

DEPARTMENT OF CORRECTIONAL SERVICES

The Department of Correctional Services is an equal opportunity employer. The Department will take into consideration the objectives of Section 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) and the Employment Equity Act, 1998 (Act 55 of 1998) in filling of these vacancies. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. In support of this strategy, applicants need to indicate race, gender and disability status on the application form/CV. Blacks and Whites are encouraged to apply. Applicants who have retired from the Public Service with a specific determination that they cannot be re-appointed or have been declared medically unfit will not be considered.



- APPLICATIONS** : Indicate the reference number and position you are applying for on your application form (Z83) and send your complete application to: The Department of Correctional Services, Post Advertisement Section, Private Bag X136, Pretoria, 0001 OR hand deliver at: 124 WF Nkomo Street, Poyntons Building, Corner WF Nkomo and Sophie De Bruyn Street, Pretoria, 0001 (Previous: Corner Church and Schubart Street) OR you can submit your application online at: <https://careers.dcs.gov.za/>
- CLOSING DATE** : 18 August 2026 @ 15h45. It is the sole responsibility of an applicant to ensure that their application reaches the Department of Correctional Services before closing date.
- NOTE** : Before you apply: All costs associated with an application will be borne by the applicant. Please take note that correspondence will only be conducted with the shortlisted candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application is unsuccessful. Please do not call the department to enquire about the progress of your application. A pre-entry certificate from the National School of Government (NSG) is required from all applicants prior to appointment. The full details of the SMS pre-entry course are obtainable on: **Certificate for entry into the SMS (Senior Management Service) | thensg** Applicants must note that further checks will be conducted once they are shortlisted and that their appointment is subject to positive outcomes on these checks, which include security clearance, security vetting, qualification/s and criminal records verification. Appointment to some of these posts will be provisional, pending the issue of a security clearance. If you cannot get a security clearance, your appointment will be re-considered/possibly terminated. Fingerprints will be taken on the day of the interview. 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 a generic managerial competency assessment (in compliance with the DPSA directive on the implementation of competency-based assessment). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tool. Applications: Applications must be submitted on the Z83 form (Public Service application form) obtainable from any Public Service department and must be completed in full. Only a detailed CV should be attached to your application form. Only shortlisted candidates will be required to submit certified copies not older than 6 months of qualifications and other related documents on or before the day of the interview. Please send a separate and complete application for each post you are applying for, stating the correct reference for each position you are interested in. Candidates must comply with the minimum appointment requirements. CV's should be aligned to reflect one's degree of compliance with the advert requirements and responsibilities. The Department of Correctional Services reserves the right not to fill any of these advertised posts.

OTHER POSTS

- POST 27/06** : **CHIEF DEPUTY COMMISSIONER: INCARCERATION AND CORRECTIONS**
REF NO: HO 2026/07/01
- SALARY** : R1 919 241 per annum, (all-inclusive package)

