

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

The Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer and is committed to the promotion of diversity and equity in employment. Women and people living with disabilities are highly encouraged to apply. The Department of Agriculture and Rural Development reserves the right not to fill any advertised post. Invited candidates will attend interviews at their own cost due to budgetary constraints.

<u>APPLICATIONS</u>	:	Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. All applications must be addressed to the Head of Department and for reference numbers starting with SSC may be hand delivered or couriered to 4 Pin Oak Avenue, Hilton, 3245. All applications for reference numbers starting with NSC may be hand delivered or couriered to Lot no. 11634, Corner of Via Verbena and Loop Street, Veldenvlei, Richards Bay, 3900. Emailed applications will not be accepted.
<u>CLOSING DATE</u>	:	30 October 2026
<u>NOTE</u>	:	Applicants using the manual application process must submit their applications on the prescribed form Z83 (Please Use The New Z83 Form Which Is Effective From 01 January 2021) obtainable from any Public Service Department or at www.dpsa.gov.za and all applications must be accompanied by a comprehensive CV. Applicants must ensure that the Z83 application form is completed in full, duly signed and initialled, as failure to do so may lead to disqualification of the application during the selection process. Only shortlisted candidates will be required to submit certified copies of qualifications and other related/supporting documents on or before the day of the interview following the communication from Human Resources. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). No late applications will be accepted. Failure to comply with the above instructions will result in the disqualification of your application. 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 will be an integrity (ethical conduct) assessment. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful.

OTHER POSTS

<u>POST 37/159</u>	:	<u>SENIOR PROJECT MANAGER REF NO: SSC24/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	R1 101 468 per annum (Level 12), (all-inclusive MMS salary package)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	A Bachelor's degree/ Advanced Diploma at NQF level 7, a SAQA recognized qualification in Project Management and a valid driver's license. Experience: 3 years' junior management experience in a project management environment. Knowledge: RSA Constitution, White Paper on Agriculture for KZN, Norms & Standards for Extension and Advisory Services, Strategy for Agrarian Transformation in KZN, Agricultural Policy Action Plan, National Development Plan, Provincial Growth and Development Plan, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Public Finance Management Act, Labour Relations Act, EPMDS, community development, Public Participation, community outreach, project management principles, social dynamics of KZN communities, Service Delivery Frameworks, Treasury Regulations. Skills: Language, listening, presentation, analytical thinking, interpersonal relations, computer skills, strategic planning, organizational skills, research, analytical, leadership, financial management, time management, report writing, problem solving,

	communication. conflict management, change management, self-disciplined and able to work under pressure with minimum supervision leadership, project management, people management, relationship management and decision making.
<u>DUTIES</u>	: Coordinate and facilitate planning of all agricultural projects including approval process. Monitor, evaluate and report on the implementation of agricultural projects. Ensure the provision and coordination of administration and other related services pertaining to projects. Develop and ensure implementation of policies and strategies related to agricultural projects. Manage the resources of the sub-directorate.
<u>ENQUIRIES</u>	: Mr ME Ngcobo at 082 461 8728
<u>POST 37/160</u>	: <u>DEPUTY DIRECTOR: SOCIAL ORGANISATION REF NO: SSC25/2026</u>
<u>SALARY</u>	: R1 101 468 per annum (Level 12), (all-inclusive salary MMS package)
<u>CENTRE</u>	: Head Office - Cedara
<u>REQUIREMENTS</u>	: An NQF level 07 Bachelor's Degree in Social Science / Community Development or a Bachelor of Science in Agriculture degree and a valid driver's licence. Experience: 3 years' junior management experience in community development facilitation. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, PFMA, Labour Relations Act, EPMDS, Basic Conditions of Employment Act, community development, community outreach, project management principles, Millennium development goals, social dynamics of KZN communities, Youth Development Policy, National and Provincial Practice Notes, SCM practices and procedures, Promotion of Access to Information Act, service delivery frameworks, Promotion of Administrative Justice Act, National Skills Development Strategy, National Development Plan, National Skills Accord, Provincial Growth and Development Plan, Treasury Regulations, Criminal Procedure Act, KZN Citizen's Charter, Security Management Act, Occupational Health and Safety Act, intergovernmental matters, Promotion of Equality and Prevention of Unfair Discrimination. Skills: Language, listening, interpersonal relations, computer, organizational development, leadership, business management, time management, report writing, problem solving, communication, conflict management, change management, self-disciplined and ability to work under pressure with minimum supervision, project management, relationship management, decision making, facilitation, policy development and analysis, negotiation and people management.
<u>DUTIES</u>	: Manage the provision of facilitation support to land reform initiatives and community organisations for growth and sustainable rural enterprise development. Guide and align the engagements and formations of community organisations with the CRDP and Rural Development strategies and policies. Manage the effectiveness of facilitating access to skills development in the implementation of the rural enterprises and the CRDP. Facilitate co-operation between community organisations and public and private sector organisations. Manage resources of the sub-directorate.
<u>ENQUIRIES</u>	: Dr. NP Myeni at 082 350 4921
<u>POST 37/161</u>	: <u>DEPUTY DIRECTOR: FUNDING FACILITATION REF NO: SSC26/2026</u>
<u>SALARY</u>	: R1 101 468 per annum (Level 12), (all-inclusive salary MMS package)
<u>CENTRE</u>	: Head Office - Cedara
<u>REQUIREMENTS</u>	: An NQF level 07 degree in Business Management / Business Administration / Marketing and a valid driver's licence. Experience: 5 years' relevant junior management experience. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, PFMA, Labour Relations Act, EPMDS, Basic Conditions of Employment Act, International Relations Framework, Trade and Industry Guidelines, sector specific knowledge, relevant national and international legislation, standards, protocols, treaties and conventions, Donor Fund Management, co-operations management, trade and marketing. Skills: Management, planning, diplomacy, literacy, communication, project management, interpersonal relations, organising, problem solving, motivational, computer literacy, financial management, report writing, time

		management, decision making, self-disciplined and ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage the facilitation and sourcing of project and programme specific funding. Develop and update Rural Funding Model Framework for rural SMME's. Provide accurate monitoring and reporting in respect of funding facilitation. Develop policies and strategies aimed at improving service delivery. Manage resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Dr. NP Myeni at 082 350 4921
<u>POST 37/162</u>	:	<u>DEPUTY DIRECTOR: ICT OPERATIONS REF NO: SSC27/2026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive salary MMS package)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	A National Diploma (NQF level 6 qualification) in Computer Science or Information Technology and a valid driver's license. Experience: 3 years junior management experience in an ICT environment. Knowledge: Networking, Hardware and Software, SharePoint infrastructure, Microsoft support, Helpdesk operations management, ICT Security, 4IR support, GIS infrastructure support, Project management, RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Labour Relations Act, Employee Performance and Management System, Basic Conditions of Employment Act. Skills: Computer proficiency, Language, Accuracy, Listening, Presentation, Analytical thinking, Interpersonal relations, Strategic planning, Research, Policy analysis, Time management, Report writing, Problem solving, Communication, Self-disciplined and ability to work under pressure with minimum supervision, Project management, Project planning, Information management, Relationship management and decision-making.
<u>DUTIES</u>	:	Manage ICT support services. Manage the provision of ICT Infrastructure. Manage the service level agreement with regard to the operations of the service. Manage the provision of ICT administration services. Manage the resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Mr N Xhakaza at 082 576 4444
<u>POST 37/163</u>	:	<u>DEPUTY DIRECTOR: HUMAN RESOURCES INFORMATION SYSTEMS AND REPORTING REF NO: SSC28/2026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive salary MMS package) (level 11)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Human Resources Management / Public Administration / a relevant qualification and a valid driver's licence. Experience: 3 years' junior management experience in Human Resources Information Systems. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation PFMA, EPMDs, Basic Conditions of Employment Act, Labour Relations Act, National Management Information Requirements (NMIR), PERSAL system, DPSA Handbook on the functionality of PERSAL, Provincial and Departmental PERSAL Policies, relevant departmental, provincial and national HR Policies and Procedures, relevant DPSA directives, and relevant bargaining council resolutions. Skills: Interpersonal relations, computer, leadership, time management, report writing, problem solving, communication, conflict management, change management, project planning and management, people management, relationship management, financial management, presentation, creative, innovative, analytical thinking, decision making, policy development and interpretation, self-disciplined and self-driven with ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage Human Resources Information Systems (PERSAL). Manage automated Human Resources Management Systems and reporting. Manage establishment control services and reporting. Develop strategies, policies and plans aimed at improving service delivery. Manage resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Mrs RN Ndwandwe Tel No: (033) 343 8498

<u>POST 37/164</u>	:	<u>DEPUTY DIRECTOR: HUMAN RESOURCES ADMINISTRATION PRACTICES, POLICY DEVELOPMENT AND TRANSFORMATION REF NO: SSC29/2026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive salary MMS package)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Human Resources Management / Public Administration / a relevant qualification and a valid driver's licence. Experience: 3 years' junior management experience in a policy development and transformation programmes implementation environment. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation PFMA, EPMDS, Basic Conditions of Employment Act, Labour Relations Act, Employment Equity Act, relevant departmental, provincial and national HR Policies and Procedures, relevant DPSA directives and frameworks, and relevant bargaining council resolutions. Skills: Communication, interpersonal relations, computer, supervisory, report writing, problem solving, conflict management, time management, presentation, planning and organising, project management, policy analysis and interpretation, analytical thinking, decision making, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage the development of transversal Human Resources policies. Manage development and implementation of strategies aimed at ensuring departmental policy compliance environment. Manage implementation of transformation programmes within the Department. Manage the implementation of Human Resources Policies. Manage resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Mrs RN Ndwandwe Tel No: (033) 343 8498
<u>POST 37/165</u>	:	<u>DEPUTY DIRECTOR: HUMAN RESOURCES ADMINISTRATION, POLICIES AND PRACTICES REF NO: SSC30/2026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive salary MMS package)
<u>CENTRE</u>	:	South Service Centre - Hilton
<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Human Resources Management / Public Administration / a relevant qualification and a valid driver's licence. Experience: 3 years' junior management experience in a Human Resources Management and Administration environment. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation PFMA, EPMDS, Basic Conditions of Employment Act, Labour Relations Act, relevant departmental, provincial and national HR Policies and Procedures, relevant DPSA directives, and relevant bargaining council resolutions, PERSAL functions and procedures, GEPE prescripts. Skills: Communication, interpersonal relations, computer, management, report writing, problem solving, conflict management, time management, presentation, planning and organising, project management, policy analysis and interpretation, analytical thinking, decision making, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage human resource administration, policies and practices services. Manage the recruitment and selection services. Manage the conditions of service. Manage salary administration services. Manage the resources of the sub-directorate.
<u>ENQUIRIES</u>	:	Mrs RN Ndwandwe Tel No: (033) 343 8498
<u>POST 37/166</u>	:	<u>PROFESSIONAL ENGINEER GRADE A/B/C REF NO: SSC31/2026</u>
<u>SALARY</u>	:	Grade A: R914 517 per annum, (all-inclusive OSD remuneration package) Grade B: R1 030 296 per annum, (all-inclusive OSD remuneration package) Grade C: R1 172 184 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	A B. Engineering / BSc. Engineering degree in Agricultural Engineering or Civil Engineering, compulsory registration with ECSA as a Professional Engineer and a valid driver's licence. Experience: 3 years' post qualification Agricultural Engineering or Civil Engineering experience. Knowledge: Programme and project management, engineering design and analysis knowledge, research and development, computer-aided engineering applications, legal compliance,

