

**PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

- APPLICATIONS** : The Chief Director, Human Resource Management & Development, Department of Cooperative Governance and Traditional Affairs, Private Bag X9078, Pietermaritzburg, 3200 or Hand delivered to: The Chief Registry Clerk, 2nd Floor, South Tower, Natalia, 330 Langalibalele Street, Pietermaritzburg for the attention of Ms E Perumal.
Applicants can also submit their Z83 and CV via e-Recruitment System on www.eservices.gov.za
- CLOSING DATE** : 10 July 2026. Applications received after this date will not be accepted.
- NOTE** : Applications must be submitted on the new Application for Employment Form (Z83) available from any Public Service Department and should be accompanied by a comprehensive CV. The Department discourages applications sent by registered mail and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Failure to comply with any instruction will disqualify applicants. Appointment is subject to a positive outcome on the following checks (Security Clearance, Citizenship, qualification verification, criminal records, credit records and previous employment). Faxed or late applications will not be accepted. Should applicants not receive any response from the Department within three months of the closing date, please accept that your application was unsuccessful. 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 logistics of which will be communicated by the Department. The Department is an equal opportunity, affirmative action employer and is committed to empowering people with a disability. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

MANAGEMENT ECHELON

- POST 21/196** : **DIRECTOR: MUNICIPAL FINANCIAL SUPPORT REF NO: 22/1/3/6/3/32/2026 (MF)**
Branch: Local Government
Chief Directorate: Municipal Finance
Directorate: Municipal Financial Support
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive remuneration package to be structured in accordance with the rules of the Senior Management Services)
- CENTRE** : Pietermaritzburg
- REQUIREMENTS** : The ideal candidate must be in possession of a Bachelors degree/ NQF Level 7 qualification in Financial Management/ Financial Accounting or related qualification as recognised by SAQA coupled with at least 5 years of experience at a middle/senior managerial level in the financial environment within Local Government environmental sector as well as a SMS Pre-entry certificate (Nyukela) as offered by the National School of Government (NSG) (Certificate submitted prior to appointment) and a valid Drivers licence. Essential Knowledge, Skills and Competencies Required: The successful candidate must have: Sound knowledge and understanding of the RSA Constitution; Municipal Finance Management Act; Division of Revenue Act; Municipal Systems Act; Municipal Structures Act; Municipal Property Rates Act; and other relevant Local Government prescripts; Public Service Act; Public Service Regulations; Labour Relations Act; Basic Conditions of Employment Act; Public Finance Management Act; Knowledge of Financial systems; Policy analysis and development; Awareness and understanding of Municipal environment; Financial Management skills; analytical skills; Interpersonal relations; Strategic planning skills; Organisational skills; Management skills; Project management skills; Decision making skills; Good communication skills (verbal & written) with Private Sector organisations, Departmental staff, Service

- providers, Non-governmental organisations, Local councillors, Political office bearers, Ministers, Mayors, Provincial and National departments and general public; Good computer literacy in MS Office (excel, word and powerpoint).
- DUTIES** : The successful candidate will be required to support and guide municipalities in achieving sound financial management, regulatory compliance to improve audit outcomes and financial sustainability with the following responsibilities: Manage support to municipalities on financial governance and audit outcomes; Manage quality assurance on municipal valuation rolls in terms of legislation and applicable standards; Manage and co-ordinate the delivery of expert valuation and rating services to municipalities across the province; Manage the development and implementation of municipal financial support programs; Facilitate the development of policies, strategies, procedures and processes; Manage the resources of the Directorate.
- ENQUIRIES** : Dr HB Krishnan at 082 854 1110

OTHER POSTS

- POST 21/197** : **DEPUTY DIRECTOR: MUNICIPAL FINANCE COMPLIANCE AND MONITORING REF NO: 22/1/3/6/3/33/2026 (MF)**
 Chief Directorate: Municipal Finance
 Directorate: Municipal Finance Compliance and Monitoring

- SALARY** : R1 101 468 per annum (Level 12), (all-inclusive remuneration package to be structured in accordance with the rules of the Middle Management Services)
CENTRE : Pietermaritzburg