<u>CENTRE REQUIREMENTS</u>	: National Head Office: Pretoria : A postgraduate qualification (NQF level 8) in Behavioural Sciences/ Social Sciences/Public Administration or equivalent as recognised by the South African Qualifications Authority (SAQA). (8) Years' senior managerial level experience in a similar environment. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Security Clearance. Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster. Understanding of the public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Knowledge and understanding of Public Service policies and mandates. Knowledge of all legislation, norms and standards that governs health care. Understanding of DCS Environment, parole administration, tracing, community mobilisation, corrections management, remand detention, management of overcrowding, security, continuous risk assessment tool, personal development, relevant prescripts, case management, social cohesiveness, screening and assessment, care planning and coordination. Quality improvement. PFMA – compilation of budgets, estimation, expenditure and reporting. Applied strategic thinking, communication, project management, presentations, report writing skills. Service delivery standards. Developing others (coaching, mentoring, training). Project and programme management. Decision making, problem solving, networking / liaison with stakeholders, negotiation, organising, conflict management and analytical thinking. Policy development, analysis, monitoring, evaluation and implementation advice. Information collection.
<u>DUTIES</u>	: Manage incarceration and design, develop and review policies, procedures and guidelines for inmate management within the Department of Correctional Services in line with the Correctional Services Act and the White Paper on Corrections. Review and evaluate inmate management processes such as inmate discipline, re-integration, and inmate investigations. Ensure effective correctional security operations and the safe custody of all incarcerated persons, while maintaining a safe and secure environment that supports the rehabilitation of offenders and those under community corrections. Ensure safe and secure DCS facilities and provide security standards services with respect to DCS. Design, develop and facilitate infrastructure and facilities maintenance programmes. Ensure that facilities are kept at required minimum standards set out by the relevant legislation, national and local standards, in particular, DCS requirements. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	: Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	: Appointment under the Correctional Service Act
<u>POST 27/07</u>	: <u>REGIONAL COMMISSIONER</u>
<u>SALARY CENTRE</u>	: R1 919 241 per annum, (all-inclusive package) : Eastern Cape region Ref No: HO 2026/07/02 : Free State and Northern Cape region Ref No: HO 2026/07/03
<u>REQUIREMENTS</u>	: A postgraduate qualification (NQF level 8) in Public Administration / Law / Criminology / Social Sciences or equivalent qualification as recognised by SAQA. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). 8 -10 years' experience at a senior managerial level. Sound knowledge of the SA Correctional System and understanding the functioning of the Criminal Justice System. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice Systems and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act, with emphasis on the Correctional Services Act 111 of 1998 as amended). Competencies And Attributes: Strategic capability and leadership. Service delivery innovation. Client orientation and customer focus. Financial management. Change management. People management and empowerment. Programme and project management. Communication skills (verbal and written). Problem solving and decision making. Transformation

		management. Influencing and impact. Policy development, facilitation, conflict management and conceptual skills. Diversity management. Negotiation skills. Confidentiality. Interpersonal relations and time management. Accountability. Diplomacy and tact. Policy development and implementation. Good corporate governance principles.
<u>DUTIES</u>	:	Provide strategic leadership in ensuring effective, efficient and economic management of the region to realise policy outcomes. Manage the provision of care programmes to maintain the personal well-being of offenders. Manage the provision of programmes aimed at the development of offenders. Manage the rendering of security services to personnel, service providers, public, offenders and any other departmental operation. Management of Justice, Crime Prevention, Security cluster and other stakeholders in the region. Manage the development and implementation of after care services to offenders. Manage the development and implementation of correctional programmes to correct offending behaviour. Effective risk management to ensure compliance with the risk management plan of the department. Management of human resources, finance, assets and performance information.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/08</u>	:	<u>DEPUTY COMMISSIONER: DEVELOPMENT REF NO: HO 2026/07/04</u>
<u>SALARY</u>	:	R1 582 272 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Behavioural Sciences/Social Sciences or equivalent. 5 years' experience at a Senior Managerial level in a similar environment. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Security Clearance. Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster. Understanding of the public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Knowledge and understanding of Public Service policies and mandates. Knowledge of all relevant legislation, norms and standards. Applied Strategic Thinking, Professional values and attitudes, Leadership interdisciplinary systems. Knowledge of PFMA – compilation of budgets, estimation, expenditure and reporting. Communication, presentation, report writing, problem solving, negotiation and organising skills. service delivery standards. Developing others (coaching, mentoring, training). Project and programme management. Decision making. Networking/liaison with stakeholders. Conflict management. Analytical thinking. Policy development, analysis, monitoring, evaluation and implementation advice.
<u>DUTIES</u>	:	Manage the provision and delivery of psychological services within the department. Manage, develop and design psychological programs for offenders. Develop and manage therapeutic and counselling Services. Manage the provision and delivery of social work services within the department. Ensure the development, alignment, implementation of and compliance with departmental policies, procedures and applicable legislation to social work services. Ensure the provision, maintenance and enhancement of social work programmes and services according to the set standard. Manage and coordinate the provision and delivery of spiritual care services. Manage spiritual care program design and development. Ensure implementation of systems and tools for effective functioning of spiritual care. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/09</u>	:	<u>DEPUTY COMMISSIONER: FACILITIES PLANNING AND PROPERTY MANAGEMENT REF NO: HO 2026/07/05</u>
<u>SALARY</u>	:	R1 582 272 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria

