

**PROVINCIAL ADMINISTRATION: FREE STATE  
DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM**

***Free State Provincial Government is an equal opportunity affirmative action employer. We intend 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.***

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| <b><u>CLOSING DATE</u></b>  | : | 02 October 2026 at 16:00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>FOR ATTENTION</u></b> | : | Mesdames. M Parkies/ K Majafa/N. Ramaebebe/ Mr. T. Chaka                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>NOTE</u></b>          | : | Directions to applicants: Applications must be hand delivered or e-mail on a new Z.83, obtainable from any Public Service Department or on internet at <a href="http://www.dpsa.gov.za-vacancies">www.dpsa.gov.za-vacancies</a> and must be accompanied by a detailed Curriculum Vitae (Separate application for every vacancy). Applicants are requested to complete Z83 form properly and in full. 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 emailed (PDF document to a maximum of 4 megabytes), submitted electronically or hand delivered timeously. The Department will not be held responsible for several delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) before the interviews. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and criminal case shall be opened. Candidates who possess foreign qualifications and/or short course certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA) and provide proof of such evaluation report (only when shortlisted). Failure to do so will result in your application being disqualified. 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. Due to high volumes, the Department will not acknowledge receipt of applications and communication will only be limited to shortlisted candidates. The department reserves the right not to appoint. Note: Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, an annual performance agreement and disclose 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. Failure to disclose relevant information may result in disqualification or termination. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <a href="https://www.thensg.gov.za/training-course/sms-pre-entry-programme/">https://www.thensg.gov.za/training-course/sms-pre-entry-programme/</a> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. 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, behavioural preferences, emotional intelligence and integrity. Assessment for core competencies outlined in the SMS Handbook shall be conducted within one month of the appointment of the candidate. The department shall communicate the logistics for the psychometric assessment to the candidate. All shortlisted candidates for other posts, shall undertake a pre-entry assessment which will be in the form of a practical / technical exercise. Candidates will also be assessed on Integrity (Ethical Conduct). Selection panels shall score the technical exercise as an additional criterion in the interview process. Successful candidates will be appointed on a probation period of 12 months. |

## MANAGEMENT ECHELON

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| <b><u>POST 33/119</u></b>   | : | <b><u>DIRECTOR: SUPPLY CHAIN MANAGEMENT RE NO: DEDT 13/09/26</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b><u>SALARY</u></b>        | : | R1 317 384 per annum (level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and a flexible portion that may be structured in terms of the applicable guidelines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b><u>CENTRE</u></b>        | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>REQUIREMENTS</u></b>  | : | An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Supply Chain Management / Logistics /Public Management or related field. 5 years of experience at a middle/senior managerial level. 7 years or more experience in Supply Chain Management. Experience in various aspects of supply chain management, such as procurement, logistics, inventory management, and contract management, is crucial. Knowledge of PFMA, SCM Regulatory Framework and all prescripts governing procurement in the Public Service. Customer service principles (Batho Pele principles). Technical knowledge. Budgeting and financial management. Understanding of SCM policies and procedures, Computer literacy and a valid driver's license. The following will be an added advantage: A post-graduate qualification in SCM/Procurement or MBA.                                    |
| <b><u>DUTIES</u></b>        | : | Develop and manage the demand and acquisition processes. Develop, manage and maintain logistical information and SCM performance. Manage and coordinate the sourcing and purchasing decision of all goods and services in the Department. Maintain, monitor and manage relationships between acquisition management and suppliers. Evaluate that spending of goods and services is according to the Demand Management Plan of the Department. Coordinate supplier scheduling, delivery times and supply continuity. Develop and maintain manuals on SCM policies and procedures. Ensure that goods and services are sourced through fair, equitable, transparent, competitive and cost-effective systems. Set performance standards in respect to service delivery to departmental clients. Manage the resources of the Directorate, i.e. human, asset and financial resources. |
| <b><u>ENQUIRIES</u></b>     | : | Mr. L.F. Kalane at (079)-496 2777                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b><u>APPLICATIONS</u></b>  | : | Applications can be hand delivered or sent via email to <a href="mailto:recruitment1@destea.gov.za">recruitment1@destea.gov.za</a> and quote the reference number for the abovementioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.                                                                                                                                                                                                                                                                                       |
| <b><u>FOR ATTENTION</u></b> | : | Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>NOTE</u></b>          | : | Women and People with disabilities are encouraged to apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b><u>POST 33/120</u></b>   | : | <b><u>DIRECTOR: REGULATORY SYSTEMS AND STAKEHOLDER MANAGEMENT REF NO: DEDT 14/09/26</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b><u>SALARY</u></b>        | : | R1 317 384 per annum (Level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and flexible portion that may be structured in terms of the applicable guidelines.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b><u>CENTRE</u></b>        | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>REQUIREMENTS</u></b>  | : | An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Economics or Business Management. 5 years of experience at a middle/ senior managerial level. 7 years experience with a role focus on coordination of sector stakeholders and in-depth understanding of the business regulatory management environment. Experience in managing catalytic projects, including developing project plans, allocating resources, and monitoring progress. Understanding of investment promotion and facilitation. Understanding of financial implications related to regulatory compliance and stakeholder management. Computer literacy. A valid driver's license. The following will be an added advantage: Good knowledge of appropriate legislation governing Sector Management. Knowledge of Project Management.                                                             |
| <b><u>DUTIES</u></b>        | : | Provide support to fast track and reduce government red tape for the effective implementation of investment project plans. Cultivate and strengthen lasting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

