

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

The Department of Public Works and Infrastructure is a merit based and equal opportunity employer. The intention is to embed excellence and diversity in the Public Service through the filling of these posts and with persons whose appointment will drive the vision of the department to turn South Africa into a construction site, and to use public assets for public good. Women and People with disabilities are encouraged to apply.



<u>APPLICATIONS</u>	:	<p>All Senior Management applications and Head Office: Head Office: The Director-General, Department of Public Works and Infrastructure, Private Bag X65, Pretoria, 0001 or Hand Delivered at CGO Building, Corner Bosman and Madiba Street, Pretoria. For Attention: Ms NP Mudau</p> <p>Mmabatho Regional Office: The Director-General, Department of Public Works, Private Bag X120, Mmabatho, 2735 or 810 Corner Albert Luthuli Drive and Maisantwa Streets, Unit3, Mmabatho, 2735. For Attention: Mr. T Oagile</p>
<u>CLOSING DATE</u>	:	20 November 2026 at 16H00
<u>NOTE</u>	:	<p>Applications must be submitted on the prescribed Z83 application form (obtainable from any Public Service Department or on the DPSA website link: https://www.dpsa.gov.za/newsroom/psvc/, which must be signed, initialled and dated by the applicant, and must be accompanied by a detailed curriculum vitae (CV) only. Candidates are not required to submit certified copies of qualifications and related documents on application. Only shortlisted candidates will be required to submit certified copies of qualification and other related documents on or before the date of interview, which should not be older than six months. Should an application be submitted using incorrect/old Z83 application form, such an application will be disqualified. Further take note of the following on completion of Z83 application form: PART A and PART B must be fully completed. PART C - PART G: Noting that there is a limited space provided applicants may refer to CV or indicate. This will be acceptable as long as the CV has been attached and provides the required information. Page 1 of the Z83 application form must be initialled and page 2 signed and dated by the applicant. Failure to comply with the above instructions may result in an application being disqualified. Applicants applying for more than one advertised post must submit separate Z83 application forms and CVs in respect to each post being applied for. Should an application be received where an applicant has applied for more than one posts on the same Z83 application form, the applicant will be considered for the first post indicated on the Z83 application form only. Applications will be received via post/courier services, hand deliveries or email. Late applications will not be considered. Regulation 57 (c) and 67 (9) of the Public Service Regulations 2016, as amended, requires the executive authority to ensure that he or she is fully satisfied of the claims being made and the finalisation of Personnel Suitability Checks in order to verify claims and check the candidate for purpose of being fit and proper for employment, respectively. Shortlisted candidates must be willing to undergo normal vetting and verification processes. Note: It is the responsibility of all applicants to ensure that foreign qualifications are evaluated by SAQA. Due to large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to shortlisted candidates only. Should you not have heard from us within three months from the closing date, please regard your application as unsuccessful. Entry level requirements for SMS posts: in terms of the Directive on Human Resource Management and Development on Public Service Professionalisation Volume 1 a requirement for appointment into SMS posts is the successful completion of the Senior Management Pre-Entry programme as endorsed by the National School of Governance (NSG). The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. 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</p>

(3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Note: For emailed applications, please submit a Single PDF document or one attachment per application to the email address designated on the specific position. Kindly note that the emailed applications and attachments should not exceed 15MB. It remains the candidate's responsibility to ensure that their application is successfully submitted using the required single pdf document. Encrypted document will not be accepted. All though an email application option is available, applicants are encouraged to hand deliver their application. Important: Applicants must submit a separate application for each post applied for, clearly indicating the correct reference number and post title on each application. Applicants who apply for more than one post must submit a separate application for each post. Failure to comply with this requirement may result in the application not being considered.

