

NATIONAL PROSECUTING AUTHORITY

The NPA is an equal opportunity employer. People with disabilities will be given preference and are encouraged to apply. In the filling of vacancies, the objectives of Section 195(1)(i) of the Constitution of the Republic of South Africa, 1996, and in particular the Employment Equity Act, 1998 (Act 55 of 1998) and the NPA Employment Equity Strategy 2022-2026, will take highest preference in selection of suitable candidates.

<u>APPLICATIONS</u>	:	All applications must be submitted to the relevant Recruitment Response E mails stated below.
<u>CLOSING DATE</u>	:	16 November 2026
<u>NOTE</u>	:	<p>Applicants must apply by submitting applications on the most recent Z83 form obtainable from any Public Service Department or on the DPSA web site link: https://www.dpsa.gov.za/newsroom/psvc/ and a comprehensive CV ONLY (with detailed experience information). Failure to do so will result in your application being disqualified. Only shortlisted candidates will be required to submit certified copies of qualifications and other relevant documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA (only when shortlisted). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (only when shortlisted). All applications must reach the NPA on/or before the closing date. No late applications will be accepted/processed. Documents should not be password protected, and ZIP files will be blocked. The NPA cannot be held responsible for server delays. All applications must reach the NPA on/or before the closing date. No late applications will be accepted/processed. The applicant's attention is drawn to the fact that the NPA uses an Electronic Response Handling System in terms of e-mailed applications. Please do not contact the NPA directly after you have e-mailed your applications to enquire if your application(s) have been received. If you have not received an acknowledgement of receipt within one week after the closing date, then you can contact the NPA. The NPA reserves the right not to fill any particular position. If you do not hear from us within (6) six months from the closing date of the advert, please accept that your application was unsuccessful. Successful candidates will be subjected to a security clearance of at least confidential. Appointment to this position will be provisional, pending the issue of security clearance. Fingerprints will be taken on the day of the interview. The social media accounts of shortlisted applicants may be accessed as part of the verification process. A valid driver's license will be a requirement where applicable. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments which are, a practical exercise and an integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All SMS posts will be subjected to a lifestyle audit. SMS posts 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 NPA. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. A pre-entry certificate obtained from the National School of Government (NSG) is required for all SMS applicants for Public Service Act positions in the NPA (SMS pre-entry certificate to be submitted prior to appointment). NPA Act appointments are exempted from the pre-entry certificate requirement. This is a Public Service specific training programme. The name of the course is Certificate for entry into the SMS. The full details can be sourced from the link https://www.thensg.gov.za/training-course/sms-pre-entry-programme/.</p> <p>Applicants are advised that from 1 January 2021 a new application form for employment (Z83) is in use. The new application for employment form can be downloaded at www.dpsa.gov.za-vacancies. From 1 January 2021 should an application be received using the incorrect (old) application for employment (Z83), it will not be considered. NB! Applicants who are successful must please note that the NPA is not in a position to pay resettlement costs</p>

OTHER POSTS

<u>POST 39/86</u>	:	<u>DEPUTY DIRECTOR OF PUBLIC PROSECUTIONS</u> Sexual Offences and Community Affairs
<u>SALARY</u>	:	R1 625 709 per annum (Level 14), (Total cost package)
<u>CENTRE</u>	:	Pretoria: Head Office Ref No: Recruit 2026/347 Durban Ref No: Recruit 2026/348 (Re-advert)
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least 10 years' post qualification legal experience in criminal law litigation. (Regional and/or High court experience will be an advantage). Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Admission as an Attorney/Advocate is a pre-requisite. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Good advocacy and legal drafting skills. Extensive knowledge of the Criminal Procedure Act and gender-based violence legislation. (Completed GBVF training courses). Demonstrable Knowledge and expertise of the GBVF mandate of the SOCA unit in the areas of Domestic Violence, Sexual Offences, Child Justice, Maintenance, Trafficking in Persons & all other GBV matters generally is required. Good interpersonal, analytical, presentation and communication skills. Seven (7) years middle management experience which includes administration and Project management skills. Knowledge and application of GBV legislation, regulations and policies. Knowledge of Public Finance Management Act (PFMA) and financial management skills. Good planning skills, including administrative, organizational and Project management skills. Skills in public awareness initiatives and stakeholder management. Skills in research, development and presentation of training material in related fields. Knowledge of strategic planning and operational implementation of initiatives. Good verbal, communication and presentation skills. Knowledge of the Labour Relations Act and disciplinary process. Knowledge of international legislation and protocols will be added advantage, and the candidate must be prepared and able to travel extensively. Positive Security Clearance. Computer Literacy and knowledge of programs in Ms Word & Teams, Excel, Outlook and PowerPoint is mandatory. A Valid driver's licence.
<u>DUTIES</u>	:	Manage the portfolios assigned by the Special Director. Liaison and management of relevant stakeholders. Manage, train and guide SOCA cluster managers, prosecutors and stakeholders in respect of all matters relating to the SOCA mandate. Provide prosecutor guided investigations and prosecute cases when requested to do so by the Special Director. Study case dockets and other documents relating to SOCA mandate, representations and to make and review decisions with regard to the institution of criminal proceedings. Prepare cases for court, appear in appeals and reviews on the instruction of the SDPP. Prepare legal opinions. Strategically lead and implement the strategies of the unit and ensure operational implementation. Oversee resources and align them to strategic objectives. Development, performance management and assessment of staff members. Deal with representations and complaints. Ensure that a high standard of professional work is being carried out. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system. Initiate and coordinate public awareness campaigns and related training sessions. Assist in budget planning and donor funding management. Represent the NPA on SOCA mandate related matters with the media or any other platform on request of the SDPP. Quality control of statistics and performance management in relation to SOCA mandate. Compile reports as and when requested or required by the SOCA mandate for submission. Ensure good governance and compliance. Perform any other task the SDPP deems to be necessary
<u>ENQUIRIES</u>	:	Sandra Reddy Tel No: (012) 845 6670
<u>APPLICATIONS</u>	:	Pretoria: Head Office e mail: Recruit2026347@npa.gov.za; Durban e mail: Recruit2026348@npa.gov.za

