

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF HEALTH**

This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.

CLOSING DATE : 23 October 2026

NOTE : Applications must be submitted on the new prescribed application form Z83 obtainable from any Public Service Department or any Public Service Administration website. The fully completed and signed Z83 should be accompanied by a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only short-listed candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer/promotion / appointment will promote representivity in line with the numerical targets as contained in our Employment Equity Plan. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The request for certified documents will be limited to shortlisted candidates. The Human Resource Administration of the Department will inform shortlisted candidate for a post to submit certified documents on or before the day of the interview. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts.

OTHER POSTS

POST 36/288 : **MEDICAL OFFICER GRADE REF NO: NCDOH 79/2026 (X2 POSTS)**

SALARY : Grade 1: R1 041 402 per annum
Grade 2: R1 188 255 per annum
Grade 3: R1 375 245 per annum

CENTRE : Kenhardt CHC & Keimoes CHC, ZF Mgcawu District

REQUIREMENTS : Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Practitioner. Registration with the HPCSA as Medical Practitioner. Experience: **Grade 1:** None after registered as Medical Practitioner with the HPCSA in respect of SA qualified employees 1-year relevant experience after registration as Medical Practitioner with recognised Foreign Health Professional Council in respect of foreign qualified employees, of whom is not required to perform Community Service as required in South Africa. **Grade 2:** A minimum of five (5) years appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** A minimum of ten (10) years appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years' relevant experience after registration as Medical Practitioner with a recognised foreign health Professional Council in request of foreign qualified employees, of whom

		is not required to perform Community Service as required in South Africa. Inherent requirement of the job: Valid (Code B/EB) driver's licence.
<u>DUTIES</u>	:	The candidate will be expected to Interview, examine, investigate, diagnose and oversee the treatment of patients, including chronic medical ailment/conditions, medical, surgical, obstetrics and gynecological emergencies, HIV and TB patients, sick children, antenatal, intrapartum and postnatal patients Trauma & Emergency Unit. Ensure comprehensive clinical record keeping. Manage Clinical services and supervise junior doctors (undergraduate's students, interns and community service doctors). Develop systems for appropriate levels of care, referral pathways, seamless and integrated service delivery system.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. D. Theys Tel No: (054) 830 2102
	:	Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nchealthhr@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/289</u>	:	<u>OPERATIONAL MANAGER (PRIMARY HEALTH CARE) REF NO: NCDOH 80/2026</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R720 819 per annum
	:	Progress Clinic, ZF Mgcawu District
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Experience: Grade 1: A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post basic qualification in the relevant speciality.
<u>DUTIES</u>	:	Provision of quality comprehensive community health care, Provision of administrative services, Provision of educational services, Provision of clinical services, Usage of equipment and machinery, Research responsibility.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600
	:	Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/290</u>	:	<u>OPERATIONAL MANAGER GENERAL (TB FOCAL) REF NO: NCDOH 81/2026 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R571 161 per annum
	:	Springbok Hospital, Namakwa District
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse Valid driver's licence is an inherent requirement. Experience: A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	Put systems in place for effective Management of Tuberculosis in Hospital Monitor and evaluate the impact of interventions at Drug Resistant TB sites and Care and support programme Promote integration among programmes (partnerships and network with relevant stakeholders) Manage resources (financial, physical and human) Capacity Building (Health Professional, Coordinators and CHW's). Manage Infection Prevention Control within the Hospital. Coordinate the management of TB/HIV co-infection within the hospital.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr D. Grootboom, Ms. EA Cloete Tel No: (027) 712 1601 / (027) 712 1078 (Namakwa District)
	:	for Namakwa District: Application must be e-mailed to namakwaapplications@gmail.com and hand delivered or couriered via postal

