

**PROVINCIAL ADMINISTRATION: GAUTENG  
DEPARTMENT OF ENVIRONMENT**

***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 whites, Indians, the persons with disabilities and youth.***

- APPLICATIONS** : To apply for the above position, please submit your application online at <http://professionaljobcentre.gpg.gov.za> or send an email @ [GDENVrecruitment@gauteng.gov.za](mailto:GDENVrecruitment@gauteng.gov.za)
- CLOSING DATE** : 17 July 2026. Applications received after the closing date will not be considered.
- NOTE** : Quoting the relevant reference number applications must be submitted on the New Z.83 form obtainable from any Public Service Department or on the internet at [www.gov.za/documents](http://www.gov.za/documents). Applications with the Old Z.83 form will not be considered. A New Z.83 form must be fully completed, duly signed and initialled by the applicant. A recent, comprehensive CV, specifying all qualifications and experience, with respective dates must accompany the application form. Applicants are not required to submit copies of qualifications and other relevant documents on application. 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/trainingcourse/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.

#### OTHER POSTS

**POST 23/414** : **DEPUTY DIRECTOR: STRATEGIC PLANNING MANAGEMENT REF NO: REFS/050125**

**SALARY** : R932 292 per annum (Level 11), (all-inclusive salary package)  
**CENTRE** : Johannesburg (Head Office)  
**REQUIREMENTS** : Grade 12 plus Bachelor's Degree (NQF level 7) in Public Management & Governance/ Public Administration as recognized by SAQA. 3 – 5 years' middle management relevant strategy and governance experience. Valid driver's license. Competences: Computer Literacy, excellent written and verbal communication skills, report writing and analytical skills, project management, people management, time management, presentation skills, innovative, team player, organising and chairing meetings. Attributes: Innovative Teamplayer and flexible, Client Orientated, Quality orientated cost conscious, Influential, strategic, Presentation skills, Communication skills, Analytical skills, Leadership skills and report writing skills.

**DUTIES** : Manage and ensure the maintenance EIA-related applications, land use and NEMA as well as applications submitted in terms of the Gauteng Provincial Environmental Management Framework. Ensure the integrity, safekeeping, and accessibility of all records. Ensure safe keeping of documents and decisions issued in respect of applications and queries. Conduct the initial screening of applications to verify compliance with submission requirements before forwarding them to the relevant line function for review. Manage effective safe keeping of Environmental authorizations and any other comments issued as required by legislation. Provide strategic capability and leadership and ensure efficient management of the unit and projects. Oversee resources (Human, Financial, Equipment / Assets). Provide and administer environmental management related logistics and support.

**ENQUIRIES** : Ms Iris Thanjekwayo at 072 788 2364

**POST 23/415** : **DEPUTY DIRECTOR: STRATEGIC ADMIN SUPPORT REF NO: REFS/050128**

**SALARY** : R932 292 per annum (Level 11), (all-inclusive salary package)  
**CENTRE** : Johannesburg (Head Office)  
**REQUIREMENTS** : Grade 12 plus Bachelor's Degree (NQF level 7) in Public Administration or Business Administration or Business Studies or Business Management or Operations Management or Logistics Management or related as recognised by SAQA. 3 - 5 years' experience at middle level and relevant experience. Valid driver's licence. Competencies: Computer literacy, Written and verbal communication, Presentation Skills, Analytical and conceptual reasoning, Conflict management, Diversity management, Interpersonal and Communication, Workflow coordination, Strategic capability and leadership, Programme and project management, Financial Management, Problem solving and analysis and People management. Knowledge of relevant legislation. Previous experience in public service and in environment management space will be an added advantage. Attributes: Innovative, Team player and flexible, Client Orientated, Quality orientated, cost conscious, Influential, strategic, Presentation skills, Communication skills, Analytical skills, Leadership skills and report writing skills.

