ANNEXURE K

DEPARTMENT OF TRANSPORT

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan, therefore White male / female, Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.

APPLICATIONS : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit. Room 4034 or email to: Recruitment@dot.gov.za or at e-recruitment system: recruit.transport.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you are applying for on the Subject Line as directed on the post note.

CLOSING DATE : 09 October 2026

NOTE : Applications must be accompanied by a completed new Z83 form, obtainable from any Public Service Department, (or obtainable at). Applicants must fill in full new Z83 form part A, B, C, and D. A recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID document on the day of the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). 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; the logistics will be communicated to candidates prior to the interviews. 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. Note that National School of Governance (NGS) has introduce compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services (submitted prior to appointment) and can be accessed through the following link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General within three months from the date of assumption of duty. The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates.

MANAGEMENT ECHELON

POST 33/103 : **DEPUTY DIRECTOR-GENERAL: STATE-OWNED COMPANIES (SOC), GOVERNANCE ASSURANCE AND PERFORMANCE (GAP) REF NO: DOT/HRM/2026/32**
Branch: SOC – Governance Assurance and Performance

SALARY : R1 885 710 – R2 124 237 per annum (Level 15) of which 30% may be structured according to the individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF level 8 as recognised by SAQA in Transport Economics / Finance / Accounting / Auditing / Law / Risk Management / Economics / Business Management / Administration / Public Management with at least 8 years' experience at a senior management level in an oversight of State-Owned Companies or Public Entities. Certificate of successful completion of the National School of Government's Senior Management Service Pre-Entry

Programme. Knowledge and skills: Knowledge of legislative and policy prescripts relevant to the Department and its SOEs. Sound Knowledge of corporate governance as it applies to the public and private sector, as well as Company law. Knowledge and understanding of Enterprise Risk Management Concepts, Framework and methodologies. Knowledge in Company Law, King IV and Ethics. Knowledge of the Public services Anti-Corruption Strategy and measures. Knowledge and understanding of monitoring the performance of public entities. Knowledge of National Treasury Risk Management Framework. Knowledge of the financial and non-financial report writing. Knowledge of the Public Finance Management Act (PFMA). Knowledge of shareholder compact development, monitoring and evaluation. Knowledge of board governance, board charters, board committees and board performance processes.

DUTIES : Direct the development and facilitate the implementation of government's overarching SOC Policy Framework for the Transport complex. Direct and initiate research projects to define the policy “gaps” affecting the optimal functioning of SOCs in the Transport Complex. Collaborate with SOCs, industry and research institutions in developing bridging strategies to enhance the operations of the SOCs in the complex. Lead consultation processes for the adoption of bridging strategies and policy instruments. Lead initiatives to facilitate alignment of the policy at a technical level and regulatory regime falling outside the mandate of the department. Direct and manage processes to facilitate the alignment of Shareholder Compacts for SOCs in the Transport complex. Coordinate input processes by various specialist teams in the Transport sector to identify the compact alignment requirements for SOCs in the complex. Lead and coordinate the development Investor briefs to the Minister and Cabinet on critical alignment requirements. Lead at a technical level interaction with the executive management of SOCs in the Complex to resolve alignment issues. Develop Compact documents for formal sign-off by the Minister and the relevant SOC Board. Monitor, evaluate and report on the impact made by the aligned compacts. Oversee the review and alignment of shareholder compacts, corporate plans, strategic plans and annual performance plans of transport SOCs. Ensure that shareholder compact targets are measurable, realistic, legally compliant and aligned with government priorities. Monitor the implementation of shareholder compact commitments and recommend corrective measures where performance gaps arise. Provide technical advice to the Minister and Director-General on shareholder compact negotiations and approvals. Direct and manage the initiation of research projects to enhance the business operations and performance of SOCs in the Transport complex. Direct and coordinate the initiation and delivery of specialist research projects to model the short-, medium- and long-term business enhancement prospects within the Transport complex. Coordinate and oversee the development and implementation of pipeline business enhancement strategies and instruments for the Transport complex. Establish multi-disciplinary specialist project teams to conduct due diligence and sustainability assessments on business enhancement models. Lead at a technical level consultation process to adopt the identified enhancement models by members of the complex. Lead and coordinate the development Investor briefs to the Minister and Cabinet on the implementation of enhancement models for approval. Lead at a technical level process to secure funding instruments for the implementation of adopted enhancement models. Monitor, evaluate and report on the impact made through the implementation of approved business enhancement models. Engage with policy and regulatory institutions at a technical level to mitigate risk in the regulatory regime with a possible impact on the implementation of business enhancement models. Develop and maintain strategic partnerships to enhance business opportunities and infrastructure development. Ensure the effective, efficient and economical utilisation of resources allocated to SOC governance assurance projects. Ensure the establishment and maintenance of Project Governance Instruments. Account for the utilisation of resources allocated to financial governance assurance projects. Lead the effective utilisation of resources to support the delivery of governance assurance priorities across transport SOCs. Provide strategic oversight on board governance, board charters, governance frameworks and shareholder expectations. Monitor the implementation of King IV governance principles across the transport SOCs. Advice on governance failures, board effectiveness concerns, conflict of interest and ethical risks. Lead the facilitation of board appointments, board performance processes and governance improvement initiatives. Manage the