		services to 7 Rivierstreet, Springbok, Postal address: Private Bag X10, Springbok, 8240.
<u>NOTE</u>	:	Applicants must complete an application register when an application is hand delivered.
<u>POST 36/291</u>	:	<u>CLINICAL NURSE PRACTITIONER-PRIMARY HEALTH CARE REF NO NCDOH 82/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R495 423 – R558 093.per annum Grade 2: R607 350 – R681 657 per annum
<u>CENTRE REQUIREMENTS</u>	:	Lutzborg Clinic, ZF Mgcawu District Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms. Registration with the SANC as Professional Nurse. A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties: Clinical Nursing Science, Health Assessment and Treatment (PHC), Experience: Grade 1: A minimum of 4 years" appropriate/recognizable nursing experience after registration with the SANC as Professional Nurse in General Nursing. Grade 2: A minimum of 14 years appropriate/recognizable nursing experience after registration the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post-basic qualification in Clinical Nursing Science: Health Assessment, Treatment and Care (R48), accredited with the SANC.
<u>DUTIES</u>	:	Provision of quality comprehensive community health care, Provision of administrative services, Provision of educational services, Provision of clinical services, Usage of equipment and machinery, Research responsibility.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600 Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/292</u>	:	<u>PROFESSIONAL NURSES (GENERAL NURSING) REF NO: NCDOH 83/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464091 per annum Grade 3: R495 423 – R558 093 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Askham CHC, ZF Mgcawu Health District Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse, Registration with the SANC as Professional Nurse. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing Skills Profile: Good Communication skills, Report writing skills Facilitation skills, Co-ordination skills, Liaison skills, Networking skills, Problem solving skills, Information Management, Knowledge Management, Planning & Organising, Computer Literacy.
<u>DUTIES</u>	:	Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care, Implement standards, practices, criteria and indicators for quality nursing (quality of practice), Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care, Maintain a constructive working relationship with nursing and other stakeholders, Utilize human, material and physical resources efficiently and effectively.
<u>ENQUIRIES</u>	:	Mr. F. van Neel Tel No: (054) 337 0600

<u>APPLICATIONS</u>	:	Applications must be e-mailed to nhealthhr-zfm@ncpg.gov.za , hand delivered at 52 Schroder Street, (Old Gordon Hospital) ZF Mgcawu District Office, Uptington.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/293</u>	:	<u>PROFESSIONAL NURSES (GENERAL NURSING) REF NO: NCDOH 84/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464 091 per annum Grade 3: R495 423 – R558 093 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Wege Hospital, Hopetown
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse, Registration with the SANC as Professional Nurse. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing Skills Profile: Good Communication skills, Report writing skills Facilitation skills, Co-ordination skills, Liaison skills, Networking skills, Problem solving skills, Information Management, Knowledge Management, Planning & Organising, Computer Literacy.
<u>DUTIES</u>	:	Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care, Implement standards, practices, criteria and indicators for quality nursing (quality of practice), Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care, Maintain a constructive working relationship with nursing and other stakeholders, Utilize human, material and physical resources efficiently and effectively.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000/4206
	:	Please note applications can be hand delivered Human Resource Registry, De Aar Hospital. Van der Merwe Street, De Aar, Or; P O Box 647 De Aar or emailed at NCHealthHR-Pixley@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/294</u>	:	<u>OUTREACH TEAM LEADERS (WBPHCOT PROGRAMME)- PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 85/2026 (X15 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464091 per annum Grade 3: R495 423 – R 558 093 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Districts Frances Baard (15)
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Driver's license. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience, appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	To lead and manage the WBPHCOT to achieve defined population coverage and measurable improvements in community health through prevention, early identification, referral, linkage and follow-up. Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with other health facilities, strengthening community-based services. Objectives: Continuity of health care services to individuals and households. Provide management, supervision and oversight

