

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF SOCIAL DEVELOPMENT**

The Department of Social Development is an equal opportunity, affirmative action employer. The Department is committed to promoting representivity in terms of race, gender and disability through the filling of these posts. Preference will be given to candidates whose appointment, transfer or promotion will advance the achievement of representivity in accordance with the Department's Employment Equity Plan Targets. White Females, Indians and Persons with disabilities are encouraged to apply.

- APPLICATIONS** : Only applications submitted online will be accepted. To apply submit your application only via <https://form.jotform.com/ncdsdev/ncdsd-online-vacancy-application>
- CLOSING DATE** : 12 November 2026. It is the sole responsibility of an applicant to ensure that their application reaches the Department on or before the closing date. The Department accepts no responsibility for server delays, connectivity problems or other technical difficulties resulting in late submission. Late applications will not be considered.
- NOTE** : Only applications submitted online will be accepted. Kindly note that technical support is only available from Monday to Friday from 8:00 to 16:00. Should you experience any difficulties with your online application you may contact the helpline on 076 424 7850. To apply, submit a completed Z83 form and detailed Curriculum Vitae (in PDF format) via the link supplied. The new Z83 form can be downloaded at www.dpsa.gov.za-vacancies or obtainable from any Public Service Department. Only shortlisted candidates will be required to submit certified copies of qualifications, ID and driver's licence before or on the day of the interview. In addition, Social Service Professionals will be required to submit proof of registration with the South African Council for Social Service Professions (SACSSP) and certificate of service for recognition of previous experience before or on the day of the interview. Failure to comply with these pre-conditions will disqualify applications from being processed. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to short-listed candidates only. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be a practical exercise, and the other will be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, qualification/study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. Successful candidates will be appointed on a probation period of twelve (12) months. Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. The Department reserves the right not to make appointment(s) to the advertised post(s). Furthermore, if you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. All interviews will be conducted at the Provincial Office stationed in Kimberley.

OTHER POSTS

- POST 38/555** : **INSTITUTIONAL MANAGER: MOLEHE MAMPE SECURE CARE CENTRE**
REF NO: IM/MMSCC/FB/01/26
- SALARY** : Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
- CENTRE** : Molehe Mampe Secure Care Centre: Kimberley
- REQUIREMENTS** : Qualifications: Bachelor's Degree (NQF Level 7) in Social Work. Registration with the South African Council for Social Service Professions as a Social Worker. A Minimum of 10 years appropriate/recognisable experience in Social Work after registration as Social Worker with SACSSP including five years supervisory/middle management experience. Valid motor vehicle driver's licence. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal

		skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Manage and oversee the overall operations of the Secure Care Centre in accordance with the Child Justice Act, 2008 (Act No. 75 of 2008), the Children's Act, 2005 (Act No. 38 of 2005), and applicable policies and minimum norms and standards. Manage the implementation of child justice, residential care, rehabilitation and developmental programmes for children in conflict with the law. Ensure compliance with statutory requirements relating to the admission, placement, care, detention, transfer and release of children. Oversee the provision of social work, psychosocial support, educational, therapeutic and reintegration services. Ensure the safety, security, protection and well-being of children and staff. Manage human, financial and physical resources, including staff supervision, performance management and capacity development. Coordinate intersectoral collaboration with relevant government departments and stakeholders to promote the effective administration of child justice, family reunification and social reintegration. Monitor service delivery, maintain accurate records, compile statutory and management reports, and ensure compliance with governance, risk management, occupational health and safety and quality assurance requirements.
<u>ENQUIRIES</u>	:	Ms. Keitumetsi D. Makweya Tel No: (053) 807 5900
<u>POST 38/556</u>	:	<u>INSTITUTIONAL MANAGER: MARCUS MBETHA SECURE CARE CENTRE</u> <u>REF NO: SWM/MMSCC/ZFM/02/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Marcus Mbetha Secure Care Centre: Upington
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree in Social Work. Registration with the South African Council for Social Service Professions as Social Worker. A Minimum of 10 years appropriate/recognisable experience in Social Work after registration as Social Worker with SACSSP including five years supervisory/middle management experience. Valid motor vehicle driver's licence. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Manage and oversee the overall operations of the Secure Care Centre in accordance with the Child Justice Act, 2008 (Act No. 75 of 2008), the Children's Act, 2005 (Act No. 38 of 2005), and applicable policies and minimum norms and standards. Manage the implementation of child justice, residential care, rehabilitation and developmental programmes for children in conflict with the law. Ensure compliance with statutory requirements relating to the admission, placement, care, detention, transfer and release of children. Oversee the provision of social work, psychosocial support, educational, therapeutic and reintegration services. Ensure the safety, security, protection and well-being of children and staff. Manage human, financial and physical resources, including staff supervision, performance management and capacity development. Coordinate intersectoral collaboration with relevant government departments and stakeholders to promote the effective administration of child justice, family reunification and social reintegration. Monitor service delivery, maintain accurate records, compile statutory and management reports, and ensure compliance with governance, risk management, occupational health and safety and quality assurance requirements.
<u>ENQUIRIES</u>	:	Mr. Godfrey F Mjezu at 064 880 3202
<u>POST 38/557</u>	:	<u>SOCIAL WORK MANAGER: ZWELINTLANGA FATMAN MGCAWU</u> <u>DISTRICT REF NO: SWM/ZFM/03/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	District Office: Upington
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree in Social Work. Registration with the South African Council for Social Service Professions as Social Worker. A Minimum of

