

**PROVINCIAL ADMINISTRATION: NORTH WEST
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

APPLICATIONS

: quoting the relevant reference number, must be forwarded as follows: The Directorate: Sustainable Resource Management-Head Office: The Director Human Resource Management, Department of Agriculture and Rural Development, Directorate: Human Resource Management, for attention of Ms Keneilwe Modiegi or hand deliver at the Training Centre Building, Corner Onkgopotse Tiro & Moshweshwe Road, Mmabatho or Email to Dardrecruitment-HO@nwpg.gov.za

CLOSING DATE

: 31 July 2026

NOTE

: This Department is an equal opportunity and affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representativity will receive preference. Applicants must submit their applications for employment to the address specified above. The application must include a duly completed and signed new Form Z83, obtainable from any Public Service Department or on the internet at <https://www.dpsa.gov.za/>, and a detailed Curriculum Vitae CV; contactable referees (telephone numbers and email addresses must be indicated). Please note a separate application is required for each position applied for. Applications received using the incorrect application for employment (old Z83) will not be considered. Each application for employment form must be fully completed, initialled and signed by the applicant. Failure to fully complete, initial and sign this form will lead to disqualification of the application during the selection process. Applicants are not required to submit/attach copies of qualifications and other relevant documents on application but must submit the new (Z83) form and detailed curriculum vitae only. The provision of certified documents will only be required from shortlisted candidates for submission on or before the day of the interview following a formal communication from Human Resources unit. In instances where applicants are in possession of a foreign qualification, it is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and only submit proof of such evaluation upon being shortlisted for a post. 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 will be an integrity (ethical conduct) assessment. Non-RSA Citizens/Permanent Resident Permit Holders will be required to submit a copy of their Permanent Residence Permits only if shortlisted. Applicants who do not comply with the above-mentioned instruction/requirements, as well as applications received late will not be considered. The Department reserves the right not to make any appointment(s) to the above post/s. Applications, including those submitted via registered mail must reach the department before 16:00 on the day of the closing date. Incomplete applications, or applications received after the closing date will be disqualified. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. Please note that suitable candidates will be subjected to a technical assessment as well as satisfactory personnel suitability checks (criminal record check, citizenship verification, financial-asset record check, qualification/study verification and previous employment verification. Successful candidates will also be subjected to a security clearance process. Women and persons with disabilities are encouraged to apply. The successful candidate will be required to sign the performance agreement within three months from the date of assumption of duty. It will also be required that the successful candidate declare to the EA particulars of all registrable financial interests. Short-listed candidates will be expected to avail themselves at the Department's convenience. The successful candidate will be appointed subject to positive results of the security clearance process and the verification of educational qualification certificates. Appointment of these positions will be provisional, pending the issue of security clearance.

