ANNEXURE R

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote retrospectivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.

APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

CLOSING DATE : 06 October 2026 at 12:00 pm (Midday)

NOTE : Effective from 7 April 2021, the National Treasury now utilizes an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: 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 should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. 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 for SMS posts will be subjected to technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. Please note that by responding to our advertisement/s, you consent to the collection, processing, and storing of your Personal Information for internal HR processes in accordance with the Protection of Personal Information Act (POPIA), Act No. 4 of 2013. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies, only for a specific period, of which the submitted documents will then be destroyed as legislated in the National Archives Act. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to disclose particulars of all registrable financial interests and to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za. Kindly note that all National Treasury adverts published/LIVE on the eRecruitment System have a closing date listed and closing time of 12h00 (MIDDAY) on that closing date. The system is designed to automatically remove the advert from public view at exactly 12h00 (MIDDAY) of the said closing date for that post. There are no other means to submit applications post the closing date and time, if you have missed or delayed in submitting on time.

MANAGEMENT ECHELON

POST 34/165 : **DIRECTOR: POLICY COSTINGS REF NO: S013/2026**
(Re-advertisement)
Division: Tax And Financial Sector Policy (TFSP)
Purpose: To provide analysis enabling the calculation of the revenue implications of tax proposals, review tax policies, and support the development and release of key tax publications.

SALARY : R1 317 384 per annum, (all-inclusive)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in Economics or Statistics or Mathematics or Accounting or Taxation. 5 years of experience at a middle/senior managerial level obtained in tax or public policy research and tax policy analysis and formulation. Knowledge and experience of the broader policy framework on tax revenue and related processes required to formulate the fiscal framework for the annual Budget and Medium-Term Budget Policy Statement. Successful completion of the Nyukela Public Service Senior Management Leadership 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 an appointment.
DUTIES : Develop microsimulation models for corporate income tax (CIT), personal income tax (PIT) and value-added tax (VAT): Develop excel-based micro simulation models to simulate policy options for Personal Income Tax, Corporate Income Tax, and Value Added Tax. Perform regular updating of the micro-simulation models. Use microsimulation models to estimate the revenue and distributional impacts of proposed policy interventions. Annual tax incentive reviews: Assist policy directorates with data and methodological requirements to perform tax incentive reviews, including sourcing relevant data and implementing methodologies to enable the quantitative and qualitative review of tax incentives. Engage the South African Revenue Service (SARS) to source and ensure the accuracy and integrity of tax administrative data enabling the review of tax incentives. Produce descriptive statistics of the tax administrative to enable policy analysis and review. Publish statistical tables and graphs for tax incentive review documents. Preparation, publication and development of tax expenditure statement and annual tax review (Tax Statistics publication): Assist with compiling the annual tax review and ensure accuracy and integrity of data. Coordinate inputs from the Tax Policy unit into the publication. Provide inputs to the South African Revenue Service (SARS) with the compiling of tables and graphs on tax revenue statistical data. Conduct research on international tax expenditure reporting and methodological best practices to enhance South Africa's current reporting. Determine data requirements on tax expenditures in conjunction with SARS. Publish statistical tables and graphs for the tax expenditure statement in the annual Budget Review. Assist directorates with modelling of economic impact and revenue implications of different tax policy proposals: Provide analysis to estimate the revenue implications of specific tax proposals. Justify and motivate the quantification of economic impacts of various taxes. Produce analytical notes and presentations to illustrate the revenue and economic implications of different tax proposals.
ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

OTHER POSTS

POST 34/166 : **DEPUTY DIRECTOR: INFRASTRUCTURE AND CLIMATE FINANCING REF NO: S011/2026**

(Re-advertisement)

Division: Assets And Liability Management (ALM)

Purpose: To finance Government's gross borrowing requirement through raising funds for infrastructure and climate related projects. Contribute to the developments of the domestic debt market as well as sound Investor relations and broadening of the investor base.

SALARY : R1 101 468 per annum, (including benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (NQF 6) in Economics/ Finance/ Statistics/ Investment Management/ Mathematical Sciences, A Bachelor's Degree (NQF 7) in any of the above disciplines is added advantage. A minimum 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in financial markets, development finance, and a policy environment. Knowledge and experience of research in quantitative and qualitative methodologies. Knowledge and experience in market analysis and information for utilisation in the broader business. Knowledge and experience in dealing with various market and policy stakeholders.