stakeholder relations for both the department and the province. Facilitate and promote Investment Value Chain in relation to investment projects. Oversee implementation of private sector catalytic projects in the Province. Implement departmental programmes arising from Executive Council Resolutions, Budget Vote Injunctions meetings with institutions such as the Department of Trade, Industry and Competition (the dtic) and relevant Public Entities. Contribute to the development of Strategic documents for the Department. Manage resource of the Directorate, i.e., human, asset and financial resources.

- ENQUIRIES** : Adv. J. Mosia at (071) 485 7708
- APPLICATIONS** : Applications can be hand delivered or sent via email to [recruitment2@destea.gov.za](mailto:recruitment2@destea.gov.za) and quote the reference number for the abovementioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
- FOR ATTENTION** : Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
- NOTE** : Women and People with disabilities are encouraged to apply.

#### **OTHER POSTS**

- POST 33/121** : **ORGANISATIONAL DEVELOPMENT SPECIALIST REF NO: DEDT 15/09/26**

- SALARY** : R487 197 per annum (Level 09)
- CENTRE** : Bloemfontein
- REQUIREMENTS** : An appropriate Degree (NQF Level 7) in Organisational Development and/or business administration with an OD focus. 3-4 years' experience in OD environment. Certificate in business process mapping, JE initial and Follow-up training certificate and JE Panel certificate. Knowledge of setting of norms and standards, knowledge of the department, cost benefit analysis, hr practice, compilation of job descriptions, relevant legislations and policies, general office administration practice, PERSAL, job evaluation processes, compensate system, working knowledge of Org- Plus/ Visio, Structure Costing Models and BPM & SOP Techniques. Computer literacy and a valid driver's license.

- DUTIES** : To develop & maintain the organogram/s; analyse the current departmental organogram, identify the needs/gaps to inform review/redesign of the departmental organogram, conduct research proposal of organogram to ensure alignment to the approved specific sector generic or where applicable, consult with the relevant stakeholders / role players to source inputs/buy-in, compile the proposed organogram and provide timeous feedback to relevant stakeholders, finalize and submit to source concurrence, partake in ensuring proper implementation, monitoring and evaluation of the approved structure. To develop, review and analyse norms and standards; Assess shortcomings/need for amendment/development of norms and standards, investigate the amendment/development of norms and standards, draft norms and standards, consult with relevant stakeholders, obtain approval, monitor the implementation. Conduct job evaluation on identified/prioritized jobs and advice on the application thereof; collect required information on the job, conduct job analysis interview, capture information into the JE System, Present the evaluated jobs to the Quality Assurance Committee / Panel, compile submission to source implementation approval, keep records (updated database) on evaluated jobs and report timeously, disseminate/communicate information on the outcome of the evaluated jobs to the relevant Senior Manager. To provide advice on the development of job descriptions; conduct research on the contents of the job and benchmark with other departments/ provinces, provide inputs on the draft job descriptions, conduct interviews with designated/knowledgeable officials, request inputs on the draft job descriptions, provide advice on the layout and specification of the acceptable template, keep records (updated database) on approved JDs and report timeously. To manage resources to ensure that the objectives of the component are achieved; management of staff within the component, the development and updating of Job Descriptions for reporting staff, the performance management of staff within the component, facilitation of training interventions, give direction, guidance and advice to staff within the component. Management of assets.