<u>POST 39/87</u>	:	<u>DEPUTY DIRECTOR OF PUBLIC PROSECUTIONS REF NO: RECRUIT 2026/367 (X2 POSTS)</u> (Re-adverts) Specialised Commercial Crime Unit
<u>SALARY</u>	:	R1 625 709 per annum (Level 14), (Total cost package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least ten (10) years' post qualification experience in civil and/or criminal litigation. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Admission as an Attorney/Advocate will be an added advantage. Good advocacy and legal drafting skills. Knowledge of civil and/or criminal procedure. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Good interpersonal, analytical, presentation and communication skills. Computer skills. Able to work extended hours. Valid driver's license.
<u>DUTIES</u>	:	To guide investigations and conduct prosecutions of identified cases. To exercise oversight on any decision to prosecute, and to give any necessary advice and report to the Head of the SCCU. To ensure that decisions to prosecute or not prosecute comply with all relevant legal prescripts, the Constitution, and all applicable policies, procedures and directive. To provide high level and well researched opinions and reports to the Head of the SCCU. To manage and direct governance and operations in the SCCU. To monitor and review strategy and operations. To provide enterprise performance reports. To liaise with regional offices and arrange meetings in this regard. To render professional advice to the Head of the SCCU, as required. To ensure that plans are in place to promote good stakeholder and partner engagement. To ensure that the national strategy and annual plan of the SCCU are developed and implemented. To monitor delivery of the regional offices in line with the strategy and plan. In order to ensure that the regional offices meet targets, to continuously analyse, review and monitor operational performance of the offices in order, inter alia, to identify and operational deficiencies and to monitor the achievement of strategic objectives and annual targets. To develop any performance or delivery improvement plans or make such interventions as circumstances may require. To oversee the development and implementation of appropriate employee performance management systems. To initiate and implement training initiative by establishing training needs both at national and regional levels. To meet with relevant stakeholders on a regular basis in order to effectively execute the mandate of SCCU
<u>ENQUIRIES</u>	:	Pretoria Lerato Rakale Tel No: (012) 351 6756
<u>APPLICATIONS</u>	:	e mail: Recruit2026367@npa.gov.za
<u>POST 39/88</u>	:	<u>REGIONAL HEAD REF NO: RECRUIT 2026/349</u> Office for Witness Protection
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (Total cost package)
<u>CENTRE</u>	:	Durban
<u>REQUIREMENTS</u>	:	A qualification at NQF level 7 in Law / International Relations / Military/ Police / Political Science or equivalent as recognized by SAQA. Nyukela Certificate (Certificate for entry into the Senior Management Service from the school of Government). Minimum of five (5) years' experience at a middle/senior managerial level in a law enforcement / criminal justice environment. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. High level of understanding of and competency in people protection. Competency in at least two (2) official languages, one (1) of which must be English (multi-linguistic skills will be advantageous). Communication skills (verbal and written). Planning, organizational and financial management skills. High level of sensitivity towards people management. Knowledge of the Witness Protection Act, 112 of 1998, the Constitution of the RSA. Sound interpersonal relations. Conflict Management and conflict resolution. Negotiating and analytical skills. High level of dedication. Ability to think logically and high level of empathy. Must be prepared to travel extensively, even after hours. Sound knowledge of the Public Service Act and Regulations. Sound knowledge of National Crime Prevention strategy. Sound knowledge of the Minimum-Security Information Standards. Sound Knowledge of leading and planning operations. Valid driver's license. Willing to undergo security clearance.

<u>DUTIES</u>	:	Manage and coordinate the provision of provincial operation and strategic support for the witness protection programme. Manage and coordinate the assessment for admission of witnesses into the witness protection programme. Administer the processes for the OWP. Manage stakeholder relations. Generic management functions.
<u>ENQUIRIES</u>	:	KR Tsubella Tel No: (012) 845 6925
<u>APPLICATIONS</u>	:	e mail Recruit2026349@npa.gov.za
<u>POST 39/89</u>	:	<u>SENIOR STATE ADVOCATE REF NO: RECRUIT 2026/350</u> (Re-advert) National Prosecutions Service
<u>SALARY</u>	:	R1 242 915 – R1 934 208 per annum (LP-9), (Total cost package)
<u>CENTRE</u>	:	DDPP: Gqeberha
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least eight (8) years post qualification legal experience in civil and/or criminal litigation. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Five (5) years' experience in legal practice will be an added advantage. Ability to act independently. Experience or knowledge in environmental cases will be an added advantage. Strong interpersonal and communication skills. Decision making ability. Computer literacy and knowledge of programs in MS Office. The incumbent will be required to travel within the region. A valid drivers license.
<u>DUTIES</u>	:	Study case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets, indictments and other court documents. Represent the State in all courts. Prepare cases for court, including the acquisition of additional evidence and draft charge sheets, indictments and court documents. Present the State's case in court, lead and cross examine witnesses, address the court on, inter alia, conviction and sentence. Attend to representations, prepare opinions and head of arguments and argue cases in appropriate court. Appear in court in motion application pertaining to criminal matters and in general conduct prosecution on behalf of the state. Perform all duties related thereto in accordance with the code of conduct policy and directives of the NPA. Ensure accurate statistics and good governance. Mentor and coach junior staff (Prosecutors/Advocates) and quality check their work. Provide appropriate guidance and direction and issue proper instructions to Advocates/Prosecutors/SAPS/DPCI on all aspects of work. Participate in the performance assessment of staff being mentored. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES</u>	:	Andiswa Tengile Tel No: (012) 842 1450
<u>APPLICATIONS</u>	:	e mail: Recruit2026350@npa.gov.za
<u>POST 39/90</u>	:	<u>SENIOR STATE ADVOCATE REF NO: RECRUIT 2026/351 (X2 POSTS)</u> (Re-adverts) Specialized Commercial Crime Unit
<u>SALARY</u>	:	R1 242 915 – R1 934 208 per annum (LP-9), (Total cost package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least eight (8) years post qualification legal experience in civil and/or criminal litigation. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Five (5) years' experience in legal practice will be an added advantage. Ability to act independently. Experience or knowledge in environmental cases will be an added advantage. Strong interpersonal and communication skills. Decision making ability. Computer literacy and knowledge of programs in MS Office. A valid driver's license.
<u>DUTIES</u>	:	Study case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets, indictments and other court documents. Represent the State in all courts. Prepare cases for court, including the acquisition of additional evidence and draft charge sheets, indictments and court documents. Present the State's case in court, lead and cross examine witnesses, address the court on, inter alia, conviction and sentence. Attend to representations, prepare opinions and head of arguments and argue cases in

