

**PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF COMMUNITY SAFETY AND LIAISON**

APPLICATIONS

- : must be posted to: The Director-General, KwaZulu-Natal Office of the Premier, Private Bag X9037, Pietermaritzburg, 3200 or hand delivered to: The Chief Director: Strategic Human Resource Management, Office of the Premier, 1st Floor, Invesco Centre, 16 Chatterton Road, Pietermaritzburg, 3201 and marked for the attention of Ms T.W. Zulu.
- : "Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV directly to the following email address recruitment@kznpremier.gov.za

CLOSING DATE
NOTE

- : 31 July 2026
- : Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. The KwaZulu-Natal Provincial Government reserves the right not to make this appointment. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Failure to comply with the above instructions will result in the disqualification of your application. NB: 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. 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. Following the interview and technical assessment, candidates recommended for appointment at the SMS level will be required to produce a Pre-entry certificate for the course offered by the National School of Government (NSG) prior to their appointment. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be obtained by following the link: <https://www.thensg.gov.za/trainingcourse/smspre-entryprogramme>. All SMS posts have been identified to target females and people with disabilities in order to achieve the 50% and 2% targets respectively, in line with National Cabinet Directive. The successful candidate will be required to undergo security clearance and to disclose financial interests in accordance with the regulations. The KwaZulu-Natal Provincial Government is an equal opportunity, affirmative action employer and preference will be given to suitably qualified candidates from designated groups in terms of Employment Equity Act, 1998. The Department reserves the right not to make these appointments.

MANAGEMENT ECHELON**POST 25/409**

- : **HEAD OF DEPARTMENT REF NO: DCSL/HOD/07/2026**
(5 Year Fixed-term contract)

SALARY

- : R1 885 710 per annum (Level 15), (Inclusive remuneration package), plus a 10% non-pensionable Head of Department allowance. The inclusive remuneration package includes a 30% portion which may be structured according to the individual's needs.

CENTRE
REQUIREMENTS

- : Head Office – Pietermaritzburg
- : Applicants must be in possession of a qualification at (NQF level 8) in LLB/ Criminology / Public Administration / Social Sciences as recognized by SAQA. Minimum of 10 years relevant experience at a senior management level. Computer Literacy Valid driver's license. Knowledge and Skills: Strong strategic capabilities as well as leadership Significant managerial capability and experience in providing strategic leadership and direction in the sector. Extensive knowledge and understanding of national and provincial legislation Sound knowledge and understanding of all policies affecting the Department of Community Safety and Liaison Ability to engage leaders in government, businesses and labour at high level Experience in working with organized

labour and unions Facilitation and organizing skills Good negotiation skills Experience in running an organization as well as interacting with senior officials/human resources within and outside the Public Sector Extensive knowledge and understanding of the Constitution of South Africa, Public Service Act, Public Service Regulations, Labour Relations act, Public Finance Management Act, Treasury Regulations Knowledge, interpretation and Application of all Legislative Framework/ Policies Project Management Skills Financial Management Skills Strategic Management Skills and Planning Skills People Management and empowerment skills Analytical, creative and innovative thinking skills.

DUTIES

: Provide strategic direction and perform all functions attached to the Head of Department of Community Safety and Liaison in terms of the Public Service Act, 1994 as amended and Public Service Regulations, 2016. Ensure the effectiveness and efficiency of line function components dealing with the monitoring of police service delivery, the evaluation of complaints received about the police, social crime prevention and research, community policing, and victim empowerment and special inter-sectoral projects Formulate and ensure the implementation of policies, procedures, strategies and projects, including the determination and provision of training and development programmes within and external to the Department which will enable the Department to successfully fulfil its role in providing an effective and efficient service at all times The management of all resources, including human resources under his/her supervision in order to deliver on core functions Exercising of control of the utilisation of the KZN Department of Community Safety and Liaison in terms of prescribed Acts and Regulations to ensure the efficient and effective delivery of services to the people of the Province Provide expert advice to the Premier as the Executive Authority on a regular basis regarding all matters pertaining to the Department and legal support and security services as stipulated in the SAPS Act and MISS document Provide effective and efficient administrative systems The overall management of the rendering of efficient and professional departmental services to functionaries within Department and the general public with particular emphasis on service delivery within the Province.

