

**PROVINCIAL ADMINISTRATION: NORTH WEST
DEPARTMENT OF ARTS, CULTURE, SPORTS AND RECREATION**

This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representativity (race, gender and disability) e.g. White, Indian, Coloured and African, in the Department through the filling of posts. People with disability are encouraged to apply. The candidates whose transfer/promotion/appointment will promote representativity will receive preference. An indication in this regard will facilitate the processing of applications.

- APPLICATIONS** : Applications must be submitted to Human Capital Management, Department of Arts, Culture, Sports and Recreation, 760 Dr James Moroka Drive, Gaabomotho Building, Mmabatho or email to ACSRJOBS@nwpg.gov.za . Applicants are required to indicate the reference number and post job title in the subject line for all email applications and all attachments including the Z83 and CV must be one PDF document. If you apply for more than one (1) post, please submit separate applications for each post that you apply for.
- FOR ATTENTION** : The Head of Department
- CLOSING DATE** : 17 July 2026
- NOTE** : Compliance: Applications must be submitted on the approved New Amended Z83 Form (No.81/971431) as prescribed with effect from 01 January 2021, which must be signed, initialled and dated, however, the initial on the second page of the form is not mandatory. The form is obtainable any Public Service Department or on the DPSA website, www.dpsa.gov.za . Applicants must indicate the post and the correct reference number on the Z83 application Form. The New Z83 Form must be accompanied by detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees and it is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation report (only when shortlisted). DPSA Circular 03 of 2025 states that the form must be completed in manner that provides sufficient information about the candidate and the post applied for by completing all relevant fields. Please note that Part A must be fully completed. Part B, C and D questions of the Z83 may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for. Part E, F and G do not need to be completed if the CV has been attached and provides the required information. However, the question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants currently employed by the public service do not need to complete the section as it is intended for those seeking re-employment. Failure to provide information on CV as requested the applicant may be disqualified. Applications received after closing date will, as a rule not be accepted. Only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. It will be expected of candidate(s) to be available for interview process on a date, time and place as determined by the Department. All shortlisted candidates, including 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. 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. Applicants could be required to provide consent for access to their social media accounts. Prior to appointment for SMS, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/> Shortlisted candidate(s) will be required to undergo personal suitability checks, which include criminal records, citizenship, financial credits/assets, qualifications verification, verification of any dismissal for misconduct and previous employment background/reference checks will be verified. Candidates will be subject to security screening and vetting. Applicants must disclose if he/she is not a Director/Shareholder of a company or conducting

any business with Organ of State and whether is performing any additional remunerative work outside his/her normal duties. The successful candidate will enter into an Annual Performance Agreement, and also annually disclose his/her financial interest. The Department reserves the right not to make appointments. Note: Candidates who previously applied for re-advertised posts are encouraged to re-apply. Candidates requiring additional information regarding advertised post must direct their enquiries to the relevant person indicated. Communication and Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

- POST 21/217** : **CHIEF FINANCIAL OFFICER REF NO: 2026/ACSR01/NW**
- SALARY** : R1 554 696 per annum (Level 14), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.
- CENTRE REQUIREMENTS** : Head Office, Mmabatho
: Grade12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 as recognised by SAQA in Financial or Accounting management and related field. A minimum of five (5) years relevant experience at Senior Management level. A valid driver's license. An SMS pre-entry programme must be completed and a Nyukela Certificate be obtained and submitted before an appointment can be considered. Attributes / Competencies / Knowledge and Skills: Advanced communication skills, both oral and writing. Client orientation and customer focus, honesty and integrity, service delivery innovation, willingness to work extended hours, problem solving and analysis, knowledge management, negotiation skills and analytical skills are a prerequisite. Financial management and management accounting. Strategic capability leadership. Programme and project management. People management and empowerment. Change management and stakeholder management. Good understanding of government policies, programmes, and strategies. Knowledge of the Constitution, Public Service Act, Public Service Regulatory Framework, Public Finance Management Act, Medium Term Expenditure Framework and Budget process, Division of Revenue Act, Income Tax Act, Supply Chain Management, Treasury Regulations and associated practice notes, financial accounting (including principles of GAAP/GRAP).
- DUTIES** : Provide strategic direction, leadership, and management in the Financial Management Unit of the Department. Ensure development and implementation of the Strategic Plan, Annual Performance Plan. Ensure development and implementation of policies, procedures, and controls in all units reporting to the CFO, for implementation departmentally. Ensure coordination of departmental budgeting processes as required by the PFMA. Budget, Expenditure and Revenue Management. Provide Financial Accounting services (salaries administration, payment of service providers, banking management as well as oversee submission of interim and annual financial statements, and reporting). Provide Supply Chain Management services (Demand, Acquisition, Logistics, Asset Management, Supplier Performance, and tender administration). Provision and management of transport management services. Ensure mechanisms in place to prevent and detect unauthorized, irregular and fruitless and wasteful expenditure and losses. Provision and management of Internal Control services. Coordination of all audits and facilitate development, implementation, and monitoring of Post Audit Action Plans. Preparation of reports to oversight. Implementation of the Performance Management and Development System to ensure performance contracting, management, assessments, and rewards. Provide support and advice to the Accounting Officer in line with the responsibilities of the CFO.
- ENQUIRIES** : Ms. Waliyya Jacobs Tel No: (018) 388 2719
- POST 21/218** : **CHIEF DIRECTOR: SPORT AND RECREATION REF NO: 2026/ACSR02/NW**
- SALARY** : R1 554 696 per annum (Level 14), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of