		10 years appropriate/recognisable experience in Social Work after registration as Social Worker with SACSSP including five years supervisory/middle management experience. Valid motor vehicle driver's licence. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Manage and provide leadership for the delivery of advanced and specialised social work services within defined areas of responsibility, relating to the care, support, protection, development and empowerment of vulnerable individuals, families, groups and communities through relevant programmes and in partnership with stakeholders. Provide strategic and professional direction on complex social conditions and matters that may result in, or stem from, social instability, and ensure appropriate, integrated and responsive interventions. Manage, supervise and provide professional leadership to social work personnel, promoting ethical practice, professional accountability, continuous development and the delivery of quality social work services in accordance with applicable legislation, policies, professional standards and departmental priorities. Lead the development, planning, implementation, monitoring and evaluation of social work programmes and interventions, ensuring alignment with departmental strategic objectives and the efficient, economical and effective utilisation of financial, human and other resources. Manage the performance and development of human resources within the area of responsibility and ensure effective workforce planning and deployment to support service-delivery priorities. Monitor service quality, professional compliance, programme performance and outcomes, and institute corrective measures where required. Build and maintain strategic partnerships with relevant government departments, non-governmental organisations, professional bodies, community structures and other stakeholders to strengthen integrated social welfare service delivery. Keep abreast of developments in the social work, social welfare, policy and management fields, and ensure that relevant research, legislation, policy developments and best practice inform service delivery. Provide authoritative professional and managerial advice to senior management on social work practice, programme performance, service standards, professional governance and emerging social welfare challenges, and ensure the effective execution of administrative, financial, reporting, monitoring, risk-management and compliance functions within the area of responsibility.
<u>ENQUIRIES</u>	:	Mr. Godfrey F Mjezu at 064 880 3202
<u>POST 38/558</u>	:	<u>MANAGER: COMMUNITY DEVELOPMENT: ZWELINTLANGA FATMAN</u> <u>MGCAWU DISTRICT REF NO: CDM/ ZFM/04/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	District Office: Upington
<u>REQUIREMENTS</u>	:	An Applicants must possess an appropriate NQF Level 7 Bachelor's Degree in Community Development / Development Studies / Social Science. Valid motor vehicle driver's licence. A Minimum of 10 years appropriate/recognisable experience in Community Development after obtaining the required qualification, this must including five years supervisory/middle management experience. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Manage the identification, facilitation and implementation of integrated development interventions in partnership with the community and other relevant stakeholders through efficient, effective and economical utilization of resources by the unit/sub-directorate. Monitor, interpret and review legislation and policies to determine whether legislation and policies are still relevant and comply with current requirements. Develop proposals to amend/maintain the relevant acts and policies, and develop new policies where required. Manage community development unit/sub directorate to ensure that an efficient and

