

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF TREASURY**

The Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

<u>APPLICATIONS</u>	:	Effective from 1 April 2026, the Free State Provincial Treasury now utilises an e-Recruitment System (applicants must submit their applications via the online link https://www.erecruitment.fs.gov.za
<u>CLOSING DATE</u>	:	04 September 2026
<u>NOTE</u>	:	all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the Free State Provincial Treasury Information Technology Sub-directorate was unable to assist. The Department will not be responsible for server delays. Late applications due to technical issues will not be considered. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV), qualification(s) and other related document(s) as one (1) document attachment on the e-Recruitment system. (Please ensure that document is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Only short-listed candidates will be required to submit certified copies of qualifications and other related documents on, or before the day of the interview following an invitation from the Department to attend an interview, and such qualification(s) and other related document(s) should be in line with the requirements of the advertisement. 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. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are submitted online timeously. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA). The highest relevant qualification should be captured/listed as the first qualification on the e-recruitment profile. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Communication will be limited to short-listed candidates only. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial assets check, qualification verification and reference checks). Applications must declare any pending criminal, disciplinary or any other allegations or investigations and/or record. The Department reserves the right not to make appointments on the advertised post(s). All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on: recruitment@treasury.fs.gov.za (no applications, strictly for enquiries purposes). Free State Provincial Treasury is compliant with the requirements of POPIA.

OTHER POSTS

<u>POST 29/137</u>	:	<u>DEPUTY DIRECTOR: MUNICIPAL ACCOUNTING AND ASSET MANAGEMENT REF NO: FSPT 011/26 (X2 POSTS)</u> Re-Advertisement: Applicants that previously applied for the post, are encouraged to apply again.
<u>SALARY</u>	:	R932 292 per annum (Level 11), an all-inclusive salary package. (This all-inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, housing allowance and medical aid assistance)
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein An appropriate degree or advanced diploma (NQF level 7) majoring in Financial Accounting with a minimum of five (5) years' experience in an accounting environment of which three (3) years should have been on an Assistant Director / supervisory level. Knowledge of the Municipal Finance Management Act (MFMA), Public Finance Management Act (PFMA), Municipal Structures Act (MSA), Division of Revenue Act (DORA), Treasury Regulations, Municipal Standard Chart of Accounts (mSCOA) and other relevant local government legislation. Must possess the following skills: Leadership, report writing, analytical, communication, presentation, project management, and conflict management. Computer literacy. Valid driver's license.
<u>DUTIES</u>	:	Promote adherence to Generally Recognized Accounting Practice (GRAP) standards and timeous submission of credible financial statements. Report on compliance with National/Provincial Treasury reforms. Report on the readiness of municipalities to compile annual financial statements (AFS). Review and report on the quality of annual financial statements submitted. Promote the improvement of audit outcomes in municipalities. Provide support and monitor internal controls in municipalities, which involves reporting on the assessed Financial Management Capability Maturity Model (FMCMM), e-Monitor Portal and submitted 5 Key Controls. Support and monitor compliance with accounting and asset management. Manage the resources of the Sub-directorate to ensure effective and efficient operations.
<u>ENQUIRIES</u>	:	Mr. R M Nkomonde: recruitment@treasury.fs.gov.za
<u>POST 29/138</u>	:	<u>DEPUTY DIRECTOR: PROVINCIAL RISK MANAGEMENT REF NO: FSPT 012/26</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (an all-inclusive salary package), (This all-inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, housing allowance and medical aid assistance)
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein An appropriate degree or equivalent qualification (NQF level 7) in the field of Risk Management/Internal Audit/Financial Management or equivalent qualification with Risk Management as a major subject. Membership of the Institute of Risk Management of South Africa (IRMSA). A minimum of five (5) years' relevant experience in the development, implementation and/or monitoring of risk management systems/strategies, risk management services and the management of risk management services environment of which at least three (3) years should have been on an Assistant Director/supervisory level. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations. Public Service Risk Management Framework (PSRMF) and King IV report. Membership of the institute of Risk Management South Africa. Must possess the following skills: communication, presentation, leadership, project management, analytical, and problem solving. Computer literacy. Valid driver's license.
<u>DUTIES</u>	:	Monitor and enforce compliance and effective implementation of risk management in the allocated Departments. Draft Bi-annual Assessment Reports. Facilitate accredited risk management training within the province. Facilitate anti-fraud awareness seminars/conferences and maintain ACFE Corporate Membership for the Province. Provide support to Departments and entities on Risk Management and Risk Management Committee activities.