OTHER POST

<u>POST 25/535</u>	:	<u>CHIEF ENGINEER GRADE A REF NO: NWDARD 01/07/26</u>
<u>SALARY</u>	:	R1 266 450 per annum, plus benefits (offer will be based on appropriate and recognisable experience in line with the OSD requirements)
<u>CENTRE</u>	:	Mafikeng - Head Office
<u>REQUIREMENTS</u>	:	Grade 12. An Agricultural engineering degree (BSc / B Eng degree) Six [6] years post qualification experience required as a registered Professional Engineer (Agricultural) Compulsory registration with ECSA as a Professional Engineer Valid drivers' licence. 3 -year management experience. Knowledge/competencies: Supervisory skills, Programme and project management Engineering. Legal and operation compliance Engineering operational communication Process knowledge and skills Computer – aided engineering applications Creating high performance culture Engineering and professional judgment Technical consulting Research and development Engineering design and analysis knowledge Maintenance skills and knowledge Strategic capability and leadership Problem solving and analysis Decision making Team leadership Financial management Customer focus and responsiveness Engineering operational Communication skills People management Planning and organizing Change management Negotiation skills. Occupational health and safety standards. Labour Relations Act, Public Service Act, Public Service Regulations creativity and leadership skills, problem solving and analysis, people management, Planning and organizing, understanding of policy.
<u>DUTIES</u>	:	Provide strategic engineering advice and technical oversight for agricultural and rural infrastructure development. Evaluate and approve technical reports, engineering designs and project implementation plans to ensure compliance with norms, standards and regulatory frameworks. Supervise the implementation, maintenance and rehabilitation of agricultural infrastructure to ensure that projects meet the departmental goals and environmental compliance requirements. Undertake regular field inspections and quality assessments to ensure adherence to project specifications, timelines and financial obligations. Provide professional leadership, mentorship and training of candidate engineers and technical personnel. Manage the sourcing, oversight and performance monitoring external professional service providers (PsP's) and contractors. Perform final review and approvals or audits on new engineering designs according to design principles or theory Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology Pioneering of new engineering services and management methods Maintain engineering operational effectiveness Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability Monitor maintenance efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives Allocate, control, monitor and report on all resources Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements Provide technical consulting services for the operation on engineering related matters to minimize possible engineering risks Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives Manage the commercial value add of the discipline-related programmes and projects Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs

and requirements Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives. Compile reports and manage project budgets.

ENQUIRIES : Ms. B. Pule Tel No: (018) 392 4277

DEPARTMENT OF PUBLIC WORKS AND ROADS

This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representatively (race, gender and disability) e.g. White, Indian, Coloured, African, in terms of equity plan preference will be given to Disabilities, Youth, Females in the Department through the filling of posts. People with disability are encouraged to apply. The candidates whose transfer/promotion/appointment will promote representatively will receive preference.

APPLICATIONS : All Applications must be Submitted Online, or Hand Delivered or Courier to Registry Office no. 133, Ground Floor, East Wing-Old Parliament Building Complex, Modiri Molema Road, Mmabatho, Addressed to: Human Resource Manager, Private Bag X2080, Mmabatho, 2735.

FOR ATTENTION : HRM Recruitment Unit - Mr. M.E Khauoe.

CLOSING DATE : 31 July 2026 (Courier / Handed, E-mailed applications must have reached the receiving Department by 16h30 pm Walk-in and, E-mails After (00h00 Mid-night) online will, as a rule will not be accepted.

NOTE : Please Note: On the Subject Line of your E-mail, Indicate the Correct Name of the Post and the Reference Number include the Department, also Use the correct E-mail. All Attachments for Online Submission Must Include the Z83 Form and Updated Curriculum Vitae Only be in PDF Format, also as One Document. Failure to do so, your application will be disqualified. Compliance: It is compulsory to fill all fields on the New Amended Z83 Form (81/971431) as prescribed with effect 01 January 2021, part of declaration must be signed, dated and initialed only on the first page. The Form is obtainable at any Public Service Departments and DPSA Website, www.dpsa.gov.za. Part A the applicant(s) must indicate the correct advertised Post name and Centre, Reference number. The Z83 Form must be accompanied by a recently updated Curriculum Vitae with full personal details, qualifications current and previous experience must be listed in date's order, with relevant requirements of the post including three (3) names of contactable referees. Part B, C and D applicant must provide sufficient information relevant to the post applying for. Parts B, C and E fields for date of birth, work permit, business interest and preferred language, current study can be left blank if they don't apply to you. Part E, F and G may not be fill if your CV already has the updated information. Applicant can skip experience section, but Part F is compulsory to be completed if you are seeking re-employment into the Public Service. Please note: It is a responsibility of a Person in possession of a foreign qualification to furnish the Department with an evaluation certificate from South African Qualifications Authority (SAQA) only when shortlisted. Only shortlisted candidate(s) for post will be required to submit certified documents on or before the day of the interview. NB: Senior Management Pre-entry Programme Certificate: No applicant shall be recommended for appointment without producing a Certificate of completion (Nyukela) as a mandatory requirement obtainable via this link: <https://www.thensg.gov.za>. Failure to submit the requested information will result not being considered. NOTE: 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. NB: All shortlisted candidates including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Applications received after the closing date will, as a rule not be accepted. It will be expected of candidates to be available for interview process on a date, time and place as determined by the Department. Applicant(s) previous background/reference checks will be verified through contactable referees. Shortlisted candidate(s) will be required to undergo personnel suitability checks, which include criminal records, citizenship, financial credits, asset records, qualifications verification and vetting. The successful candidate will enter into an annual performance agreement. The candidate annually will be requested to disclose his/her financial interest. The Department reserves the