		technical report writing, creating a high-performance culture, professional judgement, networking, Occupational Health and Safety Standards, Labour Relations Act, Public Service Act, Public Service Regulations, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Decision making, team leadership, analytical, creativity, self-management, financial management, customer focus and responsiveness, communication, computer literacy, planning and organising, conflict management, problem solving and analysis, people management, change management, innovation and writing.
<u>DUTIES</u>	:	Develop and design engineering infrastructure plans. Conduct project inspections and provide progress reports. Conduct research and development. Promote skills/knowledge transfer and adherence to sound engineering principles and code of practice. Perform administrative and related duties.
<u>ENQUIRIES</u>	:	Ms SE Ndlela Tel No: (033) 343 8024
<u>POST 37/167</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C: SOIL SCIENCE REF NO: SSC32/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Cedara Research Station An NQF level 08 qualification in Soil Science, compulsory registration with SACNASP as a Professional Soil Scientist and a valid driver's licence. Experience: 3 years' post-qualification experience in a Soil Science environment. Knowledge: Soil science principles, soil classification, soil survey methods and land capability assessment. Soil fertility, soil chemistry, soil physics, soil biology, soil health and sustainable soil management practices. Soil conservation, erosion control, land degradation, rehabilitation and climate-smart agricultural practices. Agricultural research methodology, data collection, data analysis, interpretation and technical reporting. Relevant legislation, policies, norms and standards applicable to natural resource management, conservation of agricultural resources and public administration. Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Public Finance Management Act, Occupational Health and Safety Act and Departmental Policies. Skills: Technical: Soil survey and classification, land capability assessment, interpretation of soil laboratory results, GIS and computer-aided applications, data analysis, applied research, technical report writing, scientific presentation, project planning and monitoring. Generic: Analytical thinking, problem-solving, communication, stakeholder engagement, planning and organising, professional judgement, financial awareness, adaptability, ethics and accountability.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform scientific analysis and regulatory functions. Conduct research and development. Human capital development. Perform administrative and professional duties.
<u>ENQUIRIES</u>	:	Mrs NZQ Pakkies Tel No: (033) 355 9148
<u>POST 37/168</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C: - AGROMETEOROLOGIST – AGRICULTURAL RISK AND DISASTER MANAGEMENT REF NO: SSC33/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Cedara Research Station An NQF level 08 in Agricultural Science or BSc Honours in Agricultural Science - Agrometeorology, compulsory registration with SACNASP as a Professional Natural Scientist and a valid driver's licence. Experience: 3 years' post-qualification experience in Agriculture Risk Reduction and Disaster Management. Knowledge: Disaster risk reduction, agricultural risk assessment, vulnerability assessment, exposure analysis and disaster impact assessment. Climate variability and change, drought, floods, veld fires, severe weather, pests, diseases and other hazards affecting agriculture. Early warning systems, seasonal monitoring, agricultural advisory services, and preparedness planning. Agricultural research methodology, data collection, data analysis, interpretation, GIS mapping and technical reporting. Relevant

		legislation, policies, norms and standards applicable to disaster management, agricultural risk management, natural resource management and public administration. Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Public Finance Management Act, Occupational Health and Safety Act and Departmental Policies. Skills: Technical: Agricultural disaster risk assessment, climate and hazard analysis, vulnerability and impact assessment, early warning interpretation, GIS and computer-aided mapping applications, data analysis, applied research, technical report writing, scientific presentation, project planning, monitoring and evaluation. Generic: Analytical thinking, problem-solving, communication, stakeholder engagement, planning and organising, professional judgement, teamwork, customer focus, financial awareness, adaptability, ethics and accountability.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform scientific analysis and regulatory functions. Conduct research and development. Human capital development. Perform administrative and professional duties.
<u>ENQUIRIES</u>	:	Mrs NZQ Pakkies Tel No: (033) 355 9148
<u>POST 37/169</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C - RANGELAND ECOLOGY AND MANAGEMENT/ PASTURE SCIENCE REF NO: SSC34/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Kokstad Research Station An NQF level 08 four-year Agricultural Science degree (BSc) (Hons) majoring in Rangeland Ecology and Management / Pasture Science, compulsory registration with SACNASP as a Professional Natural Scientist and a valid driver's licence. Experience: 3 years' post-qualification experience in Rangeland Ecology and Management or Pasture Science. Knowledge: Sound understanding of agricultural research methodologies and application of practices and techniques in the field of Rangeland Ecology and Management or Pasture Science. Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Planning and organising, team leadership, analytical skills, problem solving and analysis, creativity, decision making, change management, customer focus and responsiveness, communication, innovation, computer literacy, networking, creating a high-performance culture, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform scientific analysis and regulatory functions. Conduct research and development. Human capital development. Perform administrative and related functions.
<u>ENQUIRIES</u>	:	Mr M Magawana Tel No: (033) 355 9258
<u>POST 37/170</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C – LIVESTOCK SCIENCE RESEARCH SERVICES REF NO: NSC08/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Dundee Research Station A four-year NQF level 08 Agricultural Science Degree (BSc) (Hons) majoring in Animal Science, compulsory registration with SACNASP as a Professional Natural Scientist and a valid driver's licence. Experience: 3 years' post-qualification relevant experience. Knowledge: Sound understanding of agricultural research methodologies and application of practices and techniques in the field of animal science, Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Analytical skills and Data analysis, Scientific methodology and models, Research and

		Development, Writing of Scientific papers, technical reports, and Popular articles, Scientific editing and reviewing, Communication at a Scientific and technical level, and Informative level, presentation, Computer aided scientific applications, Professional judgement, Policy development and analysis, Livestock husbandry. Generic: Leadership, Mentorship, Conflict Management, Planning and Organising, Analytical, Problem solving and Analysis, Creativity, Decision making, Customer focus and responsiveness, Communication, Innovation, Computer Literacy, Customer focus and responsiveness, Networking, Creating high-performance culture, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform scientific analysis and regulatory functions. Conduct research and development in animal science. Human capital development. Perform administrative duties and responsibilities.
<u>ENQUIRIES</u>	:	Mr M Magawana Tel No: (033) 355 9258
<u>POST 37/171</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C (HORTICULTURE) REF NO: NSC09/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Makhathini Research Station An NQF level 08 four-year B.Sc in Agriculture degree majoring in Horticulture, compulsory registration with SACNASP as a Professional Natural Scientist and a valid driver's licence. Experience: 3 years' relevant post qualification experience. Knowledge: Sound understanding of agricultural research methodologies and application of practices and techniques in horticulture, Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Analytical skills and data analysis, scientific methodology and models, research and development, writing of scientific papers, technical reports and popular articles, scientific editing and reviewing, communication at a scientific, technical and informative level, programme and project management, presentation and computer aided scientific applications. Generic: Leadership, mentorship, conflict management, financial management, planning and organizing, problem solving and analysis, creativity, decision making, change management, customer focus and responsiveness, communication, innovation, computer literacy, customer focus and responsiveness, networking, creating high-performance culture, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures with particular reference to horticultural research. Perform agricultural scientific analysis and regulatory functions. Conduct research and development. Human Capital development. Perform administrative functions.
<u>ENQUIRIES</u>	:	Dr. SR Bezuidenhout Tel No: (033) 355 9657
<u>POST 37/172</u>	:	<u>PROFESSIONAL SCIENTIST GRADE A/B/C (ANALYTICAL SERVICES – BIODATAMETRICS AND BIOINFORMATICS) REF NO: SSC35/2026</u>
<u>SALARY</u>	:	Grade A: R791 604 per annum, (all-inclusive OSD remuneration package) Grade B: R900 957 per annum, (all-inclusive OSD remuneration package) Grade C: R1 015 071 per annum, (all-inclusive OSD remuneration package)
<u>CENTRE REQUIREMENTS</u>	:	Cedara Research Station NQF 8 Four-year B.Sc. (Hons) in Biometry, or relevant qualification with statistical sciences. Compulsory registration with SACNASP as a Professional Scientist in the field of Agricultural or Mathematical Science and a valid driver's licence. Experience: 3 years' post qualification experience in experimental design, statistics and computing for Natural Sciences. Knowledge: Knowledge of Occupational Health and Safety Standards, Sound and broad knowledge of scientific research methodology, application of practices and techniques of field. laboratory and controlled environmental experiments, Sound and broad knowledge of statistical data analysis and programming and database functions, sound understanding of agricultural research, methodologies and application of practices and techniques, scientific methodology and models,

		Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Project management, scientific methodologies and models, research and development, computer-aided scientific applications, knowledge of legal compliance, technical report writing, creating high-performance culture, professional judgment, data analysis, policy development and analysis, presentation skills, mentoring. Generic: Decision making, team leadership, analytical skills, creativity, financial management, customer focus and responsiveness, communication, networking, computer literacy, people management, planning and organizing, conflict management, change management, problem solving and analysis, innovation, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform agricultural scientific analysis and regulatory functions. Conduct research and development. Human Capital development. Perform administrative functions.
<u>ENQUIRIES</u>	:	Mr. NJ Tembe Tel No: (033) 343 8032
<u>POST 37/173</u>	:	<u>CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: SSC36/2026</u>
<u>SALARY</u>	:	R573 552 per annum, (OSD)
<u>CENTRE</u>	:	eThekweni District
<u>REQUIREMENTS</u>	:	A National Diploma in Civil Engineering (NQF level 6), compulsory registration with ECSA as an Engineering Technician and a valid driver's licence. Experience: Six (06) years' post qualification technical agricultural or civil engineering experience. Knowledge: Programme and Project Management, engineering design and analysis knowledge, research and development, computer-aided engineering applications, legal compliance, technical report writing, Occupational Health and Safety Standards, National Water Act, Legislation in terms of Water Act, Conservation of Agricultural Resources Act, Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies, RSA Constitution. Skills: Project planning and management, technical design and analysis, presentation, research and development, technical consulting, problem solving and analysis, decision making, teamwork, creativity, financial management, customer focus and responsiveness, communication, computer, planning and organising, people management, presentation, conflict management, HR Management, literacy, language, listening, analytical thinking, interpersonal relations, research and time management, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage and control the planning and design of infrastructure, irrigation and mechanisation. Manage technical support of infrastructure, irrigation and mechanisation projects. Provide technical advisory services. Monitor and evaluate district engineering projects. Manage the resources of the division.
<u>ENQUIRIES</u>	:	Ms SE Ndlela Tel No: (033) 3438024
<u>POST 37/174</u>	:	<u>ASSISTANT DIRECTOR: FINANCIAL ACCOUNTING REF NO: SSC37/2026</u>
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	South Service Centre - Hilton
<u>REQUIREMENTS</u>	:	An NQF level 07 Bachelor's degree or Advanced Diploma in Financial Accounting and a valid driver's licence. Experience: 3 years' supervisory experience in a finance environment. Knowledge: RSA Constitution, Public Service Act, Public Management Administration Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, PFMA, EPMDS, Basic Conditions of Employment Act, Labour Relations Act, Treasury Regulations, National and Provincial Treasury Instruction Notes, Division of Revenue Act, relevant Departmental, Provincial and National policies and procedures. PERSAL, BAS and LOGIS systems. Skills: Financial management, people management, time management, decision making, planning and organising, conflict management, communication skills, leadership, innovation and creativity, problem-solving, presentation, interpersonal relations, computer literacy, project management