ENQUIRIES

: Ms. N.G. Khanyile, Director-General Tel No: (033) 307 0260

DEPARTMENT OF HUMAN SETTLEMENTS

APPLICATIONS

: must be posted to: The Head of Department, KwaZulu-Natal Department of Human Settlements, Private Bag X54367, Durban, 4000 or hand delivered to: The Acting Director: Human Resource Management and Development, Department of Human Settlements, Ground Floor, Murchison Passage, 353-363 Dr Pixley ka Seme Street, Durban, 4001. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs

FOR ATTENTION

: Mr. TW Khalishwayo

CLOSING DATE

: 31 July 2026

NOTE

: Directions to applicants: Applicants using the manual application process must ensure that the new Z83 application form (obtainable from any Public Service institution) is completed, duly signed and initialed as failure to do so may lead to disqualification of the application during the selection process. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following the communication from Human Resources. Applicants are discouraged from sending applications through registered mail because the Department will not be responsible for non-collection of these applications. No late applications will be accepted. Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Failure to comply with the above instructions will result in the disqualification of your application. NB: All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and 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 the interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The KwaZulu-Natal Provincial Government is an equal opportunity, affirmative action employer and preference will be given to suitably qualified candidates from designated groups in terms of Employment Equity Act, 1998. The Department reserves the right not to make these appointment/s. Note: Applications not submitted on the fully completed new Z83 application forms will not be considered.

MANAGEMENT ECHELON

POST 25/410 : **CHIEF DIRECTOR: HUMAN SETTLEMENTS PLANNING AND STAKEHOLDER FACILITATION REF NO: CD-HSP: 07/2026**

SALARY : R1 554 696 per annum (Level 14), (all-inclusive)
CENTRE : Durban
REQUIREMENTS : Applicants must be in possession of appropriate bachelor's Degree at NQF 7 as recognized by SAQA, coupled with a minimum of 5 years relevant experience at senior management level or executive level in planning and development environment or construction/ building environment. Ability to interact at all levels including Executive, Strategic and Operational levels. Must have minimum entry requirement certificate to SMS (i.e. Nyukela) submitted prior to appointment. A valid driver's licence is required. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competency assessments (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tool. Knowledge, Skills and Competencies: Knowledge of the Constitution of the Republic of SA, Knowledge of Housing Act and Housing Code of 2009, Knowledge of Public Service Act, Knowledge of PFMA, Knowledge of National Development Plan chapter 8, Knowledge of Building Norms and Standards, Knowledge of NHBRC, Knowledge of Public Service Regulations 2016 as amended, Knowledge of Human Resource prescripts, Knowledge of Labour Relations Act, Knowledge of Legislations, Knowledge of Legal Interpretation, Knowledge of BBE Acts, Knowledge of Treasury Regulations and guideline, In-deep knowledge of Procurement policies, In-deep knowledge of Procurement Acts, The basic Accounting System (BAS) and LOGIS as well as the Departmental Reporting Framework Guide, Knowledge of White Paper on Human Settlements, Knowledge of Provincial Growth and Development Plan, Strategic Capability and Leadership skills, People management and empowerment skills, Project and Programme management skills, Change management skills, Knowledge management skills, Financial Management skills, Computer literacy skills, Time management skills, Analytical skills, Language skills, Time management skills, Facilitation skills, Communication skills, Conflict management skills, Presentation skills, Negotiating skills, Decision making skills, Chairing meetings, Driving skills, Service oriented, Ability to work under pressure, Flexibility to work extra hours, Team oriented, Quick thinker, Honest, Integrity, Punctuality.

DUTIES : The successful candidate will perform the following Key Performance Areas: Oversee the development, reviewal and facilitate the implementation of human settlements policies, undertake research and knowledge management Oversee the provision of stakeholder engagement and capacity development in the province; Oversee the provision and facilitate integral spatial planning for sustainable human settlements in order to achieve liveable and sustainable spaces; Manage the implementation of sector transformation and expanded public works programmes; Manage effective utilization of resources of the Chief Directorate.

ENQUIRIES : related to the post can be directed to: Mr. SM Mbili Tel No: (031) 392 6434 / 031 336 5347.