<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Building Sciences or equivalent. Registration with Building related professional body. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] Years of experience at a senior managerial level. Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster. Understanding of the public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Strategic capability and leadership. Service delivery innovation. Client orientation and customer focus financial management. Change management. People management and empowerment. Pandramme and project management. Communication skills (verbal and written). Problem solving and decision making. Transformation management. Influencing and impact. Policy development, facilitation, conflict management and conceptual skills. Diversity management. Negotiation skills. Confidentiality. Interpersonal relations and time management. Accountability. Diplomacy and tact. Policy development and implementation. Good corporate governance principles.
<u>DUTIES</u>	:	Manage and ensure the upgrading of existing buildings, building of new facilities or replacement of facilities. Manage the stakeholder relations with the Department of Public Works and IDT. Provide leadership and strategic direction within the Chief Directorate. Manage compliance to Government-wide Immovable Asset Management Act (GIAMA). Establish cost-effective (i.e maximum and minimum) size of correctional centres that include SIR project and other projects. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/10</u>	:	<u>DIRECTOR: ORGANISATIONAL DEVELOPMENT REF NO: HO 2026/07/06</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognized by SAQA in Management Services, Operations Management, Human Resources Management or equivalent qualification. Five (5) years middle/senior management experience in the relevant field. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Security clearance. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Transformation and change management. Knowledge of HR policies, job evaluation and performance management. Establishment control and PERSAL management. Organizational, training development and employee's performance. Understanding of Public Service policy and legislative framework. Financial management skills, strategic capability and leadership. Policy development, project and programme management. Transformation and change management. Client orientation and customer focus. Problem solving and analysis. Service delivery innovation and decision making. People management, empowerment, integrity and honesty. Confidentiality, interpersonal relations, assertiveness and ability to network. Diplomacy, tactful, Influence and impact.
<u>DUTIES</u>	:	Design, develop and maintain the DCS organisational functional structure. Conduct organisational assessments to identify structure gaps, duplications and areas for optimisation. Develop and review functional structures aligned to legislative frameworks, mandates and strategic objectives. Prepare organisational design reports, motivation documents and structural map updates. Ensure alignment of functional structures with approved business processes and service delivery models. Design, develop and maintain the DCS post establishment and related norms. Develop and update post establishment frameworks, norms and standards based on organisational requirements.

Analyse workforce distribution to identify shortages, surpluses and optimisation opportunities. Develop post provisioning models and scenario planning to support decision making. Prepare and submit establishment reports for internal and external stakeholders. Manage post provision and allocation of posts as well as reporting thereof. Facilitate the allocation, reallocation and redistribution of posts based on needs analysis. Review and approve requests related to post creation, abolition, upgrading or transfers. Ensure that post allocation processes comply with legislation, budget constraints and HR policies. Liaise with finance to ensure coherence between funded posts and the compensation budget. Manage and implement human resource planning strategies and processes. Develop and implement the annual and MTF HR planning frameworks. Conduct environmental scanning and workforce analysis to determine HR risks and capacity requirements. Coordinate workforce forecasting, succession planning and talent management support. Compile the Workforce Plan and ensure submission in line with legislative requirements. Monitor implementation of HR planning interventions and make recommendations for improvement. Management of human resources, finance, assets and performance information.

ENQUIRIES : Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174

NOTE : Appointment under the Correctional Service Act

POST 27/11 : **DIRECTOR: CORE CURRICULUM REF NO: HO 2026/07/07**

SALARY : R1 340 691 per annum, (all-inclusive package)
CENTRE : National Head Office: Pretoria
REQUIREMENTS : An undergraduate qualification (NQF level 7) as recognized by SAQA in Human Resources Development, Human Resource Management or equivalent qualification. Five [5] years middle/senior management experience in the relevant field. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Security clearance. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: HR policies, transformation and change management. Empathy, analytical and compliance. Organisational development and training. Conflict resolution and employee's performance. Understanding of Public Service policy and legislative framework. Financial management skills, strategic capability and leadership. Policy development and programme management. Client orientation and customer focus. Problem solving and analysis. Service delivery innovation and decision making. People management and empowerment. Integrity and honesty. Confidentiality, interpersonal relations and assertiveness. Ability to network, diplomacy and tactful.