		appropriate court. Appear in court in motion application pertaining to criminal matters and in general conduct prosecution on behalf of the state. Perform all duties related thereto in accordance with the code of conduct policy and directives of the NPA. Ensure accurate statistics and good governance. Mentor and coach junior staff (Prosecutors/Advocates) and quality check their work. Provide appropriate guidance and direction and issue proper instructions to Advocates/Prosecutors/SAPS/DPCI on all aspects of work. Participate in the performance assessment of staff being mentored. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES</u>	:	Lerato Rakale Tel No: (012) 351 6756
<u>APPLICATIONS</u>	:	e mail: Recruit2026351@npa.gov.za
<u>POST 39/91</u>	:	<u>SENIOR STATE ADVOCATE (TRC) REF NO: RECRUIT 2026/368</u> (Re-advert) National Prosecutions Service
<u>SALARY</u>	:	R1 242 915 – R1 934 208 per annum (LP-9), (Total cost package)
<u>CENTRE</u>	:	Kimberley
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion of any appropriate legal qualification. At least eight (8) years' post qualification legal experience, in criminal litigation. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Proficiency in MS Word, Excel, and PowerPoint is required. Experience with MS Teams and Power BI will be an advantage. Ability to act independently without constant supervision. Must have good administrative skills. Able to work under pressure, which may involve long hours. Excellent analytical and problem-solving skills. Adaptability, communication and teamwork are also required in respect of working with other role-players. Knowledge and experience in TRC matters will be an added advantage.
<u>DUTIES</u>	:	Study the recommendations of the TRC (including relevant volumes of the TRC and its final report, related articles, video clips and records and all exhibits and documents handed in at the hearings, trials, inquests, proceedings), pertaining to allocated TRC matters. Consider the recommendations of the TRC and related matters. Provide guidance to dedicated TRC investigating officers. Drafting documents pertaining to access to crime scenes, court documents, documents and exhibits in possession of other state departments, universities, non- governmental organizations and other assistance as may be required by investigators. Conduct research, drafting of legal documents and attend to representations arising out of TRC matters. Make legal decisions in accordance with the law, policies and justice. Assist with the preparation of charge sheets/indictments where applicable. Co-operate and engage with all relevant stakeholders and colleagues pertaining to TRC matters. Make legal decisions in accordance with the law, NPA prosecution policies and directives. Also conduct research, prepare reports, and draft legal opinions, policies, legislation, and other legal documents. Participate in and represent the NPA in stakeholder engagements, meetings and projects. Monitor, analyze and report on performance information and statistics. Assist with the development of strategic, operational and implementation plans. Identify and resolve challenges affecting the performance of the NPA.
<u>ENQUIRIES</u>	:	Phumelele Sali Tel No: (053) 807 4521
<u>APPLICATIONS</u>	:	e mail: Recruit2026368@npa.gov.za
<u>POST 39/92</u>	:	<u>REGIONAL COURT CONTROL PROSECUTOR REF NO: RECRUIT 2026/365</u> National Prosecutions Service
<u>SALARY</u>	:	R1 074 222 - R1 742 772 per annum (Level SU-3), (Total cost package)
<u>CENTRE</u>	:	CPP: Upington (Kuruman)
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least six (6) years post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Good management skills. Must have the ability to act independently or within minimum supervision. Proficiency in prosecuting /litigation, guiding investigation and giving instructions in complex or more difficult common law and statutory offences in Regional and District