**CENTRE
REQUIREMENTS**

applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

: Head Office, Mmabatho
: Grade12 Certificate. Degree / Advanced Diploma/ B-Tech at NQF Level 7 in Management / Administration (as recognised by SAQA). A qualification with major subjects in the field of Sport Administration / Science will serve as an added advantage. A minimum of five (5) years relevant experience at Senior Management level. A valid driver's license. An SMS pre-entry programme must be completed and a Nyukela Certificate be obtained and submitted before an appointment can be considered. Candidates must be multi-skilled, dynamic, self- motivated professional with well-developed and proven leadership and management abilities. Good communication, managerial, organizational and writing skills. Strong negotiation and interpersonal skills. Ability to interact at a high level. Competencies and skills: Strategic capability and leadership. People management and empowerment. Capability and leadership. Programme and project management. Financial management. Change management. Service delivery innovation. Problem solving and analysis. Communication. Honesty and integrity and the Batho Pele Principles.

DUTIES

: Provide strategic direction, leadership, and management in the Sport and Recreation Unit of the Department. Development, Implementation, and monitoring of the Provincial Sport and Recreation Management Policy. Ensure development and implementation of the Strategic Plan, Annual Performance Plan. Development and implementation of policies, and procedures for Sport and Recreation. Develop and implement strategies for all sporting codes. Manage and co-ordinate implementation of community sport, school sport, and performance of sports. Planning, monitoring and implementation of the sport and recreation activities. Planning, implementation and monitoring of Sport performance. Manage and co-ordinate implementation of recreation programmes. Ensure functionality, sustainability, and provide support to the Recreation Centres and Trading Entities. Ensure Sport and Recreation stakeholder management. Ensure development, alignment and implementation of the business strategies of North West Sport commission, North West sport confederation and PROREC to the departmental priorities. Consolidation of the sport and recreation performance report on a monthly, quarterly, and annually. Preparation of reports to oversight. Monitor implementation of Sport Infrastructure development and provide periodic reports. Implementation of the Performance Management and Development System to ensure performance contracting, management, assessments, and rewards.

ENQUIRIES

: Ms. Waliyya Jacobs Tel No: (018) 388 2719

POST 21/219

: **DIRECTOR: SPORTS REF NO: 2026/ACSR03/NW**

SALARY

: R1 317 384 per annum (Level 13), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

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: Head Office, Mmabatho
: Grade12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 as recognised by SAQA in Sports Management / Administration / Biokinetics or relevant equivalent qualification. A minimum of five (5) years relevant experience at Middle / Senior Management level. A valid driver's license. An SMS pre-entry programme must be completed and a Nyukela Certificate be obtained and submitted before an appointment can be considered. Knowledge: Extensive knowledge and understanding of the Sports industry and management. In depth knowledge of government legislation, policies, provincial and national plan of action. A high level of financial and people management skills. The ability to inspire staff and communicate effectively in a wide range of situations. Change management and knowledge management skills. Programme management and service delivery innovation. Skills: Problem, solving and analytical skills. Client orientation and customer focus. Strong strategic management and leadership abilities. Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio. Proven management competencies. Communication skills (verbal & written). Negotiation skills. Report Writing. Presentation skills. Computer literacy.