		and change management, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage LOGIS payments. Manage sundry payments. Manage subsistence and travel claims. Manage the payment voucher control and compliance with financial accounting policies and procedures. Manage resources of the component.
<u>ENQUIRIES</u>	:	Mr D Plaatjies Tel No: (033) 343 8475
<u>POST 37/175</u>	:	<u>ASSISTANT DIRECTOR: SERVICE CONDITIONS REF NO: NSC10/2026</u>
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	North Service Centre – Richards Bay
<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Human Resources Management / Public Administration / a relevant qualification and a valid driver's licence. Experience: 3 years' supervisory experience in Human Resources Administration. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation PFMA, EPMDS, Basic Conditions of Employment Act, Labour Relations Act, relevant departmental, provincial and national HR Policies and Procedures, relevant DPSA directives, and relevant bargaining council resolutions, PERSAL functions and procedures, GEFP prescripts. Skills: Communication, interpersonal relations, computer, supervisory, report writing, problem solving, conflict management, time management, presentation, planning and organising, project management, policy analysis and interpretation, analytical thinking, decision making, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Manage the administration of pension benefits services and process of employee exits. Manage the administration of injuries on duty. Manage the administration of service conditions' allowances. Provide advice and inputs into policies development, procedures and SOPS. Manage the resources of the component.
<u>ENQUIRIES</u>	:	Mrs RN Ndwandwe Tel No: (033) 343 8498
<u>POST 37/176</u>	:	<u>BUSINESS ADVISOR – ENTITY SUPPORT REF NO: SSC38/2026</u>
<u>SALARY</u>	:	R413 001 per annum (Level 08)
<u>CENTRE</u>	:	Head Office - Cedara
<u>REQUIREMENTS</u>	:	An NQF level 07 degree in Social Science / Development Studies and a valid driver's licence. Experience: 1 year's relevant experience. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, PFMA, Public Administration and Governance, Labour Relations Act, EPMDS, Basic Conditions of Employment Act, community development, social facilitation, development finance, public participation, project management principles, Millennium development goals, National and Provincial Practice Notes, SCM practices and procedures, National Development Plan, Youth Employment Accord, Provincial Growth and Development Plan, Treasury Regulations, intergovernmental matters, Ministerial Handbook, Protocol Manual of South Africa Trade, marketing and economics. Skills: Presentation, analytical thinking, interpersonal relations, computer, strategic planning, organizational, research, financial management, time management, report writing, problem solving, communication, self-disciplined and ability to work under pressure with minimum supervision, project management, people management, relationship management, decision making, diplomacy, negotiation, policy analysis, advisory and protocol.
<u>DUTIES</u>	:	Facilitate establishment of business entities. Provide support to existing and new business entities. Provide mentoring programmes. Provide advice, guidance and input to policies. Perform administrative functions.
<u>ENQUIRIES</u>	:	Mr S Gumede at 082 892 0731
<u>POST 37/177</u>	:	<u>STUDENTS AFFAIRS OFFICER REF NO: NSC11/2026</u>
<u>SALARY</u>	:	R413 001 per annum (Level 08)
<u>CENTRE</u>	:	Owen Sithole College of Agriculture (OSCA)
<u>REQUIREMENTS</u>	:	An NQF Level 06 qualification in Public Administration / Financial Management and a valid driver's licence. Experience: 3 years' experience in an academic institution environment. Knowledge: Courses and rules of academic institution,

		academic requirements for students, student funding formula, institutional policies and procedures, RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, PFMA, EPMDS, Basic Conditions of Employment Act and project management principles. Skills: Interpersonal relations, computer, organizational development, leadership, business management, time management, report writing, problem solving, communication, conflict management, change management, self-disciplined and ability to work under pressure with minimum supervision, project management, decision making, facilitation and presentation skills, negotiation, policy analysis and financial management.
<u>DUTIES</u>	:	Facilitate student recruitment, registration and orientation processes. Coordinate student welfare, residential, health and support services. Facilitate student development programmes. Provide advice and guidance, and contribute to policies and guidelines. Manage staff and resources assigned to the component.
<u>ENQUIRIES</u>	:	Mr MK Shakwane Tel No: (033) 035 – 795 1345
<u>POST 37/178</u>	:	<u>ENGINEERING TECHNICIAN GRADE A/B/C (X9 POSTS)</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, (OSD) Grade B: R460 086 per annum, (OSD) Grade C: R518 769 per annum, (OSD)
<u>CENTRE</u>	:	Ref No: SSC39/2026: ILembe District (X2 Posts) Ugu District (X1 Post) Harry Gwala District (X1 Post) uThukela District (X1 Post) Ref No: NSC12/2026: uMzinyathi District (X1 Post) uMkhanyakude District (X1 Post) Zululand District (X2 Posts)
<u>REQUIREMENTS</u>	:	An NQF level 06 National Diploma in Agricultural Engineering or Civil Engineering, compulsory registration with ECSA as an Engineering Technician and a valid driver's license. Experience: 3 years' post qualification technical (engineering) experience. Knowledge: Legal compliance, Engineering norms and standards, technical design and analysis, computer-aided engineering applications. Skills: Technical skills: project management, technical design and analysis, research and development, computer-aided engineering applications, technical report writing and technical consulting. Generic skills: problem solving and analysis, decision making, teamwork, creativity, customer focus and responsiveness, communication, computer, people management, planning and organising and change management.
<u>DUTIES</u>	:	Render technical services to the District. Provide technical assistance in the implementation of projects. Provide advice and guidance. Research and development. Perform administrative and related functions.
<u>ENQUIRIES</u>	:	Ms SE Ndlela Tel No: (033) 3438024
<u>POST 37/179</u>	:	<u>SCIENTIFIC TECHNICIAN GRADE A/B/C (GRASS AND FORAGE SCIENTIFIC RESEARCH SERVICES) REF NO: SSC40/2026</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, OSD Grade B: R460 086 per annum, OSD Grade C: R518 769 per annum, OSD
<u>CENTRE</u>	:	Cedara Research Station
<u>REQUIREMENTS</u>	:	An NQF Level 06 Diploma in Agricultural Sciences. Compulsory registration with SACNASP as a Certificated Natural Scientist and a valid driver's licence. Experience: 3 years' post qualification experience in an agricultural scientific environment. Knowledge: Scientific methodologies, research and development, knowledge of legal compliance, Grassland Society of Southern Africa (GSSA), Labour Relations Act, Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Programme and project management, Scientific methodologies, research and development, computer-aided scientific applications, technical report writing, creating high-performance culture, professional judgment, data analysis, mentoring. Generic: Decision making, team leadership, analytical skills, creativity, self-

		management, financial management, customer focus and responsiveness, communication, computer literacy, networking, people management, planning and organizing, conflict management, change management, problem solving and analysis.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Provide technical support and advice. Perform technical scientific analysis and regulatory functions. Research and development. Human capital development.
<u>ENQUIRIES</u>	:	Mr M Magawana Tel No: (033) 355 9258
<u>POST 37/180</u>	:	<u>SCIENTIFIC TECHNICIAN GRADE A/B/C (LIVESTOCK SCIENCE RESEARCH SERVICES) REF NO: SSC41/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, OSD Grade B: R460 086 per annum, OSD Grade C: R518 769 per annum, OSD
<u>CENTRES</u>	:	Kokstad Research Station (X1 Post) Cedara Research Station (X1 Post)
<u>REQUIREMENTS</u>	:	An NQF Level 06 Diploma in Agricultural Sciences. Compulsory registration with SACNASP as a Certificated Natural Scientist and a valid driver's licence. Experience: 3 years' post qualification experience in an agricultural scientific environment. Knowledge: Sound understanding of agricultural research methodologies and application of practices and techniques in Livestock Science, Labour Relations Act, Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies. Skills: Technical: Analytical skills and Data analysis, scientific methodology and models, research and development, writing technical reports, Programme and Project Management, computer aided scientific applications, professional judgement, data analysis, policy development and analysis, livestock husbandry, creating a high-performance culture, knowledge of legal compliance. Generic: Planning and organizing, leadership, mentorship, financial management, team leadership, self-management, analytical thinking, problem solving and analysis, creativity.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Provide technical support and advice. Perform technical scientific analysis and regulatory functions. Research and development. Human capital development.
<u>ENQUIRIES</u>	:	Mr M Magawana Tel No: (033) 355 9258
<u>POST 37/181</u>	:	<u>SCIENTIFIC TECHNICIAN GRADE A/B/C (BIOCHEMISTRY –ANALYTICAL SERVICES) REF NO: SSC42/2026</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, OSD Grade B: R460 086 per annum, OSD Grade C: R518 769 per annum, OSD
<u>CENTRE</u>	:	Cedara Research Station
<u>REQUIREMENTS</u>	:	A National Diploma/Diploma (NQF Level 6) in Biochemistry or equivalent. Compulsory registration with SACNASP as a Certificated Natural Scientist and a valid driver's licence. Experience: 3 years' post-qualification technical scientific experience in analytical laboratories. Knowledge: Occupational Health and Safety Act, Laboratory Quality Control, Analytical instrument calibration, Statistical analysis, ISO 17025 Labour Relations Act, Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies, EPMDS. Skills: Technical: Programme and project management, scientific methodologies, research and development, computer-aided scientific applications, analytical skills and data analysis, knowledge of legal compliance, technical report writing, creating a high-performance culture, professional judgement, data analysis, mentorship. Generic: Decision making, team leadership, analytical skills, creativity, self-management, financial management, customer focus and responsiveness, communication, computer literacy, networking, people management, planning and organizing, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform technical scientific analysis and regulatory functions. Provide technical support and advice. Research and development. Human capital development.
<u>ENQUIRIES</u>	:	Mr. NJ Tembe Tel No: (033) 343 8032

<u>POST 37/182</u>	:	<u>TECHNICIAN GRADE A/B/C (FEED LABORATORY - ANALYTICAL SERVICES) REF NO: SSC43/2026</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, OSD Grade B: R460 086 per annum, OSD Grade C: R518 769 per annum, OSD
<u>CENTRE REQUIREMENTS</u>	:	Cedara Research Station An NQF Level 06 Diploma in Chemistry or Analytical Chemistry or equivalent. Compulsory registration with SACNASP as a Certificated Natural Scientist and a valid driver's licence. Experience: 3 years' post qualification technical experience in analytical laboratories. Knowledge: Occupational Health and Safety Act, Laboratory Quality Control, Analytical instrument calibration, Statistical analysis, ISO 17025 Labour Relations Act, Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies, EPMDs. Skills: Technical: Programme and project management, scientific methodologies, research and development, computer-aided scientific applications, analytical skills and data analysis, knowledge of legal compliance, technical report writing, creating a high-performance culture, professional judgement, data analysis, mentorship. Generic: Decision making, team leadership, creativity, self-management, financial management, customer focus and responsiveness, communication, computer literacy, networking, people management, planning and organizing, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform technical scientific analysis and regulatory functions. Provide technical support and advice. Research and development. Human capital development.
<u>ENQUIRIES</u>	:	Mr. NJ Tembe Tel No: (033) 343 8032
<u>POST 37/183</u>	:	<u>SCIENTIFIC TECHNICIAN GRADE A/B/C (SOIL LABORATORY - ANALYTICAL SERVICES) REF NO: SSC44/2026 (X3 POSTS)</u>
<u>SALARY</u>	:	Grade A: R407 337 per annum, OSD Grade B: R460 086 per annum, OSD Grade C: R518 769 per annum, OSD
<u>CENTRE REQUIREMENTS</u>	:	Cedara Research Station An NQF Level 06 Diploma in Chemistry or Analytical Chemistry or equivalent. Compulsory registration with SACNASP as a Certificated Natural Scientist in the field of Agricultural Science and a valid driver's licence. Experience: 3 years' post qualification technical experience in analytical laboratory/ies. Knowledge: Occupational Health and Safety Act, Laboratory Quality Control, Analytical instrument calibration, Statistical analysis, ISO 17025 Labour Relations Act, Public Service Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies, EPMDs. Skills: Technical: Programme and project management, scientific methodologies, research and development, computer-aided scientific applications, analytical skills and data analysis, knowledge of legal compliance, technical report writing, creating a high-performance culture, professional judgement, data analysis, mentorship. Generic: Decision making, team leadership, creativity, self-management, financial management, customer focus and responsiveness, communication, computer literacy, networking, people management, planning and organizing, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures. Perform technical scientific analysis and regulatory functions. Provide technical support and advice. Research and development. Human capital development.
<u>ENQUIRIES</u>	:	Mr. NJ Tembe Tel No: (033) 343 8032
<u>POST 37/184</u>	:	<u>CANDIDATE ENGINEERING TECHNICIAN REF NO: SSC45/2026 (X3 POSTS)</u> (3-Year Fixed Term Contract)
<u>SALARY</u>	:	R352 299 per annum
<u>CENTRE</u>	:	Head Office - Cedara