		Promote and report on the Key Control Matrix of allocated Departments. Manage resources of the Sub-directorate to ensure the smooth running of the sub-directorate.
<u>ENQUIRIES</u>	:	Ms. K F Makepe: (recruitment@treasury.fs.gov.za)
<u>NOTE</u>	:	Completed risk management e-learning course and certification as a Risk Management Practitioner will be an added advantage.
<u>POST 29/139</u>	:	<u>ASSISTANT DIRECTOR: MUNICIPAL ACCOUNTING AND ASSET MANAGEMENT REF NO: FSPT 013/26 (X2 POSTS)</u>
<u>SALARY</u>	:	R487 197 per annum (Level 09), (A basic salary)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate degree or advanced diploma (NQF level 7) majoring in Financial Accounting with a minimum of three (3) years' experience in an accounting environment. Knowledge of the Municipal Finance Management Act (MFMA), Public Finance Management Act (PFMA), Municipal Structures Act (MSA), Division of Revenue Act (DORA), Treasury Regulations, Municipal Standard Chart of Accounts (mSCOA) and other relevant local government legislation. Must possess the following skills: Report writing, analytical, communication, presentation, project management, and conflict management. Computer literate. A valid driver's license.
<u>DUTIES</u>	:	Promote adherence to Generally Recognized Accounting Practice (GRAP) standards and timeous submission of credible annual financial statements. Support the monitoring and compliance with the financial accounting reporting requirements. Support monitoring and compliance with accounting and asset management. Support municipalities to improve audit outcomes for all delegated municipalities. Provide support and monitor internal controls in municipalities.
<u>ENQUIRIES</u>	:	Mr. R M Nkomonde: (recruitment@treasury.fs.gov.za)
<u>POST 29/140</u>	:	<u>ASSISTANT DIRECTOR: MUNICIPAL REVENUE AND DEBT MANAGEMENT REF NO: FSPT 014/26</u>
<u>SALARY</u>	:	R487 197 per annum (Level 09), (A basic salary)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	A relevant degree/advanced diploma (NQF level 7) in Financial Management/Financial Accounting/Management Accounting or equivalent qualification with a minimum of three (3) years' experience in an accounting environment. Knowledge of the Municipal Finance Management Act (MFMA), Municipal Property Rates Act (MPRA), Municipal budgets and reporting regulations, Treasury Regulations and Municipal Finance Management Circulars. Must possess the following skills: analytical, basic numerical, negotiating, reporting, presentation, communication, and action oriented. Computer literate. A valid driver's license.
<u>DUTIES</u>	:	Support the implementation of revenue management by targeted municipalities. Support the implementation of debt management by municipalities. Provide advice and technical guidance on revenue related tariffs, policies, and tariff setting related to the revenue management cycle. Provide advice and technical guidance on revenue and debt management. Support and assist with the co-ordination of training to build capacity in municipalities.
<u>ENQUIRIES</u>	:	Ms. S Marokane: (recruitment@treasury.fs.gov.za)
<u>POST 29/141</u>	:	<u>ASSISTANT DIRECTOR: ECONOMIC ANALYSIS REF NO: FSPT 016/26 (X2 POSTS)</u>
<u>SALARY</u>	:	R487 197 per annum (Level 09), (A basic salary)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An Honors Degree/Postgraduate Diploma (NQF Level 8 qualification) in Economics/Econometrics/Statistics/Mathematical Statistics or equivalent qualification with a minimum of three years' working experience in a research or economic policy analysis environment. Knowledge of the Division of Revenue Act, Public Finance Management Act (PFMA), Public Service Regulations, Treasury Regulations, research methods, Macro-Economics, Socio-Economics and policy interpretation/formulation. Must possess the following skills: Analytical, mathematical, publication writing, research, problem

		solving, interpersonal, ability to work independently, decision making, presentation and report writing. Computer literacy. Valid driver's license.
<u>DUTIES</u>	:	Contribute to the annual Provincial Economic Review and Outlook (PERO) publication and the Municipal Economic Review and Outlook (MERO) publication. Contribute to Section 3 of the Provincial Budget Statement 1 on economy, social and labour issues. Contribute to the annual financial statements or Quarterly Labour Market Review. Conduct and provide support in socio economic research analysis and development. Analyse key economic variables their interrelations and relevance for the budget. Perform periodic collection, maintenance and update Provincial Socio Economic indicators in database. Conduct research and contribute to Departmental publications.
<u>ENQUIRIES</u>	:	Mr. P Chomane: (recruitment@treasury.fs.gov.za)
<u>POST 29/142</u>	:	<u>LEGAL ADMINISTRATION OFFICER REF NO: FSPT 015/26</u>
<u>SALARY</u>	:	R337 563 – R685 812 per annum, (A basic salary), Salary will be determined according to the number of years post qualification legal experience in accordance with the OSD Determination).
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	A LLB degree or an equivalent/recognized four-year law degree. At least two (2) years post qualification legal experience. Knowledge of the Public Finance Management Act, Municipal Finance Management Act, Treasury Regulations, Public Service Regulations, and other relevant legislation related to the Public Sector environment. Computer literate. Good business communication, interpersonal and analytical skills. A valid driver's license.
<u>DUTIES</u>	:	Identify legal capacity gaps within the Department. Market the Legal Management Framework. Provide continuous support and guidance on the implementation of the Legal Management Framework and guidelines within the Department. Liaise with different stakeholders of the Department regarding legal matters. Analyze documents and provide legal advice. Monitor the application of legal matters. Act as a presiding officer during disciplinary hearings. Draft legal service level agreements. Monitor compliance to service level agreements. Create awareness on legal matters. Manage the human resource of the Division to ensure the smooth functioning of the Division.
<u>ENQUIRIES</u>	:	Mr. S Mhlambi: (recruitment@treasury.fs.gov.za)
<u>POST 29/143</u>	:	<u>SECURITY OFFICER SUPERVISOR REF NO: FSPT 017/26</u>
<u>SALARY</u>	:	R237 453 per annum (Level 05), (A basic salary)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	A grade 10 qualification. Completed basic Security Officer's training course with at least two years' relevant experience. Proof of registration with the Private Security Industry Regulatory Authority (PSIRA). Knowledge of access control procedures, measures for the control and movement of equipment and store content, prescribed security procedures, authority of a Security Officer and emergency procedures.
<u>DUTIES</u>	:	Supervise the security functions performed by the Security Officers to ensure adherence to and implementation of Departmental security policies. Perform administrative functions. Monitor and maintain effective security systems. Provide support during investigations.
<u>ENQUIRIES</u>	:	Mr. T P Petersen: (recruitment@treasury.fs.gov.za)