

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF HUMAN SETTLEMENTS (GDHS)**

APPLICATIONS
CLOSING DATE
NOTE

- : Please apply online at <https://jobs.gauteng.gov.za/>
- : 13 November 2026
- : Requirement of applications: No late applications will be considered. No faxed or emailed applications will be accepted. The Gauteng Department of Human Settlements promotes equal opportunity and aims to implement affirmative action measures to address the disadvantages in employment. Preference may be given to appointable applicants from the underrepresented designated groups in terms of the department's equity plan. Candidates whose appointment will promote representativity in terms of race, disability, youth & gender will receive preference. Whites, Indians, Coloureds and Persons with disabilities are encouraged to apply. 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 Qualifications Authority (SAQA). Applications should be submitted strictly online at <https://jobs.gauteng.gov.za> and it should be accompanied by a new Z83 and a comprehensive Curriculum Vitae (CV) only. Certified copies of qualifications, Identity and valid driver's license (where driving/travelling is an inherent requirement of the job) will be limited to shortlisted candidates only. Correspondence will only be limited to shortlisted candidates. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. For all SMS positions, the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government and possession of the SMS Pre-Entry Certificate is required prior to appointment. For more details on the pre-entry course visit: <https://www.thensg.gov.za/training/course/sms-pre-entry-programme/>. Following the interview and exercise, the selection panel will recommend candidates to attend a generic management 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. The competency assessment will be testing generic management and development for SMS posts. The Department reserves the right not to make appointment(s) to the advertised post(s).

MANAGEMENT ECHELON

POST 37/154

- : **DIRECTOR: INFRASTRUCTURE PROCUREMENT REF NO: REFS/056669**
(12 Months Contract)
Directorate: Infrastructure Procurement

SALARY
CENTRE
REQUIREMENTS

- : R1 317 384 per annum, (all-inclusive package)
- : Johannesburg
- : A Matric plus an undergraduate qualification Degree (NQF level 7) as recognized by SAQA in Supply Chain Management / Logistics / Commerce / Finance. A minimum of 5 years relevant experience at middle/senior managerial level. Possession of a Pre-Entry Certificate for SMS (required prior to appointment). The candidate should have knowledge of all the Public Service prescripts applicable to the role as well as the Department's mandate. Knowledge of performance management frameworks applicable in the Public Service and proven strategies in performance improvement. Understanding of Infrastructure Delivery Management System (IDMS). Competencies: Strategic capability and Leadership, People Management and empowerment, Programme and Project Management, Financial Management and Change Management. Problem solving and analysis, Client orientation and customer focus, Service Delivery Innovation, Honesty and Integrity. Personal Attributes and Skills: Good written and verbal communication skills. Planning and organising skills. Time management. Problem solving, flexibility and innovative.