<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Agricultural Engineering or Civil Engineering. Compulsory registration with ECSA as a Candidate Engineering Technician and a valid driver's licence. Experience: No experience required. Knowledge: Knowledge Of legal compliance, engineering norms and standards, technical design and analysis, computer-aided engineering applications. Skills: TECHNICAL: project management, technical design and analysis knowledge, research and development, computer-aided engineering applications, legal compliance, technical report writing. GENERIC: Problem solving and analysis, decision making, teamwork, creativity, self-management, customer focus and responsiveness, communication, computer skills, planning and organizing, change management.
<u>DUTIES</u>	:	Render technical services to the District. Provide technical assistance in the implementation of projects. Provide technical advice and guidance. Research and development. Perform administrative and related functions.
<u>ENQUIRIES</u>	:	Ms SE Ndlela Tel No: (033) 343 8024
<u>POST 37/185</u>	:	<u>CANDIDATE SCIENTIFIC TECHNICIAN: AGRICULTURAL CROP RESEARCH SERVICES REF NO: SSC46/2026</u> (3-Year Fixed Term Contract)
<u>SALARY</u>	:	R352 299 per annum
<u>CENTRE</u>	:	Cedara Research Station
<u>REQUIREMENTS</u>	:	An NQF level 6 Diploma in Plant or Crop Production. Compulsory registration with SACNASP as a Candidate Certificated Natural Scientist and a valid driver's licence. Experience: No experience required. Knowledge: Scientific methodologies, research and development, knowledge of legal compliance. Skills: Computer-aided scientific applications, technical report writing, Decision making, analytical skills, creativity, self-management, customer focus and responsiveness, communication, computer literacy, planning and organising, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Assist in the implementation of methodologies, policies, systems and procedures. Provide technical support and recommendations/advice. Assist in development of databases, data management and subsequent analysis. Conduct research and development. Assist with administrative and related functions.
<u>ENQUIRIES</u>	:	Ms H. Mthembu at 076 941 4285
<u>POST 37/186</u>	:	<u>CANDIDATE SCIENTIFIC TECHNICIAN: AGRICULTURAL LIVESTOCK RESEARCH SERVICES REF NO: SSC47/2026</u> (3-Year Fixed Term Contract)
<u>SALARY</u>	:	R352 299 per annum
<u>CENTRE</u>	:	Cedara Research Station
<u>REQUIREMENTS</u>	:	An NQF level 6 Diploma in Animal Production. Compulsory registration with SACNASP as a Candidate Certificated Natural Scientist and a valid driver's licence. Experience: No experience required. Knowledge: Scientific methodologies, research and development, knowledge of legal compliance. Skills: Computer-aided scientific applications, technical report writing, Decision making, analytical skills, creativity, self-management, customer focus and responsiveness, communication, computer literacy, planning and organising, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Assist in the implementation of methodologies, policies, systems and procedures. Provide technical support and recommendations/advice. Assist in development of databases, data management and subsequent analysis. Conduct research and development. Assist with administrative and related functions.
<u>ENQUIRIES</u>	:	Mr M Magawana Tel No: (033) 355 9258
<u>POST 37/187</u>	:	<u>CANDIDATE SCIENTIFIC TECHNICIAN: AGRICULTURAL RESOURCE MANAGEMENT REF NO: SSC48/2026</u> (3-Year Fixed Term Contract)
<u>SALARY</u>	:	R352 299 per annum
<u>CENTRE</u>	:	Cedara Research Station
<u>REQUIREMENTS</u>	:	An NQF level 6 Diploma Plant or Crop Production. Compulsory registration with SACNASP as a Candidate Certificated Natural Scientist and a valid driver's licence. Experience: No experience required. Knowledge: Scientific

		methodologies, research and development, knowledge of legal compliance. Skills: Computer-aided scientific applications, technical report writing, Decision making, analytical skills, creativity, self-management, customer focus and responsiveness, communication, computer literacy, planning and organising, conflict management, problem solving and analysis.
<u>DUTIES</u>	:	Assist in the implementation of methodologies, policies, systems and procedures. Provide technical support and recommendations/advice. Assist in development of databases, data management and subsequent analysis. Conduct research and development. Assist with administrative and related functions.
<u>ENQUIRIES</u>	:	Mrs NZQ Pakkies Tel No: (033) 3559148
<u>POST 37/188</u>	:	<u>PERSONNEL PRACTITIONER: RECRUITMENT AND SELECTION REF NO: SSC49/2026 (X7 POSTS)</u>
<u>SALARY CENTRES</u>	:	R338 106 per annum (Level 07)
	:	North Service Centre – Richards Bay (X3 Posts)
	:	South Service Centre – Hilton (X4 Posts)
<u>REQUIREMENTS</u>	:	An NQF level 06 qualification in Human Resources Management / Public Administration/ a relevant qualification, relevant PERSAL Management/Administration courses and a valid driver's licence. Experience: No experience required. Knowledge: RSA Constitution, Public Service Act, Public Administration Management Act, Public Service Regulations, DPSA Directive on Human Resources Management and Development for Public Service Professionalisation, Public Finance Management Act, Labour Relations Act, Employment Equity Act, Employee Performance and Management System (EPMDS), Basic Conditions of Employment Act, Treasury Regulations, Departmental/Provincial HRM Policies, PERSAL system. Skills: Communication, interpersonal relations, computer, time management, report writing, problem solving, conflict management, change management, project planning, presentation, creative, innovative, organising, analytical, policy development, analysis and interpretation, facilitation and presentation, influencing, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Provide administrative support and guidance on the advertised posts to ensure compliance. Facilitate the recruitment and selection processes. Provide salary administration services. Provide inputs into policies, procedures and plans. Provide workshops on Human Resources Administration related policies.
<u>ENQUIRIES</u>	:	Mrs ML Oram Tel No: (033) 343 8377
<u>POST 37/189</u>	:	<u>HUMAN RESOURCE OFFICER SUPERVISOR: RECRUITMENT, SELECTION AND SALARY ADMINISTRATION REF NO: NSC13/2026 (X2 POSTS)</u>
<u>SALARY CENTRE</u>	:	R338 106 per annum (Level 07)
	:	North Service Centre – Richards Bay (X1 Post)
	:	South Service Centre – Hilton (X1 Post)
<u>REQUIREMENTS</u>	:	A Senior / National Senior Certificate (Matric) and relevant PERSAL Management/Administration courses and a valid driver's licence. Experience: 3 years' experience in a Recruitment and Salary Administration environment. Knowledge: Public Service Act, Public Administration Management Act, Public Service Regulations, DPSA Directive on Human Resources Management and Development for Public Service Professionalisation, relevant PERSAL functions and procedures, relevant Departmental, Provincial and National HR Policies and Procedures, relevant DPSA Directives, relevant Bargaining Chamber Resolutions, Employee, Performance and Management System (EPMDS), Basic Conditions of Employment Act, Labour Relations Act, Whitepaper on Transformation of the Public Service, SMS Handbook, Guide for Members of the Executive (Ministerial Handbook). Skills: Communication, leadership and supervisory, conflict management, planning and organizing, analytical thinking, problem solving, creativity, decision making, innovation, computer, facilitation and presentation, interpersonal relations, time management, report writing, project planning, policy analysis and interpretation, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.
<u>DUTIES</u>	:	Supervise and coordinate the provision of recruitment and selection services. Supervise and coordinate HR Provisioning services. Administer the provision

		of salary administration services. Provide inputs into policies, procedures and plans. Supervise resources of the Section.
<u>ENQUIRIES</u>	:	Mrs CL Zulu Tel No: (035) 780 6701
<u>POST 37/190</u>	:	<u>HUMAN RESOURCE OFFICER: RECRUITMENT, SELECTION AND SALARY ADMINISTRATION REF NO: NSC14/2026 (X3 POSTS)</u>
<u>SALARY CENTRE</u>	:	R237 453 per annum (Level 05)
	:	North Service Centre – Richards Bay (X2 Posts)
	:	South Service Centre – Hilton (X1 Post)
<u>REQUIREMENTS</u>	:	A Senior/National Senior Certificate (Matric) and a valid driver's licence. Experience: No experience required. Knowledge: Public Service Act, Public Administration Management Act, Public Service Regulations, DPSA Directive on Human Resources Management and Development for Public Service Professionalisation, relevant PERSAL functions and procedures, relevant Departmental, Provincial and National HR Policies and Procedures, relevant DPSA Directives, relevant Bargaining Chamber Resolutions, Employee, Performance and Management System (EPMDS), Basic Conditions of Employment Act, Labour Relations Act, Whitepaper on Transformation of the Public Service, SMS Handbook, Guide for Members of the Executive (Ministerial Handbook). Skills: Communication, planning and organizing, presentation, interpersonal relations, report writing, problem solving, conflict management, innovation and creativity, decision making, computer, time management, policy analysis and interpretation.
<u>DUTIES</u>	:	Provide recruitment and selection support. Provide implementation of appointment processes. Provide HR Provisioning Services. Provide salary administration services. Perform administrative and related duties.
<u>ENQUIRIES</u>	:	Mrs CL Zulu Tel No: (035) 780 6701

DEPARTMENT OF HEALTH

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

OTHER POSTS

<u>POST 37/191</u>	:	<u>MEDICAL MANAGER: MEDICAL SERVICES (NON-CLINICAL) TO SERVE BOTH AS MEDICAL MANAGER AND CHIEF EXECUTIVE OFFICER</u> Cluster: District Health Services
<u>SALARY CENTRE</u>	:	R1 479 723 per annum, (an all-inclusive MMS salary package)
	:	Hlengisizwe Community Health Care Ref No: G62/2025
	:	Pomeroy Community Health Care Ref No: G63/2025
	:	Pholela Community Health Care Ref No: G64/2025
<u>REQUIREMENTS</u>	:	MBCHB qualification. Plus, Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Plus, A minimum of five 5) years' experience in a Health Institution or Primary Health Care environment. Unendorsed valid Code B driving license (Code 08). NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Competencies: Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the District Manager, and will responsible to manage the provision of district level one health service. The ideal candidates must: Possess knowledge of relevant legislation such as Nation Health Act, Public Finance Management Act (PMF), Public Service Act and related regulations and policies. Possess knowledge of procurement, human resource management, work methods and procedures. Have strategic capability and leadership, programme and project management, financial management, change management people management and empowerment. Have service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.
<u>DUTIES</u>	:	Job Purpose: Manage the day - to- day functioning of the Community Health Centre to ensure effectiveness and efficiency. Implement financial planning, monitoring and control of expenditure. Formulate and implement strategies and policies to promote efficiency inclusive of clinical practices. Develop and implement clinical practices planning for the Community Health Centre. Manage the provision of clinical services within the Community Health Centre and its Clinics. Provide effective leadership to motivate staff and promote

		teamwork. Ensure effective human resource management in line with department of health guidelines and prescripts. Ensure Sound Labour Relations Practices within the Community Health Centre and its clinics. Ensure effective stakeholder management internal and external (stakeholders). Ensure effective implementation of quality health standards including ideal clinic realization and maintenance. Oversee provision of quality and safe patient care at clinics and Community Health Centre. Ensure effective systems management in support of clinical services i.e. (Laundry, transport, maintenance, Grounds, Security, Cleaning and Switchboard).
<u>ENQUIRIES</u>	:	Mr. J Mndebele Tel No: (033) 395 3274
<u>APPLICATIONS</u>	:	All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower. Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details. "Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address Headoffice.Jobapplication@kznhealth.gov.za . Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centre's (DOACS) at www.kznonline.gov.za/kznjobs .
<u>FOR ATTENTION</u>	:	Miss N.S Buthelezi Tel No: (033) 395 2896
<u>NOTE</u>	:	We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department.) Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities are encouraged to apply for the post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. 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. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants with foreign qualifications are requested to have their qualifications evaluated by SAQA and to provide proof of such evaluation (only when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for quoting the relevant reference number. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/192</u>	:	<u>MEDICAL SPECIALIST: PAEDIATRIC PULMONOLOGY REF NO: MED SPEC PAEDSPULM/1/2026 (X1 POST)</u> Department: Paediatric Medical Department (Pulmonology)
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, all-inclusive salary package, (excluding commuted overtime). Grade 2: R1 592 274 per annum, all-inclusive salary package, (excluding commuted overtime). Grade 3: R1 844 151 per annum, all-inclusive salary package, (excluding commuted overtime).
<u>CENTRE</u>	:	IALCH

