ANNEXURE B

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

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

APPLICATIONS : Please forward your application, quoting the relevant reference number, to the link quoted in the specific advertisement below. This link requires applicants to use a Google account.

CLOSING DATE : 07 August 2026

NOTE : Applications must be submitted with two (2) attachments: 1. A Z83 Form (2021 version), obtainable from the DPSA website (Z83 editable) and 2. A recently updated comprehensive Curriculum Vitae. If either or all of these two attachments are not submitted, the applicant's application will be disqualified. Each post advert must be accompanied by its own application form for employment and must be fully completed, initialed and signed by the applicant. Applications received after the closing date will not be considered. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority**.** Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense. Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership on Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The submitted CVs will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Notes for applicants of SMS posts: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://thensg.gov.za/training-course/sms-pre-entry-programme/, prior to the finalisation of the appointment, is a requirement for all SMS positions. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric

assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

MANAGEMENT ECHELON

POST 26/07 : **DIRECTOR: STATE-OWNED ENTITIES GOVERNANCE REF NO: DSOEG**
Nature of Appointment: Permanent
The purpose of the post is to manage, coordinate and provide SOEs corporate governance and oversight services.

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

CENTRE : Pretoria, Hatfield

REQUIREMENTS : An appropriate NQF level 7/ degree in Auditing / Law / Accounting / Corporate Governance or relevant equivalent qualification as recognised by the South African Qualifications Authority. Five (5) years' experience at Middle/ Senior Management level in Enterprise /SOEs corporate governance oversight services of organisations/public entities. Postgraduate qualifications in Corporate Governance will serve as an added advantage. Skills / Competencies and Knowledge: Core competencies: At an advanced level in Strategic Capability and Leadership; Government Administrative Processes; People Management and Empowerment; Programme and Project Management; Financial Management, Service Delivery Innovation, Problem solving and analysis, Client Orientation, Customer-focused Communication. Technical knowledge and competencies: Knowledge of the Public Finance Management Act and Treasury Regulations. Knowledge of the Companies Act 2008, Knowledge of King IV Report on Corporate Governance in South Africa, Review and analysis of governance documents / frameworks / processes / submissions, Interpretation of Governance Legislation and Policy Frameworks, Review and Assessment of Compliance with Policies, Laws, Basic Research, Analytical Thinking, Report Writing.

DUTIES : The successful candidate will manage and drive the development, review and implementation of the Departmental shareholder governance framework. Manage and monitor shareholder governance instruments applicable to assigned entities, including shareholder compacts, governance agreements and Memoranda of Incorporation. Manage assessments of governance performance and compliance of SOEs with shareholder compacts/governance agreements and other governance instruments. Manage the assessment of board governance, board, committee and executive evaluations, and implementation of approved governance improvement plans. Manage the Board appointment and remuneration process and analyse executive appointment submissions from assigned entities, including preparing recommendations for Ministerial consideration. Manage the coordination and facilitation of the Minister's participation in SOE-related governance structures (annual general meetings and Minister-Board quarterly forum meetings), analysis of SOE annual reports and other reports submitted for the meetings and tabling of SOE annual reports. Manage oversight of interventions arising from audit findings within assigned entities, including assessing audit implications and recommending corrective actions. Manage preliminary assessments of allegations of misconduct across the SOE portfolio, oversight of formal investigations conducted by external service providers, and monitoring of implementation of investigation recommendations and corrective governance measures. Contributing to key result areas such as strategic functional leadership, managing human resources, managing financial resources, driving change and operational excellence, and managing and ensuring compliance.

ENQUIRIES : Mr M Cilo Tel No: (012) 12 427 8514, Ms N Khosa Tel No: (012) 427 8260, Ms N Sekele Tel No: (012) 427 8599

APPLICATIONS : Link : **CLICK HERE**

OTHER POST

POST 26/08	:	**DEPUTY DIRECTOR: BROADCASTING TECHNOLOGIES AND SERVICES REF NO: DDBTS** Nature of Appointment: Permanent (This post is being re-advertised. Applicants who applied previously are welcome to re-apply).
SALARY	:	R1 101 468 per annum (Level 12), (this all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules)
CENTRE	:	Pretoria, Hatfield
REQUIREMENTS	:	An undergraduate qualification (NQF level 7) in Broadcasting / Telecommunications/ ICT/ Engineering/ Communication and Media studies or equivalent relevant field, as recognised by the South African Qualifications Authority. A minimum of three (3) years' experience in Broadcasting / Telecommunications/ ICT/ Engineering relevant environment at Assistant Director level / middle management. Skills / Competencies and Knowledge: Core competencies: Understanding of digital broadcasting; Understanding of signal distribution; Understanding of Broadcasting Engineering Principles; Acceptance of Responsibility; Communication; Initiatives; Job Knowledge; Planning and Execution; Quality of work; Reliability; Teamwork. Technical competencies: Broadcasting Infrastructure Development; Broadcasting Engineering; Digital Migration Expertise; Stakeholder Management and Collaboration; Monitoring and Evaluation.
DUTIES	:	To manage and coordinate the design and implementation of Broadcasting Technologies programmes and strategies to support the achievement of the DCDT strategic objectives. The successful candidate will: Contribute technical insights to the development of Broadcasting Technologies programmes, strategies and plans. Coordinate the planning and implementation of national broadcasting infrastructure projects. Coordinate the implementation of South Africa's digital migration strategy from analogue to digital broadcasting and manage the efficient use of broadcasting spectrum to enhance service quality and expand access. Provide support on the development and review of policies, regulations, and technical standards that govern broadcasting services and technologies, ensuring alignment with national and international broadcasting frameworks. Support initiatives for the adoption and integration of emerging broadcasting technologies, such as IPTV, OTT (Over-the-Top) services, and 5G broadcasting, to drive innovation and modernisation in the sector. Collaborate with industry stakeholders, including public and private broadcasters, content creators, regulatory bodies (ICASA), and international broadcasting organisations, to foster partnerships and drive broadcasting infrastructure development. Conduct oversight monitoring on the implementation of projects and programmes within the broadcasting infrastructure directorate. In addition to the above, the key result areas also require: Project management, managing financial resources, driving change and operational excellence and managing compliance.
ENQUIRIES	:	Mr M Cilo Tel No: (012) 427 8514, Ms N Khosa Tel No: (012) 427 8260, Ms N Sekele Tel No: (012) 427 8599
APPLICATIONS	:	Link: **CLICK HERE**