OTHER POSTS

<u>POST 25/411</u>	:	<u>CHIEF CONSTRUCTION PROJECT MANAGER GRADE A-B (X8 POSTS)</u>
<u>SALARY CENTRE</u>	:	R1 317 108 – R2 484 204 per annum, (OSD)
	:	Amajuba District Ref No: CCPM: AD 07/ 2026 (X1 Post)
	:	eThekweni District Ref No: CCPM: ETH 07/2026 (X2 Posts)
	:	iLembe District Ref No: CCPM: IL 07/2026 (X1 Post)
	:	uGu District Ref No: CCPM: UD 07/2026 (X1 Post)
	:	uMkhanyakude District Ref No: CCPM: UMK 07/2026 (X1 Post)
	:	uMzinyathi District Ref No: CCPM: UMZ 07/2026 (X1 Post)
	:	Zululand District Ref No: CCPM: ZD 07/2026 (X1 Post)
<u>REQUIREMENTS</u>	:	National higher diploma (Built Environment field) B Tech in Built environment field. Honors degree in any Built Environment field. with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. A valid driver's license. Knowledge, Skills and Competencies: Knowledge of Programme and project Management, Knowledge of Project management skills, principles and methodologies; Knowledge of Project and professional judgement, Computer-aided engineering and project applications, Knowledge of Project design and analysis knowledge, Knowledge of Project operational communication, Knowledge of Process knowledge and skills Maintenance skills and knowledge, Knowledge of Legal and operational compliance, Knowledge of Research and development, creating high performance culture, Technical Consulting, Professional Judgment PFMA, Knowledge of MFMA, Knowledge of National Housing Code, Knowledge of Breaking New Ground, Knowledge of Land Administrative Act, Knowledge of Sectional Act, Knowledge of Law of Contracts, Knowledge of Promotion of Access to Information Act, Knowledge of Human Resource Prescripts, Working knowledge of the Public Services. Decision making skills, Team leadership skills, Analytical skills, Creativity, Self-management, Financial Management skills, Customer focus and responsiveness, Communication skills, Computer literacy, Planning and organizing skills, Conflict management, Problem solving and people management, Change management skills, Innovation skills, Strategic planning skills, Project management skills, Time management skills, Presentation skills, Negotiation skills, Analytical skills, Decision making skills, Motivation skills, Listening skills, Influencing skills, Innovative, Independent, Time frame driven, Confidentiality, Proactive, Honesty, Integrity, Reliability, Patience, Commitment, Professionalism, Culturally sensitive, Perseverance, Punctual.
<u>DUTIES</u>	:	The successful candidate will perform the following Key Performance Areas: Project design and analysis effectiveness: Perform final review and approvals or audits on project designs according to design principles or theory; Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology; Maintain project operational effectiveness: Manage the execution of project management strategy through the provisioning of appropriate structures, systems and resources; Financial Management: Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services; Manage the operational project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives; Governance: Allocate, monitor and control resources; Compiles list of reasons for variances & interventions and manages significant risk according to sound risk management practice and organizational requirements; People management: Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of project services according to organizational needs and requirements; Manage subordinates' key performance areas by setting and monitor performance standards and taking actions to correct deviations to achieve departmental objectives.
<u>ENQUIRIES</u>	:	related to the post can be directed to: Mr TE Magagula Tel No: (031) 336 5223 / 031 336 5245.
<u>POST 25/412</u>	:	<u>CHIEF CONSTRUCTION PROJECT MANAGER GRADE A-B: PROPERTY MAINTANANCE AND REHABILITATION REF NO: CCPM: PMR 07/2026 (X1 POST)</u>
<u>SALARY</u>	:	R1 317 108 – R2 484 204 per annum, (OSD)