		leadership for the WBPHOT. Monitoring and Reporting of WBPHOT. Guidance and expert support to WBPHOT. Assist with achieving targets as identified by health facilities. Facilitate community mobilisation and create awareness on health diseases through awareness campaigns and mobilise around community needs. Recording and Reporting all activities as per reporting tools Applications for Frances Baard.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
	:	Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za
<u>NOTE</u>	:	Applicants must complete an application register when an application is hand delivered.
<u>POST 36/295</u>	:	<u>OUTREACH TEAM LEADERS (WBPHCOT PROGRAMME)- PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 85/2026 (X15 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464 091 per annum Grade 3: R495 423 – R 558 093 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Namakwa District
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Driver's license. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	To lead and manage the WBPHCOT to achieve defined population coverage and measurable improvements in community health through prevention, early identification, referral, linkage and follow-up. Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with other health facilities, strengthening community based services. Objectives: Continuity of health care services to individuals and households. Provide management, supervision and oversight leadership for the WBPHOT. Monitoring and Reporting of WBPHOT. Guidance and expert support to WBPHOT. Assist with achieving targets as identified by health facilities. Facilitate community mobilisation and create awareness on health diseases through awareness campaigns and mobilise around community needs. Recording and Reporting all activities as per reporting tools Applications for Zwelentlanga Fatman Mgcawu
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel/Ms. B. van Loggenberg Tel No: (054) 337 0600
	:	Applications must be e-mailed to NCHealthHR-ZFM@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801. Applicants must complete an application register when an application is hand delivered.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/296</u>	:	<u>OUTREACH TEAM LEADERS (WBPHCOT PROGRAMME)- PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 85/2026 (X13 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464 091 per annum Grade 3: R495 423 – R 558 093 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	John Taolo Gaetsewe
	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.

		Registration with the SANC as Professional Nurse. Driver's license. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	To lead and manage the WBPHCOT to achieve defined population coverage and measurable improvements in community health through prevention, early identification, referral, linkage and follow-up. Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with other health facilities, strengthening community based services. Objectives: Continuity of health care services to individuals and households. Provide management, supervision and oversight leadership for the WBPHOT. Monitoring and Reporting of WBPHOT. Guidance and expert support to WBPHOT. Assist with achieving targets as identified by health facilities. Facilitate community mobilisation and create awareness on health diseases through awareness campaigns and mobilise around community needs. Recording and Reporting all activities as per reporting tools Applications for John Taolo Gaetsewe District
<u>ENQUIRIES</u>	:	Mr LI Moemedi Tel No: (053) 775 1149
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at NCHealthHR-JTG@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered
<u>POST 36/297</u>	:	<u>OUTREACH TEAM LEADERS (WBPHCOT PROGRAMME)- PROFESSIONAL NURSE (GENEREAL NURSING) REF NO: NCDOH 85/2026 (X15 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 – R380 031 per annum Grade 2: R411 978 – R464 091 per annum Grade 3: R495 423 – R558 093 per annum (depending on years of experience)
<u>CENTRE</u>	:	Namakwa District
<u>REQUIREMENTS</u>	:	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Driver's license. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	To lead and manage the WBPHCOT to achieve defined population coverage and measurable improvements in community health through prevention, early identification, referral, linkage and follow-up. Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with other health facilities, strengthening community based services. Objectives: Continuity of health care services to individuals and households. Provide management, supervision and oversight leadership for the WBPHOT. Monitoring and Reporting of WBPHOT. Guidance and expert support to WBPHOT. Assist with achieving targets as identified by health facilities. Facilitate community mobilisation and create awareness on health diseases through awareness campaigns and mobilise around community needs. Recording and Reporting all activities as per reporting tools Applications for Namakwa District.
<u>ENQUIRIES</u>	:	Mr D. Grootboom, Ms. EA Cloete Tel No: (027) 712 1601 / (027) 712 1078 (Namakwa District)
<u>APPLICATIONS</u>	:	Namakwa District: Application must be e-mailed to namakwaapplications@gmail.com and hand delivered or couriered via postal services to 7 Rivierstreet, Springbok, Postal address: Private Bag X10, Springbok, 8240.