<u>DUTIES</u>	:	Court. Draft complex charge sheets and complex court documents. Good management skills. Must manage, give guidance and train prosecutors.
	:	Manage, train and give guidance to and train prosecutors. Study case dockets, decide on the institution of and conduct criminal proceedings. Maintenance matters and inquest of a general and more advanced nature in the Regional and District Court. Prepare cases for court and draft charge sheets and other proceedings for court. Present and assist prosecutors to present the State's case in court, to lead witnesses, cross examine and address the court on inter alia, conviction and sentence, and in general to conduct prosecutions on behalf of the State. Perform all duties related thereto in accordance with the code of conduct, policy and directives of the NPA. Assist the Senior Public Prosecutor with the performance assessment of staff. Perform general administrative duties of the office. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system.
<u>ENQUIRIES APPLICATIONS</u>	:	IL Mofokeng Tel No: (053) 807 4507
	:	e mail: Recruit2026365@npa.gov.za
<u>POST 39/93</u>	:	<u>STATE ADVOCATE (ATTORNEY) REF NO: RECRUIT 2026/352</u> Asset Forfeiture Unit
<u>SALARY CENTRE REQUIREMENTS</u>	:	R970 221 - R1 600 893 per annum (Level LP- 7 to LP-8), (Total cost package)
	:	Cape Town
	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least five (5) years post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. Excellent interpersonal, analytical, presentation and communication skills. Strong computer skills (Ms Word, Excel, Outlook and PowerPoint). Professionalism and able to act independently. Well-developed skills in legal drafting and advocacy. Ability to conduct legal research. Good knowledge of Asset Forfeiture Law will be an added advantage. Excellent interpersonal, analytical, presentation and communication skills. Willingness to travel and work extended hours. Excellent communication and administrative skills. Strong computer skills and knowledge of MS Word, Excel, Outlook and PowerPoint, Literacy and Numeracy. A valid driver's licence.
<u>DUTIES</u>	:	Act as Attorney for the Asset Forfeiture Unit. Execute tasks that by law must be performed by Attorneys. Attend to diverse types of civil litigation in the High Court, Magistrate Courts as well as appeals from these courts, including appeals to the Supreme Court of Appeal. Deal with constitutional issues, including litigation in the Constitutional Court. Draft and / or settle all types of agreements render legal opinions, draft and move applications. Attend to queries from curators on litigation of Asset Forfeiture matters. Collect all taxed bills of all costs in favour of the state.
<u>ENQUIRIES APPLICATIONS</u>	:	Joyce Marogoa Tel No: 012 845 6700
	:	e mail: Recruit2026352@npa.gov.za
<u>POST 39/94</u>	:	<u>STATE ADVOCATE REF NO: RECRUIT 2026/353 (X2 POSTS)</u> (X1 Re-advert) Specialised Commercial Crime Unit
<u>SALARY CENTRE REQUIREMENTS</u>	:	R970 221 - R1 600 893 per annum (Level LP- 7 to LP-8), (Total cost package)
	:	Pretoria
	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. At least five (5) years' post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Well-developed skills in legal research and legal drafting. Good knowledge of civil and/or criminal procedure. Proficiency in prosecution/litigation, competency in guiding investigations, drafting charge sheets, indictments and court documents and dealing with representations. Knowledge of and skills in general prosecution. High level of proficiency in prosecuting/litigation and presenting/arguing cases in court. Experience in guiding criminal investigations and giving instructions in law and statutory offences. Interpersonal skills. Written and verbal communication skills. Ability to work independently with minimum supervision.

<u>DUTIES</u>	:	Study and guide the investigations in case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets, indictments and other court documents. Represent the State in all courts. Prepare a case for court, including the acquisition of additional evidence and draft charge sheets and indictments. Present the State's case in court, lead and cross examine witnesses, address the court on, inter alia, conviction and sentence, study appeal and reviews. Attend to representations, prepare opinions and heads of arguments and argue cases in the appropriate court. Appear in court in motion application pertaining to criminal matters and in general conduct prosecution on behalf of the state. Perform all duties related thereto in accordance with the code of conduct policy and directives of the NPA. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system
<u>ENQUIRIES</u>	:	Lerato Rakale Tel No: (012) 351 6756
<u>APPLICATIONS</u>	:	e mail: Recruit2026353@npa.gov.za
<u>POST 39/95</u>	:	<u>STATE ADVOCATE REF NO: RECRUIT 2026/371 (X2 POSTS)</u> (Re-adverts) Specialised Commercial Crime Unit
<u>SALARY</u>	:	R970 221 - R1 600 893 per annum (Level LP- 7 to LP-8), (Total cost package)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. At least five (5) years' post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Well-developed skills in legal research and legal drafting. Good knowledge of civil and/or criminal procedure. Proficiency in prosecution/litigation, competency in guiding investigations, drafting charge sheets, indictments and court documents and dealing with representations. Knowledge of and skills in general prosecution. High level of proficiency in prosecuting/litigation and presenting/arguing cases in court. Extensive prosecutorial or litigation experience with regards to common law offences such as fraud, theft, forgery and uttering, commercial crimes and related matters. Proficiency in prosecuting/litigation, guiding investigations in complex or more difficult matters, including commercial matters. Drafting charge sheets, including indictments and court documents, dealing with representations. Financial or accounting background and knowledge of Company law will be an added advantage. General computer literacy and knowledge of programs in MS Word, Excel, Outlook and PowerPoint. Ability to act independently without supervision and manage court and case flow management independently. Excellent administrative skills. Interpersonal skills. Written and verbal communication skills. Ability to work independently with minimum supervision.
<u>DUTIES</u>	:	Study case dockets. Decide on the institution of prosecution and conduct criminal proceedings. Draft charge sheets, indictments and other court documents. Represent the State in all courts. Prepare cases for court, including the acquisition of additional evidence, lead and cross examine witnesses, address the court on inter alia, conviction and sentence. Study appeals and reviews, attend to representations, prepare opinions and heads of arguments. Conduct prosecution of serious, complex and organised commercial crime and corruption matters. Appear in court in motion applications pertaining to criminal matters and in general conduct prosecution on behalf of the state.
<u>ENQUIRIES</u>	:	Lemmer Ludwick Tel No: (051) 410 6001
<u>APPLICATIONS</u>	:	e mail: Recruit2026371@npa.gov.za
<u>POST 39/96</u>	:	<u>STATE ADVOCATE REF NO: RECRUIT 2026/354 (X4 POSTS)</u> Investigating Directorate Against Corruption
<u>SALARY</u>	:	R970 221 - R1 600 893 per annum (Level LP- 7 to LP-8), (Total Cost Package)
<u>CENTRE</u>	:	Pretoria: Head office
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. Right of appearance as contemplated in section 25(2) of the NPA Act, 32 of 1998. At least five (5) years' post qualification legal experience. At least five (5) years in legal practice will be an added advantage. Financial or accounting background an advantage. Experience in litigation offences in terms of POCA, Companies Act, PRECCA, PFMA and FICA necessary. Demonstrable competency in acting Independently, Professionally,