<u>CENTRE REQUIREMENTS</u>	:	Durban
	:	National higher diploma (Built Environment field) B Tech in Built environment field. Honors degree in any Built Environment field. with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. A valid driver's license. Knowledge, Skills and Competencies: Knowledge of Programme and project Management, Knowledge of Project management skills, principles and methodologies; Knowledge of Project and professional judgement, Computer-aided engineering and project applications, Knowledge of Project design and analysis knowledge, Knowledge of Project operational communication, Knowledge of Process knowledge and skills Maintenance skills and knowledge, Knowledge of Legal and operational compliance, Knowledge of Research and development, creating high performance culture, Technical Consulting, Professional Judgment PFMA, Knowledge of MFMA, Knowledge of National Housing Code, Knowledge of Breaking New Ground, Knowledge of Land Administrative Act, Knowledge of Sectional Act, Knowledge of Law of Contracts, Knowledge of Promotion of Access to Information Act, Knowledge of Human Resource Prescripts, Working knowledge of the Public Services. Decision making skills, Team leadership skills, Analytical skills, Creativity, Self-management, Financial Management skills, Customer focus and responsiveness, Communication skills, Computer literacy, Planning and organizing skills, Conflict management, Problem solving and people management, Change management skills, Innovation skills, Strategic planning skills, Project management skills, Time management skills, Presentation skills, Negotiation skills, Analytical skills, Decision making skills, Motivation skills, Listening skills, Influencing skills, Innovative, Independent, Time frame driven, Confidentiality, Proactive, Honesty, Integrity, Reliability, Patience, Commitment, Professionalism, Culturally sensitive, Perseverance, Punctual.
<u>DUTIES</u>	:	The successful candidate will perform the following Key Performance Areas: Project design and analysis effectiveness: - perform final review and approvals or audits on project designs according to design principles or theory; Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology; Maintain project operational effectiveness: - Manage the execution of project management strategy through the provisioning of appropriate structures, systems and resources; Financial Management: -Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services; Manage the operational project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives; Governance: Allocate, monitor and control resources; Compiles list of reasons for variances & interventions and manages significant risk according to sound risk management practice and organizational requirements; People management: Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of project services according to organizational needs and requirements; Manage subordinates' key performance areas by setting and monitor performance standards and taking actions to correct deviations to achieve departmental objectives.
<u>ENQUIRIES</u>	:	related to the post can be directed to: Mr TE Magagula Tel No: (031) 336 5223 / 031 336 5245.
<u>POST 25/413</u>	:	<u>CHIEF CONSTRUCTION PROJECT MANAGER GRADE A-B: SOCIAL HOUSING AND CRU REF NO: CCPM: SHCRU 07/2026 (X1 POST)</u>
<u>SALARY</u>	:	R1 317 108 – R2 484 204 per annum, (OSD)
<u>CENTRE</u>	:	Durban
<u>REQUIREMENTS</u>	:	National higher diploma (Built Environment field) B Tech in Built environment field. Honors degree in any Built Environment field. with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. A valid driver's license. Knowledge, Skills and Competencies: Knowledge of Programme and project Management, Knowledge of Project management skills, principles and methodologies; Knowledge of Project and professional judgement, Computer-aided engineering and project applications, Knowledge of Project design and analysis knowledge, Knowledge of Project operational communication, Knowledge of Process knowledge and skills Maintenance skills and knowledge, Knowledge of Legal and operational compliance, Knowledge of Research and development, creating high

performance culture, Technical Consulting, Professional Judgment PFMA, Knowledge of MFMA, Knowledge of National Housing Code, Knowledge of Breaking New Ground, Knowledge of Land Administrative Act, Knowledge of Sectional Act, Knowledge of Law of Contracts, Knowledge of Promotion of Access to Information Act, Knowledge of Human Resource Prescripts, Working knowledge of the Public Services. Decision making skills, Team leadership skills, Analytical skills, Creativity, Self-management, Financial Management skills, Customer focus and responsiveness, Communication skills, Computer literacy, Planning and organizing skills, Conflict management, Problem solving and people management, Change management skills, Innovation skills, Strategic planning skills, Project management skills, Time management skills, Presentation skills, Negotiation skills, Analytical skills, Decision making skills, Motivation skills, Listening skills, Influencing skills, Innovative, Independent, Time frame driven, Confidentiality, Proactive, Honesty, Integrity, Reliability, Patience, Commitment, Professionalism, Culturally sensitive, Perseverance, Punctual.

DUTIES

: The successful candidate will perform the following Key Performance Areas: Project design and analysis effectiveness: - perform final review and approvals or audits on project designs according to design principles or theory; Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology; Maintain project operational effectiveness: - Manage the execution of project management strategy through the provisioning of appropriate structures, systems and resources; Financial Management: -Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services; Manage the operational project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives; Governance: - Allocate, monitor and control resources; Compiles list of reasons for variances & interventions and manages significant risk according to sound risk management practice and organizational requirements; People management: Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of project services according to organizational needs and requirements; Manage subordinates' key performance areas by setting and monitor performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES

: Mr TE Magagula Tel No: (031) 336 5223 / 031 336 5245

POST 25/414

: **CHIEF CONSTRUCTION PROJECT MANAGER GRADE A-B: MIDDLE INCOME AND GAP MARKET REF NO: CCPM: MIGM 08/2026 (X1 POST)**
(3-year contract)