<u>NOTE</u>	:	Applicants must complete an application register when an application is hand delivered.
<u>POST 36/298</u>	:	<u>OUTREACH TEAM LEADERS (WBPHCOT PROGRAMME)- PROFESSIONAL NURSE (GENEREAL NURSING) REF NO: NCDOH 85/2026 (X14 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R337 359 per annum Grade 2: R411 978 per annum Grade 3: R495 423 per annum
<u>CENTRE REQUIREMENTS</u>	:	Districts Pixley ka Seme District Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Driver's license. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	To lead and manage the WBPHCOT to achieve defined population coverage and measurable improvements in community health through prevention, early identification, referral, linkage and follow-up. Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with other health facilities, strengthening community based services. Objectives: Continuity of health care services to individuals and households. Provide management, supervision and oversight leadership for the WBPHOT. Monitoring and Reporting of WBPHOT. Guidance and expert support to WBPHOT. Assist with achieving targets as identified by health facilities. Facilitate community mobilisation and create awareness on health diseases through awareness campaigns and mobilise around community needs. Recording and Reporting all activities as per reporting tools Applications for Pixley Ka Seme District
<u>ENQUIRIES</u>	:	Mrs B Jack HRA/Ms McCloen (District Director) – District Office/ Tel No: (053) 632 4000
<u>APPLICATIONS</u>	:	must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000.
<u>POST 36/299</u>	:	<u>ARTISAN GRADE A-C REF NO: NCDOH 91/2026</u>
<u>SALARY</u>	:	R253 341 - R345 342 per annum
<u>CENTRE</u>	:	District Office, ZF Mgcawu District
<u>REQUIREMENTS</u>	:	Grade 12/Senior Certificate. A valid Driver's License. The incumbent must be in possession of a prescribed level of qualification as determined by the relevant trade and meet the relevant statutory requirements by successful completion of a recognised trade test. Appropriate trade test certificate in the following identified fields; building environment, mechanical environment, printing environment, electrical environment, electrical environment, industrial environment and textile environment. Competencies Technical - Technical analysis knowledge, computer aided technical applications, knowledge of legal compliance, technical report writing, production, process knowledge and skills. Competencies Generic - problem solving and analysis, decision making, team work, analytical skills, creativity, self-management, customer focus and responsiveness, communication, computer skills, planning and organizing.
<u>DUTIES</u>	:	To render technical design, production, operation and maintenance services. Inspect equipment and/or facilities for technical faults. Repair equipment and facilities according to standards. Test repair equipment and/or facilities against specifications. Service equipment and/or facilities against specifications. Service equipment and/or facilities according to schedule. Quality assure serviced and maintained equipment .and/or facilities. Perform administrative and related functions. Compile and submit reports. Provide inputs to the operational plan. Keep and maintain job record/register. Supervise and mentor staff. Maintain expertise - continuous individual development to keep up with new technologies and procedures.
<u>ENQUIRIES</u>	:	Mr. F. van Neel Tel No: (054) 337 0600

<u>APPLICATIONS</u>	:	Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/300</u>	:	<u>EMERGENCY CARE OFFICER REF NO: NCDOH 90 /2026</u>
<u>SALARY</u>	:	Grade 1: R194 988 per annum Grade 3: R226 701 per annum
<u>CENTRE REQUIREMENTS</u>	:	ZF Mgcawu District Grade 1: Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA as Basic Ambulance Assistant. Registration with the HPCSA as Basic Ambulance Assistant (BAA). Grade 3: Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant. Registration with the HPCSA as Ambulance Emergency Assistant (AEA). Experience: Grade 1: None after registration with the HPCSA as Basic Ambulance Assistant Grade 3: None after registration with the HPCSA as Ambulance Emergency Assistant.
<u>DUTIES</u>	:	Responsible for the treatment of patient within the scope of practice of Basic Ambulance Assistant. Transport patients as part of Planned Patient Transport and inter-facility transfer system under Emergency Medical Services. Provide emergency medical care and related assistance during special events. Responsible for care and proper management of Emergency Medical Services resources. Provide emergency medical assistance and other duties required by Directorate. Perform any other duties as delegated by the supervisor. Candidates are expected to work shift. Candidates are also expected to undergo through physical and Medical surveillance.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600 Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 36/301</u>	:	<u>NURSING ASSISTANT (NURSING AUXILIARY) REF NO: NCDOH 92/2026</u>
<u>SALARY</u>	:	Grade 1: R181 230 – R204 156 per annum Grade 2: R211 401 – R236 376 per annum Grade 3: R249 141 – R280 119 per annum (depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Kakamas Hospital, ZF Mgcawu District Qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Nursing Assistant, Registration with the SANC as Nursing Assistant. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience after registration with the SANC as a nursing assistant, Grade 3: A minimum of 20 years of experience after registration with the SANC as Nursing Assistant.
<u>DUTIES</u>	:	Assist patients with activities of daily living (physical care), Provide elementary clinical nursing care, Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600 Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801.
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.

