

## DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

*The Department is an equal opportunity organisation and intends to promote equity through the filling of these posts. Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department will receive preference, in particular the persons with disabilities and youth.*



- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to the link quoted in the specific advertisement below. This link requires applicants to use a Google account. Applications must be submitted with two (2) attachments: 1. A Z83 Form (2021 version), obtainable from the DPSA website ([Z83 editable](#)) and 2. A recently updated comprehensive Curriculum Vitae. If either or all of these two attachments are not submitted, the applicant's application will be disqualified. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialed and signed by the applicant.
- CLOSING DATE** : 10 July 2026
- NOTE** : Applications received after the closing date will not be considered. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority. Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense. Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates 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 will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership on Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The submitted CVs will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Notes for applicants of SMS posts: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to the finalisation of the appointment, is a requirement for all SMS positions. 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 22/04** : **DIRECTOR: DIGITAL DEVELOPMENT FUND MANAGEMENT (REF: DIRDDFM)**  
**NATURE OF APPOINTMENT: PERMANENT**
- SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).
- CENTRE** : Pretoria, Hatfield

- REQUIREMENTS** : An appropriate NQF level 7 / Degree in Finance / Economics / Business Management / Fund Management / Engineering or a relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in Finance / Economics / Business Management / Fund Administration / Engineering or equivalent in the related field environment at middle / senior managerial level. Skills / Competencies And Knowledge: Strategic capability and leadership, government administrative processes, people management and empowerment, programme and project management, financial management, change management, innovation and problem-solving, critical thinking, fund management, financial planning and analysis, policy analysis and implementation, stakeholder engagement, relationship management and monitoring and evaluation.
- DUTIES** : The purpose of the post is to manage and provide oversight services for programmes to enhance universal access to support the achievement of the department's strategic objectives. The successful candidate will manage and monitor the design and implementation of the digital development fund policies, programmes and models to enable the delivery of the Universal Services and Access Agency. Manage and facilitate funding projects that improve the necessary infrastructure for digital technologies for broadband networks, connectivity, data centres, smart city technologies, and technical startups. Support digital skills development programmes and support SMMEs of ICTs to improve productivity, sustainability, and competitiveness. Facilitate and support the establishment of funding models and schemes to enable access to universal services. Manage capital provision for startups and existing companies to develop digital technologies and infrastructure. Identify and select projects or companies that align with the fund's objectives. Establish and maintain strategic partnerships with technological companies, educational institutions, government agencies, and international organisations. Contributing to key result areas such as strategic functional leadership, managing human resources, managing financial resources, driving change and operational excellence, and managing and ensuring compliance.
- ENQUIRIES** : Ms N Sekele +2712 427 8599, Ms N Khosa +2712 427 8260, Mr M Cilo +2712 427 8514
- APPLICATION** : Link: [CLICK HERE](#)
- POST 22/05** : **DIRECTOR: HUMAN RESOURCE PLANNING AND ADMINISTRATION (REF: DIRHRPA)**  
Nature Of Appointment: Permanent
- SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).
- CENTRE REQUIREMENTS** :  
: Pretoria, Hatfield  
: An appropriate NQF level 7/ Degree in Human Resource Management/ Industrial Psychology/ Labour Relations/ Business Management/ Public Administration or a relevant equivalent qualification as recognised by the South African Qualifications Authority. An Honours degree will be an added advantage. A minimum of five (5) years' experience in a Human Capital Management environment at the middle/senior management level. Skills / Competencies And Knowledge: Strategic Capabilities and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Problem solving and analysis, Customer focus, Stakeholder Engagement and Relationship Management. Employee Lifecycle Operations, Talent Management, HR Governance and Compliance, Business Partnering, HCM Business Systems Administration, HCM Policies and Procedures, Workforce Planning and HR Administration.
- DUTIES** : The purpose of the post is to manage and drive the provision of HR planning and administration services. The successful candidate will manage and drive the design, maintenance, and implementation of HR planning, administration, and employment equity policies, plans, systems, guidelines, procedures, processes and governance thereof. Manage initiatives and processes to enhance employee experience by driving and monitoring the delivery of effective and efficient human resource planning and administration services that directly impact the workforce, from talent attraction to off-boarding, making their experience a priority. Manage and monitor the administration of employee information management systems and provide insights and trends to enable data-driven HR reporting and decision-making. Manage and drive processes to define long-term and mid-term HR and EE plans aligned with the business planning cycle and that support execution of the broader business strategy and direction. Manage and monitor the implementation of total rewards and on-time and employee attendance policies, processes, systems, and provide reporting for decision-making and continuous improvement. Manage, maintain and coordinate the review and design of HR delegations of authority and personnel records. Recommend and drive opportunities to enhance improvement and performance. Manage and drive HR

