

DEPARTMENT OF PLANNING, MONITORING AND EVALUATION



- APPLICATIONS** : Applications must be posted / or hand-delivered to: The Department of Planning, Monitoring and Evaluation (DPME), Attention: Human Resource Admin & Recruitment, at Private Bag X944, Pretoria, 0028 or hand delivered to 330 Grosvenor Street, Hatfield, Pretoria 0028 (please quote the relevant post and reference number).
- CLOSING DATE** : 17 August 2026 @ 16:30
- WEBSITE** : www.dpme.gov.za
- NOTE** : The relevant reference number must be quoted on all applications. The successful candidate will have to sign an annual performance agreement and will be required to undergo a security clearance. Applications must be submitted on a signed Z83 accompanied by a comprehensive CV only specifying all experience indicating the respective dates (MM/YY) as well as indicating three reference persons with the following information: name and contact number(s), email address and an indication of the capacity in which the reference is known to the candidate. Certified copies of qualifications and other relevant documents will be requested from shortlisted candidates only. Applicants will be required to meet vetting requirements as prescribed by Minimum Information Security Standards. The DPME is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s). Failure to submit the above information will result in the application not being considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Reference checks will be done during the selection process. Note that correspondence will only be conducted with the short-listed candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates must be available for interviews at a date and time determined by DPME. Applicants must note that pre-employment checks will be conducted once they are short-listed and the appointment is also subject to positive outcomes on these checks, which include security clearance, security vetting, qualification verification and criminal records. 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. For salary levels 11 to 15, the inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employees Pension Fund and a flexible portion in terms of applicable rules. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The DPME reserves the right to utilise practical exercises/tests for non-SMS positions during the recruitment process (candidates who are shortlisted will be informed accordingly) to determine the suitability of candidates for the post(s). The DPME also reserves the right to cancel the filling / not to fill a vacancy that was advertised during any stage of the recruitment process. Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Candidates are required to use the new Z83 (Application for employment) that is implemented with effect from 1 January 2021. A copy can be downloaded on the website of the Department of Public Service & Administration (DPSA) at www.dpsa.gov.za

MANAGEMENT ECHELON

<u>POST 27/64</u>	:	<u>SENIOR SPECIALIST: PLANNING ALIGNMENT REF NO: 10/ 2026</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive salary package). The remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to personal needs within the relevant framework.
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A relevant NQF level 7 qualification in any of the following: Social Science / Economics Development Studies / Public Administration / Management. 8 years' experience in strategic planning / public sector institutional planning / public sector operating planning / public sector development planning / public sector monitoring & evaluation of which 5 years' experience should be at middle/senior managerial level. An NQF level 8 qualification, or higher, will be an added advantage. A valid drivers-license. A good understanding of political, government planning and governance issues. Good understanding of government across the three spheres and partners for development. Knowledge of government prescripts (including National Treasury regulations), policies, administrative processes, practices, and programmes. Knowledge of the National Development Plan (NDP) and the Medium-Term Development Plan and their implementation processes. Ability to foster and manage effective working arrangements with other centre of government departments and social/development partners to ensure co-ordinated and integrated actions. Willingness to travel on a regular basis. Competencies & Skills: Management skills including people management and empowerment, and experience in managing multi-disciplinary teams. Ability to provide strategic direction and leadership. The ability/experience to create an environment for high performance culture and staff development. Ability to manage multiple projects. Excellent interpersonal & communication skills (written & verbal). Highly developed negotiation and conflict management skills. Strategic and analytical skills. Research and policy analysis skills. Financial management and project/programme management skills. Good computer literacy skills. Personal Attributes: The incumbent must be assertive and self-driven, innovative and creative, client orientated and customer focused, solution orientated and able to work under stressful situations.
<u>DUTIES</u>	:	The incumbent will be responsible to oversee, coordinate, assess and align institutional plans (Strategic Plans, Annual Performance Plans, Operational Plans & Implementation Plans) with government frameworks and priorities for national departments and Schedule 3A public entities. Ensure effective quarterly performance reporting processes for non-financial performance information of national departments and Schedule 3A public entities. Develop, coordinate and facilitate oversight frameworks, strategies and processes with reference to. institutional planning for national departments and Schedule 3A public entities. Manage, coordinate and facilitate stakeholder engagements on national planning processes and frameworks and reporting for national departments and Schedule 3A public entities. Professional management and leadership in respect of the provision of the core functions and services assigned to the Directorate and support cross-functional work within the department.
<u>ENQUIRIES</u>	:	Mr M Lehong Tel No: (012) 312- 0540
<u>APPLICATIONS</u>	:	can also be emailed to Recruitment31@dpme.gov.za
<u>POST 27/65</u>	:	<u>DIRECTOR: FSD IMPLEMENTATION REF NO: 11 /2026</u> Chief Directorate: Frontline Monitoring & Support
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive salary package). The remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to personal needs within the relevant framework.
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A relevant NQF Level 7 qualification in Social Sciences, Public Administration, Development Studies or related fields. Minimum of at least 8 years appropriate experience in public sector monitoring and management of which 5 years' experience should be at middle/senior managerial level. A relevant post-graduate qualification (NQF 8) will be an added advantage. A valid Driver's License. Competencies / Skills: strong research, communication, report writing