DUTIES : Develop and maintain curriculum and DCS training units. Develop processes for all core curriculum programmes, ensuring alignment with organisational objectives and occupational standards. Review and update training curricula regularly to ensure they remain relevant, competency-based and aligned to legislative changes. Conduct research and benchmarking on training best practices to inform curriculum enhancement. Coordinate curriculum development workshops with subject matter experts and instructors. Provide support and guidance to training units on curriculum implementation and interpretation. Manage the provision of basic training in line with the Correction Service Learnership. Ensure that all basic training curricula and learning materials meet NQF and SAQA standards and requirements. Coordinate the scheduling, delivery and administration of basic training programmes across training centres. Oversee the monitoring and evaluation of basic training to assess quality, learner progress and programme effectiveness. Facilitate and monitor both theoretical and workplace experiential learning phases in accordance with learnership guidelines. Ensure that programme implementation aligns with departmental training policies and legislative frameworks. Support trainers and facilitators through capacity-building initiatives and provision of required resources. Manage the provision of orientation and induction. Manage the review, updating and quality assurance

of the orientation and induction manual to ensure relevance and accuracy. Plan, coordinate and oversee the implementation of the orientation and induction programme. Provide guidance and support to facilitators responsible for delivering induction sessions. Ensure proper documentation, attendance records and evaluation reports are maintained. Ensure effective management and administration of colleges and the provision of firearm training in line with the Firearms Control Act. Ensure that firearm training curricula and learning materials comply with the Firearms Control Act and other regulatory requirements. Ensure consistent monitoring and evaluation of firearm training to assess learner competence and training effectiveness. Manage the verification and assessment processes related to firearms competency certification. Ensure compliance with departmental policies, statutory requirements and safety protocols relating to firearm use and training. Conduct risk assessments and ensure that training facilities meet safety and security standards. Management of human resources, finance, assets and performance information.

ENQUIRIES : Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174

NOTE : Appointment under the Correctional Service Act

POST 27/12 : **DIRECTOR: FORMAL EDUCATION AND SKILLS DEVELOPMENT REF NO: HO 2026/07/08**

SALARY : R1 340 691 per annum, (all-inclusive package)
CENTRE : National Head Office: Pretoria
REQUIREMENTS : An undergraduate qualification (NQF level 7) as recognized by SAQA in Education/Social Sciences or equivalent. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] years' experience at a middle/senior managerial level in a similar environment. Security clearance. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies And Attributes: Knowledge of all legislation, norms and standards that governs education and skills development. Knowledge of PFMA – compilation of budgets, estimation, expenditure & reporting. Understanding of DCS environment. Knowledge and understanding of Public Service policies and mandates. Understanding of justice cluster. Knowledge of relevant prescripts, social cohesiveness and quality improvement. Applied strategic thinking and networking/liaison with stakeholders. Project management and analytical thinking. Presentation and report writing skills. Service delivery standards. Developing others (coaching, mentoring, training). Decision making, problem solving, negotiation and organising. Communication and conflict management. Policy development, analysis, monitoring, evaluation and implementation advice.

DUTIES : Manage, develop and design Formal Education curriculum programs in line with South African Qualification Authority standards (SAQA). Manage, develop and design formal education curriculum programs and strategies for offenders. Manage formal curriculum administration for offenders. Develop and manage the rollout of formal education and training of offenders in line with frameworks and departmental policies and procedures. Manage the coordination of formal training. Manage, develop and design skills development curriculum programs and strategies for offenders in line with South African Qualification Authority standards (SAQA). Manage skills development curriculum administration for offenders. Manage and ensure proper research and development of the program. Develop and manage the rollout of skills development training for offenders in line with relevant legislation, regulations, frameworks and departmental policies and procedures. Manage the coordination of the skills training. Identify risk factors and ensure monitoring and evaluation of formal education and skills development programs services. Develop strategies for monitoring and evaluation of the formal education and skills development programs. Ensure the effective and efficient management skills development monitoring tools. Management of human resources, finance, assets and performance information.