OFFICE OF THE PREMIER

The Northern Cape Office of the Premier is committed to providing equal opportunities and practicing affirmative action employment. We intend to promote equity through the fulfillment 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. Preference will be given to females as per the Northern Cape Office of the Premier Employment Equity Targets. Women and people with disabilities are encouraged to apply.

<u>APPLICATIONS</u>	:	Please forward the applications for the post quoting the relevant reference number to: Senior Manager, Human Resources Administration, Office of the Premier, Kimberley, 8300, hand deliver at T & I Building, 69 Monument Heights, Office of the Premier, Ground Floor (Security) and/or email addresses provided for each individual post.
<u>FOR ATTENTION</u>	:	Ms. K. Moremi
<u>CLOSING DATE</u>	:	23 October 2026
<u>NOTE</u>	:	Compliance: Applications must be submitted on the approved New Amended Z83 Form (No.81/971431) as prescribed with effect from 01 January 2021, which must be signed, initialled and dated; however, the initial on the second page of the form is not mandatory. The form is obtainable from any Public Service Department or on the DPSA website, www.dpsa.gov.za . Applicants must indicate the post and the correct reference number on the Z83 application Form. The New Z83 Form must be accompanied by a detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees, and it is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation report (only when shortlisted). DPSA Circular 03 of 2025 states that the form must be completed in a manner that provides sufficient information about the candidate and the post applied for by completing all relevant fields. Please note that Part A must be fully completed. Part B, C and D questions of the Z83 may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for. Part E, F and G do not need to be completed if the CV has been attached and provides the required information. However, the question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants currently employed by the public service do not need to complete the section as it is intended for those seeking re-employment. Failure to provide information on the CV as requested the applicant may be disqualified. Applications received after the closing date will, as a rule, not be accepted. Only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. It will be expected of candidate(s) to be available for the interview process on a date, time and place as determined by the Department. All shortlisted candidates, including 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. 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. Applicants could be required to provide consent for access to their social media accounts. Prior to appointment for SMS, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA, which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS, and the full details can be sourced by the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ Shortlisted candidate(s) will be required to undergo personal suitability checks, which include criminal records, citizenship, financial credits/assets, qualifications verification, verification of any dismissal for misconduct, and previous employment background/reference checks will be verified. Candidates will be subject to security screening and vetting. Applicants must disclose if he/she is not a Director/Shareholder of a company or conducting 162 any business with an Organ of State and whether he/she is performing any additional remunerative work outside his/her normal duties. The successful candidate will enter into an Annual Performance Agreement, and also annually disclose his/her financial interest. The Department reserves

the right not to make appointments. Candidates requiring additional information regarding the advertised post must direct their enquiries to the relevant person indicated. Communication and Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful.