DUTIES : Provide strategic direction, leadership, and management in Sport Management. Ensure Policy Development, Implementation, and monitoring. Ensure development and implementation of the Strategic Plan, Annual Performance Plan for the Unit. Develop and implement strategies for all sporting codes. Manage and co-ordinate implementation of community sport, school sport, and high performance programmes. Ensure planning, monitoring and implementation of the sport and recreation activities. Plan, implement and monitor Sport performance. Plan, develop and formulate sports strategies for all sporting codes in collaboration with the North West Provincial Sport Confederation and federations. Develop, implement and monitor the Mass Participation Conditional Grant Business Plan as per the National Grant Framework. Collate performance reports, portfolio of evidence, and prepare monthly, quarterly, and annual reports, listings. Conduct performance verification and quarterly compliance assessment on the performance of the North West Academy of Sports and Provincial Sport Confederation, and any funded entity. Ensure sports stakeholder management. Implement the Performance Management and Development System to ensure performance contracting, management, assessments, and rewards.

ENQUIRIES : Ms. Waliyya Jacobs Tel No: (018) 388 2719

POST 21/220 : **DIRECTOR: RECREATION REF NO: 2026/ACSR04/NW**
Re-advertisement

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

CENTRE : Head Office, Mmabatho
REQUIREMENTS : Grade12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 (as recognised by SAQA) in Recreation Management / Administration or relevant equivalent qualification. A minimum of five (5) years relevant experience at Middle / Senior Management level. A valid driver's license. An SMS pre-entry programme must be completed and a Nyukela Certificate be obtained and submitted before an appointment can be considered. Knowledge: Extensive knowledge and understanding of the Recreation industry and management. In depth knowledge of government legislation, policies, provincial and national plan of action. A high level of financial and people management skills. The ability to inspire staff and communicate effectively in a wide range of situations. Change management and knowledge management skills. Programme management and service delivery innovation. Skills: Problem, solving and analytical skills. Client orientation and customer focus. Strong strategic management and leadership abilities. Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio. Proven management competencies. Communication skills (verbal & written). Negotiation skills. Report Writing. Presentation skills. Computer literacy.

DUTIES : Provide strategic direction, leadership, and management in Recreation Management. Policy Development, Implementation, and monitoring. Ensure development and implementation of the Strategic Plan, Annual Performance Plan for the Unit. Develop and implement strategies for all recreation programmes. Manage and co-ordinate implementation of recreation programmes. Planning, monitoring and implementation of the recreation activities. Develop, implement and monitor the Mass Participation Conditional Grant Business Plan as per the National Grant Framework. Collating performance reports, portfolio of evidence, and prepare monthly, quarterly, and annual reports, listings. Conduct performance verification and quarterly compliance assessment on the performance of Provincial Recreation Council (PROREC). Recreation stakeholder management. Implement recreation activities in municipal areas in partnership with local municipalities and the other stakeholders. Provide oversight, and support in the management of the recreation centres. Develop strategies to ensure sustainability of recreation centres. Implementation of the Performance Management and Development System to ensure performance contracting, management, assessments, and rewards.

ENQUIRIES : Ms. Waliyya Jacobs Tel No: (018) 388 2719

POST 21/221 : **DISTRICT DIRECTOR: DR KENNETH KAUNDA DISTRICT REF NO: 2026/ACSR05/NW**
Re-advertisement

SALARY : R1 317 384 per annum (Level 13), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

CENTRE REQUIREMENTS : Dr Kenneth Kaunda District Office, Potchefstroom
Grade12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 (as recognised by SAQA) in Social Science, Management or Administration. A Postgraduate qualification in Administration / Management will serve as an added advantage. A minimum of five (5) years relevant experience at Middle / Senior Management level. A valid driver license. An SMS pre-entry programme must be completed and a Nyukela Certificate be obtained and submitted before an appointment can be considered. Knowledge: Extensive knowledge and understanding of the industry and management. In depth knowledge of government legislation, policies, provincial and national plan of action. A high level of financial and people management skills. The ability to inspire staff and communicate effectively in a wide range of situations Change management and knowledge management skills. Program management and service delivery innovation. Problem, solving and analytic skills. Client orientation and customer focus, strong strategic management and leadership abilities. Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio. Proven management competencies communication skills (verbal & written). Negotiation skills. Report writing. Presentation skills. Computer literacy.