- REQUIREMENTS** : The ideal candidate must be in possession of a Bachelors degree/ NQF level 7 qualification in financial Management or related financial qualification as recognised by SAQA coupled with 3 years' junior management experience in a financial environment and a valid driver's licence. Essential Knowledge, Skills and Competencies Required: The successful candidate must have: Knowledge of RSA Constitution; Municipal Finance Management Act; Division of Revenue Act; Municipal Systems Act; Municipal Structures Act; Municipal Property Rates Act and other relevant Local Government prescripts; Public Service Act and Regulations; Labour Relations; Basic conditions of employment Act; Public Finance Management Act; Knowledge of Financial Systems ; Policy analysis and development; Awareness and understanding of municipal environment; Financial management skills; analytical skills; Interpersonal relations; Strategic Planning skills; Organisational skills; Management skills; Project management skills; Good communication skills (verbal & written) with Private Sector Organisations, Departmental staff, Service providers, Non-governmental Organisations, Local Councillors; Political Office bearers, Ministers, Mayors, Provincial and National Departments and the General Public; and Good computer skills in MS Office (Excel, Word and PowerPoint).

- DUTIES** : The successful candidate will be required to ensure compliance, monitoring of municipalities on financial matters in-line with legislative prescripts (MFMA, Treasury Regulations) with the following responsibilities: Ensure the monitoring of compliance and reporting of processes in municipalities and enable the co-ordination and alignment amongst all spheres of government; Ensure the validity and reliability of all data/information reported in the quarterly progress reports and build capacity; Ensure the submission of financial progress reports from the districts, local municipalities and metro to relevant stakeholders; Ensure monitoring and support of audit processes; Develop and provide input to national and provincial policy and legislative processes as well as structures regarding monitoring of municipal policies, programs and projects; Manage the resources of the Directorate.

- ENQUIRIES** : Ms N Majola at 060 885 5268

- POST 21/198** : **DEPUTY DIRECTOR: MUNICIPAL FINANCE SUPPORT REF NO: 22/1/3/6/3/34/2026 (MF)**
 Chief Directorate: Municipal Finance
 Directorate: Municipal Finance Support

- SALARY** : R1 101 468 per annum (Level 12), (all-inclusive remuneration package to be structured in accordance with the rules of the Middle Management Services)
CENTRE : Pietermaritzburg

- REQUIREMENTS** : The ideal candidate must be in possession of a Bachelors degree/ NQF level 7 qualification in financial Management/Financial Accounting as recognised by