<u>REQUIREMENTS</u>	: MB; ChB; Current registration as a Specialist in Paediatrics with the Health Professions Council of South Africa (HPCSA). Additional Qualification Registration in the Sub-specialist of Paediatric pulmonology Experience: Grade 1 No Experience required. Grade 2: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Grade 3: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Knowledge, Skills, training and Competencies required: Broad knowledge of working in general Paediatrics and Ethics. Good communication and supervisory skills. Appropriate specialist assessment, diagnosis and management of patients. Familiarity with procedures and management protocols within the subspecialty of Paediatric pulmonology. Working with multi-disciplinary teams. Supervision and teaching of Undergraduates and post-graduates. Behavioural attributes: Stress tolerance. Ability to work within a team. Self-confidence. Capacity to build and maintain relationships.
<u>DUTIES</u>	: Undertake ward rounds in the paediatric pulmonology, high care unit and intensive care unit. Bronchoscopy, lung function testing analysis, evaluation of advanced pulmonology investigations, skills related to insertion of invasive monitoring devices and treatment in critically ill children. Consultation for referrals of children with acute and chronic respiratory disorders. Perform after hours calls in the pulmonology and paediatric ICU/HCU. Training of fellows in subspecialty training. Teaching of undergraduate medical students. Training post graduate students (registrars/medical officer) in child health. Expected to undertake outreach at tertiary/regional hospitals. Community engagement. Involved in clinical governance and quality improvement plan.
<u>ENQUIRIES</u>	: Dr E Hoosen Tel No: (031) 240 1476
<u>APPLICATIONS</u>	: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	: 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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.
<u>CLOSING DATE</u>	: 30 October 2026

<u>POST 37/193</u>	:	<u>MEDICAL SPECIALIST: NEPHROLOGY REF NO: MEDSPECNEPH/1/2026 (X1 POST)</u> Department: Nephrology
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all-inclusive Salary package), excluding commuted overtime Grade 2: R1 592 274 per annum, (all-inclusive Salary package), excluding commuted overtime Grade 3: R1 844 151 per annum, (all-inclusive Salary package), excluding commuted overtime
<u>CENTRE REQUIREMENTS</u>	:	IALCH and Durban functional region (DFR) MBCbB or equivalent, FCP (SA). Current Registration with HPCSA as a Specialist Physician. Registration Certificate as a Specialist Physician with the Health Professions Council of South Africa (HPCSA). Experience: Grade 1: No experience required. Grade 2: Five (5) years post registration experience as a Specialist Physician. Grade 3: Ten (10) years post registration experience as a Specialist Physician Knowledge, Skills, Training And Competency Required: Drivers License and own transport. Strong clinical knowledge in nephrology and internal medicine Competence in acute and chronic dialysis management Experience or interest in interventional nephrology procedures. Ability to teach and supervise registrars, medical officers, interns, students, nursing, and allied health staff. Good leadership, administrative, decision-making, and communication skills. Knowledge of clinical governance, quality improvement, and clinical audit processes. Experience in clinical research and academic activities. Sound understanding of medical ethics and professional practice.
<u>DUTIES</u>	:	The successful candidate will function as a Specialist Physician undergoing advanced training and development in Nephrology within a central academic environment. Provision of comprehensive inpatient and outpatient nephrology care. Management of: general nephrology services, chronic peritoneal dialysis programmes, acute and chronic haemodialysis services, kidney transplant outpatient services, Participation in the management of haemodialysis services at: Inkosi Albert Luthuli Central Hospital (IALCH), DFR. Performance and development of procedural skills including: native and transplant kidney biopsies, vascular haemodialysis access procedures, percutaneous Tenckhoff catheter insertions. Supervision and support of junior medical staff, nursing staff, and allied healthcare professionals. Participation in departmental administrative, clinical governance, and operational activities. Active involvement in the academic and research programme of the Department of Nephrology. Participation in clinical audits, quality improvement initiatives, and service development projects. Contribution to undergraduate and postgraduate academic activities at the Nelson R Mandela School of Medicine, including: student teaching, registrar training, undergraduate and postgraduate examinations Participation in after-hours, overtime, and on-call duties in accordance with departmental service requirements.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. SP Hariparshad Tel No: (031) 240 1258 All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the

South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

CLOSING DATE

:

30 October 2026

POST 37/194

:

MEDICAL SPECIALIST REF NO: NE01/2026 (X1 POST)

SALARY

:

Grade 1: R1 395 528 – R1 479 723 per annum

Grade 2: R1 592 274 – R1 688 553 per annum

Grade 3: R1 844 151 – R2 301 186 per annum

(All-inclusive salary packages, which consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules). Other benefits: Rural allowance 18% of basic salary. Commuted Overtime - Conditions applies.

CENTRE

:

Newcastle Regional Hospital

REQUIREMENTS

:

Senior certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Appropriate tertiary qualification in the Health Science (MBChB) an appropriate qualification that allows registration with the HPCSA as a Medical Specialist in Obstetrics & Gynaecology. Registration with the HPCSA as a Medical Specialist in O&G. Current HPCSA registration 2026/2027. **Grade 1:** No experience required. Registrars who have completed their training may also apply on condition that their appointment will be subjected to them submitting documentary evidence of registration with the HPCSA. **Grade 2:** In addition to the requirements for a Grade 1 specialist post, a minimum of five (05) years relevant experience after registration with the HPCSA as a Medical Specialist in O&G is required for appointment as a grade 2 specialist. **Grade 3:** In addition to the requirements for a Grade 1 specialist post, a minimum of ten (10) years relevant experience after registration with the HPCSA as a Medical Specialist in O&G is required for appointment as a grade 3 specialist. Knowledge, Skills, Training And Competencies Required: - Sound knowledge and experience in O&G. knowledge of current health and public service legislation, regulations and policies including medical ethics, epidemiology and statistics. Good communication, leadership, decision-making and clinical skills. Ability to teach junior doctors and participate in continuing professional development. Sound knowledge of clinical procedures and protocols within the discipline. assessment and management of patients.

DUTIES

:

Strengthen and deliver Neonatal clinical services in the department of Obstetrics & Gynaecology at Newcastle Regional Hospital. Assist with the O&G services coordination between levels of care. Assist in quality improvement activities including clinical audit, data management, monitoring and evaluation and regular reporting on key indicators related to O&G burden of disease. Actively participate in the academic under-end post-graduate O&G training program (including clinic teaching). Perform and supervise O&G operational research activities in the Speciality Department. Perform overtime as required in the Speciality Department. Participate in the academic and teaching programme and meetings in the O&G department. Participate in the multi-disciplinary team discussions in the unit. Responsibility for care of patients in the out-patient and in-patient setting. Provide outreach to PCH's, CHC's and District Hospitals.

ENQUIRIES

:

Dr. JJN Duze – Senior Manager: Medical Services Tel No: (034) 328 0000

APPLICATIONS

:

All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 OR can be done on S'thesha Waya-Waya website. Applications: can also be emailed to Thembalami.Zwane@kznhealth.gov.za

NOTE

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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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.

<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/195</u>	:	<u>CHIEF EXECUTIVE OFFICER: VARIOUS CENTRES</u> District Health Services
<u>SALARY</u>	:	R1 101 468 per annum (Level 12), (an all-inclusive MMS salary package of salary)
<u>CENTRE</u>	:	Greytown Hospital Ref No: G56/2025 Osindisweni Hospital Ref No: G57/2025 Mahatma Gandhi Memorial Hospital Ref No: G58/2025 Charles Jonhson Memorial Hospital Ref No: G59/2025 Mbongolwane Hospital Ref No. G60/2025 Vryheid Hospital Ref No: G61/2025
<u>REQUIREMENTS</u>	:	A Degree/Advanced Diploma in a health related field, registration with relevant professional council; Plus, A degree/diploma in health management OR a Degree/Advanced Diploma in a Management field. Plus, At least 5 (five) years management experience in the health sector. Experience as a health service manager or significant experience in management in a health service environment. Unendorsed valid Code B driver's license (Code 08). Operational Manager and Clinical Programme Co-ordinator with five (5) years' experience as Operational Manager and Clinical Programme Co-ordinator respectively may apply. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Competencies: Knowledge: Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PMFA), Public Service Act and related regulations and policies. Core Competencies: Strategic capability and leadership, programme and project management, financial management, change management, people management and empowerment. Progress Competencies: Service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.
<u>DUTIES</u>	:	Job Purpose: To plan, direct co-ordinate and manage the efficient and delivery of clinical and administrative support services through working with the key executive management team at the hospital within the legal and regulatory framework, to represent the hospital authoritatively at provincial and public forums, to provide strategic leadership to improve operational efficiency within the health establishment to improve health outcomes. Strategic Planning: Prepare a strategic plan for the Hospital to ensure that it is in line with the 10-point plan, national, provincial, regional and district plans. Financial Management: Maximise revenue through collection of all income due to the Hospital, ensure that adequate policies, systems and procedure are in place to enable prudent management of financial resources, planning of financial

resource mobilisation, monitoring and evaluation, asset and risk management. Facility Management: Ensure business support and systems to promote optimal management of the institution as well as optimal service delivery, ensure that systems and procedures are in place to ensure planning and timeous maintenance of facilities and equipment. Human Resource Management: Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilisation of human resources, promote a safe and healthy working environment through compliance with relevant legislation including occupation health and safety committees. Ensure continuous development and training of personnel and implement monitoring and evaluation of performance. Procurement and Management of Equipment and Supplies: Implement a procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority and in line with the PFMA, ensure that goods and services are procured in a cost effective timely manner. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care, establish community networks and report to the Hospital. Responsible for corporate governance inclusive of infrastructure planning and maintenance as well as occupational health and safety, manage the institution's risk to ensure optimal achievement of health outcomes. Implement good governance, transparency, and accountability practices. Drive the hospital and its catchment clinics towards achieving and sustaining a clean audit. Responsible for providing strategic leadership and overall management of all health services within the hospital and its catchment area, ensuring the delivery of high-quality, equitable, and patient-centred care across the facility and associated clinics, while driving compliance, efficiency, and continuous improvement. Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. Drive and implement innovative strategies that advance progress towards Universal Health Coverage (UHC) in alignment with the National Health Insurance (NHI) framework. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure hospital and catchment clinics on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture.

ENQUIRIES
APPLICATIONS

: Mr. J Mndebele Tel No: (033) 395 3274
: All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower. Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details. "Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address Headoffice.Jobapplication@kznhealth.gov.za. Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centre's (DOACS) at www.kznonline.gov.za/kznjobs.

FOR ATTENTION
NOTE

: Miss N.S Buthelezi Tel No: (033) 395 2896
: Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities are encouraged to apply for the post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. 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. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA,

verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants with foreign qualifications are requested to have their qualifications evaluated by SAQA and to provide proof of such evaluation (only when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for quoting the relevant reference number. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department.)