right not to make appointment. Applicant requiring additional information regarding advertised post must direct their enquiries to the relevant person indicated. NB: Communication and Correspondence will be limited to short-listed candidates only. If you have not heard from us within six (6) months after the closing date, please accept that your application has been unsuccessful.

MANAGEMENT-POSTS

<u>POST 25/536</u>	:	<u>DIRECTOR: FINANCIAL ACCOUNTING REF NO: H/O 38/2026 (X1 POST)</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), all-inclusive remuneration package
<u>CENTRE</u>	:	Head Office-Mahikeng
<u>REQUIREMENTS</u>	:	Qualifications: National Senior Certificate plus a Bachelor's Degree (NQF Level 7) in Financial Management/ Financial Accounting. Honours or Postgraduate diploma in Finance will be added advantage. Senior Management Pre-entry Programme (Nyukela Certificate). Experience: 5 years' experience at middle/ senior managerial level. A valid driver's license. Knowledge: Knowledge and understanding of PFMA and Treasury Regulations; Ability to demonstrate knowledge of Modified Cash Standard and Accounting Manual for departments. Supply Chain Management Practices; government procurement procedures and processes; Public Service Act; Public Service Regulations and related HRM Acts, Competencies in terms of the SMS Competency Framework. Skills: Good verbal and written communication skills; Conflict Management and problem solving skills; outstanding people management skills; Good presentation skills; Advanced Computer skills; Strategic Management skills and Leadership skills. Willingness to work under pressure and beyond formal working hours.
<u>DUTIES</u>	:	Manage the administration of creditor's payments and employees' salaries. Manage the collection of revenue and bookkeeping services. Manage accounting services. Manage the administration of the employee's salaries. Meet the reporting requirements and standards promulgated by the PFMA. Ensure adequate internal financial control arrangement and systems and managing the mitigating of potential risks. Manage the departmental cashflow. Manage and monitor financial reporting. Manage and maintain the departmental BAS System. Manage the budget of the Directorate. Compilation of Interim Financial Statements (IFS) / Annual Financial Statements (AFS). Manage human, assets and financial resources of the Directorate.
<u>ENQUIRIES</u>	:	Mr M.J Moipolai Tel No: (018) 388 1440
<u>APPLICATIONS</u>	:	E-mail to: DPWRHORecruit2@nwpg.gov.za
<u>POST 25/537</u>	:	<u>DIRECTOR: MANAGEMENT ACCOUNTING REF NO: H/O 39/2026 (X1 POST)</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), all-inclusive remuneration package
<u>CENTRE</u>	:	Head Office-Mahikeng
<u>REQUIREMENTS</u>	:	Qualifications: National Senior Certificate plus a Bachelor's Degree (NQF Level 7) in Cost Management Accounting / Financial Management/ or related field. Honours or Postgraduate Diploma in Cost Management Accounting / Financial Management / or related field will be added advantage. Senior Management Pre-entry Programme (Nyukela Certificate). Experience: 5 years' experience at middle/ senior managerial level. A valid driver's license. Knowledge: Knowledge and understanding of PFMA and Treasury Regulations; Ability to demonstrate knowledge of Modified Cash Standard and Accounting Manual for departments. Government procurement procedures and processes; Public Service Act; Public Service Regulations and related HRM Acts, Reporting procedures; Policy formulation and interpretation; Competencies in terms of the SMS Competency Framework. Skills: Good verbal and written communication skills; Conflict Management and problem solving skills; outstanding people management skills; Good presentation skills; Advanced Computer skills; Strategic Management skills and Leadership skills. Willingness to work under pressure and beyond formal working hours.
<u>DUTIES</u>	:	Manage the departmental budget. Oversee the management and provision of management accounting services: Ensure appropriate management, planning and compilation of the MTEF budget and adjustment estimates for the department. Oversee budget preparation process and budget monitoring for the department. Oversee the final draft budget preparation process and provide support to internal stakeholders' prior submission. Manage compilation and