		Accountable and with Credibility. Extensive prosecutorial or litigation experience with regard to common law offences such as fraud, theft, forgery and uttering, commercial crimes and related matters. Proficiency in prosecuting/litigation, guiding investigations in complex or more difficult matters, including commercial matters. Drafting charge sheets, indictments and court documents, dealing with representations. Valid driver's licence.
<u>DUTIES</u>	:	Study case dockets, make assessments thereof and decide on the institution of prosecution. Deal with any representations. Guide investigations in complex or more difficult tax matters, including commercial matters. Prosecutor led investigations (PLI). Prepare cases for court, including the acquisition of additional evidence and draft charge sheets, indictments and court documents. Present the State's case in court, lead and cross examine witnesses, address the court on inter alia, conviction and sentence. Manage court and case flow management of cases independently. Study and deal with appeals and reviews. Prepare opinions and heads of argument for complex matters and argue cases in the appropriate court. Appear in court in motion application pertaining to criminal matters and general conduct prosecutions on behalf of the state. Mentor and guide investigating officers, prosecutors and stakeholders. Assist in high profile matters or matters where an increased risk element is present. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in criminal justice system independently without supervision and manage court and case flow management independently.
<u>ENQUIRIES</u>	:	Matodzi Makhari Tel No: (012) 845 6012
<u>APPLICATIONS</u>	:	e mail: Recruit2026354@npa.gov.za
<u>POST 39/97</u>	:	<u>REGIONAL COURT PROSECUTOR</u> National Prosecutions Service
<u>SALARY</u>	:	R655 854 - R1 508 337 per annum (Level LP-5 to LP-6), (Total cost package), (excluding benefits)
<u>CENTRE</u>	:	CPP: Butterworth (Engcobo) Ref No: Recruit 2026/355 CPP: Upington (Kuruman) Ref No: Recruit 2026/364 (X2 Posts)
<u>REQUIREMENTS</u>	:	An LLB. For serving prosecutors seeking promotion any appropriate legal qualification. At least four (4) years post qualification legal experience. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. The incumbent must have the ability to act independently or with minimum supervision. Experience in guiding investigations and giving instructions in law and statutory offences in regional court. Good interpersonal skills. Good analytical skills. Good presentation skills. Good project management skills. Valid driver's licence.
<u>DUTIES</u>	:	Study case dockets. Decide on the institution of and conduct criminal proceedings. Draft charge sheets and other documents and represent the State in all courts. Lead witnesses, cross-examine and address the court on inter alia, conviction and sentence and in general to conduct prosecutions on behalf of the state. Perform general administrative duties of the office. Promote partner integration, community involvement and customer satisfaction in conjunction with partners in the criminal justice system. Perform all duties related thereto in accordance with the Code of Conduct, Policy, and Directives of the National Prosecuting Authority.
<u>ENQUIRIES</u>	:	CPP: Butterworth (Engcobo) B Mswenyama Tel No: (047) 501 2696 CPP: Upington IL Mofokeng Tel No: (053) 807 4507
<u>APPLICATIONS</u>	:	CPP: Butterworth (Engcobo) e-mail: Recruit2026355@npa.gov.za CPP: Upington e-mail: Recruit2026364@npa.gov.za
<u>POST 39/98</u>	:	<u>DEPUTY DIRECTOR: HR PLANNING AND EQUITY REF NO: RECRUIT 2026/370</u> (Re-advert) Strategy, Operations and Compliance: HRM & D (HR Transformation)
<u>SALARY</u>	:	R932 292 per annum (MMS Level 11), (Total cost package)
<u>CENTRE</u>	:	Pretoria: Head Office
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6). Minimum five years' experience working in Human Resources of which three must be specific experience in the Human Resources Strategies, Employment Equity and Diversity Management Programs. A minimum of three years of experience in staff management. Demonstrable competency in acting Independently,