planning, administration and employment equity initiatives to support the business priorities that drive innovation and enhance business processes. Contributing to key result areas such as strategic functional leadership, managing human resources, managing financial resources, driving change and operational excellence, and managing and ensuring compliance.

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**APPLICATION** : Link : [CLICK HERE](#)

**POST 22/06** : **DIRECTOR: EMPLOYEE RELATIONS, ORGANISATIONAL DESIGN AND EMPLOYEE WELLNESS (REF: DIRERODEW)**  
Nature Of Appointment: Permanent

**SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

**CENTRE** : Pretoria, Hatfield

**REQUIREMENTS** : An appropriate NQF level 7/ Degree in Operations Management/ Organisational Development/ Labour Relations/ Industrial Psychology/ Human Resource Management or a relevant equivalent qualification as recognised by the South African Qualifications Authority. An Honours Degree will be an added advantage. A minimum of five (5) years' experience in Employee Relations, Organisational Design and Employee Wellness at middle/senior management level with at least 3 years in Employee/Labour Relations environment. Skills / Competencies And Knowledge: Strategic Capabilities and Leadership, Government Administrative Processes, People Management and Empowerment, Programme and Project Management, Financial Management, Change Management, Problem solving and analysis, Customer focus, Stakeholder Engagement and Relationship Management. Organisational Design, Organisational Effectiveness, HR Governance and Compliance, Business Consulting, HCM Policies and Procedures, Wellness Management, Labour Relations, Organisational Culture Transformation and Change Management.

**DUTIES** : The purpose of the post is to manage, drive, and facilitate the implementation of employee relations, organisational design and employee health and wellness services and programmes. The successful candidate will manage and drive the development, maintenance and the implementation of employee relations, organisational design and employee health and wellness policies, plans, systems, guidelines, procedures and processes and governance thereof. Manage, coordinate and conduct organisational functionality assessments and drive the review and alignment of the service delivery model and strategy. Manage, review, design and maintain organisational structure and positions to ensure validity, cost effectiveness and consistency and responsiveness to business needs. Manage, facilitate and drive the provision of sound employee relations services, and serve as the chief negotiator on behalf of the Department. Provide sound advice on all ER-related matters/processes, including rights and obligations, and facilitate capacity building programs to empower employees on ER matters and supervisors on discipline management. Manage and ensure the availability of updated and reliable department job architecture, including job families and profiles/descriptions, identifying critical competencies/skills and approved job grades confirmed through job evaluation. Design and drive the implementation of a change management and culture transformation framework, plans, and initiatives aligned with the organisation's values, including the voice of employees and the employee value proposition. Manage and promote the design and implementation of productivity and wellness management services programmes, including counselling, life management, referral, advocacy, awareness and education interventions. Advise management, recommend, and drive opportunities to enhance performance and create fit-for-purpose OD and EHW functions. Advise, manage and drive organisational design, employee relations, and health wellness initiatives to support the business priorities that drive innovation and enhance organisational performance. Contributing to key result areas such as strategic functional leadership, managing human resources, managing financial resources, driving change and operational excellence and managing compliance.

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**POST 22/06** : **DIRECTOR: SOE INVESTMENT MANAGEMENT (REF: DIRSOEIM)**  
Nature Of Appointment: Permanent

**SALARY** : R1 317 384 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

**CENTRE** : Pretoria, Hatfield

**REQUIREMENTS** : An appropriate NQF level 7 qualification in Accounting / Financial Management / Economics / Finance / Development Finance / Development Studies or relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in Business Investment environment at middle / senior managerial level. Skills / Competencies And Knowledge: At an advanced level in - Strategic capability and leadership, Government administrative processes, People management and empowerment, Programme and project management, Financial management, Change management, Analytical and problem-solving skills. Technical Competencies: Risk management, Transaction structuring and execution, Commercial and company law, Capital allocation, Financial reporting and analysis, Budgeting and cash flow control, Project finance, Broad based black economic empowerment.