**DUTIES** : Manage and ensure the maintenance EIA-related applications, land use and NEMA as well as applications submitted in terms of the Gauteng Provincial Environmental Management Framework. Ensure the integrity, safekeeping, and accessibility of all records. Ensure safe keeping of documents and decisions issued in respect of applications and queries. Conduct the initial screening of applications to verify compliance with submission requirements before forwarding them to the relevant line function for review. Manage effective safe keeping of Environmental authorizations and any other comments issued as required by legislation. Provide strategic capability and leadership and ensure efficient management of the unit and projects. Oversee resources (Human, Financial, Equipment / Assets). Provide and administer environmental management related logistics and support.

**ENQUIRIES** : Ms Iris Thanjekwayo at 072 788 2364

**POST 23/416** : **ASSISTANT DIRECTOR: STRATEGIC ADMIN SUPPORT REF NO: REFS/050126**

**SALARY** : R487 197 per annum, plus benefits  
**CENTRE** : Johannesburg (Head Office)  
**REQUIREMENTS** : Grade 12 plus National Diploma / Bachelor's degree (NQF level 6/7) in Public Administration or Business Administration or Business Studies or Business Management or Operations Management or Logistics Management or related as recognised by SAQA. 3-5 years' experience in environment administration. Valid driver's license Competences: Knowledge of Departmental policies and procedures, Reporting procedures and Government Priorities. Skills: Planning and organizing, Problem solving, Negotiation and Decision making. Exposure and training in Environmental Impact Assessment (EIA) administration field will be an added advantage.

**DUTIES** : Assist with the management and coordination of departmental strategic planning processes. Assist with the development and implementation departmental planning & policy systems and procedures. Assist with the development of APPs, and departmental Operational Plans. Participate in the departmental and provincial government planning processes. Advise and recommend to the department areas of planning processes, policy review & development, and implementation of policies. Co-ordinate research on departmental policies and update policy registers. Conduct evaluation studies on behalf of the department. Conduct site visits and interviews to gather information and assess project conditions on evaluations studies conducted. Assist with preparation of detailed reports on project findings for stakeholders. Assist in the coordination and interaction with other departments and stakeholders on aspects of work / issues related to the GDEnv mandate. Make follow-up with programme Managers on outstanding inputs. Compile presentations for planning, policy research and co-ordination and policy sub-unit. Participate constructively in the component and departmental meetings as required.

**ENQUIRIES** : Ms Iris Thanjekwayo at 072 788 2364

**POST 23/417** : **ASSISTANT DIRECTOR: STRATEGY, POLICY RESEARCH AND COORDINATION REF NO: REFS/050127**

**SALARY** : R487 197 per annum, plus benefits  
**CENTRE** : Johannesburg (Head Office)  
**REQUIREMENTS** : Grade 12 plus National Diploma (NQF Level 6)/ Bachelor's Degree (NQF Level 7) in Public Management & Governance/ Public Administration. 3-5 years' relevant experience in strategy and governance experience. Valid driver's license. Competencies: Good project management, financial, analytical and strategic thinking skills. Planning and policy coordination. Communication and strong interpersonal skills will be a prerequisite. Knowledge of the functional responsibilities of the Department and relevant legislation are also essential.

**DUTIES** : Assist with the management and coordination of departmental strategic planning processes. Assist with the development and implementation departmental planning & policy systems and procedures. Assist with the development of APPs, and departmental Operational Plans. Participate in the departmental and provincial government planning processes. Advise and recommend to the department areas of planning processes, policy review & development, and implementation of policies. Co-ordinate research on departmental policies and update policy registers. Conduct evaluation studies on behalf of the department. Conduct site visits and interviews to gather information and assess project conditions on evaluations studies conducted. Assist with preparation of detailed reports on project findings for stakeholders. Assist in the coordination and interaction with other departments and stakeholders on aspects of work /issues related to the GDEnv mandate. Make follow-up with programme Managers on outstanding inputs. Compile presentations for planning, policy research and co-ordination and policy sub-unit. Participate constructively in the component and departmental meetings as required.