MANAGEMENT ECHELON

<u>POST 39/124</u>	:	<u>CHIEF DIRECTOR: ENGINEERING SERVICES REF NO: 2026/371</u>
<u>SALARY</u>	:	R1 554 696 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A Minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in engineering or relevant field of study. A minimum of 5 years of experience at a senior managerial level in the Engineering field. Compulsory professional registration with the Engineering Council of South Africa (ECSA). Knowledge: Engineering best practice Project Management; Extensive knowledge of all engineering aspects of the building and construction environment; Public Finance Management Act; Occupational Health and Safety Act; Supply Chain Management; Contract Management. Skills: Decision making; Team leadership; Analytical skills; Creativity; Self-management; Financial management Communication; Computer literacy; Planning and organising; Negotiation skills; Problem solving and analysis. Personal Attributes: Programme and project management; Engineering design and analysis knowledge; Research and development; Computer aided engineering applications; Knowledge of legal compliance; Technical report writing; Creating high-performance culture; Networking; Engineering and professional judgment.
<u>DUTIES</u>	:	Oversee the development of engineering plans, processes, and procedures. Oversee the development and maintenance of professional best practice parameters and quality standards and manuals and guideline on professional standards. Monitor and ensure the implementation and continuous adherence to professional guideline and standards. Manage approvals or audits on new engineering designs according to design principles or theory. Ensure engineering design efforts and integration across disciplines to ensure seamless integration with current technology. Oversee budget and timelines for engineering projects. Promote and enforce a safe and healthy work environment in accordance with applicable legislation and company policies and procedures. Drive continuous improvement of processes, quality and cost to maintain profitability and competitiveness. Oversee the maintenance of engineering operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Ensure engineering maintenance standards, specifications and service levels in accordance with Departmental objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to departmental goals to direct or redirect engineering services. Ensure and monitor compliance with standard operating procedures. Provide expert advice on electrical safety and risk management. Ensure compliance to OHSA, legal and environmental requirements. Manage cost efficiency of engineering projects and life cycle costing. Manage and provide technical operational advice on water and wastewater treatment purification service to client departments. Oversee the implementation of Water Act within the department. Manage the implementation and maintenance of the Water and Waste Water

Plants. Apply research findings to help minimise the environmental impacts of pollution, erosion, and other problems. Research ways to improve water conservation and preservation. Evaluate the feasibility of water-related projects, such as irrigation systems and waste treatment facilities. Manage the Chief Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

**ENQUIRIES
APPLICATIONS**

: Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
: Email Applications for the position of Chief Director: Engineering Services must be submitted to: Recruitment26-83@dpp.gov.za

POST 39/125

: **DIRECTOR: REAL ESTATE MANAGEMENT SERVICES REF NO: 2026/372**

SALARY

: R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE
REQUIREMENTS**

: Cape Town Regional Office
: A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Real Estate Management/ Property Management/ Immovable Asset Management or Built Environment. A minimum 5 years of experience at a middle/senior managerial level in real estate/property/immovable asset management and leading multidisciplinary teams across leasing, portfolio/asset acquisition/disposal, and/or facilities operations. An NQF 08 (Honours/Postgraduate) qualification in the above fields and more than 5 years direct middle/ senior management experience as specified above will serve as an added advantage). Leadership & Delivery: Demonstrated track record of managing teams to deliver measurable portfolio outcomes (e.g., timely lease renewals, cost optimisation, improved occupancy and condition, compliant disposals, accurate asset registers). Valid driver's licence and willingness to travel and work extended hours as needed. Security clearance will be required. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Other added advantage: Relevant professional registration in built sector or property related and private sector property management or immovable asset management experience. Knowledge: Legislation & Compliance: GIAMA, PFMA, Treasury Regulations/Instructions, PPPFA, OHS Act, Public Service Act & Regulations, MISS, SPLUMA, Deeds Registries Act, Municipal Property Rates Act, and relevant State Land Disposal and property transaction frameworks. Property Practice: Leasing and tenant administration, acquisitions, disposals, servitudes, estates, portfolio/asset performance, facilities maintenance, contract/vendor management. Public Sector Governance: Budget management, SCM, audit & assurance, risk & internal control, HRM and labour relations, service delivery improvement and transformation. Skills: Strategic planning & execution. People leadership & performance management. Programme/portfolio & project management. Contract, lease and vendor management. Financial management & cost optimisation. Risk, compliance & quality assurance. Stakeholder management and negotiation. Advanced report writing & presentation. Data & systems proficiency (asset registers, property information systems, BI dashboards). Problem solving, decision-making and change management. Personal Attributes: Outcomes-driven, innovative and resourceful. High integrity and resilience under pressure. Strong interpersonal influence and relationship-building. Analytical, decisive and detail-attentive. Able to set high standards, coach teams and drive continuous improvement.
: Functional Leadership & Governance: Translate departmental strategy into a Directorate operating plan with clear targets, service standards and risks. Lead a multidisciplinary team and establish a high-performance culture, with robust internal controls, SOPs, and compliance to PFMA/Treasury and property legislation. Outcomes: Consistent delivery against APP/operational targets; clean governance, reduced audit findings, on-time reporting. Leasing & Tenancy Management: Oversee the end-to-end lease lifecycle (sourcing, contracting, renewals, terminations, rent reviews, escalations, recoveries). Ensure tenant satisfaction, accessibility, and regulatory compliance (incl. OHS). Outcomes: On-time renewals and cost-effective leases; accurate