		implementation of monthly forecasts. Oversee compilation and timely submission of monthly, quarterly and annual financial performance reports and provide recommendations and advice programmes to address significant variances. Ensure financial statements are submitted timeously in accordance with applicable standards and legislative requirements. Manage Departmental Cash Flow. Ensure monitoring of operations on accounting systems, controls and procedures to ensure the integrity of financial information. Meet the reporting requirements and standards promulgated by the PFMA. Ensure adequate internal financial control arrangement and systems and managing the mitigating of potential risks. Manage and monitor expenditure reporting. Manage and maintain the departmental BAS System. Manage human, assets and financial resources of the Directorate.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr M.J Moipolai Tel No: (018) 388 1440
	:	E-mail to: DPWRHORecruit2@nwpg.gov.za
<u>POST 25/538</u>	:	<u>DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: H/O 40/2026 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 317 384 per annum (Level 13), all-inclusive remuneration package
	:	Head Office - Mafikeng
	:	Qualifications: National Senior Certificate plus Advanced Diploma/ Bachelor's Degree (NQF 7) in Human Resource Management/ Public Management/ Public Administration/ Labour Relations/ Industrial Psychology. Experience: 5 years' experience at a middle/ senior management level in Human Resource Management. Pre-entry SMS (Nyukela) Certificate. A Valid Driver's License. Knowledge: Extensive knowledge and understanding of the legislative framework governing the Public Service i.e Public Service Act, Public Service Regulations, Basic Conditions of Employment Act, Labour Relations Act, etc. Sound and in-depth experience and knowledge of relevant prescripts, and application of human resource practices and procedures. Public Financial Management Act. Organisational Design principles. Skills: Strategic Capability and Leadership. Project and Programme management. Financial management. Change management. People management and empowerment. Planning and Organising. Computer. Analytical thinking. Policy formulation. Effective Communication (written & Verbal). Conflict management. Service Delivery Innovation. Problem solving analysis. Client Oriented and Customer Focus. Ability to work in a highly pressured environment and driven by a sense of urgency to meet deadlines.
<u>DUTIES</u>	:	Manage and facilitate the development and implementation of Human Resource Management policies, strategic and operational plans. Manage and ensure the provision of human resource administration services. Manage and facilitate human resource planning and information management systems. Manage the provision of labour relations services. Manage and facilitate the provision of integrated employee health and wellness programmes. Manage the department's organisational design and change management. Manage and utilize resources (financial, human and physical) in accordance with relevant directives and legislation.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr NMG Mfikwe Tel No: (018) 388 2428
	:	E-mail to: DPWRHORecruit1@nwpg.gov.za
<u>POST 25/539</u>	:	<u>DIRECTOR: PROPERTY MANAGEMENT (IAM) REF NO: H/O 41/2026 (X1 POST)</u>
<u>SALARY CENTER REQUIREMENTS</u>	:	R1 317 384 per annum (Level 13), all-inclusive remuneration package
	:	Head Office - Mafikeng
	:	Qualifications: National Senior Certificate plus Advanced Diploma/ Bachelor's Degree (NQF 7) in one of the Built Environment Studies/ Real Estate /Property Studies. Senior Management (SMS) Pre-Entry Programme (Nyukela certificate). Experience: Five (5) years' relevant experience at middle / senior managerial level in property management within public sector. A valid driver's license. Knowledge: Knowledge of the Building Regulations, Guide for Members of Executive (Ministerial Handbook), Government Immovable Asset Management Act (GIAMA), Public Service Act and Regulations, Supply Chain Management Practices, Government procurement systems and related legislation, Minimum Information Security Standards (MISS) Act. Understanding of construction management legislations and processes. Competencies in terms of the SMS Competency Framework. Compliance with