<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/196</u>	:	<u>DEPUTY DIRECTOR: FACILITIES MANAGEMENT REF NO: NE 06/2026 (X1 POST)</u>
<u>SALARY</u>	:	R932 292 – R1 098 195 per annum (Level 11), all-inclusive salary package
<u>CENTRE</u>	:	Newcastle Regional Hospital
<u>REQUIREMENTS</u>	:	Matric / Senior certificate Plus, Degree / National Diploma in Public Management / Public Administration / Health Service Management. 3 years managerial experience at Assistant Director level in the Facilities Management. A valid drivers' License. Computer Literacy. Knowledge, Skills and Competencies required: Knowledge of Public Service Act, Labour Relations Act, Public Service Regulations, National Health Act, Skills Development Act, Employment Equity Act. People management, financial management, Planning and organizing. Time management. Leadership, Organizational, decision making and problem-solving abilities. Financial and budgetary knowledge. Human Resource Management and Communication skills. Self-discipline and ability to work under pressure with minimum supervision. Independent, Patience, Commitment, Trustworthiness, Honesty, Accountability, Commitment to excellence, Continuous learning, Amenable to change, Cultural awareness and Project Management.
<u>DUTIES</u>	:	Ensure effective co-ordination, management and quality of work all the functional components of the systems department within the Hospital i.e. Cleaning, Portering, Linen management, Mortuary, Transport, Messengers, Registry, Food Service, accommodation, Safety & Security, IT and Patient Administration. Ensure the effective, efficient and economical utilisation of resources allocated to the institution including the development of staff. Manage Contracts of all out-sourced services provided by private companies to ensure compliance with service level agreement. Ensure that risk management, safety programs and Ideal Hospital Norms and Standards requirements are adhered to by all staff. Ensure the effective, efficient and economical management of allocated resources of the Division. Ensure that staff wear proper PPE and Uniform in line with KZN Health Uniform code. Develop policies and strategies aimed at improving service delivery. Perform regular walk abouts in the institution. Present reports at management meetings about the state of the institution. Ensure the effective, efficient and economical management of allocated resources of the Division. Ensure utilities and critical systems reliability with zero downtime for life support systems e.g generators, medical, gases, HVAC, water and sewer boilers. Ensure delivery of services within budget, PFMA, Treasury Regulations and improve efficiency. Compile leave plan and update leave registers. Implement performance management and development system for staff support clinical services to deliver patient care. Ensure adherence to health, safety standards and safe environment for patients, staff and visitors. Actively support the implementation of revenue enhancement strategy. Provide facilities leadership to support planning, implementation and maintenance of infrastructure in line with operational requirements. Liaise with internal and external stakeholders. Enforce disciplinary code and procedure. Ensure compliance to quality standards.
<u>ENQUIRIES</u>	:	Mrs. T.T. Vilakazi – Chief Executive Officer Tel No: (034) 328 0000
<u>APPLICATIONS</u>	:	All applications can be submitted through hand delivery /courier to: The HR Recruitment Office or emailed to: Thembalami.Zwane@kznhealth.gov.za
<u>FOR ATTENTION</u>	:	The Recruitment Officer

<u>NOTE</u>	:	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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/197</u>	:	<u>MEDICAL SPECIALIST: TRAUMA AND BURNS (5/8TH POST) REF NO: MEDSPECT&B/1/2026 (X1 POST)</u> Department: Trauma and Burns Nature of Appointment: 5/8th
<u>SALARY</u>	:	Grade 1: R872 205 per annum, all-inclusive salary package, (excluding commuted overtime). Grade 2: R995 172 per annum, all-inclusive salary package, (excluding commuted overtime). Grade 3: R1 152 594 per annum, all-inclusive salary package, (excluding commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital MBChB or equivalent; Applicants must be in possession of an appropriate higher surgical qualification (FCS(SA) and/or MMed Surg) and currently registered with the Health Professions Council of South Africa as a Trauma Surgeon. Registration Certificate as a Specialist Trauma Surgeon. Additional Qualifications: eFAST course, MIMMS and, or ACLS/PALS. DSTC or Burns experience. Cert Trauma (SA) sub-specialist training complete. Preference will be given to applicants who have completed the Cert Trauma (SA) sub-specialist exam. Experience: Grade 1: Experience Not applicable requires the Fellowship in Surgery of the College of Medicine of South Africa or equivalent, and registration with the Health Professions Council of South Africa. Applicants must be registered as a specialist in surgery at the commencement of duties. Grade 2 requires appropriate qualification, specialist registration certificate plus 5 years experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery. Grade 3 requires appropriate qualification, specialist registration certificate, plus 10 years' experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery.
<u>DUTIES</u>	:	Participation in the clinical trauma and burns services: inter disciplinary in-house coordination of the management of the patients: supervision of the surgical trainees rotating through the trauma and transplant units: ensuring the highest standards of clinical, professional, and ethical behaviour: assist in teaching of undergraduate medical students, postgraduate surgical trainees: conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in trauma prevention and transplant community awareness. Physical presence on arrival of scene calls and unstable cases expected.
<u>ENQUIRIES</u>	:	Dr T C Hardcastle Tel No: (031) 240 1000, ext 2389 or speed dial 6195

<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/198</u>	:	<u>MEDICAL SPECIALIST SESSIONS REF NO: MEDSPEC SESS CARD/1/2026 (X1 POST)</u> Department: Cardiology No of Sessions Per Week: 10hrs per person (each session is equivalent to 1 hour) Nature of Appointment: Sessional – not exceeding 12 months - subject to annual review
<u>SALARY</u>	:	Grade 1: R697 840 per annum Grade 2: R796 640 per annum Grade 3: R922 480 per annum Hourly Rate Per Session/ (Notch Per Annum)
<u>CENTRE</u>	:	IALCH
<u>REQUIREMENTS</u>	:	Degree in Medicine (MBCHB) and Specialist registration in Internal Medicine. registration certificate with the Health Professionals Council (HPCSA) as a Medical Specialist in Internal Medicine. Additional Qualification Sub-specialist in Cardiology. Experience – Grade 1: The appointment to grade 1 requires appropriate qualifications and a registration certificate with the HPCSA as a Medical Specialist. Grade 2: The appointment to grade 2 requires appropriate qualifications and a registration certificate with the HPCSA as a Medical Specialist plus five (5) years' experience after registration with the HPCSA as a Medical Specialist. Grade 3: The appointment to grade 3 requires appropriate qualifications and a registration certificate plus ten (10) years' experience after registration with the HPCSA as a Medical Specialist. Knowledge, Skills, Training and Competences Required: Sound clinical knowledge, skills and experience in Cardiology. Competence in the clinical evaluation, interpretation of special investigations and management within the sub-specialty. Good human relations, communication, leadership and team building skills. Computer literacy plus sound negotiation, planning, organizational, decision-making and conflict management skills. Ability to teach

		undergraduate and post-graduate students and participate in research and continuing professional development. Maintain good clinical, professional and ethical standards in the unit.
<u>DUTIES</u>	:	The incumbents of the posts are to assist the Head Clinical Unit in the following areas: Developing and managing the designated sub-specialty services for the region. Ensure the efficient and effective provision of in- and out-patient services. Formulate policies and procedures for clinical services as required, and ensure that they are in accordance with the current statutory regulations and guidelines. Provide leadership, management and support to all medical staff under their supervision. Assist with quality improvement imperatives, including clinical audits, morbidity and mortality reporting, and reviewing clinical documentation and clinical governance procedures. Ensure that cost-effective service delivery is maintained within the unit. Manage and direct performance and EPMDs of junior staff within the unit as required. Actively participate in the academic programme for the training of sub-specialist fellows. Clinical teaching, examination and administration of undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses and supervise registrar research. Partake in outreach programmes of the unit. After-hours participation in the call roster. Assist with additional duties as delegated by the Head Clinical Unit.
<u>ENQUIRIES</u>	:	Prof S Khan at 082 5647477
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/199</u>	:	<u>MEDICAL SPECIALIST SESSIONS: ENDOCRINE REF NO: MEDSPEC SESS ENDOC/1/2026 (X1 POST)</u> Department: Endocrinology No of Sessions Per Week: 8hrs (each session is equivalent to 1 hour) Nature of Appointment: Sessional – not exceeding 12 months - subject to annual review
<u>SALARY</u>	:	Grade 1: R697 840 per annum

	Grade 2: R796 640 per annum
	Grade 3: R922 480 per annum
	Hourly Rate Per Session/ (Notch Per Annum)
<u>CENTRE REQUIREMENTS</u>	: Hospital: Inkosi Albert Luthuli Central Hospital (IALCH)
	: MBCHB Degree; Current registration with Health Professions Council of South Africa as a Medical Specialist including both FCP(SA), or equivalent. Additional Qualification Sub-specialist in endocrinology Knowledge, Skills, Training And Competencies Required: Sound clinical knowledge within the discipline. Ability to deal with all medical emergencies, especially acute hypoadrenalism, diabetic ketoacidosis and hyperosmolar hyperglycaemia. Knowledge of ethical medical practice. Ability to assess, diagnose and manage patients in medicine and endocrinology.
<u>DUTIES</u>	: Provide specialist endocrine outpatient services, including assessment and management of new and follow-up patients with diabetes mellitus, dyslipidaemia, thyroid disorders, pituitary/adrenal conditions, parathyroid disorders, osteoporosis, other metabolic bone diseases, disorders of sex development and other endocrine and metabolic diseases. Provide teaching and case-based supervision to medical officers and registrars attached to the Department of Medicine, on rotation in the Department of Endocrinology as well as teaching and supervision of sub-specialist trainees in Endocrinology. Inter-departmental consultation with other disciplines at IALCH, regarding patient care. Collection of departmental statistics and assistance with clinical audits, as directed by the HOD / HCU. Bi-annual review of performance according to the EPMDS agreements.
<u>ENQUIRIES</u>	: Dr. FJ Pirie Tel No: (031) 240 1292
<u>APPLICATIONS</u>	: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	: 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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.
<u>CLOSING DATE</u>	: 30 October 2026

<u>POST 37/200</u>	:	<u>CLINICAL PROGRAMME CO-ORDINATOR (QUALITY ASSURANCE) REF NO: NE04/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R571 161 – R654 285 per annum. 13th cheque, Plus Medical Aid (Optional), 8% inhospitable allowance, Plus Housing Allowance (Employee must meet prescribed condition)
<u>CENTRE REQUIREMENTS</u>	:	Newcastle Regional Hospital
	:	Matric/ Senior Certificate PLUS. Bachelor's Degree / National Diploma in Nursing or equivalent qualification that allows registration with the SANC as a Professional Nurse and Midwife. A minimum of 07 years appropriate/ recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Current registration with the SANC as a Professional nurse and Midwife (2026). Grade 1: 07 years appropriate/ recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. Knowledge, Skills, Training and Competencies Required: Demonstrate an in-depth understanding in nursing legislation and related legal and ethical nursing practices and how these impacts on service delivery. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards. Promote quality of nursing care as directed by professional scope of practice and standards as determined by the relevant health facility. Demonstrate the basic understanding of HR and Financial policies and practices. Strong interpersonal communication and presentation skills. Knowledge of Total Quality Management (TQM). Knowledge of norms and standards and Provincial Quality Initiatives (Human Rights, Batho Pele Principles and Patient Rights Charter). Understanding of OHSC guidelines and requirements.
<u>DUTIES</u>	:	Work as part of a multi-disciplinary team to ensure good nursing care by the nursing team. Performance quality improvement audits and survey monthly, quarterly and when required to report senior management. Monitor and evaluate delivery of quality care at the institution and clinics. Ensure implementation of standards compliance and provincial initiatives clinical governance, ideal hospital, ideal clinic etc. Monitor patient safety incidents and complains and report accordingly. Report on annual returns and early warning system to office of Health Standards Compliance. Coordinate quality improvement initiatives at the institutions. Monitor and evaluate delivery of quality care at the institutional level including clinical care, waiting times and patients experience of care. Provide advice on various aspects of quality care to the institution and clinics. Monitor and evaluate compliance to the National and Provincial Quality Programmes e.g norms and standards for the District Hospitals package of care. Identify facilitate and co-ordinate all QIP'S. Manage the accreditation programme for the institution.
<u>ENQUIRIES</u>	:	Mrs. P.N. Masondo Tel No: (034) 328 0000
<u>APPLICATIONS</u>	:	All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 OR can be done on S'thesha Waya-Waya website. Applications: can also be emailed to Thembalami.Zwane@kznhealth.gov.za
<u>NOTE</u>	:	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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification,

citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.

