

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

<u>APPLICATIONS</u>	:	To apply for the above position, please apply online at http://professionaljobcentre.gpg.gov.za or email at GDARDRecruitment@gauteng.gov.za
<u>FOR ATTENTION</u>	:	Ms. Gugu Nevondo at 072 904 1694– Recruitment
<u>CLOSING DATE</u>	:	28 September 2026, 16h00. No late applications will be considered.
<u>NOTE</u>	:	Applications quoting the relevant reference number must be submitted on a New Z.83 form obtainable from any Public Service Department or on the internet at www.gov.za/documents . Applications with the Old Z.83 form will not be considered. A New Z.83 form must be fully completed, duly signed and initialled by the applicant. A recent, comprehensive CV, specifying all qualifications and experience, with respective dates must accompany the application form. Applications are not required to submit copies of qualifications and other relevant documents on application. Communication regarding certified documents will be limited only to the shortlisted candidates. Successful completion of the Senior Management Pre-Entry Programme (Nyukela certificate) is required before the appointment can be made. Enrolment for the course should be made on the NSG's website at https://www.thensg.gov.za/training-course/sms-pre-entryprogramme . 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. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). 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. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification. The Department reserves the right not to make an appointment to the advertised post(s). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. It is the Department intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan (Coloureds and Indians are encouraged apply). To facilitate this process successfully, an indication of race, gender and disability status is required. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). General information. The Department will not accept posted and emailed applications. The Gauteng Department of Environment reserves the right to fill or not fill the advertised posts. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 33/128</u>	:	<u>DIRECTOR: RISK ANTI-CORRUPTION & INTEGRITY MANAGEMENT REF NO: REFS/056446</u> Directorate: Risk Anti-Corruption & Integrity Management
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus an undergraduate qualification (NQF level 7) in Risk Management or related field as recognised by SAQA. A minimum of 5 years' experience at middle or senior management level in Risk management environments. A valid driver's licence. Competencies: Leadership, Management, Planning, Organizing, People management, Service Delivery, Communication, Decision Making, Problem solving, Report writing, Teamwork, Risk management,

Customer management, Innovation/ continuous improvement, Analytical, Negotiations, Computer literacy, Project management, Flexible. Knowledge of Departmental policies and procedures, Government Priorities, Risk management policies and frameworks, Reporting procedures, Information system, SA Constitution, Employment Equity Act, 1998. Ability to Interpret & Evaluate Information, Verbal and written communication, Organizing/maintaining information, communicating information, Computer Literacy, Problem solving and conflict management, Listening and negotiation, Tact and diplomacy, Teamwork, Discipline, Financial Management. Business acumen, Team Leader, Strategist, Flexible/Change oriented, Problem-solving ability, Responsive, Interpersonal relations, Customer focus, Loyal and friendly, Open-minded, Responsible and accountable.

DUTIES

: Manage the provision of enterprise risk management services. Conduct strategic risk assessment. Conduct operational risk assessment. Develop and review the risk management strategy. Coordinate monthly progress reporting against the risk register. Develop and monitor the organisational risk management plan. Ensure training of risk officials and risk committee members. Prepare monthly and quarterly reports for risk management committee. Develop and review organisational risk management policy. Manage the implementation, development and monitoring of business continuity plans. Establish BCP governance structures. Develop policies and standards related to disaster recovery. Ensure that business continuity plans are in place. Ensure alignment with regulatory requirements. Promote the implementation of code of conduct and ensure ethical environment. Develop, implement and maintain policies, procedures and systems. Identify risk and threats related to ethical environment. Conduct ethics and integrity awareness for the department. Promote financial disclosure system. Develop and maintain internal anti-corruption systems. Investigate all allegations of fraud and corruption received from internal and external persons. Conduct research on latest fraud and corruption legislation and develop educational programmes. Develop and implement fraud prevention and anti-corruption strategies. Conduct fraud risk assessment. Develop and monitor the fraud prevention plan. Provide strategic direction for the directorate. Research and keep abreast of best practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human/ Finance/Equipment/ Assets). Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Ensure proper spending in line with strategic objectives. Monitor the optimal utilization and functionality of equipment. Evaluate and monitor performance of employees to ensure achievement strategic goal. Manage the human resource development of employees in the directorate. Enhance and maintain employee motivation.