<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/13</u>	:	<u>DIRECTOR: SOCIAL WORK SERVICES REF NO: HO 2026/07/09</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognized by SAQA in Social Work or equivalent. Five [5] years of experience at a middle/senior managerial level in a similar environment. Registration with the South African Council for Social Service Professions (SACSSP) as a Social Worker. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Knowledge of professional counselling and social work services. Building and sustaining relationships in primary health care. Strategic capability and leadership. Service delivery innovation. Client orientation and customer focus. Financial management. Change management. People management and empowerment. Programme and project management. Communication skills (verbal and written). Problem solving and decision making. Transformation management. Influencing and impact. Policy development, facilitation, conflict management and conceptual skills. Diversity management. Negotiation skills. Confidentiality. Interpersonal relations and time management. Accountability. Diplomacy and tact. Policy development and implementation. Good corporate governance principles.
<u>DUTIES</u>	:	Manage, develop, design, implementation, administration and evaluation of services and programmes in line with relevant legislation, regulations, frameworks and departmental policies and procedures. Manage social support services. Manage and monitor the coordination of special categories for inmates. Ensure the coordination of outreach programmes to educate others about psychosocial related problems. Plan and ensure that social work research is undertaken. Liaise and attend meetings with external stakeholders as part of stakeholder engagement. Management of human resources, finances, assets and performance information.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/14</u>	:	<u>DIRECTOR: AREA COMMISSIONER</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Eastern Cape region: East London Ref No: HO 2026/07/10 Free State and Northern Cape region: Colesburg Ref No: HO 2026/07/11 Limpopo, Mpumalanga and North West region: Bethal Ref No: HO 2026/07/12 Western Cape region: West Coast Ref No: HO 2026/07/13
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Public Administration / Law / Criminology / Criminal Justice / Social Sciences or equivalent qualification as recognised by SAQA. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] years of experience at a middle/senior managerial level. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and regulations, Public Finance Management Act, with emphasis on the Correctional Services Act 111 of 1998 as amended). Competencies and Attributes: Strategic capability and leadership. Programme and project management. Financial, change and diversity management. Knowledge management and service delivery innovation. Problem solving and analysis. People management and empowerment. Client orientation and customer focus. Communication. Honesty and integrity.

<u>DUTIES</u>	:	Oversee the effective functioning of incarceration and corrections, parole boards, corporate services, development programmes, care services, correctional centres and community corrections within the management area. Oversee the administration of security systems/programmes including comprehensive risk assessments and programmes to ensure safety. Ensure the implementation and adherence to policies and procedures within the management area. Establish and maintain effective relationships with key stakeholders within the geographical location of the management area. Effective management of court appearance of remand detainees. Management of the operational risks within the management area. Management of human resource, finance and assets. Promotion of social responsibility and development of all offenders and parolees subjected to community corrections. Management of performance information.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/15</u>	:	<u>REGIONAL HEAD: FINANCE</u>
<u>SALARY CENTRE</u>	:	R1 340 691 per annum, (all-inclusive package)
	:	Gauteng Region Ref No: HO 2026/07/14
	:	Western Cape Region Ref No: HO 2026/07/15
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognised by SAQA in Accounting / Financial Management / Cost Management Accounting or equivalent qualification. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] years of experience at a middle/senior managerial level in a similar environment. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services Architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act, with emphasis on the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Financial management skills. Strategic capability and leadership. Policy development. Communication. Project and programme management. Transformation and change management. Client orientation and customer focus. Problem solving and analysis. Service delivery innovation. Decision making, people management and empowerment. Integrity and honesty. Confidentiality. Interpersonal relations. Understanding of Public Service policy and legislative frameworks. Assertiveness and ability to network. Diplomacy, tactful, influence and impact.
<u>DUTIES</u>	:	Support and advice the Regional Commissioner and senior managers on finance and supply chain management matters. Effective management of financial accounting. Effective management of management accounting. Effective management of logistic administration. Effective management of procurement and contract management processes. Management of the external audit process. Effective risk management to ensure compliance with the risk management plan of the DCS. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/16</u>	:	<u>REGIONAL HEAD: INCARCERATIONS, CORRECTIONS AND REHABILITATION</u>
<u>SALARY CENTRE</u>	:	R1 340 691 per annum (all-inclusive package)
	:	Free State and Northern Cape Region Ref No: HO 2026/07/16
	:	Western Cape Region Ref No: HO 2026/07/17
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognised by SAQA in Behavioural Science or equivalent qualification. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five (5) years of experience at a middle/senior managerial level. Security clearance. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal

		Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and regulations, Public Finance Management Act, with emphasis on the Correctional Services Act 111 of 1998 as amended). Competencies and Attributes: Strategic capability and leadership. Policy development, communication, project and programme management, transformation management, change management, client orientation and customer focus. Problem solving and analysis, service delivery innovation, decision making and financial management skills. People management and empowerment. Integrity, honesty, confidentiality and interpersonal relations. Understanding of Public Service policy and legislative framework. Assertiveness, ability to network, diplomacy, tactful, influence and impact.
<u>DUTIES</u>	:	Ensure a safe and secure environment for members of the public, personnel and persons legally entrusted to our care. Manage health care services and incarceration management. Manage and oversee self-sufficiency and sustainability programs and services. Management of human resources, finances and assets. Management of performance information.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/17</u>	:	<u>AREA COORDINATOR: FINANCE REF NO: HO 2026/07/18</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	KwaZulu Natal Region: Durban Management Area
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognised by SAQA in Financial and Management Accounting or equivalent. Five (5) years of experience at a middle/senior managerial level in a similar environment. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster and White Paper on Corrections in South Africa and White Paper on Remand Detainees. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act, with emphasis on the Correctional Service Act 111 of 1998 as amended). Understanding of Treasury Regulations, Tax Legislation, BAS system, LOGIS, PERSAL and Supply Chain Management processes. Competencies and Attributes: Communication skills. Financial and management accounting knowledge. Managerial skills. Change management skills. Strategic leadership. Understanding of broader public service transformation processes. Good interpersonal relations. Ability to network. Integrity and honesty. Service delivery and client orientation. Project and programme management. Ability to make and implement decisions.
<u>DUTIES</u>	:	Manage and render supply chain management services in the management area. Coordinate the rendering of procurement and demand services. Render logistics and disposal management services. Manage and render financial and management accounting services in the management area. Manage and monitor the effective utilisation of the management area budget. Manage the collection of revenue in the management area. Manage and render financial accounting services in the management area. Render and monitor expenditure control. Develop and implement strategies to ensure compliance to set internal controls within the department. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/18</u>	:	<u>REGIONAL HEAD: FACILITIES REF NO: HO 2026/07/19</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Eastern Cape region
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognised by SAQA in Building Science or equivalent. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] years of experience at a middle/senior managerial level

in a similar environment. Registration with the relevant professional council of South Africa will be an added advantage. Security clearance. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act, with emphasis on the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Programme and project management. Engineering, legal and operational compliance. Engineering and operational communication. Process knowledge and skills, mobile equipment operating and maintenance skills and knowledge. Engineering design and analysis knowledge. Research and development. Computer aided engineering applications. Creating high-performance culture. Technical consulting. Engineering and professional judgement. Strategic capability and leadership. Problem solving and analysis. Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication, people management, planning, organising, conflict management and negotiation skills. Change management.

DUTIES : Responsibilities: The coordination of policy. Implementation of new policies, procedures and standards. Monitoring of effectiveness of policies, procedures and standards. Maintain operational effectiveness. Implement maintenance strategy through the provision of appropriate structures, systems and resources. Quality assessment of facilities. Assessment of facilities on a continuous basis to ensure that proper maintenance is carried out and documented and maintenance teams are properly trained, housed, financed and equipped for their task. Ensure adherence to OHS Act. Ensure training is affected as required by the OHS Act. Ensure continuous updating of the building and maintenance programme for the region. Ensure that priorities in the building and maintenance programme are still in line with departmental strategies and objectives. Ensure the effective and cost-efficient provision of municipal services in the region. Ensure that payment for services are done in a timeous manner. Management of human resources, finances and assets. Management of performance information.