SALARY CENTRE

: R1 317 108 – R2 484 204 per annum, (OSD)
: Durban

REQUIREMENTS

: National higher diploma (Built Environment field) B Tech in Built environment field. Honors degree in any Built Environment field. with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. A valid driver's license. Knowledge, Skills and Competencies: Knowledge of Programme and project Management, Knowledge of Project management skills, principles and methodologies; Knowledge of Project and professional judgement, Computer-aided engineering and project applications, Knowledge of Project design and analysis knowledge, Knowledge of Project operational communication, Knowledge of Process knowledge and skills Maintenance skills and knowledge, Knowledge of Legal and operational compliance, Knowledge of Research and development, creating high performance culture, Technical Consulting, Professional Judgment PFMA, Knowledge of MFMA, Knowledge of National Housing Code, Knowledge of Breaking New Ground, Knowledge of Land Administrative Act, Knowledge of Sectional Act, Knowledge of Law of Contracts, Knowledge of Promotion of Access to Information Act, Knowledge of Human Resource Prescripts, Working knowledge of the Public Services. Decision making skills, Team leadership skills, Analytical skills, Creativity, Self-management, Financial Management skills, Customer focus and responsiveness, Communication skills, Computer literacy, Planning and organizing skills, Conflict management, Problem solving and people management, Change management skills, Innovation skills, Strategic planning skills, Project management skills, Time management skills, Presentation skills, Negotiation skills, Analytical skills, Decision making skills,

Motivation skills, Listening skills, Influencing skills, Innovative, Independent, Time frame driven, Confidentiality, Proactive, Honesty, Integrity, Reliability, Patience, Commitment, Professionalism, Culturally sensitive, Perseverance, Punctual.

DUTIES

: The successful candidate will perform the following Key Performance Areas: Project design and analysis effectiveness: perform final review and approvals or audits on project designs according to design principles or theory; Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology; Maintain project operational effectiveness: - Manage the execution of project management strategy through the provisioning of appropriate structures, systems and resources; Financial Management: - Ensure the availability and management of funds to meet the MTEF objectives within the project environment/services; Manage the operational project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives; Governance: Allocate, monitor and control resources; Compiles list of reasons for variances & interventions and manages significant risk according to sound risk management practice and organizational requirements; People management: Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of project services according to organizational needs and requirements; Manage subordinates' key performance areas by setting and monitor performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES

: enquiries related to the post can be directed to: Mr TE Magagula Tel No: (031) 336 5223 / 031 336 5245.

DEPARTMENT OF SOCIAL DEVELOPMENT

APPLICATIONS

: Direct or hand deliver applications for all advertised posts to the address as indicated below: -Head Office: Department of Social Development, Private Bag X9144, Pietermaritzburg, 3200 or hand deliver to 174 Mayors Walk Road, Pietermaritzburg, 3200 OR apply online using <https://www.eservices.gov.za> (Sthesha Waya Waya).

FOR ATTENTION

: Mrs. PN Mkhize

CLOSING DATE

: 31 July 2026

NOTE

: The content of this circular must without delay be brought to the attention of all potential applicants. Applications must be forwarded to the relevant address. Applications must indicate the reference number of the post applied for and the Centre using a new Z83 form (which must be completed in a manner that allows a selection committee to assess the quality of the candidate based on the information provided in the form. It is therefore prudent that fields be completed by applicants and the form must be signed noting the importance of the declaration) which is effective from 01 January 2021 obtainable from any Public Service Department and should be accompanied by a detailed/comprehensive Curriculum Vitae. NB: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the fully completed Z83 and a detailed curriculum Vitae. Only shortlisted candidates will be required to submit certified documents on or before the date of the interview following communication from Human Resources. The Department is an Equal Opportunity Affirmative Action employer and is committed to empowering people with disabilities. Appointment is subject to a positive outcome obtained on the following Personnel Suitability Checks (Security Clearance, Citizenship, qualification verification, criminal records, credit records and previous employment). The employment is subject to signing the employment contract, annual performance agreement and to disclose financial interests in accordance with relevant prescripts. Successful completion of the Senior Management Pre-Entry Programme (Nyukela certificate) is required before the appointment can be made. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/training-course/sms-preentryprogramme>. All shortlisted candidates for SMS posts will be subjected to technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence and integrity. Other shortlisted candidates, including SMS will 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 and Failure to comply with any of the above instructions will result in immediate disqualification. If the applicant has not been contacted within three (3) months after the closing date must accept that his / her application was not successful. Regrettably due to excessive budget cuts the Department is not in a position to meet any travel and subsistence costs relating to the recruitment process for the shortlisted candidates. It is regretted that due to large volumes of applications anticipated to be received, it is not possible for the Department to acknowledge receipt of the same and that only those applicants that participate in the final selection processes (interviews) will be notified of the outcome.