OTHER POSTS

POST 36/302 : **DEPUTY DIRECTOR: PERFORMANCE MONITORING DATA MANAGEMENT SYSTEM REF NO: DD/PMDMS/2026**

SALARY : R1 101 468 per annum (Level 12), (all-inclusive salary package)
CENTRE : Kimberley
REQUIREMENTS : Applicants should be in possession of a 3-year tertiary qualification in Public Administration, Development Planning, Monitoring and Evaluation. Post Graduate Degree will serve as an added advantage. 5- years Practical Experience in Monitoring and Evaluation and Planning. 3 years Assistant Management experience. Knowledge in Financial Management, Human Resource Management, Government Planning Frameworks, Government Monitoring and Evaluation Frameworks, Policy Development, Planning and co-ordination, Data base management, Computer Literacy – advanced, Compilation of management reports, Research Methodology, Managerial functions, Project Management, Public Administration and Management. Performance Information Management, data analysis and interpretation, data quality assurance and verification, and development and maintenance of performance monitoring and data management systems. Advanced Knowledge of Impact Assessment, Project Management, Evaluation and Research Methodology. A valid driver's licence. Competencies: The following key competencies and skills are required for the position: Mathematics & analytical, Computer Literacy, Written and verbal, Organizing and administrative planning, Formal Presentation, Interpersonal relationship, Budgeting, Problem solving, Time Management, Conflict Management, Policy formulation, Research methodology, Facilitation and coordination, develop new ideas that impact on existing methods/ policies / understanding. Data and Performance Information Management: Data interpretation, data management and quality assurance, and performance information management.

DUTIES : The successful candidate will be responsible for, amongst others, the following key functions: To manage and coordinate provincial performance data for reporting and performance analysis on national and provincial priorities, through integrated monitoring data management systems, Management of, and contributing to, the development of an integrated monitoring and evaluation assessment on performance reports of departments; Coordination and monitoring of the implementation of the Annual Performance Plans; Monitor the submission of quarterly performance reports by all provincial departments in accordance with the regulated timeframes. Ensure the quality, accuracy and reliability of provincial performance data; Coordination and monitoring of the development of provincial information management reporting systems and capacity development; Guide the business processes and reporting requirements for data management and reporting of government priorities and sector development indicators, Provisioning of support to Internal and external stakeholders; Operational Management and Governance within the Directorate.

ENQUIRIES : Ms. S. Vallabh Tel No: (053) 030 0654
APPLICATIONS : Email applications to: ddpmdms2026@ncotp.gov.za

POST 36/303 : **ASSISTANT DIRECTOR: HRA, HR PLANNING AND SYSTEMS REF NO: AD/HRA, PLANNING & SYSTEMS/2026**

SALARY : R487 197 per annum (Level 09)
CENTRE : Kimberley
REQUIREMENTS : Applicants should be in possession of a National Diploma (NQF level 6) in Human Resource Management or Public Administration/Management qualification. Three (3) years' proven experience at supervisory level in Human Resource Management. Computer literacy (MS Word, Excel, PowerPoint, Outlook). A valid driver's licence. Skills: Database and HR Systems Management, Research and analytical skills, Numerical and statistical skills, Information management skills, Communications skills (written and verbal),

Interpersonal relations, Client service orientation, Problem solving skills, Conflict management, Ability to work under pressure, Time management, Planning and organising skills, Attention to detail, Confidentiality and professional ethics, Team work and collaboration, Adaptability and initiative. Competencies: The following key competencies and skills are required for the position: In depth knowledge of the Public Service Act and Regulations, DPSA directives and HR prescripts. Experience in PERSAL system and HR information systems; HR administration and compliance monitoring, Report writing, Policy analysis and development, HR planning and workforce analysis, Recruitment and selection monitoring, Employment Equity coordination, PERSAL Reporting, Data analysis and interpretation, Presentation and facilitation skills, Records and document management. Knowledge of the Public Service Act and Regulations, DPSA directives and HR prescripts, Employment Equity Act and related reporting requirements, Recruitment and Selection transcripts, Job Evaluation principles and processes, PERSAL and vacancy management reporting, HR Planning Frameworks and reporting requirements, HR policy development and consultation processes, Public administration and governance structures, Departmental strategic planning and reporting processes.