DUTIES : Financing of Government's Gross- Borrowing requirements: Assist in development and implementation of a domestic and foreign borrowing strategy for the national government to finance infrastructure and climate related projects. Assist in negotiating, shortlisting and evaluation of financial offers from domestic and international investors in a cost-effective manner. Assist in the Initiation and management of the funding of annual gross borrowing requirements. Participate in the manage the Debt portfolio by diversify funding sources, smoothening maturity profile and funding cash requirements. Stakeholder Engagement: Assist in the development and implementation tools that will improve the investor base. Coordinate engagements with foreign and local policy makers in the infrastructure and climate finance space to better understand ongoing policy and regulatory reforms that will create an enabling environment for infrastructure and climate financing. Develop relationships with stakeholders like banks, domestic and foreign investors and engage lawyers on certain conditional requirements. Contribute to the developments of the domestic debt market as it relates to infrastructure and climate financing: Participate in Advisory Committees, climate finance committees, infrastructure platforms and Associations in Domestic Debt Market. Assist in the initiation of frequent market and portfolio analysis of qualitative and quantitative domestic and foreign currency debt information. Analyse and advise on prudent debt management policies and recommend corrective debt strategies for implementation. Monitor domestic and international economic events and their impact on the South African economy and the debt portfolio. Perform Research on markets volatility: Assist in the initiation of research on capital markets pertaining to market volatility in the prudent management of debt. Perform research on local and international markets to stay abreast of developments impact on foreign debt management issues. Analyse and provide inputs to briefing notes and speeches.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 34/167 : **ASSISTANT DIRECTOR: PERSAL AND VULINDLELA OPERATIONS (IMS) REF NO: S106/2026**

Division: Office of The Accountant-General (OAG)

Purpose: To maintain, support and enhance transversal financial management systems, including PERSAL, Vulindlela, MIS and ad hoc reporting solutions, in line with applicable legislation, policies, standards and governance requirements. The role also supports system modernisation and related cost-recovery processes.

SALARY : R605 742 per annum, (excluding benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (NQF 6 in Information Technology or Information Systems/Business Analysis. A Bachelor's degree (NQF 7) in any of the above disciplines is added advantage.

A Qualification in Project Management is added advantage. A minimum of 3 years' experience obtained in an application/system support or operations environment. Experience in transversal financial management systems operations and support processes (incident, problem, change and release management). Experience in Project Management (IT Systems Implementation). Knowledge and experience of the public-sector financial framework and end-user support in a multi-stakeholder environment. Experience in HR and Salary maintenance/reporting. Knowledge and experience of PERSAL and its operations.

DUTIES : System Maintenance, Enhancement and Modernisation: Develop, maintain, configure and enhance PERSAL, Vulindlela, MIS, ad hoc reporting and related transversal financial management systems in line with approved procedures, standards, controls and business requirements. Analyse policy, business and user requirements and translate approved changes into functional specifications, configuration requirements, implementation actions and reporting requirements. Support maintenance, modernisation, patching, upgrade and enhancement initiatives across current and future financial management system platforms. Provide functional clarification and technical inputs to internal teams, consultants and service providers during design, development, configuration and implementation activities. System Configuration, Data Updates and Processing Controls: Create, amend, validate and maintain system codes, parameters, tables, calendars, workflows, salary notch codes, salary key scales, MIS classification codes and other configuration items. Coordinate approved bulk, programmatic and system-based updates across relevant systems, including payroll, salary adjustment, leave, package-structuring and reporting processes. Validate control totals, exception reports, adjustment schedules and system outputs to ensure accuracy, completeness and compliance before implementation or distribution. Investigate and resolve technical exceptions arising from configuration changes, programmatic updates, financial adjustments, interfaces and processing cycles. Testing, Quality Assurance and Implementation Readiness: Plan, coordinate and conduct testing and quality assurance for new functionality, enhancements, patches, upgrades, interfaces, reports and system maintenance activities. Validate that implemented functionality meets approved business, policy, technical and operational requirements prior to deployment. Support defect resolution, business readiness, stakeholder engagement, change and release activities and post-implementation validation. Prepare implementation communications, system messages, notices, technical outputs and deployment support material for affected users and stakeholders. Operations, Service Continuity, Access and Risk Control: Provide operational and functional support for transversal financial management systems in accordance with agreed service levels, governance processes and security requirements. Monitor service issues, incidents, service requests, system availability, processing risks, turnaround times and stakeholder feedback, and coordinate approved corrective and preventive actions. Support user access management, role/profile maintenance and access review processes in accordance with security and segregation-of-duties requirements. Apply approved system controls to prevent irregular, duplicate, unauthorised or non-compliant payments and transactions, including the processing of deceased-employee salary freezes and related exceptions. Reporting, Stakeholder Support, Governance and Documentation: Develop, maintain and enhance MIS, ad hoc reports and related reporting functionality to support operational, management, compliance and stakeholder information requirements. Liaise with departments, users, internal teams, policy owners, external institutions and service providers to identify, analyse and resolve system, reporting and operational issues. Ensure that system changes, reports, financial adjustments, support processes and stakeholder communications comply with approved policies, procedures, delegations, standards and controls. Maintain technical documentation, system rules, metadata, manuals, help functions, standard operating procedures, user guides, knowledge articles and control records.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 34/168 : **ASSISTANT DIRECTOR: PERSAL AND VULINDLELA OPERATIONS (EPP) REF NO: S107/2026**