Financial and Non-Financial Performance Oversight. Provide strategical oversight of financial statements, budgets, cash flow and funding requirements of SOCs. Manage financial sustainability, governance risks, service delivery performance of SOCs and on-going risk concerns. Monitor non-financial performance against APP targets. Oversee the turnaround plans, business enhancement models and reform proposals. Provide strategic evidence-based recommendations to the Executive Authority. Oversee the monitoring of audit outcomes, audit action plans and AGSA findings relating to transport SOCs. Manage the assessment of audit outcomes, audit action plans and remedial actions. Provide strategic direction of the monitoring and evaluation of quarterly and annual performance reports submitted by Transport public entities. Manage the analysis of financial and non-financial performance trends and identify key governance, operational and delivery risks. Coordinate performance review engagements with SOC Boards and executive management. Manage the resource of the Branch; Provide guidance and adequate support for and development of the staff; Authorise expenditure; Manage audit queries; Monitor quality control of work.

ENQUIRIES : Adv Adam Masombuka Tel No: (012) 309 3888

POST 33/104 : **DEPUTY DIRECTOR-GENERAL: ROAD TRANSPORT REF NO: DOT/HRM/2026/33**
Branch: Road Transport

SALARY : R1 885 710 - R2 124 237 per annum (Level 15) of which 30% may be structured according to the individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at (NQF 8) as recognised by SAQA in Civil Engineering / Construction Studies with at least 8 years' relevant experience at a senior management level in the road infrastructure management and development field. Certificate of Successful completion of the National School of Government's Senior Management Service Pre-Entry Programme. Knowledge and Skill: A sound knowledge and experience in the development of the road infrastructure standards and guidelines. Knowledge and understanding of the guidelines and specifications relevant to civil engineering in South Africa. Extensive knowledge and understanding of the road infrastructure development and roads supervision. Knowledge and understanding of the importance of community development programs and participation. Working knowledge of PFMA, MMFA, Treasury Regulations and GIAMA. Research and Policy experience. Procurement experience & Project Management. Compilation of management and technical reports and proposals. Budgeting, financial management and economic skills.

DUTIES : Manage the coordination of the planning, development and implementation of a sustainable reliable integrated road infrastructure network. Manage the coordination of road infrastructure planning. Manage the development and implementation of rural roads development strategy and programme. Manage the development, implementation and promotion of the use of low-cost Non-Motorised Transport. Manage the road grants funding. Manage the development and implementation of road engineering standards. Manage the research, coordination of the development and updating of technical norms, standards & guidelines and the best practice. Manage and ensure survey quality control on road works. Manage the coordination of the development of an asset management system for road infrastructure in compliance with the GIAMA and related asset management requirements. Manage the regulation of road traffic environment. Manage the development of all road traffic acts and regulations (National Road Traffic Act, Administration Adjudication of Road Traffic Offences Act & Road Traffic Management Act). Ensure the application of enforcement regulations. Ensure the coordination of road safety projects and related activities. Manage the development of effective road transport policies and strategies. Manage the driving license card account and provide technical support to all Road Transport Entities. Ensure the development and implementation of effective policy on the management of funds. Manage the Driving License Card Trading Account income and expenditure. Ensures that all Road Transport Entities (SANRAL, RAF, RTMC RTIA and C-BRTA) receive technical assistance from the Branch. Manage the resources of the Branch. Provide guidance and adequate support for and development of the staff. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch. Establish and maintain governance and