		SAQA coupled with 3 years' junior management experience in a financial environment and a valid driver's licence. Essential Knowledge, Skills and Competencies Required: The successful candidate must have: Knowledge of RSA Constitution; Municipal Finance Management Act; Division of Revenue Act; Municipal Systems Act; Municipal Structures Act; Municipal Property Rates Act and other relevant Local Government prescripts; Public Service Act and Regulations; Labour Relations; Basic conditions of employment Act; Public Finance Management Act; Knowledge of Financial Systems; Policy analysis and development; Awareness and understanding of municipal environment; Financial management skills; analytical skills; Interpersonal relations; Strategic Planning skills; Organisational skills; Management skills; Project management skills; Good communication skills (verbal & written) and Good computer skills in MS Office (Excel, Word and PowerPoint).
<u>DUTIES</u>	:	The successful candidate will be required to ensure support to municipalities on financial matters in-line with legislative prescripts (MFMA, Treasury Regulations) with the following responsibilities: Manage support on financial matters to municipalities; Ensure the co-ordination and development and implementation of municipal financial support programs; Ensure auditor general and treasury processes are co-ordinated and annual report requirements are met on financial matters at municipalities; provide input in the development of policies, strategies and procedures; Manage the resources of the Sub-Directorate.
<u>ENQUIRIES</u>	:	Ms N Majola at 060 885 5268
<u>POST 21/199</u>	:	<u>DEPUTY DIRECTOR: LABOUR RELATIONS REFERENCE: 22/1/3/6/3/35/2026 (HRA)</u> Chief Directorate: Human Resource Management and Development Directorate: Human Resource Administration
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive remuneration package to be structured in accordance with the rules of the Middle Management Services)
<u>CENTRE REQUIREMENTS</u>	:	Pietermaritzburg The ideal candidate must be in possession of a NQF Level 6 qualification as recognised by SAQA in Human Resource Management/ Labour Relations/Labour Law or a LLB coupled with 3 years junior management experience in a labour relations environment and a valid drivers licence. Essential Knowledge, Skills and Competencies Required: The successful candidate must have:- Sound knowledge and understanding of the Labour Relations Act; Public Service Act and Regulations; Collective Agreements; Bargaining Structures and Departmental policies; Negotiations skills; Dispute resolution skills; Facilitation skills; Good communication skills (verbal & written) with other Government organisations, Private sector and Organised Labour; Good computer literacy in MS Office.
<u>DUTIES</u>	:	The successful candidate will be required to manage labour relation matters within the Department with the following responsibilities: Management of grievances and dispute resolution mechanisms; Manage discipline processes; Facilitate collective bargaining; Develop policies and strategies aimed at improving service delivery; Manage the resources of the Sub - Directorate.
<u>ENQUIRIES</u>	:	Ms N Dlamini Tel No: (033) 260 8058
<u>POST 21/200</u>	:	<u>ASSISTANT DIRECTOR: MUNICIPAL FINANCE COMPLIANCE AND MONITORING REF NO: 22/1/3/6/3/36/2026 (MF)</u> Chief Directorate: Municipal Finance Directorate: Municipal Finance Compliance and Monitoring
<u>SALARY</u>	:	R605 742 per annum (Level 10)
<u>CENTRE</u>	:	Pietermaritzburg
<u>REQUIREMENTS</u>	:	The ideal candidate must be in possession of a bachelor's degree/NQF level 7 qualification in Financial Management/ Financial Accounting or equivalent coupled with three years' administrative experience in a financial environment and a valid driver's licence (Code 08). Essential Knowledge, Skills and Competencies Required: The successful candidate must have Knowledge of the: RSA Constitution; Public Finance Management Act; Division of Revenue Act; Municipal Systems Act; Municipal Structures Act; Municipal Property Rates Act and other relevant Local Government prescripts; Public Service Act and regulations; Labour Relations; Knowledge of Basic Conditions of Employment Act; Public Finance Management Act; Knowledge of financial

systems; Policy analysis and development; Awareness and understanding of municipal environment; Financial Management skills; Analytical skills; Interpersonal relations; Strategic Planning skills; Organizational skills; Management skills; Project management skills; Good communication skills (verbal & written); and Computer literacy in MS Office (Word, Excel and PowerPoint).

DUTIES : The successful candidate will be required to monitor compliance at municipalities on financial matters in-line with legislative prescripts (MFMA, Treasury Regulations) with the following responsibilities: Validate the reliability of all data/information reported in the progress reports and build capacity; Coordinate the submission of financial progress reports from the districts, local municipalities, and the Metro to relevant stakeholders; Monitor compliance, evaluate and report on processes in municipalities; Monitor and support audit processes; Provide input in the development of policies, strategies, procedures, and processes.

ENQUIRIES : Ms N Majola at 060 885 5268

POST 21/201 : **ASSISTANT DIRECTOR: MUNICIPAL FINANCE SUPPORT REF NO: 22/1/3/6/3/37/2026 (MF)**
Chief Directorate: Municipal Finance
Directorate: Municipal Finance Support

SALARY : R605 742 per annum (Level 10)

CENTRE : Pietermaritzburg

REQUIREMENTS : The ideal candidate must be in possession of a bachelor's degree/NQF level 7 qualification in Financial Management/ Financial Accounting or equivalent qualification coupled with three years' administrative experience in a financial environment and a valid driver's licence (Code 8). Essential Knowledge, Skills and Competencies Required: The successful candidate must have Knowledge of the: RSA Constitution; Municipal Finance Management Act; Division of Revenue Act; Municipal Systems Act; Municipal Structures Act; Municipal Property Rates Act and other relevant Local Government prescripts; Public Service Act and Regulations; Labour Relations; Knowledge of Basic Conditions of Employment Act; Public Finance Management Act; Knowledge of financial systems; Policy analysis and development; Awareness and understanding of municipal environment; Financial management skills; analytical skills; Interpersonal relations; Strategic Planning skills; Organizational skills; Management skills; Project management skills; Good communication skills (verbal & written) and Computer literacy in MS Office (Word, Excel and PowerPoint).