**DUTIES** : The purpose of the post is to manage, facilitate and support the investment strategies and initiatives and financial sustainability of SOEs. The successful candidate will manage the Investigation/research of policy, local and international guidelines appropriate to investment in SOEs and funding thereof and establish an investment and capital structuring governance framework aligned with government policy and priorities. Manage the assessment of investment strategies, initiatives, CAPEX projects, mergers and acquisitions, including applications in terms of Section 54 of the PFMA, for financial viability, recommend and support implementation for the sustainability of SOEs. Manage the Investigation/research, assessment and support for appropriate capital structuring strategies, equity and debt (including repayments) and requirements for state funding allocation and guarantees. Support the implementation and monitor progress of capital structuring strategies and CAPEX projects, mergers and acquisitions, assess performance and risks (including cost escalations and time delays) and recommend. Manage the facilitation of the appropriate funding (MTEF, Guarantees, Adjustment Estimates of National Expenditure) of Telecommunications & IT Sector SOEs and monitor their financial sustainability. Manage the analysis of financial reports to monitor financial accountability, transparency and risks of the SOEs on investments, CAPEX and capital structures and support compliance with applicable financial reporting standards and regulations. Manage the processes of facilitating the Minister's execution of oversight responsibilities over the BBBEE Council, including analysis of reports and making recommendations. Contributing to key result areas such as strategic functional leadership, manage financial resources, driving change and operational excellence and manage compliance.

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**APPLICATION** : Link : [CLICK HERE](#)

#### **OTHER POSTS**

**POST 22/08** : **DEPUTY DIRECTOR: SOE GOVERNANCE (REF: DDSOEG)**  
Nature Of Appointment: Permanent

**SALARY** : R932 292 per annum (Level 11) (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

**CENTRE** : Pretoria, Hatfield

**REQUIREMENTS** : An appropriate NQF level 7 qualification in Auditing / Law / Accounting / Finance / Commerce or a relevant equivalent qualification as recognised by the South African Qualifications Authority. A minimum of five (5) years' experience in Corporate Governance / Compliance / Law / Auditing / Finance field at Assistant Director level/middle management, of which three (3) years must be in an oversight environment relating to corporate governance or audit. Skills / Competencies And Knowledge: Companies Act 71 of 2008, good corporate governance practices framework, planning and co-ordination, review of governance documents / process, review of risks and controls, monitoring / assessment of compliance, basic research, teamwork, management of human resources, analytical thinking, attention to detail, problem-solving skills, report writing, verbal communication, report presentation, sound judgement and ethical.

**DUTIES** : The purpose of the post is to provide technical analysis, monitor, coordinate and prepare submissions / reports in relation to the provision of SOE corporate governance oversight services. The successful candidate will conduct benchmarking of policies, laws, standards and best practice frameworks appropriate to governance of SOEs and develop / review the DCDT SOE governance framework, standard operating procedures, as well as shareholder compacts, governance agreements and memoranda of incorporation relating to SOEs. Coordinate and implement processes relating to the appointment and remuneration of SOE board members and prepare recommendations. Analyse SOE submissions relating to the appointment and remuneration of top executives (e.g. CEOs, CFOs) and ensure compliance with related prescripts, policies and frameworks. Coordinate and implement processes supporting the Minister's

participation in Annual General Meetings of SOEs, including analysis of annual reports, shareholder resolutions and related submissions and prepare recommendations. Implement processes for tabling of SOE annual reports in Parliament. Facilitate processes for conducting board and committee evaluations and monitor implementation of governance improvement plans. Analyse governance performance and compliance reports from SOEs relating to performance targets agreed to in the shareholder compacts and governance agreement, and prepare a report on the outcomes and recommendations. Facilitate processes for conducting investigations into all allegations of irregularities/misconduct (e.g., corruption, fraud, unethical behaviour, etc.) in SOEs, and monitor the implementation of recommendations and interventions. Contribute to key results relating to the job environment, such as project management, operational excellence, compliance and stakeholder relations.

**ENQUIRIES**

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**APPLICATION**

: Link: [CLICK HERE](#)