**ENQUIRIES** : Ms Iris Thanjekwayo at 072 788 2364

## OFFICE OF THE PREMIER

- APPLICATIONS** : should be sent to [RecruitmentHOD.Premier@gauteng.gov.za](mailto:RecruitmentHOD.Premier@gauteng.gov.za), quoting the relevant reference number to Human Resources Administration. No late applications will be considered.
- CLOSING DATE** : 17 July 2026
- NOTES** : NB. Requirement for all senior management positions: 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>. 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. The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Qualifying applicants should submit their application on the, New Application Form (Z83), found on [www.dpsa.gov.za](http://www.dpsa.gov.za), Received applications using the incorrect application for employment (old Z83) will not be considered. Each employment application, must be fully completed, duly signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. The Z83 should be accompanied by a comprehensive CV (with detailed current and previous work experience including dates). The communication from the HR of the Department regarding the requirements of the certified qualifications, ID, driver's licence etc., will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following the communication from HR. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. Due to the large number of applications we envisage to receive, applications will not be acknowledged. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. The Gauteng Office of the Premier reserves the right to cancel the filling/ not to fill any vacancy that was advertised during any stage of the recruitment process.

## MANAGEMENT ECHELON

- POST 23/418** : **HEAD OF DEPARTMENT (HOD): GAUTENG DEPARTMENT OF COMMUNITY SAFETY REF NO: REFS/GCS/2026/02**  
(3-year performance-based contract, renewable for a further period of 2 years, dependent on performance)
- SALARY** : R1 885 710 – R2 124 237 per annum, (all-inclusive remuneration package), plus a 10% non-pensionable allowance applicable to Heads of Department.
- CENTRE** : Johannesburg
- REQUIREMENTS** : A relevant post graduate qualification (NQF Level 8 in terms of SAQA standards) in Public Administration/Management, Business Administration/Management, Social Science, Security Management or Law and a minimum of ten (10) years' relevant experience at a senior management level. Key Competencies: Proven ability to operationalize and ensure compliance with legislation and policy development at provincial and local level. Demonstrable experience in management at an executive level, with a multi-billion-rand budget as well as a good understanding of and competency in Financial Management Systems including cost containment, budgeting, expenditure control, revenue collection and revenue generation. Knowledge and understanding of government priorities. Insight into Government's Outcomes Based Approach, including performance monitoring and evaluation. Strategic leadership, change management and project management. Capabilities should include service delivery innovation, compliance with the

**DUTIES**

Public Finance Management Act (PFMA) and financial regulatory frameworks underpinning good governance in South Africa. Excellent co-ordination, communication, networking, negotiation, corporate governance, exceptional reporting skills and multi-tasking skills. Ability to work under pressure and willingness to work long and irregular hours and travel extensively.

: Serve as an Accounting Officer of the Department in accordance with the provisions of the PFMA. Oversee the monitoring of police conduct and LEAs' compliance. Coordinate the effective functioning of safety structures across the province. Establish community and police relations in Gauteng. Implement Social Crime Prevention programmes. Lead the establishment of partnerships with safety stakeholders including private sector companies and government (Inter- Governmental Relation). Oversee and account on the management to national structure on the performance of provincial secretariat. Report on police oversight to the Premier, Legislature, CSPA and Minister of Police (MINMEC). Enforce compliance to functioning and management of the vehicle testing stations, License testing Centre, and driving schools' operations in line with the National Road Traffic Act. Oversee the effective implementation of road safety education in the province. Oversee the effective and efficient traffic law enforcement programmes and projects. Oversee the Operational support for primary care healing environments. Deliver secure, integrated residential solutions that facilitate stability, recovery, and empowerment for survivors of violence. Direct and monitor the strategic delivery of professional victim services. Monitor and ensure high-impact outcomes and operational excellence to community empowerment centres. Oversee the provision of strategic administrative support with regard to enforcement and regulatory compliance. Ensure that the Department achieves a clean audit. Oversee a system and formalized process that enables the department to identify, assess, manage, and monitor Departmental key risks. Implement effective governance structures. Oversee the implementation of risk, anti-corruption, and integrity management strategies. Promote professional ethics and combat corruption. Oversee and strengthen traffic policing and traffic law enforcement. Provide strategic direction in the development and implementation of provincial transport safety policies, aligned with national legislation such as the National Road Traffic Act. Ensure integration of road safety priorities into the broader community safety framework. Ensure the effective implementation safety strategies that promote crime prevention, strengthen intergovernmental coordination, and enhance public confidence in safety initiatives and overall management of the Department's programmes by aligning all departmental plans with the National Development Plan (NDP), National and Provincial Government Strategic Objectives, Transformation, Modernisation and Reindustrialisation [TMR] Programme and GGT 2030. Ensure sound governance, ethical leadership, and effective performance management within the department. Strengthen intergovernmental relations and stakeholder engagement, including municipalities, SOEs, civil society, and the private sector.