		Good interpersonal skills. Supportive and knowing how to draw the best energy out of the team. Reliable and Responsible. Positive attitude.
<u>DUTIES</u>	:	Develop, design and manage infrastructure procurement policies, processes and procedures. Establish construction procurement processes and procedures. Promote correct implementation and sound infrastructure procurement practices. Manage the design and implementation of a system to monitor performance of suppliers and the performance of the Contracting Institution. Manage the appointment, training and vetting of Tender Committee members. Manage and direct inputs to the Strategic and Annual Performance Plans to support the achievement of the construction procurement policy in the Institution. Manage finalisation of Bid Specification Documentation, Advertisement processes and Tender Clarification Meetings. Determine clearly closing time and date of tenders and the physical location of the tender box and/or related procurement procedures. Manage the tender evaluation and monitoring. Manage the sourcing of bids from the database according to the threshold values determined by the National Treasury. Manage the design and implementation of controls to comply with contract requirements. Manage and review all cancellations, amendments, expansions, variations, extensions or transfer of contracts awarded through the Bid Committee System. Manage motivations to authorise increases in the total prices excluding price adjustment for inflation in excess of the amount stated in the contract and make recommendations. Management of sub-directorate. Develop and manage the operational plan of the unit and report on progress as required. Compile and submit all required administrative reports. Quality control of work delivered by employees. Functional technical advice and guidance. Plan and allocate work.
<u>ENQUIRIES</u>	:	Ms. Khosi Kunene at 072 315 9992
<u>NOTE</u>	:	The Department is committed to achieving employment equity and diversity in accordance with its approved Employment Equity Plan. Preference will be given to suitably qualified Coloured (Male & Female), White female, African male and Persons with disability (PwD) candidates in order to advance the Department's Employment Equity objectives and address identified under-representation at the relevant occupational level.
<u>POST 37/155</u>	:	<u>DIRECTOR: ORGANISATIONAL EFFICIENCY REF NO: REFS/056668</u> Directorate: Corporate Management Services
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Johannesburg
<u>REQUIREMENTS</u>	:	Matric plus an undergraduate qualification (NQF7) in Public Administration / Business Management / Human Resource Management / Production/Operations Management / Management Services as recognised by SAQA. A minimum of 5 years relevant experience at middle/ senior managerial level in Organisational Development / Service Delivery Improvement / Human Resource Planning & Systems environment or related field. Possession of the SMS Pre-Entry Certificate (required prior to appointment). Possession of a valid driver's license. Knowledge: Public Service Act and Regulations, Labour Relations Act of 1995, Occupational Health and Safety Act, Employment Equity Act, Basic Conditions of Employment Act, Public Finance Management Act and Treasury Regulations. Job Evaluation and organisational design principles. Certification as a Job Evaluation Analyst or Panel will be an added advantage. Competencies: Strategic capability and Leadership, People Management and empowerment, Programme and Project Management, Financial Management and Change Management. Problem solving and analysis, Client orientation and customer focus, Service Delivery Innovation. Skills: Good written and verbal communication skills. Planning, organising and execution skills. Knowledge management. Negotiation skills. Change management. Language proficiency and ability to manage conflict.
<u>DUTIES</u>	:	Manage and monitor the implementation of Operations Strategy and Design. Manage and monitor the development of Standard Operating Procedures and Business Process for the department. Develop change management and communication strategies to ensure smooth transition of employees. Initiate and manage Organisational Design. Plan, implement, monitor and institutionalise Service Delivery Improvement programmes. Manage the implementation of the Diversity Management programmes in the department. Assess and analyse Service Delivery Model to identify service improvements by identifying resource and functional alignment inefficiencies. Manage the development and implementation of human resource strategy and plan.

		Manage the development and implementation of Employment Equity Plans. Manage resources of the unit (human resources, finance, assets)
<u>ENQUIRIES</u>	:	Ms. Khosi Kunene at 072 315 9992
<u>NOTE</u>	:	The Department is committed to achieving employment equity and diversity in accordance with its approved Employment Equity Plan. Preference will be given to suitably qualified Coloured (Male & Female), White female, African male and Persons with disability (PwD) candidates in order to advance the Department's Employment Equity objectives and address identified under-representation at the relevant occupational level.
<u>POST 37/156</u>	:	<u>DIRECTOR - TECHNICAL SUPPORT REF NO: REFS/056645</u> Directorate: Technical Support
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Johannesburg
<u>REQUIREMENTS</u>	:	A Matric certificate plus a Bachelor's Degree/BTech in Civil Engineering / Architecture /Architectural Technology /Quantity Surveyor / at NQF Level 7 as recognized by SAQA. A minimum of 5 years at Middle/Senior Managerial level experience in infrastructure technical support services in the built environment and or housing delivery in architecture/civil engineering/quantity surveying/. Possession of a Pre-Entry Certificate for SMS. Possession of a valid driver's license. The candidate should have in-depth knowledge of National Building Standards Act of 1977 and Regulations; PFMA/DoRA/Treasury Regulations, Practice Notes, Instructions, Circulars; Construction Industry Development Board Act of 2000 and Regulations; Project and Construction Management Act of 2000. Quantity Surveyors Profession Act of 2000. Registration with recognised professional bodies in any of the qualifications above will be an added advantage. Competencies & Skills: Technical design & analysis of built environment drawings. Construction quality management in the housing and or built environment. Competency in Green Building Standards and innovation in the built environment will be an added advantage. Financial Management. Strategic and Leadership management. Change Management. Conflict Management. Good written and verbal communication skills. Self-motivated. Work well under pressure. Interpersonal skills and ability to manage multiple team. Reliable and Responsible. Positive attitude ability to communicate at all levels of management and manage multiple teams.
<u>DUTIES</u>	:	Manage the development and review of the Department norms and standards and ensure adherence to the NHBRC Home Building manual. Develop, review and monitor the implementation of built environment innovations and best practices. Manage and improve efficiency of the project quality assurance inspectorate work engineering and architectural, technical support services in adherence to standard operating procedures. Oversee the management of the process of final inspections on houses built to ensure compliance to building regulations, norms and standards and including standard operating procedures before payment to contractors. Managing the process of quality inspections against designs, norms and standards building regulations. Manage the provision of the technical support services to the Department. Manage the development and implementation of alternative energy and monitor the implementation of Energy Efficiency initiatives and identify suitable Renewable Energy initiatives for subsidized housing in the province. Management of the business unit. Maintenance of discipline. Management of performance and development.
<u>ENQUIRIES</u>	:	Ms. Khosi Kunene at 072 315 9992
<u>NOTE</u>	:	The Department is committed to achieving employment equity and diversity in accordance with its approved Employment Equity Plan. Preference will be given to suitably qualified Coloured (Male & Female), White female, African male and Persons with disability (PwD) candidates in order to advance the Department's Employment Equity objectives and address identified under-representation at the relevant occupational level.