the Occupational Health and Safety Act. Knowledge of labour intensive practices within project management. Skills: Technical consulting skills. Strategic capability and leadership skills. Programme and project management skills. Financial Management. Change management. Service Delivery Innovation. Problem solving and Analytical thinking. Client Orientation and customer focus. Good communication and interpersonal relations. Ability to work under pressure, willingness to travel and work beyond normal working hours. Ability to work in a highly pressured environment and driven by a sense of urgency to meet deadlines.

DUTIES : Manage and oversee prestige administration and facilities management services. Manage the provision of residential accommodation to Prestige clients. Manage the provision of cleaning, gardening and security services to Public Works buildings, Prestige residences and Parliamentary Villages. Manage the provision of furniture, internal decoration, state functions and protocols. Manage security and monitor maintenance work at Prestige residences. Manage and Coordinate the provision of general maintenance for Prestige buildings. Manage and ensure monitoring of maintenance requests. Manage and facilities security upgrade at prestige residences. Manage and oversee space planning, Provincial Leased Portfolio and the provision of office accommodation. Manage and oversee the provision of Provincial Leased office accommodation. Provide offices to Provincial User Departments. Manage and coordinate related Parties Agreements with provincial users. Manage planning to ensure optimal utilization of State owned and leased office buildings. Manage human, assets and financial resources of the Directorate.

ENQUIRIES : Mr. J. Mathabela Tel No: (018) 388 4632
APPLICATIONS : E-mail to: DPWRHORecruit3@nwpg.gov.za

OTHER POST

POST 25/540 : **DEPUTY DIRECTOR – FINANCIAL MONITORING & REPORTING REF NO: H/O 42/2026 (X1 POST)**

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package
CENTRE : Head Office-Mahikeng
REQUIREMENTS : Qualifications: National Senior Certificate plus a Bachelor's Degree (NQF Level 7) in Financial Accounting and/or Commerce. Experience: 3-5 years relevant middle management experience in Financial Reporting (Annual Financial Statements). A Valid Driver License. Knowledge: Knowledge of Public Finance Management Act (PFMA), Treasury Regulations and Guidelines on Modified Cash Basis. Skills: Computer literacy in Microsoft Excel, Microsoft Word and PowerPoint; Basic Accounting System (BAS) and WALKER system. Communication (verbal and written), Problem Solving and decision making, ability to work under pressure and meet deadlines; Numerical, analytical, reporting, financial skills. Assertiveness, accuracy and attention to detail.

DUTIES : Compile and submit interim and annual financial statements in accordance with Modified Cash Standards and relevant guidelines issued by the National Treasury; Maintain and monitor irregular, fruitless and wasteful expenditures, accruals and payable accounts registers. Prepare financial statements supporting documents for audit and record purposes. Prepare statutory monthly reports to Accounting Officer and/or Provincial Treasury. Attend to audit related matters in time. Ensure compliance with policies and procedures. Liaise with customers, stakeholders and suppliers. Consolidate AFS reports. Prepare IYM, IRM and other various financial reports. Consolidate Districts financials reports. Liaise with Auditors (PIA and AG). Manage the Sub-directorate.

ENQUIRIES : Mr M.J Moipolai Tel No: (018) 388 1440
APPLICATIONS : E-mail to: DPWRHORecruit2@nwpg.gov.za