MANAGEMENT ECHELON

<u>POST 25/415</u>	:	<u>DIRECTOR: LEGAL SERVICES REF NO: DSD01/07/2026HO</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive package)
<u>CENTRE</u>	:	Head Office, Pietermaritzburg
<u>REQUIREMENTS</u>	:	Qualifications: Bachelor's Degree (NQF Level 7) in Law (LLB); A valid driver's license. Admitted as an Attorney or Advocate. A minimum of 5 years of experience at a middle/senior management in Legal environment. Knowledge: - Constitution of the Republic of South Africa, Interpretation of laws (constitutional and statutory interpretation), Legal drafting and writing, Litigation management, including alternative dispute resolution, Legal research methodology, Public Service Act, Public Service Regulations, Treasury Regulations, Public Finance Management Act, Treasury Regulations, Employee Performance Management and Development System Skills/ Core Competences: Strategic capability and leadership, People management and empowerment, Financial Management, Change Management, Programme and Project Management, Knowledge Management, Service delivery innovation, Problem solving and analysis, Client orientation and customer focus, Communication, Research, Presentation, Facilitation, Language, Policy analysis, Driving, Computer literacy, Numeracy.
<u>DUTIES</u>	:	Manage the provision of contract drafting, editing and vetting services; Manage the provision of legislative review and legal compliance management; Manage the provision of litigation services; Manage the development and implementation of policies; Manage the resources of the directorate.
<u>ENQUIRIES</u>	:	Mr VW Gumede Tel No: (033) 341 3579

OTHER POSTS

<u>POST 25/416</u>	:	<u>SOCIAL WORK MANAGER: CHILDREN & FAMILIES (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 009 512 per annum, (all-inclusive package)
<u>CENTRE</u>	:	eThekweni North District Ref No: DSD02/07/2026ETh North eThekweni South District Ref No: DSD03/07/2026ETh South
<u>REQUIREMENTS</u>	:	Qualifications: Bachelor's Degree (NQF Level 7) in Social Work. Registration with the South African Council for Social Services Professions as a Social Worker. Only Shortlisted candidates will submit proof of current registration with the South African Council for Social Services Profession as a Social Worker. A valid driver's license. A minimum of 10 years' experience in Social Work after registration as Social Worker with the SACSSP. Knowledge: Constitution of the Republic of South Africa, Public Service Act, Public Service Regulations, Labour Relations Act, Research Methodology, Public Finance Management Act, Treasury Regulations, Employee Performance Management and Development System, Expert skills to challenge structural sources of poverty, inequality, oppression, discrimination and exclusion, Expert knowledge and understanding of human behaviour and social systems and skills to intervene at the points where people interact with their environment in order to promote social wellbeing, The understanding and ability to provide complex social work services towards protecting people who are vulnerable, at-risk and unable to protect themselves, The ability and competence to assist and empower individuals, families, groups, organizations and communities to enhance their social functioning and their problem solving capabilities, prevent and alleviate distress and use resources effectively in cases where expert knowledge is required Skills: Communication, Language, Interpersonal, Computer, Research, Problem Solving, Advanced Report writing, Conflict

DUTIES

management, Time Management, Advanced welfare counselling, Analytical thinking, Presentation skills, Financial Management, Numeracy, Driving.

: Provide a social work service of the highest, most advanced and specialized nature within (a) defined area(s) of specialization nature within (a) defined area(s) of specialization with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant programmes in partnership with stakeholders. Attend to any other matters that could result in or stem from, social instability in any form. Facilitate the development and planning of programmes and interventions to render a social work service through the efficient, economical and effective utilization of financial resources. Manage a social work unit to ensure that an efficient and effective social work service is delivered through the efficient and effective utilization of human resources; Keep up to date with new developments in the social work field to enhance service delivery. Plan and ensure that social work research and development are undertaken. Keep up to date with new developments in the social work field to enhance service delivery.