skills and project and leadership skills. The candidate must also demonstrate advanced capabilities in respect to the development, implementation and monitoring of related policies and procedures; analytical skills, excellent financial, HR and strategic management skills and good interpersonal relations. A sound knowledge of Microsoft Office applications is essential. Personal attributes: The incumbent must be assertive and self-driven, innovative and creative, client orientated and customer focused, solution orientated and able to work under stressful situations and the ability to maintain high levels of confidentiality. The candidate must be willing to travel.

DUTIES : The successful incumbent will be responsible to Facilitate service delivery improvements through frontline monitoring and provide support on monitoring initiatives by the Executives. To Planning, Review (Annual Plan). Oversight Monitoring & Support& Knowledge Management. Communicating Results & Committing to Change. verification & Improvements Facilitation. Management of Directorate Resources.

ENQUIRIES : Mr M Lehong Tel No: (012) 312-0540
APPLICATIONS : can also be emailed to Recruitment32@dpme.gov.za

OTHER POSTS

POST 27/66 : **ASSISTANT DIRECTOR: MANAGEMENT ACCOUNTING REF NO: 12/2026**
 Sub-Dir: Management Accounting

SALARY : R487 197 – R573 897 per annum (Level 09), plus benefits
CENTRE : Pretoria
REQUIREMENTS : An appropriate 3-year tertiary qualification (NQF level 6) in finance related field with at least 5 years' experience in finance environment of which 3 years should be at supervisory level. Must have working experience on the Basic Accounting System (BAS). An NQF level 7 in Finance related field and working experience on PERSAL will be an added advantage. Knowledge Competencies and skills: Must have good communication and presentation skills. Good analytical, problem solving and report writing skills. Must be a team player, flexible and reliable. Knowledge requirements: Good understanding of the PFMA and Treasury Regulations. Good knowledge of Modified Cash Standards and basic understanding of the SCM processes.

DUTIES : The incumbent will be responsible for providing financial planning and reporting for the department in accordance with the prescripts. This entails preparation of Annual Financial Statements (AFS) and Interim Financial Statements (IFS). Providing financial planning in accordance with the prescripts and Management of Expenditure. Provide BAS System Controller. Supervision of staff.

ENQUIRIES : Ms B Sebuyana Tel No: (012) 312 0462
APPLICATIONS : can also be emailed to Recruitment33@dpme.gov.za

POST 27/67 : **ASSISTANT DIRECTOR: SALARIES, TAX AND S&T REF NO: 13/2026**
 Unit: Salaries Tax and S&T
 (12 months contract) renewable

SALARY : R487 197 per annum (Level 09), plus benefits 37% in lieu
CENTRE : Pretoria
REQUIREMENTS : An appropriate 3 year tertiary qualification (NQF level 6) in Finance with a minimum of 5 years' experience in Salaries and Tax environment of which 3-years should be at supervisory level. Should have extensive knowledge and experience of BAS, Tax and PERSAL and a high level of computer literacy. Competencies and skills: High level of management skills, planning, report writing skills, organisational skills, good interpersonal relations and Communication skills (written & verbal). Must have good understanding of PFMA, Treasury Regulations and other relevant legislation. Personal Attributes: Ability to maintain a high level of confidentiality. Be able to work under constant pressure. Must be a team player, flexible and reliable.

DUTIES : The successful candidate will be responsible for providing salaries, tax management and S&T services to the Department. This entails: Processing salary claims, payroll, Commissioner and Audit Committee payments. Conducting Tax reconciliations and submissions. Suspense accounts and reporting. Development of procedure manuals and review of policies. Supervision of staff.

ENQUIRIES : Ms B Sebuyana Tel No (012) 312-0462

APPLICATIONS

: can also be emailed to Recruitment34@dpme.gov.za