

DEPARTMENT OF BASIC EDUCATION

The Department of Basic Education is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. Preference will be given to underrepresented groups as per the DBE Employment Equity Targets. Women and people with disabilities are encouraged to apply.

- APPLICATIONS** : Submitted via post to: Private Bag X895, Pretoria, 0001 or hand-deliver to: The Department of Basic Education, 222 Struben Street, Pretoria or you can email your application Sechele.O@dbe.gov.za/Monyela.N@dbe.gov.za/Segowa.M@dbe.gov.za/Kumalo.N@dbe.gov.za. Please visit the Department of Education's website at www.education.gov.za
- CLOSING DATE** : 28 August 2026
- NOTE** : Applications must be submitted on the most recently approved Z83 Application for Employment Form, obtainable from the DBE Website or any Public Service Department/Webpage. Use of the old Z83 Form will result in disqualification. The Z83 must be completed in full and page 2 duly signed. A clear indication of the post and reference number that is being applied for must be indicated on your Z83. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 with a detailed Curriculum Vitae (only). Certified copies of qualifications and other relevant documents will be requested from shortlisted candidates on or before the day of the interview. Successful candidates will be subjected to Personnel Suitability Checks (criminal record, citizenship & financial/asset record checks, qualification and employment verification including social media profiles). Appointment is subject to positive results of the security clearance process. The successful candidate will be required to sign an annual performance agreement and, where applicable, annually disclose his/her financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Applicants who do not comply with the requirements outlined above will not be considered. A Pre-entry Certificate for the Senior Management Service (SMS) (Nyukela Certificate) is required for all SMS appointments; the full details of the outlined requirements and course information can be sourced by following the link [https://www.thensg.gov.za/training-course-SMS-pre-entry programme](https://www.thensg.gov.za/training-course-SMS-pre-entry-programme). 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. 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.

MANAGEMENT ECHELON

- POST 29/01** : **CHIEF DIRECTOR: EDUCATION HUMAN RESOURCE MANAGEMENT REF NO: DBE/62/2026**
Branch: Teachers, Education Human Resources and Institutional Development
Chief Directorate: Education Human Resources Management
- SALARY CENTRE REQUIREMENTS** : R1 554 696 per annum
Pretoria
- : The applicants must be in a possession of a qualification at NQF Level 7 as recognised by SAQA in Education or Social Science; 5 years' experience at a senior managerial level; Experience in Education Planning, Education Human Resources or Education Labour Relations, which is supported by extensive knowledge of and experience in the education sector and training system planning, Policy funding and implementation in Education Human Resources System, Human Resource policy and Condition of Services Development; Understanding processes regarding Human Resources and in provincial education departments; Strong writing and communication skills as well as computer skills; Managing a team of people; A postgraduate qualification in the

fields mentioned above will be an added advantage. Core Competencies: Strategic Capacity and Leadership; People Management and Empowerment; Financial Management and Change Management. The candidate must be confident, trustworthy, accurate, adaptable and diplomatic.

DUTIES

: The candidate will be in charge of the Chief Directorate, which comprises the Directorates: Education, Human Resource Planning, Provisioning and Monitoring; Education Performance Management and Development; Whole School Evaluation; Education Labour Relations Management and Conditions of Service; The successful candidate will be responsible for serving the entire sector and will be expected to lead and manage a team of people, working in close collaboration with other branches in the Department of Basic Education, other state departments, and the provincial departments; Ensuring effective and efficient labour relations; Analysing and reporting on human resources requirements and capacity; Developing a teacher recruitment strategy and system; Assessing the effective utilisation and teachers at schools, revamping the post allocation system by reducing class size at school; Developing and implementing the Human Resource Management Information System, as well as improving the effectiveness of the teacher performance system, as part of the integrated quality management performance evaluation and development of educators and improving the quality of teaching and learning in South African.

ENQUIRIES

: Ms N Monyela Tel No: (012) 357 3294/ Mr M Segowa Tel No: (012) 357 4291

POST 29/02

: **DIRECTOR: PSYCHO-SOCIAL SUPPORT REF NO: DBE/63/2026**
Branch: Social Mobilisation and Support Services
Chief Directorate: Care and Support in School

SALARY

: R1 317 384 per annum

CENTRE

: Pretoria

REQUIREMENTS

: The applicant must be in possession of a qualification at NQF Level 7 as recognised by SAQA in Psychology, Social Work and Health Science; 5 years of experience at a Middle or Senior Managerial level; Experience in the design and management of Psycho-social Support programmes; Experience in monitoring and evaluation; An understanding of current education and/or school health policies and trends; Strong communication skills (verbal and written communication); Strong interpersonal and networking skills; Self-starter who works well independently as well as in a team; Ability to liaise effectively with officials at all levels of government and key stakeholders; Ability to work independently and as part of a team; Strong conceptual and strategic leadership skills; Process Competencies: Knowledge Management competency; Service Delivery Innovation competency; Problem Solving and Analysis competency; Client Orientation and Customer Focus and Communication skills; Core Competency: Strategic Capability and Leadership competency; Programme and Project Management competency; Financial Management competency; People Management and Empowerment competency; Ability to promote communication, innovation and creativity; Valid driver's licence; Willingness to travel extensively.

DUTIES

: The successful candidate will be responsible for the managing and supporting psycho-social support officials in the Department; Developing and maintaining policies and programmes aimed at ensuring the psycho-social wellbeing of learners and educators in schools and management of the Directorate budget; Managing and supporting psycho-social support officials at National, Provincial and District levels; Liaising and cooperating with Provincial Education Departments, National Government Department, Universities, Research Organisations as well as NGOs and Civic Organisations; Monitoring, managing and evaluating policies, strategies and programmes promoting and maintaining the psycho-social well-being of school communities; Representing the Directorate both internally and externally as required; Liaising with project funders where applicable; Managing internal and external partnerships.

ENQUIRIES

: Ms N Monyela Tel No: (012) 357 3294/ Mr M Segowa Tel No: (012) 357 4291