ENQUIRIES

: Ms RM Ntombela, eThekweni North District Tel No: (031) 336 8776
Ms NC Gebashe, eThekweni South District Tel No: (031) 336 8787

POST 25/417

: **SOCIAL WORK MANAGER: RESTORATIVE SERVICES REF NO: DSD04/07/2026ETH SOUTH**

**SALARY
CENTRE
REQUIREMENTS**

: Grade 1: R1 009 512 per annum, (all-inclusive package)

: eThekweni South District

: Qualifications: Bachelor's Degree (NQF Level 7) in Social Work. Registration with the South African Council for Social Services Professions as a Social Worker. Only Shortlisted candidates will submit proof of current registration with the South African Council for Social Services Profession as a Social Worker. A valid driver's license. A minimum of 10 years' experience in Social Work after registration as Social Worker with the SACSSP. Knowledge: Constitution of the Republic of South Africa, Public Service Act, Public Service Regulations, Labour Relations Act, Research Methodology, Public Finance Management Act, Treasury Regulations, Employee Performance Management and Development System, Expert skills to challenge structural sources of poverty, inequality, oppression, discrimination and exclusion, Expert knowledge and understanding of human behaviour and social systems and skills to intervene at the points where people interact with their environment in order to promote social well being, The understanding and ability to provide complex social work services towards protecting people who are vulnerable, at-risk and unable to protect themselves, The ability and competence to assist and empower individuals, families, groups, organizations and communities to enhance their social functioning and their problem solving capabilities, prevent and alleviate distress and use resources effectively in cases where expert knowledge is required. Skills: Communication, Listening, Interpersonal, Computer, Research, Problem Solving, Advanced Report writing, Conflict management, Time Management, Advanced welfare counselling, Analytical thinking, Presentation, Financial Management, Numeracy, Driving.

DUTIES

: Provide a social work service of the highest, most advanced and specialized nature within (a) defined area(s) of specialization nature within (a) defined area(s) of specialization with regard to the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant programmes in partnership with stakeholders. Attend to any other matters that could result in or stem from, social instability in any form. Facilitate the development and planning of programmes and interventions to render a social work service through the efficient, economical and effective utilization of financial resources. Manage a social work unit to ensure that an efficient and effective social work service is delivered through the efficient and effective utilization of human resources; Keep up to date with new developments in the social work field to enhance service delivery. Plan and ensure that social work research and development are undertaken. Keep up to date with new developments in the social work field to enhance service delivery.

ENQUIRIES

: Ms NC Gebashe: eThekweni South District Tel No: (031) 336 8787

<u>POST 25/418</u>	:	<u>MANAGER: SOCIAL WORK POLICY: PERSONS WITH DISABILITIES REF NO: DSD05/07/2026HO</u>
<u>SALARY</u>	:	Grade 1: R1 009 512 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Head Office
<u>REQUIREMENTS</u>	:	Qualifications: Bachelor's Degree (NQF Level 7) in Social Work. Registration with the South African Council for Social Services Professions as a Social Worker. Only Shortlisted candidates will submit proof of current registration with the South African Council for Social Services Profession as a Social Worker. A valid driver's license. A minimum of 10 years' appropriate experience in Social Work after registration as Social Worker with the SACSSP of which five (5) years must be appropriate in Social Work Policy Development and disability sector environment. Knowledge: Constitution of the Republic of South Africa, Public Service Act, Public Service Regulations, Public Finance Management Act, Treasury Regulations, Professional counselling, Knowledge of Disabilities, National and International Disability Policy Framework, Understanding of the Social Model of Disability Mainstreaming, Research Methodology, Service Delivery frameworks, Policy development and analysis, Ability to compile complex reports, Non – Profit Organizations Act, Labor Relations Act, Employment Equity Act, Basic Conditions of Employment Act, Procurement Act, Employee Performance Management Development System, Skills: Change management, counselling, Problem solving and analysis, Report writing, Policy Development, Planning and organizing, Communication, Financial management, Research, Networking, Presentation, Facilitation, Monitoring and evaluation, People management, Programme and Project Management, Driving, Language, Computer literacy, Numeracy.
<u>DUTIES</u>	:	Keep up to date with new developments in persons with disabilities field; Plan and ensure that persons with disabilities policy research and development are undertaken; Develop policies and strategies relevant to persons with disabilities; Manage resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Mr RS Byroo Tel No: (033) 264 5621
<u>POST 25/419</u>	:	<u>MANAGER: COMMUNITY DEVELOPMENT REF NO: DSD06/07/2026ETH SOUTH</u>
<u>SALARY</u>	:	Grade 1: R1 009 512 per annum, (all-inclusive package)
<u>CENTRE</u>	:	eThekweni South District
<u>REQUIREMENTS</u>	:	Qualifications: Bachelor's Degree in Community Development/ Development Studies/ Social Sciences. A minimum of 10 years recognizable experience in Community Development after obtaining the required qualification of which 5 years must be appropriate experience in community policy development. A valid driver's license. Knowledge: Constitution for the Republic of South Africa, Public Service Act, Public Service Regulations as amended as amended, Labour Relations Act, Research Methodology, Public Finance Management Act, Treasury Regulations, Employee Performance Management and Development System, National Development Plan, Provincial Growth and Development Plan, Knowledge of legislation for local government, Knowledge of Integrated Development Planning, Expert knowledge on theories and systems, skills, attitudes and values in community development to guide employees on its application, Expert knowledge and in depth understanding of individual and group behaviour, its inter-relations within community structures, dynamics of the community and current legislation to enable interventions, Ability and competence to develop community development policies and strategies. Ability to influence individuals and groups to participate in their own self-empowerment ventures, Ability to undertake complex research, Ability to compile complex reports, Skills/Core Competencies: Inter-sectoral collaboration and partnership, Intergovernmental relations, Planning and organizing, Networking, Communication (written and verbal), Professional counselling, Policy development and analysis, Financial management, Presentation, Facilitation, Problem solving, Project management, Staff management, Time management, Language, Computer literacy, Numeracy skills.
<u>DUTIES</u>	:	Manage the identification, facilitation and implementation of integrated development interventions in partnership with the community and other relevant stakeholders through the efficient, effective and economical utilization of resources by the unit/sub directorate; Monitor, interpret and review legislation and policies to determine whether the legislation and policies are