DUTIES

billing/recoveries; improved client feedback. Portfolio & State Property Management (incl. Vacant Land): Drive optimal utilisation and maintenance across state-owned properties; ensure security for vacant/unimproved assets. Direct property condition assessments, maintenance plans and operational/financial reporting (e.g., occupancy, condition, costs). Outcomes: Reduced downtime & backlog; improved asset condition and utilisation; cost and energy efficiency gains. Acquisition, Disposal & Servitudes: Manage transparent, compliant acquisitions and disposals aligned to GIAMA, national priorities and applicable reform programmes. Lead due diligence (ownership, zoning, valuations), transaction approvals and transfer processes. Outcomes: Timeous, compliant transactions; disposal pipeline progressed; value-for-money and strategic alignment demonstrated. Asset Register & Information Integrity: Ensure a complete, accurate and auditable Immovable Asset Register; integrate with portfolio systems and reporting. Maintain data quality, reconciliations and audit readiness; produce BI dashboards and insights for decision-making. Outcomes: Improved data integrity and audit outcomes; reliable portfolio intelligence to guide planning and budgeting. Client & Stakeholder Management: Build strong relationships with user departments, provincial/municipal partners and service providers. Resolve operational issues proactively; lead cross-functional collaboration and transversal initiatives. Outcomes: Faster turnaround times, fewer escalations, aligned accommodation solutions and better regional coordination. Financial Stewardship & SCM Compliance: Manage the Directorate's budget, cash flows and cost drivers; ensure SCM processes are compliant and timely. Oversee creditors/debtors, rental collections/recoveries and contract performance. Outcomes: Spend within allocation; improved cost-to-serve; reduced irregular/fruitless/wasteful expenditure. People Management & Capability Building: Recruit, develop and performance-manage staff; drive learning, coaching, and sound labour relations. Embed discipline, ethics, wellbeing, and effective communication. Outcomes: Skilled, engaged team; improved productivity and retention; succession and bench strength in critical roles. Standards, Improvement & Innovation: Monitor changes in legislation and professional standards; update policies/SOPs and implement process improvements. Introduce digital tools and pragmatic innovations to improve quality, speed and compliance. Outcomes: Shorter cycle times, fewer defects, better client outcomes, continuous improvement culture.

ENQUIRIES : Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
APPLICATIONS : Email Applications for the position of Director: Real Estate Management Services must be submitted to: Recruitment26-84@dpw.gov.za

POST 39/126 : **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: 2026/373**