**ENQUIRIES**

: Ms Pange Radebe at (066) 315 6970

**DEPARTMENT OF ROADS AND TRANSPORT**

**APPLICATIONS**

: To apply for the below positions, please apply online at <http://jobs.gauteng.gov.za>. For general enquiries please contact Human Resource Tel No: (011) 355-7082/7043. Only online applications will be considered.

**CLOSING DATE**

: 17 July 2026

**NOTE**

: Applicants must utilise the most recent Z83 application form for employment, issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulations, 2016. All fields in the New Z83 form must be completed, initialled and signed. Furthermore, a comprehensive Curriculum Vitae (CV) must also be attached. Failure to attach the completed Z83 and Comprehensive Curriculum Vitae (CV) will result in disqualification. The New Z83 form is obtainable from any Public Service Department or the DPSA website [www.dpsa.gov.za/documents](http://www.dpsa.gov.za/documents). Only shortlisted candidates who meet all the requirements of the post will be requested to submit certified copies of qualifications, identity document and valid driver's license (where driving/travelling is an inherent requirement of the job) not older than six (06) months. 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. It is our intention to promote representation (race, gender and disability) in the Public Service through the filling of posts and candidates whose transfer/promotion/appointment will promote representation will receive preference. It is the Department's 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. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful. NB: Please indicate your preferred centre/s on the Z83 application form. In line with the Department's employments Equity Plan, preference will be given to Coloured Females, Indian Females, White Females candidates.

#### OTHER POSTS

- POST 23/419** : **DEPUTY DIRECTOR: ICT GOVERNANCE AND INFORMATION MANAGEMENT REF NO: REFS/050238**  
Branch: Corporate Services  
Re-advertised, Applicants who previously applied are encouraged to re-apply.
- SALARY CENTRE REQUIREMENTS** : R932 292 per annum (Level 11), (all-inclusive package)  
: Johannesburg (Head Office)  
: National Diploma (NQF Level 6) / Degree (NQF Level 7) in ICT (Computer Science/Informatics)/Business Information Technology/Information Technology ITIL, COBIT, Project Management certifications will be an added advantage 3-5 years' ICT Governance experience in ICT at an Assistant Director level. Knowledge and Skills. GPG and DPDRT policies and procedures. Relevant legislation and Public Service Regulations. Government ICT procurement. People and empowerment, service delivery innovation, problem solving and analysis and written and oral communication.
- DUTIES** : Manage ICT governance. Manager the department information security through the implementation of tools and techniques. Implement technical solutions for information and knowledge management. Implement processes that promote alignment of the ICT goals and objectives. Coordinate the proceedings of the IT steering committee meetings. Manage ICT risks and audits. Ensure efficient management of ICT risk and audit environment. Develop and manage ICT risk management processes. Manage audit performance of internal and external auditors. Manage and monitor ICT service level agreement/contracts. Develop and manage departmental Service Level Agreement (SLA) with business units. Manage ICT business improvement and change management. Manage ICT projects through the implementation of ICT projects methodology. Develop and manage relationships with relevant stakeholders. Conduct research. Conduct research and development of ICT Governance. Manage ICT Assets and support services. Manage and monitor ICT budget and procurement. Manage the continuous improvement of ICT support services through improvement of services, practices and processes. Manage resources (Human, Financial, Equipment/Asset). Monitor the performance of staff and ensure performance assessment. Coordinate the compilation of various reports.
- ENQUIRIES** : Ms. A. Mkhombo Tel No: (011) 355 -7521 / Ms. P. Mabasa Tel No: (011) 355 -7175
- POST 23/420** : **ROAD WORKER FOREMAN REF NO: REFS/050220 (X4 POSTS)**  
Branch: Roads Infrastructure
- SALARY CENTRE** : R237 453 per annum, (plus benefits)  
: Sedibeng (X1 Post)  
: Motsweding (Johannesburg) (X2 Posts)  
: Capital Projects (Heidelberg) (X1 Post)
- REQUIREMENTS** : NQF Level 3 qualification or equivalent with minimum of three (3) years' experience in Road Work Maintenance. Knowledge and Skills: Ability and willingness to work under pressure. Good communication skills will be an added advantage. Ability to work long hours in a team.