		still relevant and comply with current requirements; Develop proposals to amend/maintain the relevant acts and policies and develop new policies where required; Manage a community development unit/sub-directorate to ensure that an efficient and effective community development service is delivered through the proper utilization of human, financial and physical resources; Keep up to date with new developments in the community development and management fields to enhance service delivery; Plan and ensure that research on community development is undertaken.
<u>ENQUIRES</u>	:	Ms NC Gebashe: eThekweni South District Tel No: (031) 336 8787
<u>POST 25/420</u>	:	<u>ADMINISTRATION CLERK (X3 POSTS)</u>
<u>SALARY CENTRE</u>	:	R237 453 per annum (Level 05)
	:	KwaDukuza Service Office Ref No: DSD11/07/2026KwaDukuza
	:	Mandeni Service Office Ref No: DSD12/07/2026Mandeni
	:	Newlands Substance Abuse Treatment and Rehabilitation Centre Ref No: DSD13/07/2026Newlands
<u>REQUIREMENTS</u>	:	Qualifications: Grade 12/Matric Knowledge: Knowledge of clerical studies, practice as well as the ability to capture data, operate computer and collecting statistics, Knowledge and understanding of the legislative framework governing the Public Service, Knowledge of working procedures in terms the working environment Skills: Communication, Interpersonal relations, Teamwork, Computer literacy, Numeracy, Language, Supervisory.
<u>DUTIES</u>	:	Render general clerical support services; Provide supply chain support services within the component; Provide personnel administration support services within the component; Provide financial administration support services in the component.
<u>ENQUIRIES</u>	:	Ms R Singh: KwaDukuza and Mandeni Service Office Tel No: (032) 437 7112 Mr MG Nzama: Newlands Substance Abuse Treatment and Rehabilitation Centre Tel No: (031) 336 8865
<u>POST 25/421</u>	:	<u>LAUNDRY AID REF NO: DSD14/07/2026NEWLANDS</u>
<u>SALARY CENTRE</u>	:	R144 024 per annum (Level 02)
<u>REQUIREMENTS</u>	:	Newlands Substance Abuse Treatment and Rehabilitation Centre: Qualifications: ABET level 2. Knowledge: Basic Health and safety standards, Basic hygiene standards, Batho-Pele Principles, Code of Conduct, Ability to operate elementary machines and equipment Skills: Communication, Interpersonal Relations, Basic numeracy, Basic literacy.
<u>DUTIES</u>	:	Collect, sort, count and record all clean, soiled linen and service users clothing in terms of laundry prescripts; Laundering of all laundry, linen and service user's clothing; Perform regular stocktaking of all linen in the Facility and report linen in need of repair to the Supervisor; Clean and tidy linen room.
<u>ENQUIRIES</u>	:	Mr MG Nzama Tel No: (031) 336 8865