalisation processes by the operations staff and compliance with standard operating procedures. Manage the workplans and performance of operational staff. Manage negotiations, communications, and liaison with stakeholders. Enhance intergovernmental relations. Ensure correct and adequate representation of the Regional Land Claims Commissioner (RLCC) at various levels and forums. Management of statistical information. Monthly and quarterly update of the information on Kuyasa database. Engagement and consultation with information management unit. Ensure management and safe keeping of records. Provide legal support services. Policy advocacy and implementation. Monitoring and evaluation of departmental policies. Implementation and review of restitution

legislation and policies. Provide support to the legal unit and implementation of legislation.

- ENQUIRIES** : Mr SR Rasalanavho Tel No: (012) 407 4453
APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post68@dlrrd.gov.za
NOTE : EE Targets: Coloured and White Males and African, Coloured and Indian Females and Persons with disabilities.

OTHER POSTS

- POST 20/48** : **SENIOR SUPPLY CHAIN PRACTITIONER: ASSET MANAGEMENT REF NO: 3/1/1/2026/58**
Directorate: Logistics and Asset Management

- SALARY** : R413 001 per annum (Level 08)
CENTRE : Gauteng (Pretoria)
REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate and a National Diploma in Financial Accounting / Commerce / Public Administration (Management) or related equivalent qualification. Minimum of 2 years working experience in asset management. Job related knowledge: Public Finance Management Act, Treasury Regulations, Preferential Procurement Policy Framework Act (PPPFA), Departmental Supply Chain Management Procedures and Policy, Asset management prescripts and Procedures. Job related skills: Computer literacy. Interpersonal relations and conflict management. General administration. Communication (verbal and written). Supervisory responsibility. A valid driver's licence. Teamwork.

- DUTIES** : Ensure effective management of asset additions. Ensure capturing newly procured assets. Physical barcode movable assets. Ensure that the acceptance form is duly completed and signed. Maintain an asset addition file with supporting documents. Ensure effective management of Asset Disposal Process. Identify and compile list of redundant, obsolete and damaged assets for disposal. Obtain approval through Disposal Committees. Facilitate the disposal of assets according to the recommendations of the Disposal Committee. Ensure that the asset register (BAUD) is updated for all assets approved by the Disposal Committee. Maintain a disposal file with supporting documents. Maintain a register for all lost assets supported by the relevant supporting documents. Compile and submit the asset disposal closeout report. Ensure effective management of the reconciliation between the asset register (BAUD) and expenditure (BAS). Extract BAS reports. Request payment batches from the province. Match the register for assets purchased against the payment batches. Compile and submit reconciliation report. Ensure effective management of the asset verification process. Draft the asset verification plan / Schedule. Perform asset verification and reconcile the physical count with the asset register. Investigate discrepancies detected after reconciliation and perform spot checks. Updating asset verification information and records. Compile the asset verification reporting. Ensure effective management of the BAUD System. User creations password reset. User terminations. Change user access rights Perform backups of asset register. System optimization and functionality.

- ENQUIRIES** : Mr S Mzamo Tel No: (012) 312 8206
APPLICATIONS : Applications can be submitted by hand delivery during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Berea Park, Pretoria, 0002 or by email to Post58@dlrrd.gov.za
NOTE : EE Targets: Coloured, Indian and White Males and Coloured, Indian and White Females and Persons with Disabilities.

- POST 20/49** : **RECEPTIONIST / TELECOM OPERATOR REF NO: 3/1/1/2026/69**
Directorate: District Office

- SALARY** : R237 453 per annum (Level 05)
CENTRE : Northern Cape (ZF Mgcawu / Pixley Ka Seme District)
REQUIREMENTS : Minimum requirements: Applicants must be in a possession of a Grade 12 Certificate. Job related knowledge: Computer literacy particularly Microsoft Excel. Job related skills: Excellent communication (verbal and written) and interpersonal relations. Good organisational and People. Telephone etiquette. Ability to communicate well with people at different levels and from different

backgrounds. Highly reliable. Ability to act with tact and discretion. Good grooming and presentation. Proficiency in at least 2 of the official languages in relevant province.

DUTIES

: Facilitate telephonic and related administration. Keep and maintain incoming and outgoing documents register of the component. Attend to incoming telephone calls. Screen and forward calls. Receive telephone messages. Record telephone messages. Develop and maintain a database of contact numbers for officials. Administrate attendance register. Administrate telephone account. Facilitate switch board operation services. Receive requests from users by email. Arrange the new / movement / swap / block / unblocking of extensions. Programme the system for new / movement / swap / block / unblocking the system. Test the line after programming. Inform the user. Attend to clients with queries and provide information. Provide information to the clients and answer all general enquiries. Facilitate boardroom bookings. Manage and update calendar for boardroom bookings.

ENQUIRIES

: Mr D Leberegane Tel No: (053) 830 4060

APPLICATIONS

: Applications can be submitted by hand delivery during office hours to: Magistrate Court Building, 6th floor, Knight Street, Corner of Stead Street, Kimberley, 8300 or by email to Post69@dlrrd.gov.za

NOTE

: EE Targets: African, Coloured, Indian and White Males and African, Coloured, Indian and White Females and Persons with Disabilities.