DUTIES : Ensure the development and implementation of the district strategic plan, annual performance plans (targets) and annual operational plans. Plan and manage the District budget in line with PFMA and Treasury Regulations. Ensure district performance implementation, monitoring, reporting for all programmes (Arts, Culture, Sport, Recreation and Library services). Liaise with and manage stakeholders relations in the District. Coordinate implementation of services through service points, libraries, museums, and recreation centres, and all other facilities in the district. Ensure coordination and management of service points and facilities in the district. Participate in District Development Model (DDM) related activities. Attend all IGR forum meetings and provide reports to the Accounting Officer. Collate performance reports, portfolio of evidence, and prepare monthly, quarterly, and annual reports, listings. Implement the Performance Management and Development System to ensure performance contracting, management, assessments, and rewards.

ENQUIRIES : Ms. Waliyya Jacobs Tel No: (018) 388 2719

OTHER POSTS

POST 21/222 : **DEPUTY DIRECTOR: SPECIAL PROGRAMMES REF NO: 2026/ACSR06/NW**

SALARY : R932 292 per annum (Level 11), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

CENTRE REQUIREMENTS : Head Office, Mmabatho
Grade 12 Certificate. Degree/ Advanced Diploma/ B-Tech at NQF Level 7 (as recognised by SAQA) in Public Administration/Management or relevant equivalent qualification. A minimum of five (5) years relevant experience of which three (3) must be at Assistant Director level. A good understanding of Government's broader transformation policies and Initiatives, with a focus on human rights, disability, women, youth and children. Knowledge of the Employment Equity Act and other appropriate legislations. An understanding of national and international events, including commemoration days aimed at increasing awareness on human rights, women, youth, children and disability issues. Skills: Knowledge of project management; Good communication, analytical, report writing, change management and stakeholder engagement skills. Attention to detail.

DUTIES : Development of policies, strategies, implementation plans on change management, service delivery and special programmes. Implement the culture shift intervention and transformation programmes. Coordinate Batho Pele change engagement programmes. Ensure the implementation of the Employment Equity Plan in the Department. Coordinate awareness programmes on employment equity in the Department. Mainstreaming of Gender, Disability, Youth and Children Rights issues within the core business of the Department. Monitor and evaluate equity (Gender, Disability, Youth issues). Liaise with and improve integration of internal and external stakeholders performing various activities, events, programmes and initiated projects. Drive implementation of the National Strategic Plan on Gender-Based Violence and Femicide. Compile and submit periodic qualitative and quantitative reports regarding equity matters. Manage the Sub-Directorate: Special Programmes.

ENQUIRIES : Mr M Mosimane Tel No: (018) 388 2851

POST 21/223 : **DEPUTY DIRECTOR: INFRASTRUCTURE PLANNING MAINTENANCE REF NO: 2026/ACSR07/NW**

SALARY : R932 292 per annum (Level 11), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

CENTRE REQUIREMENTS : Head Office, Mmabatho
Grade 12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 (as recognised by SAQA) in Civil Engineering or Architecture or Quality Surveying. Registration with a relevant stationary council, such as the Engineering Council of South Africa (ECSA). A minimum of five (5) years relevant experience of which three (3) must be at Assistant Director in a management environment, project management and high level financial and supply chain management (tender / procurement procedures). Ability to plan manage, monitor and evaluate specific activities in order to deliver the desired outputs and outcome in respect of projects and programmes and the ability to champion new ways of delivering services that contribute to the maintenance and improvement of Sport, Arts and Culture. Demonstrate advanced knowledge with regard to the PFMA, GIAMA, DORA, Treasury Regulations, the Public Service Regulations and other related prescripts, as well as the ability to implement such. Knowledge of the concepts of financial planning, budgeting and cash flow forecasting. Computer literacy; Analytical thinking, problem-solving abilities; Accuracy in fact finding and reporting; Initiative, self-motivated, reliability, integrity, honesty, ethical behaviour, creativity and assertiveness; Proven skills in respect of planning and organising. NB: Registration with a relevant statutory council such the Engineering Council of South Africa (ECSA) will serve as an added advantage.