OTHER POSTS

<u>POST 37/157</u>	:	<u>PROFESSIONAL CONSTRUCTION PROJECT MANAGER GRADE A (X6 POSTS)</u>
<u>SALARY</u>	:	R914 517 – R1 172 184 per annum, all-inclusive OSD package, (i.e. Salary will be determined in accordance with the applicable Occupation Specific

	Dispensation for Engineering Professions and Related Occupations, subject to verification of qualifications, professional registration and appropriate recognisable experience)
<u>CENTRE</u>	: Incremental Housing Development - West Rand Region Ref No: REFS/056653 (X2 Posts) Incremental Housing Development – Head Office Ref No: REFS/056654 (X4 Posts)
<u>REQUIREMENTS</u>	: Grade 12 / Senior Certificate / National Senior Certificate; plus a minimum National Diploma / National Higher Diploma / equivalent NQF Level 6 qualification as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or a related Built Environment field, with a minimum of four years and six months' appropriate confirmed experience in the Built Environment / Construction Project Management environment; or BTech / equivalent NQF Level 7 qualification as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or a related Built Environment field, with a minimum of four years' appropriate confirmed managerial / construction project management experience; or an Honours Degree / equivalent NQF Level 8 qualification as recognised by SAQA in the Built Environment, Construction Management, Civil Engineering, Quantity Surveying, Architecture or a related Built Environment field, with a minimum of three years' appropriate experience in the Built Environment / Construction Project Management environment. Compulsory valid registration with the South African Council for the Project and Construction Management Professions ASCPCMP) as a Professional Construction Project Manager (PrCPM) Candidate registration or registration in another category will not satisfy this requirement. A valid driver's licence. Willingness to travel and conduct site inspections. Knowledge: Knowledge of programme and project management principles and methodologies; construction project management within the built environment; human settlements/ housing delivery in the public and or private sector, internal and or bulk municipal services , infrastructure delivery, PFMA, Treasury Regulations, SCM prescripts and construction procurement; CIDB prescripts; Occupational Health and Safety National Building Regulations; construction /infrastructure contract management and standard forms of contract such as JBCC, GCC and/or NEC; project planning and scope management , cost control, quality control as per building regulations , project risk management, project financial management , project reporting up to close out and handover , technical report writing, stakeholder management and including working with multiple teams contractors , professional teams and developers, project document management. Competencies: Project planning and programme, contract management; professional judgement; technical consulting; decision-making; analytical thinking; problem-solving; planning and organising; financial management; stakeholder relations management ,customer focus and responsiveness; communication; computer literacy; conflict management; people management; change management; innovation; research and development; and ability to work with professional teams, contractors, municipalities, communities and other stakeholders.
<u>DUTIES</u>	: Manage and coordinate all aspects of construction projects within the human settlements / built environment portfolio. Develop project implementation plans, prepare and monitor project schedules (implementation programme0 g, site monitoring, project performance reporting evaluation in line with approved project management methodologies and infrastructure delivery prescripts/ programme Develop, execute and review project work plans, project schedules and implementation plans. Identify project resources, risks, dependencies and corrective actions. Manage day-to-day operational aspects of projects, including scope, time, cost, quality, risk, project resources and stakeholder coordination. Monitor project progress, conduct site inspections, attend project and site technical and project committee meetings, and ensure compliance with applicable legislation, policies, norms, standards and contract requirements. Project financial management, Monitor and report on project budgets, expenditure, cash flow, verifying payment certificates, manage cashflow projections, ensure compliance with PFMA and other treasury requirements and project performance. Monitor project performance, adherence to approved specifications, building requirements and norms and standards of the Department. Report project progress to the Chief Construction or equivalent and provide timely technical and management reports. Provide

inputs into tender documentation, bid specifications, procurement planning, evaluation processes and contract administration, where required. Liaise and interact with service providers, contractors, professional teams, municipalities, clients, communities and management. Maintain proper project records, documentation, registers and reports. Support audit readiness and ensure that project information is complete, accurate and accessible. Undertake research and development. Keep abreast of new technologies, construction methods, project management methodologies, built environment trends and SACPCMP professional requirements. Participate in continuous professional development in accordance with SACPCMP guidelines. Provide technical guidance and mentoring to Candidate Construction Project Managers and related technical or administrative personnel, where applicable. Promote skills transfer, adherence to professional standards and sound project management practice.