- ENQUIRIES** : Mr. T. Selemela at (082) 449 4690

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| <b><u>APPLICATIONS</u></b>  | : | Applications can be hand delivered or sent via email to <a href="mailto:recruitment1@destea.gov.za">recruitment1@destea.gov.za</a> and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>FOR ATTENTION</u></b> | : | Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>NOTE</u></b>          | : | Women are encouraged to apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b><u>POST 33/122</u></b>   | : | <b><u>ASSISTANT DIRECTOR: LOGISTICS REF NO: DEDT 02/09/26</u></b><br>(Re-advertisement)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b><u>SALARY</u></b>        | : | R487 197 per annum (Level 09)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b><u>CENTRE</u></b>        | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>REQUIREMENTS</u></b>  | : | An appropriate Degree (NQF Level 7) qualification in Supply Chain Management/Logistics Management/Public Management/Administration. 3 years related logistics management experience at supervisory level. Knowledge of LOGIS system, PFMA, SCM Regulatory Framework and all prescripts governing procurement in the Public Service. Computer literacy and a valid driver's license.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b><u>DUTIES</u></b>        | : | Coordinate and review the processing of requisitions for goods and services; receive a requisition, process requisition, coordinate the placement of orders for goods and services, place an order for the service in the case of a service required, order and acquire goods if not a store item or the item is not in stock. Coordinate the safekeeping and distribution of goods; receive and check goods, capture goods on relevant procurement system, return damaged incorrect and substandard goods, issue goods as required, preparation and collation of payment documents. Supervise employees to ensure an effective logistics management service and undertake all administrative functions required with regard to financial and HR administration. This would, inter alia, entail the following: general supervision of employees, allocate duties and perform quality control on the work delivered by supervisees, advise and lead supervisees with regard to all aspects of the work, manage performance, conduct and discipline of supervisees, ensure that all supervisees are trained and developed to be able to deliver work of the required standard efficiently and effectively, develop, implement and monitor work systems and processes to ensure efficient and effective function. Management of human, financial and asset resource. Control and safeguarding of all supply chain documentation. |
| <b><u>ENQUIRIES</u></b>     | : | Mr. B. Bosch at (082) 385 3005                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b><u>APPLICATIONS</u></b>  | : | Applications can be hand delivered or sent via email to <a href="mailto:recruitment1@destea.gov.za">recruitment1@destea.gov.za</a> and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>FOR ATTENTION</u></b> | : | Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>NOTE</u></b>          | : | Indians/Coloureds and People with disabilities are encouraged to apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b><u>POST 33/123</u></b>   | : | <b><u>FRAUD AND ANTI-CORRUPTION INVESTIGATOR REF NO: DEDT 16/09/26</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b><u>SALARY</u></b>        | : | R338 106 per annum (Level 07)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b><u>CENTRE</u></b>        | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b><u>REQUIREMENTS</u></b>  | : | An appropriate Degree (NQF Level 7) NQF 7 in Criminology or Police. 3-4 Years relevant experience in the fraud and anti-corruption related field. Understanding of the Legislative Framework governing the Public Service. Knowledge of working procedures in terms of the working environment. Fraud and Anti-corruption related policies/ strategies/ guidelines. Computer literacy and a valid drive's license.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b><u>DUTIES</u></b>        | : | Provide inputs in the development and implementation of Fraud Detection and Anti- Corruption Prevention Strategy/Plan in the Department; review and evaluate anti-corruption capacity measures within the Department, conduct                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