		Professionally, Accountable and with Credibility. Working knowledge of Human Resources Planning and Employment Equity processes and government requirements. Thorough understanding of Human Resource Practices in general. Knowledge of the applicable legislation and prescripts in the public service would be an added advantage. Research, presentation and facilitation skills. Good managerial, report writing and communication skills. Analysis and problem-solving skills. Project management. Advanced computer skills. Valid driver's license is a requirement.
<u>DUTIES</u>	:	Facilitate the process of development and implementation of the Human Resources Plan/ Strategy. Conduct research and surveys on labour matters. Develop and review Human Resources Policies and strategies. Analyse human resource information and provide advise and support to management on human resources matters. Guide and lead the process of the development and implementation of the Employment Equity Plan which also include management of disability, gender and diversity in the workplace. Coordinate the implementation of Regional Employment Equity Plans. Promote advocacy on EE programmes including disability in the workplace. Develop strategies to promote and enhance Employment Equity programmes. Facilitate, monitor and report on EE plans and strategy. Participate in the implementation of diversity management interventions. Participate in the implementation of programmes that highlight gender issues and ensure reporting on gender mainstreaming. Manage a team of practitioners responsible for the Human Resources Plan, Employment Equity and other related programmes.
<u>ENQUIRIES APPLICATIONS</u>	:	Licky Dlodla Tel No: (012) 845 6533
	:	e mail: Recruit2026370@npa.gov.za
<u>POST 39/99</u>	:	<u>FINANCIAL INVESTIGATOR REF NO: RECRUIT 2026/356</u> (Re-advert) Investigating Directorate Against Corruption
<u>SALARY CENTRE REQUIREMENTS</u>	:	R605 742 per annum (Level 10), (excluding benefits)
	:	Pretoria: Head office
	:	An appropriate B Degree (NQF Level 7) or NQF level 6 recognized three (3) year Diploma in Forensic Investigation, Forensic Auditing, Criminal Investigation, Policing or equivalent. Minimum of three (3) years' experience in financial investigation in a legal/investigative/financial environment in roles related to investigations, financial crime, financial analysis, forensic accounting or compliance. Vocational training in Forensic Investigation, Forensic Auditing, Law or any other specialized financial investigation courses. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Excellent written and verbal communication skills, innovative and proactive. General management and project management Skills. Strategic capability and leadership. People management and empowerment. Customer service and responsiveness. Communication Skills. Planning and Prioritizing. Research Skills and Administration skills. A valid driver's license.
<u>DUTIES</u>	:	Conduct case planning. Conduct financial investigation. Execute special operations in line with the provisions of relevant legislation. Attend to stakeholder engagement in relation to financial investigations. Provide administrative support with regard to case management.
<u>ENQUIRIES APPLICATIONS</u>	:	Maureen Dibetle Tel No: (012) 845 7727
	:	e mail: Recruit2026356@npa.gov.za
<u>POST 39/100</u>	:	<u>ASSISTANT DIRECTOR: ADMINISTRATION AND SUPPORT REF NO: RECRUIT 2026/357</u> National Prosecutions Service
<u>SALARY CENTRE REQUIREMENTS</u>	:	R487 197 per annum (Level 09), (excluding benefits)
	:	Pretoria: Head Office
	:	An appropriate B - degree (NQF level 7) or Three (3) year Diploma (NQF level 6) in Administration or equivalent qualification. Minimum three (3) years 'experience. At least three (3) years' supervisory experience in the related field. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. The successful candidate must demonstrate sound experience in supervision, team coordination, stakeholder liaison and the drafting of high-quality official correspondence. Knowledge of the NPA Act, the Public Service Act and Regulations, the PFMA and applicable public service prescripts is essential. The position requires a proactive, disciplined

and service-oriented professional with excellent verbal and written communication skills, strong presentation ability, sound judgement, attention to detail and the capacity to manage competing priorities under pressure. The candidate must be computer literate, reliable, well organised, able to work efficiently in a team environment and capable of engaging professionally with diverse internal, interdepartmental and international stakeholders. Knowledge in administration and general functions.

DUTIES

: Provide high-level administrative, coordination and operational support to the international Cooperation Component, The Money Laundering Desk, the REPS Component and where required, other components within the National Prosecution Service. Support the Head of the Component and relevant functional areas in coordinating strategic interdepartmental and inter-agency engagements, preparing reports, tracking deliverables and ensuring effective follow through on decisions taken. Supervise and guide administrative staff to ensure efficient office operations, quality service delivery and compliance with applicable policies and prescripts. Coordinate official visits by representatives of foreign States and international bodies including logistical arrangements, stakeholder liaison and related administrative support. Perform functions linked to mutual legal assistance, extradition, money laundering coordination and related prosecutorial support processes, including meeting coordination, documentation management and follow-up on action items. Facilitate the organisation of training initiatives, stakeholder engagements and official travel arrangements linked to international cooperation, money laundering matters and REPS-related functions. Oversee and support the timely execution of supply chain management and human resource administration processes while promoting accountability, responsiveness and professionalism across the supported components.

ENQUIRIES

: Sharon Ntseu Tel No: (012) 845 6664

APPLICATIONS

: e mail: Recruit2026357@npa.gov.za

POST 39/101

: **ASSISTANT DIRECTOR: HUMAN RESOURCE PLANNING REF NO: RECRUIT 2026/369**

Strategy, Operations and Compliance: HRM & D (HR Transformation)

SALARY

: R487 197 per annum (Level 09), (excluding benefits)

CENTRE

: Pretoria: Head Office

REQUIREMENTS

: An appropriate B - degree (NQF level 7) or Three (3) year Diploma (NQF level 6) in Human Resources Management, Administration or equivalent qualification. At least three (3) years functional / technical experience in the field of Human Resource Management (HR Planning or Strategies, Employment Equity/Diversity). Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. In depth knowledge of human resource management processes and systems including PERSAL. Understanding of Human Resource Management Methodologies, Principles and Strategies. Understanding of employment legislation within the Public Service, i.e, Public Service Act and Regulations, Employment Equity Act and Regulations, Labour Relations Act. Experience in Programme/Project Management. Quality Assurance. Experience in Stakeholder or Client Relations. Ability to work independently. A valid driver's licence.

DUTIES

: Coordinate and manage Human Resource Planning processes and Controls. Develop an HR plan and adjustment when necessary; Facilitate research or surveys on labour force related matters. Coordinate Human Resource Audits and Perform Human Resource Report reconciliations. Facilitate the collection of data for Employment Equity (EE) planning and participate in the development, implementation and reporting processes. Coordinate the development of the Annual Operational Plan for the Human Resource Management & Development Unit and the reporting thereof. Implement human resource planning strategies and processes. Coordinate and facilitate reporting on Employment Equity Targets. Coordinate HR Information and compile reports. Facilitate the development and implementation of MTEF HR Plan and implementation thereof. Provide HR planning and monitoring services by developing policies and monitoring consistent compliance with prescripts. Facilitate HR forecasting in line with organizational strategy. Develop and maintain HR data bank for analysis, standard and ad-hoc statistical reports. Render workforce planning advisory and support services. Conduct research and provide recommendations to inform organizational capacity requirements. Conduct benchmark with various institutions for human resource best