**DUTIES** : Plan, allocate and monitor daily and weekly work activities of maintenance teams. Prepare weekly work schedules and ensure tasks are executed in accordance with approved work plans and duty sheets. Conduct routine road inspections to identify, assess and record road infrastructure defects. Monitor and report illegal activities and encroachments within the road reserve. Supervise the utilisation, inspection and safe operation of departmental vehicles, plant, equipment and tools, ensuring they are used solely for official purposes. Control and account for equipment, tools and materials issued to maintenance teams. Conduct site inspections to monitor work quality, productivity and compliance with departmental standards. Implement and enforce occupational health and safety requirements, investigate incidents and compile safety incident reports. Facilitate and oversee on-site training and development of maintenance personnel. Ensure compliance with applicable legislation, departmental policies, procedures and standards. Monitor contractors' performance and compliance with contractual obligations, legislation and departmental requirements. Manage the performance of employees through the Performance Management and Development System (PMDS). Compile and submit operational reports as required by management.

**ENQUIRIES** : Ms. M. Mashele/ Mr. S. Ngcobo Tel No: (011) 355-7082/7043

**POST 23/421** : **ROAD WORKER REF NO: REFS/050221 (X54 POSTS)**  
Branch: Roads Infrastructure

**SALARY CENTRE** : R170 226 per annum (Level 03), (plus benefits)  
: Ekurhuleni (X11 Posts)  
Tshwane (X10 Posts)  
West Rand (X6 Posts)  
Motsweding (X6 Posts)  
Sedibeng (X10 Posts)  
Motsweding (Johannesburg) (X10 Posts)  
Capital Projects (Heidelberg) (X1 Post)

**REQUIREMENTS** : NQF level 1 qualification or (Abet level 4 certificate or equivalent). No work experience is required. Knowledge and Skills: Ability and willingness to work under pressure. Good communication skills will be an added advantage. Ability to work in a team. Ability to read and write.

**DUTIES** : Perform routine road construction and maintenance activities in accordance with approved work programmes and safety standards. Carry out pothole patching, crack sealing, surfacing and re-gravelling of roads. Construct, repair and maintain road earthworks, culverts, side drains, stormwater drainage systems, ditches, outlets and concrete channels. Clean and maintain road reserves, sidewalks, drainage structures, rest areas and other road infrastructure. Install, replace, repair and clean road traffic signs, road markings, delineators and other road furniture. Assist with the erection, repair and maintenance of road fencing, steel guardrails, gabions and pipe-laying works. Operate and maintain hand tools, small plant and specialised equipment in accordance with departmental procedures. Safeguard departmental tools, equipment and materials issued for official duties and report any losses or defects. Maintain a clean and safe work site and comply with occupational health and safety requirements. Assist with traffic accommodation and other road maintenance activities as directed by the supervisor. As work will be done throughout the province of Gauteng it must be noted that staff may be required to travel and sleep close to the various construction sites.

**ENQUIRIES** : Ms. M. Mashele/ Mr. S. Ngcobo Tel No: (011) 355-7082/7043