CLOSING DATE

:

30 October 2026

POST 37/201

:

RADIATION ONCOLOGY RADIOGRAPHER (RADIOTHERAPIST) REF NO: RADRADIOONCO/1/2026 (X4 POSTS)

Re-advert All those that have previously applied are eligible to re-apply.

Department: Radiation Oncology

SALARY

:

Grade 1: R510 906 per annum

Grade 2: R598 260 per annum

Grade 3: R703 785 per annum

Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.

CENTRE

:

eThekwini Oncology complex (Inkosi Albert Luthuli Central Hospital and Addington Hospital)

REQUIREMENTS

:

Diploma or Bachelor degree in Radiography. Registration with HPCSA as Radiographer oncology, Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology). Knowledge, Skills, Training and Competences Required: Knowledge of radiotherapy standard techniques, dose protocols, equipment and accessories associated with relevant techniques and including and cialized techniques. Knowledge of basic quality assurance in Radiotherapy, radiation effects & Radiation protection on patients. Anatomy vs. tumor treatment vs. effects on physiology care patterns for patients. Taking and evaluating of Portal images / C.T. scans and MRI scans for treatment planning purposes. Knowledge of Radiotherapy Planning. Good interpersonal skills and basic supervisory skills. Must have the ability to perform effectively in a team. Knowledge of basic patient care.

DUTIES

:

Undertake all basic radiation planning and treatment preparation including the tumor localization, graphic planning, radiation dose calculation and the necessary data preparation needed for treatment accessory construction. Undertake Brachytherapy Planning and treatment procedure. Liaise with the Physicist, Oncologist, Oncology nurses, relatives and the patient. Safely operate, care and construct accessories and immobilization devices used in the planning and treatment of the patient. Dosimetry checks done before delivery of treatment. Ensure accurate records kept of the course of Radiotherapy treatment delivered. Serve as Health and Safety Representative. Provide afterhours duties and rotate between Inkosi Albert Luthuli Central Hospital Radiotherapy department and Addington Hospital Radiotherapy department when needed.

ENQUIRIES

:

Ms. T. Hlengwa Tel No: (031) 2401857

APPLICATIONS

:

All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

:

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. An Application for Employment Form (Current Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the

South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, There will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/202</u>	:	<u>PROFESSIONAL NURSE SPECIALTY OPERATING THEATRE (GRADE 1-2) REF NO: NE02/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum 13th cheque, Plus Medical Aid (Optional), 8% inhospitable allowance, Plus Housing Allowance (Employee must meet prescribed condition)
<u>CENTRE</u>	:	Newcastle Regional Hospital
<u>REQUIREMENTS</u>	:	Senior certificate/ Grade 12. Diploma / Degree in General Nursing. Registration with the South African Nursing Council as a General Nurse and Midwifery. Grade 1: A minimum of 4 years appropriate / recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing and Post Basic qualification in Operating Theatre Technique. Grade 2: A minimum of 4 years appropriate / recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing of which at least 10 years of the period must be experience in the specific speciality after obtaining the one year Post Basic qualification in Operating Theatre Technique. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care process and procedures, nursing statutes and other relevant legal frameworks. Good verbal and written communication and report writing skills. Co-ordination and liaison skills. Decision making and problem-solving skills. Conflict management and negotiation skills. Ability to prioritize issues and other work-related matters and to comply with timeframes. Ability to understand challenges facing the public sector. Empathy and counselling skills and knowledge. Financial management skills and budgeting knowledge. Team building and supervisory skills. Be able to work under pressure and in a stressful environment. Be innovative and show interest in research processes.
<u>DUTIES</u>	:	Provide comprehensive, quality nursing care to patients in a speciality unit in a cost-effective, equitable and efficient manner within the professional/legal framework and standards. Display concern for patients, promoting and advocating timeous, proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations. (Batho Pele). Provide a safe, therapeutic and hygienic environment for colleagues, patients as laid down by the National, Provincial, Professional prescripts and Norms and Standards. Demonstrate effective communication with the patients, patient relatives, supervisors and other clinicians and assist in decision-making about health care delivery. Ensure clear and accurate record keeping of nursing documents. Provision of nursing care that leads to improved service delivery. Participate in the analysis, review and formulation and implementation of policies and procedures. To complete patient-related data and partake in research. Promote quality specialised nursing care as directed by the scope of practice and standards determined by the relevant speciality. Work as a team leader in the absence of the unit manager. To partake in overall specialised unit functions, i.e. team building, and conduct unit-specific audits. Effective and efficient management and utilisation of all resources. To honour rotation to provide and achieve optimum care to patients when allocated and per service delivery needs. To nurse all types of patients regardless of diagnosis and according to disease profile within the nursing directorate. Execute duties and functions with proficiency in support of the vision, mission and strategic objectives of the institution. Maintain professional growth / ethical standards and self-development. Provide emergency care for all life-threatening emergencies. Take charge of the unit during the absence of

the Operational Manager in charge and manage the unit accordingly. To protect and advocate the rights of patients regarding health care. Conduct clinical audits and compile summary reports. Ensure accurate reliable statistics and reports are submitted timeously, including care of medical records. Maintain client satisfaction through quality service innovation and professionalism. Participate in the implementation of priority programs and strategies to reduce morbidity, mortality, and communicable and non-communicable diseases. Report and keep clear and accurate records on all procedures done and PSI's that occur in the unit. Prevent the occurrence of complaints and ensure such complaints are resolved at the immediate level of management. Maintain clinical competency by ensuring that the scientific principles of nursing care are maintained, and observing the principles of Infection Prevention and Control practices. Participate in the development of Quality Improvement Plans and ensure implementation of such. Maintain a professional and ethical nursing practice as well as an enabling environment for ethical practice. Provide direct and indirect supervision of personnel in the unit on day and night duties. Monitor and evaluate the care and management of patients and ensure the maintenance of accurate and complete patient records. Overlook CSSD and Pack room sterility functions. Demonstrate effective and effective peri-operative care nursing. Be dynamic and flexible to be able cope with changes. Be able to work with multi-disciplinary team.

<u>ENQUIRIES</u>	:	Mrs. N.R. Tshabalala Tel No: (034) 328 0000
<u>APPLICATIONS</u>	:	All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 OR can be done on S'thesha Waya-Waya website. Applications: can also be emailed to Thembalami.Zwane@kznhealth.gov.za
<u>NOTE</u>	:	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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/203</u>	:	<u>PROFESSIONAL NURSE SPECIALTY PAEDIATRICS (GRADE 1-2) REF NO: NE03/2026 (X4 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum 13th cheque, Plus Medical Aid (Optional), 8% inhospitable allowance, Plus Housing Allowance (Employee must meet prescribed condition)
<u>CENTRE REQUIREMENTS</u>	:	Newcastle Regional Hospital Senior certificate/ Grade 12. Diploma / Degree in General Nursing. Registration with the South African Nursing Council as a General Nurse and Midwifery. Grade 1: A minimum of 4 years appropriate / recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing and Post Basic qualification in Child Nursing Science. Grade 2: A

	minimum of 4 years appropriate / recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing of which at least 10 years of the period must be experience in the specific speciality after obtaining the one year Post Basic qualification in Child Nursing Science. Knowledge, Skills, Training And Competencies Required: Knowledge of nursing care process and procedures, and other legal frameworks. Good verbal and written communication and report writing skills. Decision making and problem-solving skills. Conflict management and negotiation skills.
<u>DUTIES</u>	: Provide comprehensive, quality nursing care to patients/ clients in a specialty unit in a cost effective, efficient manner. Assist in planning, organizing and monitoring of objectives of the specialized unit. Manage resources within the unit effectively and efficiently to ensure optimum service delivery. Able to plan all and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele). Work as part of the multi-disciplinary team to ensure good nursing care. Demonstrate effective communication with the patient, patient's relatives, supervisors and other clinicians including report writing when required. Ensure compliance with National, Provincial and professional prescripts in order to render a safe patient service and improve client satisfaction. Participate in the analysis and formulation of nursing policies and procedures. Assist in EPMDS evaluation of staff within the unit and participate in monitoring the training need of staff. Provide direct and indirect supervision of all staff within the unit and give guidance. Order and monitor appropriate level of consumables. Ensure that equipment in the unit is adequate, checked and in working order. Provide for safe, therapeutic and hygienic environment. Assist in orientation, induction and mentoring of all nursing personnel. Demonstrate an understanding of Human Resource and Financial Management Policies and Procedures. Monitor and evaluate the care and management of patient and maintenance of accurate and complete patient's records. Provision of support to nursing services.
<u>ENQUIRIES</u>	: Mrs. N.R. Tshabalala Tel No: (034) 328 0000
<u>APPLICATIONS</u>	: All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 OR can be done on S'thesha Waya-Waya website. Applications: can also be emailed to Thembalami.Zwane@kznhealth.gov.za
<u>NOTE</u>	: 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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.
<u>CLOSING DATE</u>	: 30 October 2026

<u>POST 37/204</u>	:	<u>LECTURER- (GRADE 1, GRADE 2) (NEPHROLOGY NURSING SCIENCE REF NO: GS 9/26)</u> Component: KwaZulu Natal College of Nursing - Grey's Campus Re-advertisement
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum plus 13th cheque, medical aid (optional), Homeowners allowance (employee must meet the prescribed requirements)
<u>CENTRE REQUIREMENTS</u>	:	Grey's Hospital- Pietermaritzburg
	:	Senior Certificate/Grade 12 Plus A Diploma/Degree in General Nursing, Community, Psychiatric & Midwifery that allows registration with the South African Nursing Council (SANC) as a Professional Nurse Plus A post registration qualification in Nursing Education registered with the South African Nursing Council (SANC) Plus A Post Basic Qualification in Nephrology Nursing Science registered with SANC Current Registration with the South African Nursing Council (SANC) 2026 Plus A minimum of four (4) years appropriate/recognizable experience after registration as a Professional Nurse with the South African Nursing Council in General Nursing (in the case of grade 1 PND 1) Or A minimum of fourteen (14) years appropriate/recognizable experience after registration as a Professional Nurse with the South African Nursing Council in General Nursing of which ten (10) years of the period referred to above must be appropriate / recognizable experience in Nursing Education after obtaining the 1 year post-basic qualification (in the case of grade 2 PND 2) NB (Only shortlisted candidates will be required to submit proof of all documents and certificate of Service endorsed by Human Resources) The Employment Equity Target For This Post Is: African Male, Coloured Male, White Male, White Female Additional Information Required: Unendorsed valid Code EB driver's licence (code 08) Master's degree in Nursing Knowledge, Skills, Training And Competencies Required: Possess knowledge of Public Service Administration Acts and Legislation such as Health Act, Higher Education Act, SAQA Act, NQF, Nursing Act, Rules and Regulations, Council on Higher Education Policies, College Policies, PSR, Disciplinary Code and Procedure, Labour Relations Act, etc. Possess sound knowledge and understanding of nursing code of ethics and professional practice of the South African Nursing Council. Thorough knowledge and understanding of Nursing Standard of Practice and Scope of Practice. Possess knowledge of curriculum development and review. Knowledge of procedures and processes related to co-ordination of Post Graduate Diploma in Nephrology Nursing. Possess proficiency in teaching and assessment in Nursing Education. Possess sound knowledge of planning, scheduling, implementation of Nephrology Nursing training programme Possess sound conflict and decision-making/problem solving skills. Have good research and analytical skills. Have excellent communication and presentation skills (both verbal and written). Computer literacy with proficiency in MS Office package, Excel, Power Point and Outlook. Good interpersonal relations. Ability to work within set deadlines. Proficiency in teaching and assessment of Post Graduate Diploma in Nephrology Nursing evaluation approaches. Possess good communication (written & verbal) and presentation skills.
<u>DUTIES</u>	:	Provide education and training to student nurses. Coordinate clinical learning exposure of student nurses between campus and clinical areas. Support the mission and promote the image of the college. Implement assessment strategies to determine student nurses' competencies Exercise control over student nurses Participate in quality assurance programs Participate in policy analysis, development and implementation. Development and review of nursing curricula for Nephrology Nursing Implement the new nursing programs in line with SANC and CHE regulations Participates in the provisioning of continuous Professional Development activities at the Campus Participates in all government structures of the College.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs. B.E Shezi- Grey's Campus Principal Tel No: (033) 897 3508 Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200 OR Hand Delivered to: Greys Hospital, 201 Town Bush Road, Northern Park, Pietermaritzburg, 3201 or email applications to khazimula.goba@kznhealth.gov.za or malinee.chandul@kznhealth.gov.za
<u>FOR ATTENTION</u>	:	Mrs M. Chandulal