		practices. Provide the secretariat and administrative support to the Human Resource Planning, Human Resource Transformation and other Consultative Fora in the organization. Participate in different Transformation Unit projects and events.
<u>ENQUIRIES</u>	:	Licky Dlodla Tel No: (012) 845 6533
<u>APPLICATIONS</u>	:	e mail: Recruit2026369@npa.gov.za
<u>POST 39/102</u>	:	<u>HUMAN RESOURCES CLERK: SUPERVISOR</u> National Prosecutions Service
<u>SALARY</u>	:	R338 106 per annum (Level 07), (excluding benefits)
<u>CENTRE</u>	:	DPP: Makhanda (Grahamstown) Ref No: Recruit 2026/358 DPP: Kimberley Ref No: Recruit 2026/359
<u>REQUIREMENTS</u>	:	An appropriate B degree (NQF level 7) or Three (3) year Diploma (NQF level 6). Minimum two (2) years' relevant experience in Human Resources Administration. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Working knowledge of PERSAL. Knowledge of legislation and regulations pertaining to public service administration, specifically: the Public Service Act and Regulations, NPA Act, Basic Conditions of Employment Act, Labour Relations Act, Employment Equity Act, Skills Development Act. Knowledge of HR information management. Computer literacy in MS Word, Excel, Outlook and PowerPoint. Excellent administrative skills. Good written and verbal communication skills. Good planning and organizing skills. Problem solving skills. Sound co-ordination, administrative skills.
<u>DUTIES</u>	:	Administer recruitment and selection. Preside as an HR rep for shortlisting and interviews. Prepare appointment memorandum. Administer the implementation of service benefits. Ensure processing of leave on PERSAL. Approve transactions on PERSAL. Conduct leave inspections and compile report. Processing of performance rewards (pay progression and grade progression). Implementation of labour relations awards. Implementation of salary structures and updating of personnel information. Process resettlement benefits. Process recognition of long service. Process housing allowance. Process internal transfers. Oversee leave implementation and staff terminations. Process injury on duty. Monitor the processing of salary adjustment. Implementation of job evaluation results. Oversee all Human Resources Administration functions. Supervise staff in the relevant section. Implement and ensure compliance with policies and procedures.
<u>ENQUIRIES</u>	:	DPP: Makhanda (Grahamstown) Nomfuneko Ntapané Tel No: (046) 602 3000;
<u>APPLICATIONS</u>	:	DPP: Kimberley IL Mofokeng Tel No: (053) 807 4507 DPP: Makhanda (Grahamstown) e mail Recruit2026358@npa.gov.za DPP: Kimberley e mail Recruit2026359@npa.gov.za
<u>POST 39/103</u>	:	<u>COURT PREPARATION OFFICER REF NO: RECRUIT 2026/360</u> National Prosecutions Service
<u>SALARY</u>	:	R338 106 per annum (Level 07), (excluding benefits)
<u>CENTRE</u>	:	DPP: Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF level 7) or Three (3) year Diploma (NQF level 6) in Social Science/Behavioural Studies or equivalent. At least one (1) year working experience which includes experience gained during training. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Sound co-ordination and counselling experience. Ability to work well with children. Knowledge of the Criminal Justice System. Excellent administrative skills, good communication skills and problem-solving skills.
<u>DUTIES</u>	:	Provide holistic and integrated care for the victims of crime, customers and witnesses within the court environment. Prevent secondary traumatization by providing a safe and secure environment in which to testify. Implement court preparation for children and adult victims of crime, customers and witnesses and perform all other duties in relation thereto. Liaise with and report to the Prosecutor/Manager. Perform all duties in accordance with general accepted court preparation technique.
<u>ENQUIRIES</u>	:	Lemmer Ludwick Tel No: (051) 410 6001
<u>APPLICATIONS</u>	:	e mail Recruit2026360@npa.gov.za