ENQUIRIES
NOTE

- : Ms. Khosi Kunene at 072 315 9992
- : Employment Equity targets apply: preference will be given to suitably qualified African males, Indian males, Coloured males and Persons with Disabilities (PWDs). Youth candidates are encouraged to apply.

GAUTENG INFRASTRUCTURE FINANCING AGENCY

APPLICATIONS

- : To apply for the above position, please apply online at <http://professionaljobcentre.gpg.gov.za>. Applications should be submitted strictly online at the following E-Recruitment portal: <http://jobs.gauteng.gov.za>. No hand- delivered, faxed, or emailed applications will be accepted. Only online applications will be considered.

CLOSING DATE
NOTE

- : 30 October 2026 (no late applications will be considered)
- : Applications must be submitted on the new signed Z83 form, obtainable from any Public Service department or on the internet at www.dpsa.gov.za/documents. One of the minimum entry requirements for SMS is the successful completion of the pre- entry certificate prior to the appointment. For more details on the pre- entry course visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. A recently updated comprehensive CV must accompany the Z83 form, together with the contact details of three contactable references, including name, contact number, email address, and the capacity in which each reference is known to the candidate. Applicants must use the most recent Z83 application for employment form 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 and signed. Only shortlisted candidates will be required to submit certified documents. Shortlisted candidates will be contacted by HRM to submit certified documents and must be available for interviews on a date and at a date determined by the Gauteng Infrastructure Financing Agency. It is our intention to promote representativity in the Public Service through the filling of this post. Candidates whose transfer, promotion, or appointment will promote representativity may receive preference. GIFA is committed to achieving employment equity targets as contained in its Employment Equity Plan. To support this process, applicants are requested to indicate their race, gender, and disability status. Suitable candidates will be subjected to personnel suitability checks, including criminal record, citizenship verification, credit record checks, qualification verification, and employment verification. Confirmation of final appointment will be subject to a positive security clearance. Only Z83 and CV submitted on application, all other documents/proofs are submitted by shortlisted candidate. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Please note that all applications for Senior Management positions are required to complete the SMS Pre- Entry Programme administered by the National School (NSG) prior to appointment. No appointment will take place without successful completion of the pre- entry certificate and submission thereof. The course is available at NSG under name Certificate for entry into the SMS, for more details please visit the NSG website: www.thensg.gov.za. Recommended candidates for the position will be subjected to a competency 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. 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. Applications received after the closing date, as well as applications that do not comply with the requirements of the post, will be disqualified. GIFA reserves the right not to make an appointment. If you do not receive a response within three months of the closing date, please consider your application unsuccessful.

MANAGEMENT ECHELON

<u>POST 37/158</u>	:	<u>HEAD: PROJECT DEVELOPMENT REF NO: REFS/056849</u> Directorate: Project Development & Compliance (Five (5) Year Fixed Contract)
<u>SALARY</u>	:	R1 554 696 - R1 858 821 per annum, (all- inclusive of benefits)
<u>CENTRE</u>	:	Sandton (Johannesburg)
<u>REQUIREMENTS</u>	:	Bachelor's degree (NQF level 7) in the built environment, Project Management, Business Administration, Public Administration and Finance. NQF level 8 Postgraduate in the built environment will be added advantage. At least 5 years' experience at a senior management level in the public/private sector with a proven track record in infrastructure Project Management. Additional Requirements: Registration with a relevant professional body; Engineering Council of South Africa (ECSA) South African Council for the Project and Construction Management Professions (SACPCMP), Valid driver's license, Pre-entry Certificate (Nyukela).
<u>DUTIES</u>	:	Provide strategic direction for Project Development Programme through effective operating models on the development, compliance and evaluation of strategically viable infrastructure projects. Oversee the project initiation, business case development, feasibility assessment, sustainability for project funding, monitoring and evaluation and contract management, to the point of bankability. Oversee the project initiation, business case development, feasibility assessment, sustainability for project funding, monitoring and evaluation and contract management, to the point of bankability. Oversee projects that are identified for alternative funding are sourced from a coordinated process of planning and budgeting for infrastructure projects in the province. Provide good governance and sound ethical compliance for the business unit. Management of resources.
<u>ENQUIRIES</u>	:	Mr. Lebogang Tladinyane Tel No: (011) 290 6600/38