information sessions on Fraud and Anti-corruption strategy/plan. Investigate all corruption, fraud and theft cases reported as well as irregularities, fruitless and wasteful expenditure that has occurred and advise the supervisor on the way forward; ensure that the departmental cases reported and received through the Provincial Fraud and Corruption hotline are attended and investigated, recommend and complete disciplinary actions for cases of corruption in consultation with labour relations unit of the Department or the SAPS, ensure that witnesses receive protection and remain anonymous, serve as a chief witness in the departmental hearings as well as criminal and civil cases, work closely with the SAPS and other relevant authorities on cases relating to fraud, corruption and theft in the Department. Compile investigation reports on fraud, corruption and theft related cases for further handling by the Supervisor or the Head of component, for internal disciplinary hearings and for criminal or civil proceedings; compile and submit reports on cases related to irregularities, fruitless and wasteful expenditure that has occurred in the Department, update the fraud register on cases investigated, compile a portfolio of evidence on preliminary and final investigation results. Advise the Department/ Accounting Officer on the fraud and corruption outcomes related to the financial disclosures and the way forward thereof; request information required as per the directives on financial disclosure, investigate discrepancies where there are any. compile and submit reports thereof. Detect fraud and corruption activities and refer allegations to a relevant law enforcement agency or other appropriate agencies/bodies in terms of format arrangement i.e Special Investigation Unit (SIU) or the Hawks depending on the merits of the case.

**ENQUIRIES**  
**APPLICATIONS**

: Mr. T. Kotsi at (082) 379 3545  
: Applications can be hand delivered or sent via email to [recruitment4@destea.gov.za](mailto:recruitment4@destea.gov.za) and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.

**FOR ATTENTION**

: Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908

**NOTE**

: Females are encouraged to apply.

**DEPARTMENT OF HEALTH**

**APPLICATIONS**

: Directions to applicants: Applications must only be done via the online recruitment platform for the Department at: <https://ihealth.fshealth.gov.za/e-Recruitment>

**CLOSING DATE**

: 02 October 2026

**NOTE**

: Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The application must indicate the correct Job title, the office where the position is advertised and the Reference number as stated in the advert. Failure by the applicant to fully complete the application form will lead to disqualification of the application during the selection process. Applications filed by hand on the Z83 will unfortunately not be considered. Should you be in a possession of foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA Citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or post. Failure to upload and submit all the requested documents will result in the application not being

considered during the selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointments. All shortlisted candidates, including SMS shall undertake two pre-assessments. One will be a practical exercise to determine a candidate's suitability based on posts technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

#### OTHER POSTS

**POST 33/124** : **DEPUTY MANAGER NURSING PHC (PNA8) REF NO: MMD/PNA8/15/2026 (X1 POST)**

**SALARY** : R1 069 215 per annum  
**CENTRE** : Mangaung Metro District  
**REQUIREMENTS** : Basic R25 qualifications i.e Diploma/Degree in Nursing or equivalent qualifications that allows registration with SANC as a Professional Nurse. Current registration with South African Nursing Council as a professional nurse. Current registration with South African Nursing Council (SANC) as a Professional Nurse. A minimum of 8 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing. At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Valid driver's license. Computer literacy. Extensive experience in Primary Health Care. Skills And Knowledge: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frame works such as: Nursing Act, Health Act. Occupational Health and Safety Act, Patient Rights Charter, Batho Pele Principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and procedure, Grievance Procedure, etc. Strong leadership skills, Financial Management skills.

**DUTIES** : Support re-engineering of Primary Health Care to promote access to quality health care service. Implement the assessments, compliance and attainment of ideal clinic status for all facilities in the Local Areas. Monitor performance of key priority programs according to APP and AOP targets. Management of key priority programs. Work as part of a multi-disciplinary team to ensure good quality of care across all disciplines. Perform quality improvements audits and surveys and report Senior Management and multidisciplinary health team. To monitor and evaluate delivery of quality of health care within the Facilities. Provide advice on various aspects of quality care within the entire district. Provide monthly reports to supervisors and Senior Management. Monitor clinical and non-clinical on regular basis to ensure compliance to processes. Represent the entire district at the Provincial Quality, Finance and key priority program forums.