		effective community development service is delivered through the proper utilization of human, financial and physical resources. Keep up to date with new developments in the community development and management fields to enhance service delivery. Plan and ensure that research on community development is undertaken. Undertake/facilitate complex community development research.
<u>ENQUIRIES</u>	:	Mr. Godfrey F Mjezu at 064 880 3202
<u>POST 38/559</u>	:	<u>MANAGER: COMMUNITY DEVELOPMENT: FRANCES BAARD DISTRICT REF NO: CDM/FB/05/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	District Office: Kimberley
<u>REQUIREMENTS</u>	:	Applicants must possess an appropriate NQF Level 7 Bachelor's Degree in Community Development / Development Studies / Social Science. Valid motor vehicle driver's licence. A Minimum of 10 years appropriate/recognisable experience in Community Development after obtaining the required qualification, this must including five years supervisory/middle management experience. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Manage the identification, facilitation and implementation of integrated development interventions in partnership with the community and other relevant stakeholders through efficient, effective and economical utilization of resources by the unit/sub-directorate. Monitor, interpret and review legislation and policies to determine whether legislation and policies are still relevant and comply with current requirements. Develop proposals to amend/maintain the relevant acts and policies, and develop new policies where required. Manage community development unit/sub directorate to ensure that an efficient and effective community development service is delivered through the proper utilization of human, financial and physical resources. Keep up to date with new developments in the community development and management fields to enhance service delivery. Plan and ensure that research on community development is undertaken. Undertake/facilitate complex community development research.
<u>ENQUIRIES</u>	:	Ms. Keitumetsi D. Makweya Tel No: (053) 807 5900
<u>POST 38/560</u>	:	<u>COMMUNITY DEVELOPMENT POLICY MANAGER: SUSTAINABLE LIVELIHOODS REF NO: CDPM/SL/06/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593.per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Provincial Office: Kimberley
<u>REQUIREMENTS</u>	:	Applicants must possess an appropriate NQF Level 7 Bachelor's Degree in Community Development / Development Studies / Social Science. Valid motor vehicle driver's licence. A Minimum of 10 years appropriate/recognisable experience in Community Development after obtaining the required qualification, this must including five years supervisory/middle management experience. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	To manage the identification, facilitation and implementation of integrated development interventions in partnership with the community and other relevant stakeholders through the efficient, effective and economical utilisation of resources by the unit/sub directorate; Manage a community development policy unit to ensure that the required legislative policies and procedures are developed through the efficient and effective utilisation of human resources; Manage the development of policies for rendering a community development service in the department; Keep up to date with new developments in community development and management fields; Plan and ensure that

		community development policy research is undertaken. Undertake complex community development research.
<u>ENQUIRIES</u>	:	Ms. Gosalamang Saul Tel No: (053) 802 7710
<u>POST 38/561</u>	:	<u>COMMUNITY DEVELOPMENT POLICY MANAGER: YOUTH DEVELOPMENT REF NO: CDPM/YD/07/26</u>
<u>SALARY</u>	:	Grade 1-2: R1 009 512 - R1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Provincial Office: Kimberley
<u>REQUIREMENTS</u>	:	Applicants must possess an appropriate NQF Level 7 Bachelor's Degree in Community or Youth Development / Development Studies / Social Science. Valid motor vehicle driver's licence. A Minimum of 10 years appropriate/recognisable experience in Community Development after obtaining the required qualification, this must including five years supervisory/middle management experience. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	To manage the identification, facilitation and implementation of integrated development interventions in partnership with the community and other relevant stakeholders through the efficient, effective and economical utilisation of resources by the unit/sub directorate; Manage a community development policy unit to ensure that the required legislative policies and procedures are developed through the efficient and effective utilisation of human resources; Manage the development of policies for rendering a community development service in the department; Keep up to date with new developments in community development and management fields; Plan and ensure that community development policy research is undertaken. Undertake complex community development research.
<u>ENQUIRIES</u>	:	Ms. Ms. Romi Snyders Tel No: (053) 802 7710
<u>POST 38/562</u>	:	<u>SOCIAL WORK POLICY MANAGER REF NO: SWPM/VEP/08/26</u>
<u>SALARY</u>	:	Grade 1 - 2: R1 009 512 - R 1 414 593 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Provincial Office: Kimberley
<u>REQUIREMENTS</u>	:	Senior certificate / Grade 12 qualification plus an appropriate formal tertiary qualification in Social Work (e.g. Bachelor of Social Work) or equivalent qualification as recognised by SAQA that allows professional registration with the SACSSP. Current registration with the South African Council for Social Service Professions (SACSSP). A valid motor vehicle driver's license (with exception of persons with disabilities). Experience: A minimum of 10 years appropriate experience in social work after registration as Social Worker with the SACSSP of which 5 years must be appropriate experience in social work policy development. Valid motor vehicle driver's licence. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Develop/facilitate the development of policies for rendering a social work service in the department. Manage a social work policy unit to ensure that the required policies and procedures are developed through efficient and effective utilisation of human resources. Keep up to date with new developments in the social and management fields. Plan and ensure that social work policy research and development are undertaken. Undertake complex social work research. Perform and/or ensure that all the administrative functions required in the unit are performed.
<u>ENQUIRIES</u>	:	Ms. N. Andreas Tel No: (053) 874 9100

