

DEPARTMENT OF BASIC EDUCATION

The Department of Basic Education is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. Preference will be given to underrepresented groups as per the DBE Employment Equity Targets. Women and people with disabilities are encouraged to apply.

- APPLICATIONS** : Submitted via post to: Private Bag X895, Pretoria, 0001 or hand-deliver to: The Department of Basic Education, 222 Struben Street, Pretoria or you can email your application HigherApplications@dbe.gov.za. Please visit the Department of Education's website at www.education.gov.za
- FOR ATTENTION** : Ms M Mahape/Ms N Kumalo
- CLOSING DATE** : 03 July 2026
- NOTE** : 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. The successful candidate must sign an annual performance agreement, annually disclose his/ her financial interests and be subjected to a security clearance.

OTHER POSTS

- POST 21/03** : **DEPUTY DIRECTOR (QUALITY MANAGEMENT SYSTEM) QMS REF NO: DBE/46/2026**
Branch: Teacher Education Human Resources and Institutional Development
Chief Director: Education Human Resource Management
Directorate: Education Performance Management and Development and Whole-School Evaluation
- SALARY** : R1 101 468 per annum
- CENTRE** : Pretoria
- REQUIREMENTS** : The applicants must be in possession of an appropriate three-year (NQF level 6) post matric qualification or equivalent qualification as recognised by SAQA; Four (4) years relevant experience as an Assistant Director or equivalent level; Four (4) years' experience in the operations of employee performance management systems; Experience in educator supervision, training, management of budgets and programmes; Proven experience in planning and implementing projects; Experience in school evaluations in the Basic Education sector; In-depth knowledge and understanding of human resource matters, including educator performance management systems as informed by relevant ELRC collective agreements; Understanding of the National Development Plan 2030 as well as other relevant education policies, legislation and regulations; Communication skills (both verbal and written); Computer literacy; Report writing and presentation skills; Excellent people management skills; Ability to interact with stakeholders; Willingness to work extensive hours and to travel when required; A valid driver's license.
- DUTIES** : The successful candidate will be part of a team of specialists supporting and promoting efficient and effective implementation of educator appraisals within provinces; Conducting monitoring and oversight visits; Compiling progress reports; Co-ordinating and monitoring compliance with all performance management-related agreements, policies, regulations and guidelines; Setting up digital platforms and systems to evaluate educator performance data; Collecting and analysing reports from provinces; Analysing the impact of the Quality Management System on school performance and create strategies to give feedback to provinces; Setting in place strategies to enhance accountability levels within schools and address under-performance; Establish linkages between the Directorate and other stakeholders; Performing other work related duties as assigned.
- ENQUIRIES** : Ms M Mahape Tel No: (012) 357 3291/ Ms N Kumalo Tel No: (012) 357 3398

POST 21/04 : **ASSISTANT DIRECTOR (EDUCATOR PLANNING) REF NO: DBE/47/2026**
Branch: Teacher Human Resource Development and Institutional Development
Chief Directorate: Education Human Resource Management
Directorate: Education Human Resource Planning, Provisioning and Monitoring

SALARY : R605 742 per annum
CENTRE : Pretoria
REQUIREMENTS : The applicants must be in possession of an appropriate three-year (NQF level 6) post matric qualification or equivalent qualification as recognised by SAQA in Human Resource Planning / Management; Three (3) years relevant supervisory experience in human resource management within the education sector; In-depth understanding of human resource planning and provisioning in the public education sector; Experience in data capturing, management and analysis for compiling accurate reports; Understanding the post Provisioning Model, including norms and standards for allocating teaching posts in public schools; Ability to work with the National Recruitment Database or large databases; Ability to work well under pressure; Ability to maintain attention to details; Strong data analysis skills; Knowledge of Micro-soft excel and other micro-soft office application; Advanced technical skills in data analysis and report compilation; Communication skills (verbal and written); Strong interpersonal relations; Enthusiasm, commitment, flexibility, drive, eager to learn and self-starter ; A valid driver's license; Willingness to travel.

DUTIES : The successful candidate will be responsible for supporting forecasting of short, medium, and long-term educator demand in the sector; Analysing and monitoring educator allocation and mobility trends; Assisting in commissioning research on teacher demand, supply and utilisation; Developing and supporting systems and tools for effective educator demand planning; Monitoring and managing educator utilisation to ensure every class has a qualified teacher; Monitoring and reporting on Post Provisioning processes in the sector; Overseeing implementation of policies on educator remuneration, including budget and salary agreements; Co-ordinating and managing work related to the HEDCOM Subcommittee on Human Resource Matters; Managing the National Recruitment Database and respond to ad hoc HR data requests, parliamentary questions, media queries, and public inquiries; Drafting reports and submissions in line with the work associated with the post; Handling incoming HR-related queries and liaising with provincial education departments; Providing input for quarterly and monthly reports.

ENQUIRIES : Ms M Mahape Tel No: (012) 357 3291/ Ms N Kumalo Tel No: (012) 357 3398