**ENQUIRIES** : Mr TA Mokoqo Cell: 067 422 55554 Assistant Director: Admin and Support. Email: [MokoqoTA@fshealth.gov.za](mailto:MokoqoTA@fshealth.gov.za)

**APPLICATIONS** : To be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>

**NOTE** : No payment of any kind is required when applying for this post.

**POST 33/125** : **ASSISTANT MANAGER PHC(PNB4) REF NO: MMD/ PNB4/14/2026 (X1 POST)**

**SALARY** : R785 568.per annum  
**CENTRE** : Mangaung Metro District Office  
**REQUIREMENTS** : Basic R25 qualifications i.e Diploma/Degree in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Registration with the South African Nursing Council as a Professional Nurse plus a post –basic nursing qualification with a duration of at least 1 year, accredited with SANC.A minimum of 10 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse. At least 6 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post basic qualification. At least 3 years of the period referred to must be appropriate/ recognizable experience at Management level. Valid driver's license. Computer literacy. Skills And Knowledge: Training in HIV/AIDS management i.e NIMART & wide experience in HAST programme. Travelling extensively and work extra hours. Strong ability to build and work as a team member. Good communication skills and



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| <b><u>DUTIES</u></b>       | : | intersectoral collaborations. Strong management and leadership skills. Ability to analyze data and quality assessment. Appropriate financial management. Provide strategic direction for the HIV/AIDs and TB(HAST) programme in the district. Implementation of the strategies aimed at behavioural change in reducing infections and retention of patients to care. Implement HAST programme according to the strategic plans. Provide programme technical and clinical and clinical support to the health care facilities and stakeholders. Implementation of all HAST programs in the district and monitors thereof. Management of HAST multidisciplinary team and stakeholder coordination. Analyze and manage HIV/AIDS and TB to strengthen programme implementation. Undertake clinic, hospital support visits and audits to ensure programme compliance. Lead health and wellness events that seek to influence behavioural change. |
| <b><u>ENQUIRIES</u></b>    | : | Mr. TA Mokoqo Assistant Director: Admin and Support Email: <a href="mailto:MokoqoTA@fshealth.gov.za">MokoqoTA@fshealth.gov.za</a> Cell: 067 422 5555                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b><u>APPLICATIONS</u></b> | : | To be done at: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b><u>NOTE</u></b>         | : | No payment of any kind is required when applying for this post.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

#### OFFICE OF THE PREMIER

***Free State Department of the Premier is an equal opportunity affirmative action employer. It is our intention to promote representivity (race, gender, and disability) in the Department through the filling of positions and candidates whose appointment/promotion/transfer will promote representivity; will receive preference.***

|                            |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b><u>APPLICATIONS</u></b> | : | Submitted to Leanne Terblanche or Thabo Tsotetsi, Room 7, Ground floor, O.R Tambo House, Bloemfontein, or e-mail to <a href="mailto:recruitment@fspremier.gov.za">recruitment@fspremier.gov.za</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b><u>CLOSING DATE</u></b> | : | 29 September 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b><u>NOTE</u></b>         | : | Applications must be submitted using the newly implemented Z83 form, obtainable from any Public Service Department or the DPSA website, under public service vacancy circulars and should be accompanied by a comprehensive CV only (with full particulars of the applicants' training, qualifications, competencies, knowledge, duties & experience). All required information on the Z83 application form must be provided. Communication from the HR of the Department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. 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. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Shortlisted candidates will be subjected to personnel suitability checks/security clearance. Correspondence will be limited to short-listed candidates only. Applicants are respectfully informed that if no response is received within 4 months of the closing date, they must accept that their application was unsuccessful. The department reserves the right not to fill this position. Persons with disabilities are encouraged to apply and preference will be given to the EE Targets. No late or faxed applications will be considered. |