<u>POST 38/563</u>	:	<u>SOCIAL WORK POLICY DEVELOPER: GRADE 1-2 (X3 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R471 330 - R754 785 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Provincial Office: Kimberley: Older Persons Ref No. SWPD/OP/09/26 (X1 Post) Social Crime Prevention Ref No. SWPD/CRIME/09/26 (X1 Post) Substance Abuse Ref No. SWPD/SA/09/26 (X1 Post)
<u>REQUIREMENTS</u>	:	Senior certificate / Grade 12 qualification plus an appropriate Formal tertiary qualification in Social Work (e.g. Bachelor of Social Work) or equivalent qualification as recognised by SAQA that allows professional registration with the SACSSP. Current registration with the South African Council for Social Service Professions (SACSSP). A valid motor vehicle driver's license (with exception of persons with disabilities). Experience: A minimum of 8 years appropriate experience in social work after registration as Social Worker with the SACSSP. Valid motor vehicle driver's licence. Competencies: Good Communication skills. Report writing skills. Facilitation skills. Co-ordination skills. Liaison skills. Networking. Interpersonal skills. Leadership skills. Analytical skills. Diplomacy. Change and knowledge management. Planning and organization skills. People Management. Financial Management. Problem Solving, Planning & organizing. Time Management. Team player. Strategic Planning. Policy analysis and development.
<u>DUTIES</u>	:	Develop, implement and maintain social work policies: monitor, interpret and review legislation, policies and procedures to determine whether the legislation, policies and procedures are still relevant and comply with current requirements; Develop proposals to amend/maintain the relevant acts, policies and procedures and develop new policies/procedures where required, including costing the policies; Develop programmes to implement the relevant policies. Keep up to date with new developments in the social work field, study professional journals and publications to ensure that cognizance is taken of new developments; Monitor and study the social services legal and policy framework continuously; Liaise/attend meetings with other departments, non-government institutions and relevant stakeholders to take cognizance of the latest developments in the relevant fields; Engage in continuous professional development activities as prescribed; Research and development, Perform the administrative functions required in the unit.
<u>ENQUIRIES</u>	:	Ms. N. Andreas Tel No: (053) 874 9100
<u>POST 38/564</u>	:	<u>SOCIAL WORK SUPERVISOR: GRADE 1-2 (X11 POSTS)</u>
<u>SALARY</u>	:	Grade 1-2: R496 668 - R929 706 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	Frances Baard District (Kimberley and Warrenton): Probation Services Ref No: SWSUP/PS/FB/10/26 (X1 Post) Warrenton Ref No: SWSUP/WARR/FB/10/26 (X1 Post) Sol-Plaatje Municipality Ref No: SWSUP/SOL/FB/10/26 (X2 Posts) John Taolo Gaetsewe District (Kuruman) Gasegonyana Ref No: SWSUP/GASE/JTG/10/26 (X1 Post) Joe Morolong Ref No: SWSUP/JOE/JTG/10/26 (X1 Post) Probation Services Ref No: SWSUP/PS/JTG/10/26 (X1 Post) Namakwa District (Springbok and Port-Nolloth): Springbok Ref No: SWSUP/SPR/10/26 (X1 Post) Port Nolloth Ref No: SWSUP/PORT/10/26 (X1 Post) Pixley ka Seme District (De Aar): Probation Services Ref No: SWSUP/PS/PKS/10/26 (X1 Post) Zwelintanga Fatman Mgcawu District (Upington): Dawid Kruiper Ref No: SWSUP/DK/ZFM/10/26 (X1 Post)
<u>REQUIREMENTS</u>	:	Appropriate Bachelor's Degree in Social Work. Current Registration with the South African Council for Social Services Professions (SACSSP) as a Social Worker. A minimum of 8 years appropriate experience in Social Work. Valid motor vehicle driver's licence. Knowledge and Skills: Computer Skills. Interpersonal Skills. Communication Skills. Report Writing Skills. Management and Evaluation Skills. Knowledge of supervision model within the sector. Knowledge of relevant programmes in Social Work. In-depth knowledge of social work service delivery model. People management and empowerment.
<u>DUTIES</u>	:	Render comprehensive social work services aimed at the care, support, protection, empowerment and development of vulnerable individuals, groups,