Division: Office of The Accountant-General (OAG)

Purpose: To maintain, support and enable the modernisation of transversal financial management systems and related enabling technologies, including current and future platforms, in compliance with applicable legislation, policies, standards and procedures.

SALARY : R605 742 per annum, (excluding benefits)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (NQF Level 6) in Information Technology or Information Systems or Business Analysis. A Bachelor’s Degree (NQF Level 7) in any of the above disciplines is added advantage; and A Qualification in Project Management is added advantage. A minimum of 3 years’ experience obtained in an application or system support or operations environment. Experience in transversal financial management systems operations and support processes (incident, problem, change and release management). Experience in Project Management (IT Systems Implementation). Knowledge and experience of the public-sector financial framework and end-user support in a multi-stakeholder environment. Knowledge and experience of PERSAL and its operations.

DUTIES : Some key Outputs include: Financial Management Systems Development, Configuration, Maintenance and Enhancement: Maintain, configure and enhance PERSAL, Vulindlela and related transversal financial management systems in line with approved policies, procedures, standards and controls. Analyse policy, business and user requirements and translate approved changes into system specifications, functional requirements and technical implementation actions. Coordinate system design, development, configuration, testing, quality assurance, implementation and post-implementation support for new or enhanced system functionality. Support modernisation, patching, upgrades and integration activities by providing functional clarification, operational input and implementation support. Maintain technical documentation, system rules, control records, standard operating procedures, user guides and knowledge articles to support consistent service delivery. System Operations, Processing, Availability and Control Management: Provide operational and technical support for payroll, EFT, EDT, SCOA, reporting, leave, salary package structuring and related financial management system processes. Monitor system availability, peak-period readiness, processing schedules, pay dates, closing dates, disk-space requirements and recovery measures to support business continuity. Apply approved system controls to prevent irregular, duplicate, unauthorised or non-compliant payments and transactions, including deceased-employee salary controls and exception management. Support user access management, role and profile maintenance, access reviews and segregation-of-duties controls in line with security requirements. Monitor and report on service performance, incident trends, request volumes, turnaround times and operational risks to support continuous improvement. Change, Release, Testing and Modernisation Support: Coordinate change and release activities for enhancements, upgrades, patches, initiatives and new implementations in line with approved governance processes. Conduct and coordinate technical, functional, user-acceptance and post-implementation testing to confirm that implemented functionality meets approved requirements. Support feasibility assessments, planning, implementation readiness, defect resolution and stakeholder communication for approved system changes. Ensure requests are recorded, assessed, approved, prioritised and implemented in a controlled manner to protect system integrity and avoid duplication. Stakeholder Engagement, Client Support and Problem Resolution: Liaise with departments, internal teams, external institutions, service providers and forums to identify, analyse, prioritise and resolve system incidents, queries and service requests. Provide third-level support, technical guidance and expert input for escalated PERSAL and financial management system matters. Prepare and issue system notices, circulars, user messages, implementation communications, audit inputs and stakeholder updates relating to system changes and operations. Coordinate user forums, stakeholder engagements, intervention strategies and knowledge-sharing activities to strengthen user readiness and service continuity. Governance, Compliance, Contractor Support and

Knowledge Transfer: Support compliance with approved policies, regulations, delegations, standards, audit requirements, service levels and operational controls across system maintenance and support activities. Assist with policy research, analysis and alignment of system competencies with requirements from DPSA, Office of the Accountant-General, CPO and other relevant stakeholders. Support contractor deliverables by coordinating work allocation, SCC activities, timesheet and overtime recommendations, SLA monitoring and remedial actions where required. Facilitate documentation, knowledge transfer and collaboration between officials, consultants and service providers to strengthen internal capability and reduce dependency on external support.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za