ENQUIRIES

: Ms. Gugu Nevondo at 072 904 1694

DEPARTMENT OF ROADS AND TRANSPORT

APPLICATIONS

: To apply for the below positions, please apply online at <http://jobs.gauteng.gov.za>. For general enquiries please contact Human Resource on 011 355-7521/7252. Only online applications will be considered.

CLOSING DATE

: 02 October 2026

NOTE

: In line with the Department's employment Equity Plan, preference will be given to Females and Persons with disabilities candidates. Applicants must utilise the most recent Z83 application form for employment, issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulations, 2016. All fields in the New Z83 form must be completed, initialled and signed. Furthermore, a comprehensive Curriculum Vitae (CV) must also be attached. Failure to attach the completed Z83 and Comprehensive Curriculum Vitae (CV) will result in disqualification. The New Z83 form is obtainable from any Public Service Department or the DPSA website www.dpsa.gov.za/documents. Only shortlisted candidates who meet all the requirements of the post will be requested to submit certified copies of qualifications, identity document and valid driver's license (where driving/travelling is an inherent requirement of the job) not older than six (06) months. 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. It is our intention to promote representation (race, gender and disability) in the Public Service through the filling of posts and candidates whose transfer/promotion/appointment will promote representation will receive preference. It is the Department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 33/129</u>	:	<u>CHIEF DIRECTOR: ROADS CONSTRUCTION REF NO: REFS/056496</u> Branch: Roads Infrastructure (Re-advertisement, those who previously applied are encouraged to re-apply)
<u>SALARY</u>	:	R1 554 696 – R1 858 821.per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
<u>CENTRE REQUIREMENTS</u>	:	Johannesburg (Head Office) NQF level 7 in Civil/Structural Engineering/Built Environment as recognized by the South African Qualifications Authority (SAQA). Registered with professional body (such as Engineering Council of South Africa (ECSA), South African Council for the Project and Construction Management Professions (SACPCMP), South African Council for Quantity Surveying Profession (SACQSP) etc. 5 years senior management experience within transport infrastructure environment and or built environment. Extensive experience in planning management and execution of roads construction projects will be an added advantage. A valid driver's license. Completion of the Nyukela Senior Management Pre-entry certificate endorsed by National School of Government must be submitted prior to appointment. Knowledge: Knowledge of SLAs, Knowledge of construction contract law & administration, Engineering Profession Act 2000, Gauteng Transport Infrastructure Act 2001, National Roads Traffic Act. 1996, National Environmental Management Act 1998, Colto Standard Specifications for Road and Bridge Works, General Conditions of Contract (GCC & FIDIC), Departmental technical standards 7 code of procedures, Knowledge of relevant legislation and policies related to the field or line of work. Skills: Strategic capability and leadership skills, problem solving and analysis, creativity, financial management, customer focus and responsiveness, communication, negotiation, conflict management and change management skills.
<u>DUTIES</u>	:	Manage overall programming, budgeting, and reporting of capital projects. Manage, coordinate and oversee the implementation of construction of Departmental Roads Infrastructure /Capital Projects. Monitor project management efficiencies according to organizational goals to direct and indirect services for the attainment of organizational objectives. Provide project management support. Render Occupational health and safety service. Manage and maintain the construction of the roads in the regions. Manage construction standards. Manage construction quality assurance. Ensure that project standards, specifications and service levels according are set to departmental objectives to ensure optimum operational availability. Oversee the management of construction management guidelines, processes, standards and strategies. Identify construction trends and opportunities for businesses processes improvement. Approves recommendations for changes and improvements to existing construction management guidelines, standards, policies and procedures. Oversee implementation of guidelines, standards, policies, procedures and strategies and related prescripts. Ensure the development and implementation of support tools. Monitor the implementation of compliance and applicable policies and legislation. Ensure the implementation of sound effective and efficient internal control system. Provide

strategic leadership to the component. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Chief Directorate and report on progress. Manage and coordinate personnel provisioning. Manage performance and development of employees. Monitor the budget and expenditures of the Chief Directorate. Plan, organize and control activities pertaining to the functions of the component. Adhere to and promote legislative departmental prescripts and the Code of Conduct for the Public Services.

ENQUIRIES

: Ms. M. Mashele/ Mr. S. Ngcobo Tel No: (011) 355-7082/7043