DUTIES : The successful candidate will be required to support municipalities on financial matters in-line with legislative prescripts (MFMA, Treasury Regulations) with the following responsibilities: provide support on financial matters to municipalities, Co-ordinate, develop and implement municipal financial support programs; Co-ordinate Auditor-General and Treasury processes and ensure annual report requirement are met on financial matters at municipalities; Provide input in the development of policies, strategies, procedures, and processes.

ENQUIRIES : Ms N Majola at 060 885 5268

DEPARTMENT OF TREASURY

The KwaZulu-Natal Department of Provincial Treasury is an equal opportunity, affirmative action employer and preference will be given to previously disadvantaged groups.

APPLICATIONS : KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200.

FOR ATTENTION : Ms NMB Zungu

CLOSING DATE : 03 July 2026

NOTE : The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. The Z83 must be completed in full. Application must be accompanied by a detailed CV. Only the provisionally shortlisted candidates will be requested to submit supporting documents (certified copies of qualifications, drivers license etc.) All shortlisted candidates, including SMS, shall undertake to 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. All shortlisted candidates for SMS posts will be

subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Onus is on the applicant to obtain and submit their foreign qualifications verified with SAQA. Non-South African citizens or permanent residency holders must submit proof of citizenship and SAQA together with their applications. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected to security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Candidates who do not comply with the above mentioned will not be considered.

MANAGEMENT ECHELON

- POST 21/202** : **DIRECTOR: PROVINCIAL INFRASTRUCTURE MANAGEMENT REF NO: KZNPT KZNPT 26/11**
 This is a re-advertisement, applicant who had previously applied are encouraged to apply again.
- SALARY CENTRE REQUIREMENTS** : R1 317 384 per annum, (all- inclusive package)
 : KZN Provincial Treasury, Pietermaritzburg
 : A 3 year NQF Level 7 Qualification in Architecture, Town and Regional Planning, Quantity Surveying, Civil Engineering and Project Management in the built environment. Training in Cost benefit analysis model building. Professional Registration with relevant Built Environment council. 5 years middle or senior management experience in a relevant infrastructure environment. SMS Pre-entry Certificate prior to appointment. A valid driver' s licence and people living with disabilities who are without valid drives licenses will be assisted by the department to meet work related travel obligations. Skills, Knowledge and Competencies: Extensive working knowledge of applicable national and provincial polices and legislation is required Advanced Project Management. Contract Management. Financial Management. Personnel Management. Administrative Procedures. Public Finance Management Act (PFM). Municipal Finance Management (MFMA). Division of Revenue Act (DoRA). Preferential Procurement Policy Framework (PPPFA). Framework for Infrastructure Delivery and Procurement Management (FIDPM). Broad Bases Black Economic Empowerment (BBBEE). Construction Industry Development Broad Act (CIDB). Treasury Regulation. Provincial Growth and Development Strategy (PGDS). Provincial Spatial and Economic Development (PSEDS). Provincial Procurement Act and regulations. Public Finance Management Act – Best Practice National Treasury Guideline documents. South African Fiscal and monetary policy. Provision policy priorities Budget formulation. Code of conduct. Legislation applicable to allocated department. Political and socio-economic environment Labour Relations Act. Employment Equity Act. Organising. Planning. Facilitation and presentation. Problem solving. Research. Analytical Diplomacy. Computer literacy. Time management Conflict management Decision making. Inter-personal relation. Verbal and written communication. Financial management. Human resource management. Project planning and management. Policy Analysis and development. Strategic Management.
- DUTIES** : Co-ordinate and manage the Provincial Infrastructure portfolio Planning. Compile the Estimates of Capital Expenditure. Monitor, Evaluate and Report on provincial Infrastructure programmes. Support to the internal and external stakeholders. Manage the implementation of polices. Manage Resources of the Directorate.
- ENQUIRIES NOTE** : Mr G Kanyika Tel No: (033) 897 4426
 : Preferences: African Males, African Females and people with disabilities who meet the requirements.