DUTIES

: The successful candidate will be responsible for, amongst others, the following key responsibilities: Coordinate and monitor the implementation of Human Resource administration practices, recruitment and appointment processes across provincial departments; Monitor departmental compliance with applicable HR legislation, regulations, policies, circulars, determinations, directives and recruitment and selection prescripts; Analyse departmental HR administration, recruitment, vacancy and compliance information to identify trends, risks, gaps and areas of non-compliance; Provide recruitment and selection support in relation to the appointment of Heads of Departments; Monitor and track the filling of funded vacant posts, vacancy rates, recruitment turnaround times and departmental progress against Employment Equity and workforce transformation targets; Compile and maintain consolidated provincial reports, records and supporting evidence on HR administration, recruitment, vacancies, Employment Equity and compliance for management, governance, audit and oversight purposes; Provide inputs with the development and review provincial transversal HRA policies, frameworks, guidelines and plans; Conduct research on relevant HRA prescripts, DPSA directives, collective agreements and best practices; Prepare draft HRA policies in line with applicable legislation, national frameworks, organisational strategy and provincial priorities; Ensure the coordination and support of provincial HR governance structures and inter-departmental forums; Monitor departmental compliance with PILIR requirements and quarterly reporting obligations; Analyse PERSAL and other HR information system data to identify trends and risks; Prepare consolidated reports on PILIR, HR information, staff establishment and compensation of employee costing; Conduct annual provincial HR Planning assessments; Compile provincial HR Planning compliance report. Provide operational leadership, supervision and the management of staff performance.

ENQUIRIES APPLICATIONS

: Mr. V. Fredericks Tel No: (053) 030 0690
: Email applications to: adhralplansystems2026@ncotp.gov.za

POST 36/304

: **ASSISTANT DIRECTOR: DESKTOP SUPPORT REF NO: AD/DS/2026**
(This is a re-advertisement; applicants who applied previously are encouraged to re-apply if they are still interested in the post)

SALARY CENTRE REQUIREMENTS

: R487 197 per annum (Level 09)
: Kimberley
: Applicants should be in possession of a National Diploma (NQF level 6) in Information Technology/Computer Science-related qualification. Three (3) years' proven experience at supervisory level in Information Communication Technology support. Specialist training with desktop and network support is essential. Experience in Microsoft Systems and Server administration including Active Directory Users and Computers, Group Policy Management, Desktop Virtualisation Administration, and associated software. Good computer skills (including Excel, Word, PowerPoint and Outlook). A valid driver's licence. Competencies: The following key competencies and skills are required for the position: Good computer skills (including Excel, Word, PowerPoint and Outlook). Good interpersonal skills and communication skills (verbal and

written). Good administration, presentation and reporting skills. Leadership and management skills. Ability to maintain a high level of confidentiality.

DUTIES

: Responsible for assisting in planning of ICT desktop support for the Department. Ensuring data integrity and computer maintenance. Configure computer hardware and software. Configure network devices and email accounts for all users in the Department. IT equipment maintenance and disposal by following prescribed procedure. Assist with specification of ICT equipment. Attend relevant meetings and development opportunities. Develop, implement and monitor related risks, IT-related policies and procedures. Relevant Public Service Regulations. Supervising the ICT Infrastructure team, providing direction and developing staff to ensure team members are effective, motivated, accountable and provide a high level of service. Oversees ICT project implementation, application support and ensures compliance with IT security standards. Provides supervision and technical guidance to IT Support Technicians, manages service desk escalations, and ensures SLA adherence. Supports interactive technologies and maintains IT asset registers while staying aligned with IT best practices and policies.

ENQUIRIES

: Ms. T. Toloane Tel No: (053) 030 0752

APPLICATIONS

: Email applications to: asdds@ncotp.gov.za