<u>POST 39/104</u>	:	<u>COMMUNICATIONS OFFICER (MULTIMEDIA) REF NO: RECRUIT 2026/361</u> (Re-advert) Strategy, Operations and Compliance: Chief Directorate Communications
<u>SALARY</u>	:	R338 106 per annum (Level 07), (excluding benefits)
<u>CENTRE</u>	:	Head Office: Pretoria
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year National Diploma (NQF Level 6) in Multimedia, Digital Media Design, Digital Marketing, Communication, Public Relations or a related field as recognised by SAQA. A minimum of two (2) years' relevant experience in multimedia production / digital content creation. Valid Driver's Licence. Proven work experience as a Multimedia Specialist, Multimedia Officer, Digital Content Creator or similar role. Demonstrable competency in acting Independently, Professionally, and with Accountability and Credibility. Able to work under pressure and meet tight deadlines daily. Reliable, with interpersonal skills and teamwork. Time management and change management. Good knowledge of government programmes, project management and coordination skills, client-oriented and customer-focused. Communication skills and computer literacy. Proficiency in Adobe Creative Suite (Photoshop, Premiere Pro, Illustrator), Apple Mac OS, DaVinci Resolve, Canva and Microsoft Office Suite. Strong technical knowledge of multimedia technologies, digital platforms, and production equipment. Experience in videography, photography, video editing, graphic design and digital content production. Ability to operate professional DSLR/SLR cameras, video cameras, audio equipment, lighting equipment and related multimedia production tools. Experience in hybrid events management and live streaming. Experience in capturing, selecting, editing, enhancing and archiving professional images and video content. Knowledge and experience in digital platform management, including website, social media, intranet and Viva Engage. Experience in branding, events management, and content development and production. Willingness to travel and to work flexible hours when required. Willingness to work with heavy equipment including tripods, cabling, lighting and podcasting equipment.
<u>DUTIES</u>	:	Producing engaging photo and video content for diverse audiences. Produce and edit high-quality photo and video content for diverse audiences using Adobe Creative Suite and other relevant software. Apply visual storytelling, including basic animation and graphic design, across multimedia platforms. Plan, organise, and manage multimedia projects from concept to delivery. Execute professional photography and videography. Present content effectively and collaborate with stakeholders, demonstrating strong communication and listening skills. Maintain high levels of accuracy and attention to detail in all outputs.
<u>ENQUIRIES</u>	:	Isaac Dhludhlu Tel No: (012) 845 6711
<u>APPLICATIONS</u>	:	e mail: Recruit2026361@npa.gov.za
<u>POST 39/105</u>	:	<u>COMMUNICATIONS OFFICER REF NO: RECRUIT 2026/366</u> Strategy, Operations and Compliance: Communications Unit
<u>SALARY</u>	:	R338 106 per annum (Level 07), (excluding benefits)
<u>CENTRE</u>	:	Gqeberha (Eastern Cape)
<u>REQUIREMENTS</u>	:	An appropriate B Degree (NQF 7) or Three (3) year Diploma (NQF 6) in the field of Communications / Public Relations / Journalism / Media Studies or equivalent. Minimum two (2) years' experience in communications environment. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Basic knowledge of legislation and regulations pertaining to public service administration, specifically: Public Service Act and Regulations, Basic Conditions of Employment Act, Public Finance Management Act, NPA Act, Access to information Act, DPSA directives. Knowledge of public service, knowledge management, internal and external liaison, publications, advertising and branding, newswriting, reviewing and proofreading. Knowledge of NPA policies and procedures. Computer skills: MS Office Suite, MS Word, Excel, Outlook, PowerPoint, MS Project. Editing, project management, policy analysis and development, supervisory skills, decision making skills, analysis and problem-solving skills, interpersonal relations, communication (oral and written) skills. Excellent report writing skills. Task or time management skills. Conflict management, planning, research, presentation and facilitation.

<u>DUTIES</u>	:	Provide communications support to the Region. Assist with media queries in the region. Draft and write media statements for approval. Process media inquiries and assist with feedback. Provide social media inputs and content. Event management, public education and Awareness. Provide communication support to regional business units and corporate managers. Make meaningful inputs to Khasho by contributing articles on a regular and sustained basis. Publish organisational performance information on all internal communication platforms to keep employees updated. Provide support to internal stakeholders such as the Strategy office, EWP, IMU, HR and leadership with both internal and external local events and campaigns. Present content effectively and collaborate with stakeholders demonstrating strong communication and listening skills. Maintain high levels of accuracy and attention to detail in all outputs.
<u>ENQUIRIES</u>	:	Isaac Dhludhlu Tel No: (012) 845 6711
<u>APPLICATIONS</u>	:	e mail: Recruit2026366@npa.gov.za
<u>POST 39/106</u>	:	<u>ADMINISTRATIVE CLERK REF NO: RECRUIT 2026/362</u> National Prosecutions Service
<u>SALARY</u>	:	R237 453 per annum (Level 05), (excluding benefits)
<u>CENTRE</u>	:	CPP: Mthatha (Mount Frere)
<u>REQUIREMENTS</u>	:	Grade 12 or equivalent. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Sound planning and organizing skills, written and verbal communication. General computer literacy skills and knowledge in programs MS Word; Excel; PowerPoint and Outlook. Good people skills. Strong interpersonal and communication skills. Ability to act independently.
<u>DUTIES</u>	:	Provide high-quality administrative support to the office. Design and keep a well-organized administrative system for the office. Execute a wide variety of administrative tasks. Draft correspondence to the members of the public, other organisations and State departments. Liaise with corporate services with all matters pertaining to the administrative functioning of the office. Provide administrative support to the legal staff, pertaining to finance, logistical and human resources. Deliver mails, photocopying, faxing, receiving and dispatching documents. Provide court administration services. Assist with the efficient management of court rolls. Submit monthly reports and statistics. Provide case records services.
<u>ENQUIRIES</u>	:	Tulisa Sibindlana Tel No: (047) 501 2669
<u>APPLICATIONS</u>	:	e mail: Recruit2026362@npa.gov.za
<u>POST 39/107</u>	:	<u>ADMINISTRATIVE CLERK REF NO: RECRUIT 2026/363</u> (Re-advert) National Prosecutions Service
<u>SALARY</u>	:	R237 453 per annum (Level 05), (excluding benefits)
<u>CENTRE</u>	:	DPP: Mpumalanga (Mbombela)
<u>REQUIREMENTS</u>	:	Grade 12 or equivalent. Demonstrable competency in acting Independently, Professionally, Accountable and with Credibility. Sound planning and organizing skills, written and verbal communication. General computer literacy skills and knowledge in programs MS Word; Excel; PowerPoint and Outlook. Good people skills. Strong interpersonal and communication skills. Ability to act independently.
<u>DUTIES</u>	:	Provide high-quality administrative support to the office. Design and keep a well-organized administrative system for the office. Execute a wide variety of administrative tasks. Draft correspondence to the members of the public, other organisations and State departments. Liaise with administration with all matters pertaining to the administrative functioning of the office. Provide administrative support to the legal staff, pertaining to finance, logistical and human resources. Deliver mails, photocopying, faxing, receiving and dispatching documents (electronically and manually). Provide court administration services. Assist with the efficient management of court rolls. Compile monthly reports and statistics.
<u>ENQUIRIES</u>	:	Tebogo Mashile Tel No: (013) 045 0686
<u>APPLICATIONS</u>	:	e mail: Recruit2026363@npa.gov.za