#### MANAGEMENT ECHELON

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| <b><u>POST 33/126</u></b>  | : | <b><u>DIRECTOR: PROVINCIAL COUNCIL ON AIDS REF NO: 03/2026</u></b>                                                                                                                                                                                                                                                                                                                                                                             |
| <b><u>SALARY</u></b>       | : | R1 317 384 per annum (Level 13), (an all-inclusive salary package). The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.                                    |
| <b><u>CENTRE</u></b>       | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b><u>REQUIREMENTS</u></b> | : | Appropriate NQF Level 7 qualification as recognised by the South African Qualification Authority (SAQA) preferable in Public health and/or related disciplines. 5 years of experience at a middle / senior managerial level. Experience in social science, HIV, TB and STI related issues. Relevant experience working with Non-Governmental Organisations (NGO's) and Donor funded programmes. Experience in the monitoring and evaluation of |

policies/implementation strategies and the management of resources. Planning, organising analytical and problem-solving skills. Knowledge of the relevant legislation applicable to the Council on AIDS, understanding of the legislative framework governing the Public Service. Potential applicants for posts in the Senior Management Service as well as existing SMS members who wish to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course, and the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.

**DUTIES** : Provision of professional administrative and secretariat services to Free State PCA. Manage and provide oversight on the implementation of the integrated multi-sectoral Provincial Implementation Plan for HIV, TB &STIs. Manage the establishment of HIV, TB and STI's related Programme Forums, monitor and oversee implementation of resolutions. Monitor and evaluate the multi – sectoral response on HIV, TB and STI's in the province. Supervise multistakeholder coordination including social mobilization (i.e. door to door) of HIV and TB programmes and provide strategic support to the Free State Provincial AIDS Council and all its structures i.e. District & Local AIDS Councils. Manage resources (Human physical and financial) in accordance with relevant directives and legislations.

**ENQUIRIES** : Ms. Limakatso Nqoko, email: [limakatso.nqoko@fspremier.gov.za](mailto:limakatso.nqoko@fspremier.gov.za)  
**NOTE** : The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty and will be required to disclose his/her financial interests in accordance with the prescribed regulations. 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 competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

## DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

**APPLICATIONS** : The Department of Public Works and Infrastructure to be Submitted To: Head: Public Works and Infrastructure, Human Resources Management Directorate. P.O Box 7551, Bloemfontein, 9300 Or Applications that are hand delivered must be brought at the Foyer of OR Tambo House where they must be placed in the appropriately marked box at: Security Ground Floor, OR Tambo House, St. Andrews Street, Bloemfontein or e-mail to [e-recruitmentfsdpwi@fsworks.gov.za](mailto:recruitmentfsdpwi@fsworks.gov.za). No Applications will be accepted by staff in offices in the building.

**CLOSING DATE** : 30 September 2026  
**NOTE** : Directions to applicants Applications must be submitted on the new prescribed Z83 application form obtainable from any Public Service Department or on the internet at <http://www.info.gov.za>. The Z83 should be completed in a manner that allows the selection committee to assess the application based on the information provided on the form. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication. If the certified copies contradict the details on the CV or Z83 form, the candidate will automatically be disqualified and removed from the shortlist. Should an applicant possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in the application not being considered. Applicants must indicate the reference number of the vacancy in their applications. Should an applicant wish to apply for more than one post, separate applications must be submitted i.e. all the documentation must be submitted for each post applied for. Applications received after the closing date and those that do not comply with these instructions will not be considered. Candidates requiring additional information regarding the advertised post should direct their enquiries to the relevant person as indicated in the advertisement. Note: Successful completion



of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment, is a requirement for all SMS positions. All shortlisted candidates 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. Short-listed candidates will on the day of interview undergo a security assessment. Suitable candidates will be subjected to personnel suitability checks as deemed appropriate and inclusive inter alia of criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification. 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 successful candidate will be required to enter into a performance agreement, annually disclose financial interests, and comply with all requirements applicable to members of the Senior Management Service. The Department is committed to the achievement and maintenance of diversity and equity in employment, particularly in respect of race, gender, and disability. Preference will therefore be given to candidates whose appointment will promote representativeness in line with the Department's Employment Equity Plan. If you have not been contacted within 4 months of the closing date of this advertisement, please accept that your application was unsuccessful. Faxed or late applications will not be accepted.