families and communities through the implementation of relevant social work and social welfare programmes. Identify, assess and respond to social conditions and circumstances that may result in, or stem from, social instability and social dysfunction in any form, and facilitate appropriate interventions, referrals and linkages with relevant services and stakeholders. Provide professional supervision, guidance, advice and support to social workers, social auxiliary workers and volunteers to promote effective, ethical, and accountable and quality social work service delivery in accordance with applicable legislation, policies, professional standards, departmental directives and best practice. Keep abreast of developments, emerging trends, legislation, policies, research and best practices in the social work and social welfare fields, and facilitate the application of relevant developments to improve service delivery. Oversee and coordinate the administrative and operational functions required within the unit, including planning, record management, reporting, monitoring, quality assurance and compliance, and undertake higher-level administrative functions as required. Ensure the effective coordination of social work interventions and resources within the unit, promote integrated and multidisciplinary service delivery, and contribute to the achievement of departmental priorities and social development outcomes.

<u>ENQUIRIES</u>	:	Frances Baard District: Ms. Thembeke Mbethane Tel No: (053) 807 5900 John Taolo Gaetsewe: Ms. Nomatjale Mahumapelo Tel No: 053 714 3400 Namakwa District: Ms. Claudette Farmer Tel No: (027) 712 8600 Pixley ka Seme District: Ms. Zine Motsatsi Tel No: (053) 632 7600 ZwelintlangaFatman Mgcawu District: Mr. Julian Williams at 071 623 0489
<u>POST 38/565</u>	:	<u>COMMUNITY DEVELOPMENT SUPERVISOR REF NO: CDS/JTG/JM/11/26</u>
<u>SALARY</u>	:	Grade 1-2: R471 330 - R674 874 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE</u>	:	John Taolo Gaetsewe District: Kuruman
<u>REQUIREMENTS</u>	:	Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 7 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.
<u>DUTIES</u>	:	To supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and to assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players, internal and external (e.g., in departments/provinces, NGO, local community structures and faith-based organizations) and stakeholders to facilitate intersectoral collaboration, integrated planning and establishment of partnerships to ensure sustainability of development activities within the community. Supervise and guide community development practitioners to enhance their performance on community development and to perform administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise community development practitioners to ensure an efficient and effective service. Supervise, mentor, coach and advise community development practitioners to ensure an efficient and effective service. Manage the sub-unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.
<u>ENQUIRIES</u>	:	Mr. Phelegetso Mabejane Tel No: (053) 714 3400

<u>POST 38/566</u>	:	<u>COMMUNITY DEVELOPMENT SUPERVISOR REF NO: CDS/ND/HKH/12/26</u>
<u>SALARY</u>	:	Grade 1-2: R471 330 - R674 874 per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE REQUIREMENTS</u>	:	Namakwa District: Calvinia Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 7 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.
<u>DUTIES</u>	:	To supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and to assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players, internal and external (e.g., in departments/provinces, NGO, local community structures and faith-based organizations) and stakeholders to facilitate intersectoral collaboration, integrated planning and establishment of partnerships to ensure sustainability of development activities within the community. Supervise and guide community development practitioners to enhance their performance on community development and to perform administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise community development practitioners to ensure an efficient and effective service. Supervise, mentor, coach and advise community development practitioners to ensure an efficient and effective service. Manage the sub-unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.
<u>ENQUIRIES</u>	:	Ms. Ronel Soudens Tel No: (027) 712 8600
<u>POST 38/567</u>	:	<u>COMMUNITY DEVELOPMENT SUPERVISOR: REF NO: CDS/PKS/SSTMA/13/26</u>
<u>SALARY</u>	:	Grade 1-2: R471 330 - R674 874.per annum, (Salary will be in accordance with OSD Determination)
<u>CENTRE REQUIREMENTS</u>	:	Pixley ka Seme District: Douglas Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 7 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.
<u>DUTIES</u>	:	To supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and to assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players, internal and external (e.g., in departments/provinces, NGO, local community structures and faith-based organizations) and

stakeholders to facilitate intersectoral collaboration, integrated planning and establishment of partnerships to ensure sustainability of development activities within the community. Supervise and guide community development practitioners to enhance their performance on community development and to perform administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise community development practitioners to ensure an efficient and effective service. Supervise, mentor, coach and advise community development practitioners to ensure an efficient and effective service. Manage the sub-unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.