		administrative system's continuity within the work of the branch. Develop financial reports for forecasting, trending and results analysis. Prepare and submit implementation plans. Authorise expenditure. Manage audit queries. Recommend and / or monitor budget levels. Monitor quality control of work. Ensure the compilation of the annual report and strategic plan of the branch. Set budget levels. Monitor the planning, organising and delegation of work. Ensure monitoring & evaluation is carried out in all areas of the branch.
ENQUIRIES	:	Adv Adam Masombuka Tel No: (012) 309 3888
POST 33/105	:	**CHIEF DIRECTOR: DRIVING LICENCE CARD ACCOUNT REF NO: HRM/2026/34** Branch: Road Transport
SALARY	:	R1 554 696 per annum, (all-inclusive salary package) of which 30% can be structured according to individual needs.
CENTRE	:	Pretoria
REQUIREMENTS	:	A qualification at NQF level 7 as recognised by SAQA in Operations Management / Production Management / Industrial Engineering / Business Management with 5 years relevant working experience at a senior management level in a manufacturing or high-volume production environment. Certificate of Successful completion of the National School of Government's Senio Management Service Pre-Entry Programme. Knowledge And Skill: Extensive knowledge of production/manufacturing processes. Knowledge of PFMA, Treasury Regulations, and Supply Chain Framework. Deep understanding of smartcard technologies and personalisation process. Knowledge in managing high-security printing and distribution process. Knowledge of ICT systems integration with production environments. Leadership in organisational transformation, digitisation, or automation. Ability to manage vendors, SLA's and public-private partnerships. Proven Ethics, integrity and security-conscious leadership. Knowledge of the Public Service Regulatory Framework. Knowledge of business development practices specifically regarding the printing industry. Knowledge of the compilation of management reports.
DUTIES	:	Provide leadership and oversight in the production of driving licence cards. Provide strategic leadership for integrated production services to ensure alignment with organisational objectives, service delivery requirements, and customer expectations. Drive a high-performance culture focused on operational excellence, professionalism, continuous improvement, and people development. Lead and empower production teams to optimise planning, prioritisation, and responsiveness to changing production demands and deadlines. Manage stakeholder alignment through effective engagement, communication, and reporting on production performance, risks, and delivery outcomes. Manage asset and operational efficiency, including plant reliability, maintenance strategies, and cost optimisation initiatives such as waste reduction and process improvement. Provide strategic oversight of security and compliance, ensuring continuous enhancement of security standards in line with organisational and national risk requirements. Liaise with the departmental Chief Financial Officer (CFO), National Treasury, and Auditor-General for compliance, reporting, and audit resolution. Ensure end-to-end production integrity, including secure, compliant manufacturing of sensitive products and full control over production logistics, traceability, and risk mitigation. Ensure the effective management and control of driving licence cards, including proper safekeeping, recordkeeping, and secure dispatch to maintain product integrity and accountability. Manage the DLCA funding and expenditure. Develop and manage the annual budget for the DLCA in line with government financial management frameworks. Align budget allocations to operational needs, strategic goals, and production forecasts. Ensure the budget supports cost recovery and sustainability of the Trading Entity. Ensure compliance with PFMA and Treasury Regulations. Establish and maintain internal controls to prevent misuse, wasteful and irregular expenditure, or fraud. Prepare accurate financial reports for internal decision-making and external audit purposes. Lead preparation for internal and external audits and implement audit recommendations. Manage the consolidation of accounts from registering authorities. Manage the reconciliation of bank statements between the bank and the entity. Establish control measures to manage the debtors of the trading entity. Manage the procurement and contract management. Manage procurement of goods and services in line with Supply Chain Management

(SCM) policies. Oversee contracts related to the acquisition of secure materials, card stock, and technology services. Ensure supplier payments are accurate and timely. Manage the provision of risk management services and compliance to the DLCA. Manage the development and implementation of the DLCA's risk management framework. Facilitate risk identification, assessment and development of risk mitigation strategies. Monitor and report on the implementation of risk mitigation strategies. Maintain regular updating of risk profile for the department and reporting to the Accounting Officer, management and Risk Management Committee. Manage the resources of the DLCA. Ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch. Establish and maintain governance and administrative system's continuity within the work of the branch. Develop financial reports for forecasting, trending and results analysis. Prepare and submit implementation plans. Evaluate projected spending plans. Monitor quality control of work. Ensure the compilation of the annual report and strategic plan of the chief directorate. Monitor the planning, organising and delegation of work. Ensure monitoring & evaluation is carried out in all areas of the chief directorate.

ENQUIRIES : Adv Adam Masombuka Tel No: (012) 309 3888