DUTIES : Manage the department infrastructure portfolio. Develop and implement infrastructure management policies, procedures, and systems. Develop Departmental Infrastructure Plan in collaboration with core programmes. Ensure alignment between the infrastructure planning and budgeting. Ensure implementation and management of internal projects. Coordinate, monitor, and report work executed by Implementing Agents. Ensure compliance with the requirements of the PFMA, GIAMA, DORA, Treasury Regulations, Public Service Acts Public Service Regulations and other related prescripts. Undertake infrastructure risk management, planning, estimating, budgeting and prioritisation. Perform programme reviews. Infrastructure Project Management. Ensure infrastructure reporting. Supervise personnel.

ENQUIRIES : Mr M Mosimane Tel No: (018) 388 2851

POST 21/224 : **DEPUTY DIRECTOR: POLICY RESEARCH AND DEVELOPMENT REF NO: 2026/ACSR08/NW**

SALARY : R932 292 per annum (Level 11), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.

CENTRE : Head Office, Mmabatho

- REQUIREMENTS** : Grade 12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 as recognised by SAQA in Public Administration or field of Development studies. Postgraduate qualification would be an added advantage. A minimum of five (5) years relevant experience of which three (3) must be at Assistant Director level. A valid driver's license. Ability to think and act transversally. Understanding of qualitative and spatial implication of growth and development at various scales, policy framework, both nationally and logically, that impact on and directly affected delivery of programmes. Knowledge of applicable policies, strategies, guidelines and cycle. Sound understanding of departmental operations. Knowledge of the policies of the Government of the day, global, regional and local political economic and social affairs impacting on the Provincial government of the North West, Knowledge of public participation process and provincial social dialogue structure. Strong conceptual and formulation skills. Project management skills. Excellent communication skills. Strong leadership Skills. Team building and strong interpersonal skills. Planning and organising skills. Computer Literacy. Ability to render advice and guidance. Ability to persuade and influence. Ability to handle conflict.
- DUTIES** : Coordinate Policy development processes in the department. Provide support in the development, analysis and review of policies and strategies. Provide support and research capacity to programmes. Coordinate development, implementation and report on departmental research agenda. Support programmes in conducting evaluation of programmes. Resource Management. Supervise personnel.
- ENQUIRIES** : Mr M Mosimane Tel No: (018) 388 2851
- POST 21/225** : **DEPUTY DIRECTOR: CULTURAL AFFAIRS REF NO: 2026/ACSR09/NW**
- SALARY** : R932 292 per annum (Level 11), (all-inclusive package). The inclusive remuneration package consist of the Basic Salary, contribution to Government Employee Pension Fund, Medical Fund and a flexible portion in terms of applicable rules. The successful candidate must enter a performance agreement and sign an employment contract.
- CENTRE REQUIREMENTS** : Bojanala District Office, Rustenburg
: Grade 12 Certificate. Degree / Advanced Diploma / B-Tech at NQF Level 7 (as recognised by SAQA) in Arts and Culture related field. A minimum of five (5) years relevant experience of which three (3) must be at Assistant Director level. Knowledge in Arts and Culture programmes, White paper on Arts, Culture and Heritage, National Film and Video foundation Act, Cultural Institution Act, The promotion of access to information service Act, National Arts Council Act, LRA, PSA, BCEA, PSR, EEA, PPFA and PMDS. A valid driver's license. Skills: Excellent supervisory human relations, report writing, administrative and organizational skills. Good financial skills, including knowledge of financial systems budgeting, the PFMA and supply chain management. Project Management. Presentation skills. Research analysis skills. Computer literacy. Proven experience of Office Systems Management. Overall excellent verbal and written communication skills.
- DUTIES** : Provide Management services and coordination in the District. Manage the implementation of Arts, Culture, Heritage, Museums, and Language programmes. Develop District Annual Operational Plan for the programme. Coordinate and provide support during hosting and events and activities. Render support to museums, heritage and language events. Provide expertise on community arts, visual arts performing arts, film and video promotion on the production and marketing of artist arts of artist. Ensure open channels for commercialization of talent and artists products in the local and international market. Ensure growth, development and training for all arts and culture structure. Monitor and evaluate the impact of services delivery on arts, culture, and heritage programmes. Render services to arts and culture structures, and community groups. Prepare monthly, quarterly and annual reports supported by evidence and listings. Develop and Maintain a database of creative sector in the district. Manage arts, culture and heritage budget. Provide support to service points. District Stakeholder Management (in the programme)
- ENQUIRIES** : Mr. Thabo Mabe Tel No: (018) 388 2797