ENQUIRIES : Ms. Nosihle Serati Tel No: (053) 632 7600

POST 38/568 : **COMMUNITY DEVELOPMENT SUPERVISOR REF NO:**
CDS/ZFM/SSTMA/14/26

SALARY : Grade 1-2: R471 330 - R674 874 per annum, (Salary will be in accordance with OSD Determination)

CENTRE : Zwelintlanga Fatman Mgcawu District: Upington
REQUIREMENTS : Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 7 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.

DUTIES : To supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and to assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players, internal and external (e.g., in departments/provinces, NGO, local community structures and faith-based organizations) and stakeholders to facilitate intersectoral collaboration, integrated planning and establishment of partnerships to ensure sustainability of development activities within the community. Supervise and guide community development practitioners to enhance their performance on community development and to perform administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise community development practitioners to ensure an efficient and effective service. Supervise, mentor, coach and advise community development practitioners to ensure an efficient and effective service. Manage the sub-unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.

ENQUIRIES : Ms. Elsabè Delie at 071 620 4829

POST 38/569 : **COMMUNITY DEVELOPMENT SUPERVISOR REF NO:**
CDS/ZFM/KGA/15/26 (X2 POSTS)

SALARY : Grade 1-2: R471 330 - R674 874 per annum, (Salary will be in accordance with OSD Determination)

CENTRE : Zwelintlanga Fatman Mgcawu District: Postmasburg
REQUIREMENTS : Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 7 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social

systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.

DUTIES : To supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders and to assist employees engaged in this function by resolving problems. Supervise and support community development practitioners to ensure that there is communication and co-ordination with all relevant role players, internal and external (e.g., in departments/provinces, NGO, local community structures and faith-based organizations) and stakeholders to facilitate intersectoral collaboration, integrated planning and establishment of partnerships to ensure sustainability of development activities within the community. Supervise and guide community development practitioners to enhance their performance on community development and to perform administrative support on community development and related activities. Keep up to date with new developments in the community development field to enhance service delivery. Supervise and advise community development practitioners to ensure an efficient and effective service. Supervise, mentor, coach and advise community development practitioners to ensure an efficient and effective service. Manage the sub-unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.

ENQUIRIES : Ms. Elsabè Delie at 071 620 4829

POST 38/570 : **COMMUNITY DEVELOPMENT POLICY DEVELOPER: YOUTH DEVELOPMENT REF NO: CDPD/YOUTH/16/26**

SALARY : Grade 1-2: R403 635 - R535 050 per annum, (Salary will be in accordance with OSD Determination)

CENTRE : Provincial Office: Kimberley

REQUIREMENTS : Qualifications: Bachelor's Degree (NQF Level 7) in Community Development / Development Studies / Social Science. A valid driver's license. A minimum of 8 years recognizable experience in Community Development after obtaining the required qualification. Valid driver's license. Community Development knowledge, skills, attitudes and values to engage in the social development of communities. Knowledge and understanding of human behaviour and social systems and legislation to assist with interventions at points where people interact with their environments in order to promote self-empowerment. The ability and competence to coordinate community development structures and ability to manage projects. The ability to influence individuals and group to participate in their own self-empowerment ventures. Understanding of social dynamics. Presentation, Problem solving skills, Computer skills, Written and verbal communication skills, Research and report writing skills, financial management and Supervisory skills.

DUTIES : Develop, implement and maintain community development policies: Monitor, interpret and review legislation, policies and procedures to determine whether the legislation, policies and procedures are still relevant and comply with current requirements. Develop proposals to amend/maintain the relevant acts, policies and procedures and develop new policies/procedures where required. This includes costing the policies. Develop programmes to implement the relevant policies. Research and development. Perform the administrative functions required in the unit. Monitoring and evaluation of non-profit organisations. Provide administrative, educational and supportive functions.

ENQUIRIES : Ms. Romi Snyders Tel No: (053) 802 7710