ENQUIRIES : Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174

NOTE : Appointment under the Correctional Service Act

POST 27/19 : **DIRECTOR: HEAD OF CORRECTIONAL CENTRE REF NO: HO 2026/07/20**

SALARY : R1 340 691 per annum, (all-inclusive package)
CENTRE : Gauteng region: Johannesburg Medium B
REQUIREMENTS : An undergraduate qualification (NQF level 7) as recognised by SAQA in Public Administration or equivalent. Five (5) years of experience at a middle/senior managerial level. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Top secret security classification will be an added advantage. Successful completion of corrections science learnership/basic training. Experience and knowledge of the South African Correctional System and Criminal Justice System. Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act (PFMA), with emphasis on the Correctional Service Act 111 of 1998 as amended). Relevant experience in regulatory framework governing public service planning processes. Extensive experience in collective bargaining mechanisms and traceable experience in ensuring efficient and effective human resource management. In-depth knowledge and experience of the human resources legislation and regulatory framework. Competencies And Attributes: Strategic capability and leadership. Communication skills (verbal and written). Financial and transformation management. Policy development. Project and programme management. Facilitation. Change management. Problem solving and decision making. Time management and customer focus. Honesty and integrity. Coaching and mentoring. Good work ethics. Confidentiality. Interpersonal relations. Ability to work long hours. Diplomacy and tactful. Influence and impact. Accountability. Willingness to travel.

<u>DUTIES</u>	:	Management of all aspects of the Correctional Centre on a day to day basis through the implementation of the Correctional Services Act, Act 111 of 1998 as amended. Manage the implementation of the imperatives of the White Paper on Corrections. Management of case management administration, security, development and care, unit management and case management committees by ensuring that admission and releases are conducted, property store is secured and reconciliation of offender's cash, fines and bail payments. Manage operational support services. Foster a working relationship with the Justice Cluster and the community. Monitor, evaluate and take appropriate action in relation to outcomes on the risk trends. Manage internal security by ensuring that standby lists are available, sufficient security in centre and searching is done continuously according to registers etc. Manage external security by ensuring that utilization of offenders at work teams, officials are performing guard duty and manning of tower posts. Manage the development and care functions of offenders. Manage social work services, spiritual/moral development, health functions and hospital services for inmates. Ensure that a consistent system of activities within the centre is developed and regular committee sittings do take place. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/20</u>	:	<u>DIRECTOR: INFORMATION MANAGEMENT REF NO: HO 2026/07/21</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 07) as recognised by SAQA in Information and Knowledge Management or equivalent. Five (5) years' experience at middle/senior managerial level in a similar environment. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). In-depth knowledge of information and records management. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Understanding of Public Service policy and legislative framework. Strategic capability and leadership. Training and development. Project and programme management. Financial management and Transformation management. Change management. High level of integrity and honesty. Coaching and mentoring. Good work ethic. Confidentiality. Interpersonal relations. Service delivery and client orientation. Accountability. Plan, organise, lead and control. Policy development. Diversity management. Facilitation, communication, conceptual, problem solving, decision making and presentation skills.
<u>DUTIES</u>	:	Information governance and records management. Oversee implementation of departmental records management framework. Oversee knowledge management and institutional learning. Manage knowledge management strategy implementation. PAIA Administration and access to information. Management of PAIA requests. POPIA compliance and personal information protection. Develop and implement POPIA policies, procedures and compliance roadmap. Capacity building and compliance culture. Develop and implement training and awareness programmes. Management of performance information. Management of human resources, finances and assets.
<u>ENQUIRIES</u>	:	Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174
<u>NOTE</u>	:	Appointment under the Correctional Service Act
<u>POST 27/21</u>	:	<u>DIRECTOR: INTERNAL CONTROL AND COMPLIANCE REF NO: HO 2026/07/22</u>
<u>SALARY</u>	:	R1 340 691 per annum, (all-inclusive package)
<u>CENTRE</u>	:	National Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) as recognised by SAQA in Finance/ Auditing/ Supply Chain Management. A certificate for entry into the

Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). A minimum of five [5] years' experience at middle/senior managerial level within the relevant field. Computer literate. Valid driver's licence. Required Knowledge: Knowledge and understanding of the South African Criminal Justice System and the Correctional Services architecture. Understanding of public service policy and related legislative framework (Public Service Act and Regulations, Public Finance Management Act and the Correctional Service Act 111 of 1998 as amended). Competencies and Attributes: Knowledge of financial prescripts (MCS and GRAP). Knowledge of Public Service financial legislative frameworks, Public Finance Management Act (PFMA), National Treasury Regulations (Directives, instruction notes and guidelines), budget management processes and procedures and supply chain management framework. Knowledge and understanding of Government Financial systems (PERSAL, LOGIS, BAS). Knowledge of asset management, procurement and business practices. Knowledge of strategic planning, budgeting, auditing and risk management. Stakeholder engagement and change management. Strategic capability and leadership. Programme and project management. Financial management. People management and empowerment. Ability to develop, interpret and apply policies, strategies and legislation. Problem solving, communication and analysis skills.

DUTIES : Ensure effective monitoring of compliance with the Treasury Regulations, Modified Cash Standard or Generally Recognised Accounting Practice (GRAP) and other Prescripts impacting on Finance and Supply Chain Management (SCM). Ensure sound internal controls and reporting systems through conducting assessments, determination on finance and supply chain systems for non-compliance. Provide a framework for financial and supply chain risk assessment through the development and overseeing of systems for uniform handling of non-compliance issues and proper reporting. Ensure effective audit coordination, both for Internal Audit and the office of the Auditor-General of South Africa for timeous resolution of audit queries. Manage the provision of fraud prevention and loss management. Provide a monthly report to National Treasury and the Chief Financial Officer on reported cases of irregular, fruitless and wasteful expenditure. Oversee and monitor the implementation of compliance programs. Management of performance information. Management of human resources, finances and assets.

ENQUIRIES : Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174

NOTE : Appointment under the Correctional Service Act

POST 27/22 : **DIRECTOR: FACILITIES FUND MANAGEMENT REF NO: HO 2026/07/23**

SALARY : R1 340 691 per annum, (all-inclusive package)

CENTRE : National Head Office: Pretoria

REQUIREMENTS : An undergraduate qualification (NQF level 7) as recognised by SAQA in Public Administration / Business Management / Administration / Business Administration or equivalent. A certificate for entry into the Senior Management Services (SMS) obtained from the National School of Government (NSG) is compulsory (required from all applicants prior to appointment). Five [5] Years of experience at a middle/senior managerial level in a similar environment. Computer literate. Valid driver's licence. Required Knowledge: Understanding of the dynamics of the Justice Cluster, White Paper on Corrections in South Africa and White Paper on Remand Detainees. Understanding of Public Service Policy and related legislative framework (Public Service Act and Regulations and Public Finance Management Act). Competencies and Attributes: Strategic capability and leadership. Service delivery innovation. Client orientation and customer focus. Financial management. Change management. People management and empowerment. Programme and project management. Communication skills (verbal and written). Problem solving and decision making. Transformation management. Influencing and impact. Policy development, facilitation, conflict management and conceptual skills. Diversity management. Negotiation skills. Confidentiality. Interpersonal relations and time management. Accountability. Diplomacy and tact. Policy development and implementation. Good corporate governance principles.

DUTIES : Effective management of members' financial and other interests by ensuring sound financial management of the fund. Assist regions in the establishment of clubs and setting up trading points. Effective management of the widow and

orphan fund. Management of the Protea–Karridene agreement and fund modernisation projects. Continuously ensuring compliance with all policies, rules and regulations within the department and those affecting the fund. Effective risk management to ensure compliance with the risk management plan. Efficient and effective management of the national sport fund and interest free study loans. Report on quarterly basis to the board of trustees on the funds' strategic issues and developments. Ensuring that treasurers are trained on the applicable finance systems/software as well as on general financial management. Management of performance information. Management of human resources, finances and assets.

ENQUIRIES

: Ms TP Ngobeni Tel No: (012) 305 8589 or Ms NS Khumalo Tel No: (012) 307 2174

NOTE

: Appointment under the Correctional Service Act