<u>NOTE</u>	:	This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the department. Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the new Z83 form and a detailed curriculum vitae only. Additionally: The new Application for Employment Form (Z83) is obtainable from any Government Department OR from the website – www.kznhealth.gov.za . Applicants must utilise the most recent Application for Employment Form (Form Z83) as issued by the Minister for DPSA (gazetted on 06 November 2020) in line with Regulation 10 of the Public Service Regulations, 2016, and failure to do so will result in disqualification. Applicants are required to complete and sign Z83, and also submit a detailed curriculum vitae (CV). All sections of the new Application for Employment Form (Z83) (except those sections that are not relevant to the applicant) must be completely, accurately and legibly filled in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. Applicants are required to reflect information even if the same information is provided on the detailed CV. 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.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/205</u>	:	<u>PROFESSIONAL NURSE SPECIALTY REF NO: DPKISMH 25/2026 (X2 POSTS)</u> Component: Theatre
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum Other Benefits: 13th Cheque, Medical Aid (Optional) & Housing Allowance (Employees to meet the Prescribe requirements)
<u>CENTRE REQUIREMENTS</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of 14 (fourteen) years appropriate/ recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred above must be appropriate/recognizable experience in the speciality after obtaining 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent. Degree/Diploma in General nursing. A relevant one (01) year Post Basic qualification in Operating Theatre Nursing Science. Registration certificate with South African Nursing Council (SANC). Current SANC receipt (2026). A minimum of 4 years appropriate/recognisable experience after registration as a Professional Nurse with SANC in General Nursing. Knowledge, Skills, Training and Competence Required: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal framework. Good communication skills-verbal and written. Co-ordination and liaison skills. Problem solving skills and critical thinking skills. Ability to work within the multidisciplinary team. Maintain Professional growth/ethical standard and self-development. Assist in reduction of complaints within the directorate.
<u>DUTIES</u>	:	Effective management of patients, display a concern for patients, promoting and advocating. Proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations. Provision of quality services through setting of standards, policies and procedures. Participate in the implementation of National Priorities clinical guidelines, protocols. Maintain accurate and complete patient records according to legal requirements. Exercise control over discipline, grievance and labour relations issues. Promote good working relationships amongst staff and patients. Assist in supervision and development of all nursing staff. Reduction of maternal and child mortality and morbidity rate. Ensure effective participation in all hospital programs e.g. IPC, Quality Assurance, etc. Provide a Safe, therapeutic and hygienic environment for patients, visitors and staff.
<u>ENQUIRIES</u>	:	Mrs YYN Ngema: Assistant Manager Nursing – Dr PKISMH Tel No: (031) 530 1419
<u>APPLICATIONS</u>	:	To be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or emailed to: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu

**FOR ATTENTION
NOTE**

: Deputy Director: HRM
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The Employment Equity Target for the posts above is an African Male. The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 14/2023. NB: Failure to comply with the above instruction will disqualify applicants. 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. Due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

: 30 October 2026

POST 37/206

: **DIAGNOSTIC RADIOGRAPHER (GRADE 1-3) REF NO: NE005/2026 (X1 POST)**

SALARY

: Grade 1: R413 121 – R472 359 per annum
Grade 2: R482 499 – R550 389 per annum
Grade 3: R564 822 – R683 808 per annum
Other Benefits: 13th cheque, Plus Medical Aid (Optional), 12% inhospitable allowance, Plus Housing Allowance (Employee must meet prescribed condition)

**CENTRE
REQUIREMENTS**

: Newcastle Regional Hospital
:
Matric/ Senior Certificate Plus. National Diploma/ b Tech/ Degree in Diagnostic Radiography. Registration with the Health Professions Council of South Africa (HPCSA) as a Radiographer. Current registration as Radiographer (2026/2027). One (01) year experience as an independent practitioner Radiographer. Experience in Paediatrics, Neonatal and Obstetrics' & Gynaecology imaging or dual qualification in Diagnostic and Ultrasound will be an added advantage. **Grade 1:** Nil Experience after registration with HPCSA in respect of RSA qualified who have performed community services and the appropriate/recognizable experience in respect of foreign qualified not required to perform community service. **Grade 2:** minimum of 10 years appropriate/recognizable experience after registration as a Radiographer with the HPCSA in respect of RSA-qualified who have performed community service, and the appropriate/recognizable experience after registration as a Radiographer with the HPCSA in respect of foreign-qualified not required to perform community service. **Grade 3:** minimum of 20 years with appropriate/recognizable experience after registration as a Radiographer with the HPCSA in respect of RSA-qualified who have performed community service, and 21 year appropriate/recognized experience after registration as a Radiographer with the HPCSA in respect of foreign-qualified not required to perform community service. Knowledge, Skills, Training and Competencies Required: In-depth understanding of paediatric anatomy, pathology and radiation risks. Ability to operate modern digital radiography systems, computer radiography and mobile units. Sound knowledge of radiation control and safety measures. Computer literacy. Knowledge of relevant health and safety Acts. Ability to communicate effectively and problem-solving skills. Good interpersonal skills to be able to perform in a multi-disciplinary team setting. Ability to perform basic quality assurance tests. Ability to work under pressure in a high-volume public health environment.

<u>DUTIES</u>	:	Provide high-quality diagnostic imaging i.e. perform highly specialized paediatric and obstetric radiographic procedures, including neonatal chest X-Rays, mobile/ bedside imaging in the NICU/ PICU and theatre imaging. Maintain strict radiation protection standards. Participate in quality assurance and equipment maintenance. Participate in image quality audits to eliminate repeat exposures. Promote good health practice and ensure optimal care of patients. To perform reception, clerical duties as required. Ensure the safety of paediatric patients, pregnant mothers accompanying custodians and health care staff. Identify and escalate suspected physical abuse in compliance with Child Protection legislation. Able to use compassionate communication, distraction techniques and appropriate immobilisation strategies to manage uncooperative and anxious minors. Educate parents on the risks and benefits of radiation. Implement infection prevention and health & safety protocols. To comply with and promote Batho Pele principals. Ensure compliance with the Ideal Hospital Framework and OHSC (Office of Health Standards Compliance). Participate in 24/7 shift rosters, standby duties, and after-hours emergency cover. Participate in implementation of departmental and institutional quality improvement plan.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs. N. Mbatha – Assistant Director: Radiographer Tel No: (034) 328 0000
	:	All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 OR can be done on S'thesha Waya-Waya website. Applications: can also be emailed to Thembalami.Zwane@kznhealth.gov.za
<u>NOTE</u>	:	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. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.
<u>CLOSING DATE</u>	:	30 October 2026
<u>POST 37/207</u>	:	<u>PARAMEDIC GRADE 1,2,3 &4 REF NO: EMSUTK 02 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R334 227 per annum Grade 2: R413 199 per annum Grade 3: R506 496 per annum Grade 4: R593 079 per annum Plus 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet prescribed requirements)
<u>CENTRE REQUIREMENTS</u>	:	EMS Uthukela District – Estcourt Base
	:	Grade 1: CCA qualification plus Registration with HPCSA as a Paramedic plus. Current registration with HPCSA. Valid driver's license code C1(code 10) with PRDP (GP). Grade 2: CCA qualification plus Registration with HPCSA as a Paramedic. A minimum of 7 years' experience after registration with HPCSA as a Paramedic (CCA) plus. Current registration with HPCSA (card). Valid driver's license code C1 (code 10) with PRDP (GP) Or National Diploma in Emergency Medical Care. Registration with HPCSA as a Paramedic with National Diploma.

Current registration with HPCSA (card). Valid driver's license code C1 (code 10) with PRDP (GP) **Grade 3:** CCA qualification. Registration with HPCSA as a paramedic. A minimum of 14 years' experience after registration with HPCSA as a Paramedic (CCA). Current registration with HPCSA (Card). Valid driver's license code C1(code 10) with PRDP (GP) Or National Diploma in Emergency Medical Care. Registration with HPCSA as a Paramedic. A minimum of 7 years' experience after registration with PHCSA as a Paramedic with National Diploma plus. Current registration with HPCSA (card). Valid driver's license code C1(code10) with PRDP (GP) or B Tech Degree in Emergency Medical. Registration with HPCSA as an ECP. Current registration with HPCSA (card). Valid driver's license code C1 (code 10) with PRDP(GP) **Grade 4:** CCA qualification. Registration with HPCSA as a Paramedic. A minimum of 24 years' experience after registration with HPCSA as a Paramedic (CCA). Current registration with HPCSA (card). Valid driver's license code C1(code 10) with PRDP or National Diploma in Emergency Medical Care. Registration with HPCSA as a Paramedic plus. A minimum of 17 years' experience after registration with HPCSA as a Paramedic with National Diploma. Current registration with HPCSA (card). Valid driver's license code C1 (code 10) with PRDP Or B Tech Degree in Emergency Medical Care. Registration with HPCSA as a ECP. A minimum of 10 years' experience after registration with HPCSA as an ECP. Current registration with HPCSA (card). Valid driver's license code C1 (code 10) with PRDP (GP) Knowledge, Skills, Training And Competencies Required: The incumbents of these posts will report to the EMS shift leader: Emergency Medical Services and will be responsible to provide pre-hospital treatment within the scope of CCA/ National Diploma in Emergency Medical Care/ B Tech Degree in Emergency Medical Care and transport patients to an and transport patients to an appropriate health facility in order to minimise the loss of lives. The ideal candidate must have a Knowledge of Advanced Life Support HPCSA protocols. Knowledge of EMS protocols. Knowledge and understanding of EMS Standard Operating Procedures. Understanding of EMS work under pressure. Patience, tolerance, empathy and cross-cultural awareness. Interpersonal sensitivity. Code of conduct.

DUTIES

: Provide Advanced Life Support and Advanced Medical Services for the District and Sub-District. Respond to emergency calls in the district. Assist with community awareness programmes within the district. Conduct the treatments of Hepatitis B programme of staff and monitor the progress thereof. Lecture patient management and demonstrate use of equipment to the internal operational staff, other health sector staff and public: participate in practical exercise. Assist Emergency Care Officer's with Emergency calls (red codes) and critical patients. Actively participate in quality assurance projects. Control, issue and check drugs, record issues in register and submit registers. Wash, clean and disinfect the interior and exterior of the vehicles, equipment and maintain unit in a good working order. Conduct Proper Shift handover. Report discrepancies on equipment, motor vehicles, services and make recommendations to the Shift Leader. Maintain accurate and reliable records. Abide by all standard operating procedures.

ENQUIRIES APPLICATIONS

: Mr.ET Kubheka Tel No: (036) 6384816
: All applications should be forwarded to: The Human Resource Manager: UThukela Health District Office, Private Bag X9958, Ladysmith, 3370 OR Hand Deliver to: 32 Lyell Street, Ladysmith, 3370 or email your application: UthukelaDistrict.HRJobapplication@kznhealth.gov.za and apply on Siyathesha waya waya Eservices.

FOR ATTENTION NOTE

: Assistant Director: HRM
: Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be completed in full and accompanied by a detailed Curriculum Vitae only. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. Ref 13/2018. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for these posts. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment

verification). Failure to comply will result in the application not being considered". Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. African Males are encouraged to apply due to employment equity target. Please note that due to financial constraint no resettlement fees will be considered for payment to the candidates who are offered the positions. 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. Provincial Administration: KwaZulu Natal 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 The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply.

CLOSING DATE

:

30 October 2026