#### **MANAGEMENT ECHELON**

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| <b><u>POST 33/127</u></b>         | : | <b><u>CHIEF FINANCIAL OFFICER REF NO: PWI 12/26</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b><u>SALARY</u></b>              | : | R1 554 696 per annum (Level 14), (all-inclusive package). The remuneration package consists of a basic salary (70%), the Employer contribution to the Government Employee Pension Fund and flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include 13th cheque, motor car allowance, homeowner's allowance, and medical aid assistance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b><u>CENTRE REQUIREMENTS</u></b> | : | Bloemfontein                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                   | : | Appropriate BCOM (NQ7) in Accounting, Financial Management, Commerce, Economics or an equivalent qualification recognised by SAQA, and a minimum of five (5) years' experience at Senior Management Service (SMS) level in financial management. The Nyukela Senior Management Pre-Entry Programme is to be completed before appointment to the post. Extensive knowledge of and experience in Public Service financial management; Valid driver's licence. Appointment is subject to the following: Performance Agreement, Personnel Suitability Checks, SMS Contract, Competency Assessment, and Financial Disclosure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b><u>DUTIES</u></b>              | : | Provide strategic financial leadership and direction to the Department by ensuring sound financial governance, prudent financial management, and compliance with the Public Finance Management Act, 1999 (PFMA), Treasury Regulations, and other applicable legislative and regulatory frameworks. Provide strategic financial advice and support to the Accounting Officer and Executive Management on all matters with financial, governance and strategic implications. Develop, implement and continuously improve financial management strategies, policies, systems, standards and internal controls to promote sound financial governance. Ensure effective financial planning, budgeting, expenditure management, revenue management, financial reporting, cash flow management and forecasting across the Department. Ensure the maintenance of complete, accurate and reliable financial records in accordance with prescribed accounting standards and legislative requirements. Oversee the preparation and submission of the Department's and all statutory month, quarterly and annual financial reports to Provincial Treasury, oversight structures and other relevant stakeholders. Monitor compliance with applicable accounting standards, financial legislation, Treasury Regulations, departmental policies and internal control measures. Direct and oversee the development, implementation and monitoring of the Department's Medium-Term Expenditure Framework (MTEF), Annual Budget, |

Adjustments Budget and budget implementation plans. Ensure effective management of departmental budgets, including expenditure monitoring, cash flow management, budget forecasting, virements, roll-overs and budget adjustments. Align financial planning and budget allocations with the Department's Strategic Plan, Annual Performance Plan and Operational Plans to support the achievement of strategic objective. Oversee the implementation and continuous improvement of management accounting systems to support informed decision-making and financial sustainability. Provide strategic oversight of Supply Chain Management, procurement, contract management and asset management functions in accordance with the PFMA, Treasury Regulations, Preferential Procurement legislation and other applicable regulatory prescripts. Ensure the development and implementation of effective procurement, contract management and asset management policies, systems and controls. Oversee the preparation and implementation of the Departmental Procurement Plan and ensure alignment with approved strategic priorities and available budgets. Ensure the effective management, safeguarding, maintenance and accounting of departmental assets. Establish, implement and maintain an integrated system of internal financial controls to promote accountability, transparency and sound governance. Coordinate and monitor the implementation of internal and external audit recommendations and ensure timely resolution of audit findings. Facilitate financial assurance processes and strengthen governance through effective risk management and compliance monitoring. Develop and maintain an appropriate framework of financial delegations to support effective financial administration. Advise and support the Accounting Officer and Executive Management in fulfilling their responsibilities in terms of the PFM and other applicable legislation. Develop innovative financial strategies and solutions to improve operational efficiency, cost-effectiveness and value for money in service delivery. Facilitate the implementation of applicable national and provincial financial norms, standards and best practices across the Department. Provide strategic oversight of financial management information systems and ensure business continuity arrangements for critical financial systems and services. Provide strategic leadership and effective management of the Chief Directorate by ensuring sound governance, high performance and continuous improvement. Lead, develop, mentor and manage employees through effective performance management, coaching, succession planning and capacity building. Manage the human, financial and physical resources of the Chief Directorate in accordance with applicable legislation and departmental policies. Develop and manage the Chief Directorate's operational and budget plans, monitor expenditure, and ensure effective utilisation of allocated resources. Promote ethical leadership, accountability, good governance and a high-performance organisational culture.

**ENQUIRIES**

: Mr M Tshabalala Head: Public Works and Infrastructure Tel No: (051) 492 3909