SALARY : R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE : Durban Regional Office
REQUIREMENTS : A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in SCM/ Procurement/ Accounting/ Logistics/ Law or SCM/ Procurement/ Logistics and Public Management in the related field. A minimum 5 years of experience at a middle/senior managerial level in SCM/ Procurement. Experience at middle or senior management level leading multidisciplinary teams in supply chain management An NQF level 8 (Honours/Postgraduate) or above and more than 5 years direct middle/ senior management experience as specified above will serve as an added advantage. Leadership & Delivery: Demonstrated track record of managing teams to deliver business unit outcomes. Valid driver's licence. Security clearance will be required. Ability and willingness to adjust work hours to meet professional and organisational imperatives. Knowledge: Legislative & Regulatory Mastery: Expert command of the Public Finance Management Act (PFMA) and Treasury Regulations, ensuring all directorate activities withstand rigorous Auditor-General scrutiny. Strategic Budgetary Planning: Mastery of Government Budget systems, including the Medium-Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE), to align financial resources with strategic mandates. Supply Chain Management (SCM) Oversight: Deep understanding of the Government SCM Framework and Preferential Procurement Policy, ensuring fair, equitable, and transparent procurement that meets developmental goals. Financial Reporting Standards: Advanced knowledge of GRAP (Generally Recognised Accounting Practice) and GAAP,

ensuring that all financial statements and systems reflect the highest standards of accounting integrity. Financial System Integration: Strategic proficiency in Government Financial Systems (e.g., BAS, LOGIS) to monitor expenditure and prevent unauthorised or wasteful spending. Skills: Executive Management & Planning: Advanced ability to architect complex operational plans and organise resources to meet high-level departmental objectives. Programme & Project Management: Proven capacity to lead large-scale initiatives from inception to evaluation, ensuring delivery within specific timeframes and quality benchmarks. Decision-Making Authority: The ability to make high-stakes decisions under pressure, balancing risk with organisational requirements. Strategic Research & Information Gathering: Expert ability to conduct high-level research and synthesise complex data into actionable executive insights. Numerical & Financial Analysis: Sophisticated numeracy skills for interpreting financial reports, identifying trends, and ensuring budgetary compliance. Technical Report Writing: Mastery in drafting executive submissions, technical briefs, and formal reports that are concise, accurate, and persuasive. Executive Diplomacy & Interpersonal Dynamics: Exceptional ability to navigate sensitive political and administrative landscapes, building rapport with stakeholders at all levels. Strategic Communication: Highly developed verbal and written communication skills, ensuring clarity of purpose and alignment across the Directorate. Complex Problem-Solving: A proactive approach to identifying systemic challenges and designing sustainable, innovative solutions. Personal Attributes: Strategic Creativity: Possesses the ability to design original frameworks and innovative solutions to complex organisational challenges without requiring external direction. Analytical Rigour: A high-level conceptual thinker capable of dissecting complex data and systemic issues to inform evidence-based executive decisions. Unwavering Trustworthiness: Exemplifies the highest standards of professional ethics and confidentiality, serving as a reliable custodian of the Department's reputation and resources. Dedicated Leadership: Demonstrates a disciplined commitment to the public service mandate, driving functional excellence through personal accountability and perseverance. Multi-Level Communication Mastery: Highly adept at articulating complex strategies to diverse audiences, ranging from frontline operational staff to political office bearers and executive boards. Strategic Diplomacy: Combines an approachable demeanour with executive gravitas, ensuring the ability to build rapport while maintaining the authority required for senior leadership. High-Stakes Tenacity: Replaces basic "hard work" with a sophisticated ability to maintain peak performance and quality of output under extreme pressure and within tight legislative timeframes. Solution-Orientated Mindset: Proactively identifies bottlenecks and focuses on delivering tangible outcomes, fostering a culture of high performance within the Directorate.

DUTIES

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Strategic SCM Governance & Process Innovation: Outcome: A compliant, agile, and technologically advanced SCM framework that anticipates legislative changes and drives departmental efficiency. Strategic Policy Leadership: Direct the research, design, and continuous improvement of SCM policies and strategies to ensure 100% alignment with National Treasury prescripts and the PFMA. Systems & Internal Controls: Architect and oversee a rigorous internal control environment to proactively identify and mitigate procurement risks, preventing irregular, fruitless, and wasteful expenditure. Business Process Modernisation: Lead the transition toward digital SCM support tools and automated workflows to enhance transparency and reduce lead times across the value chain. Strategic Demand & Procurement Planning: Outcome: A data-driven procurement strategy that aligns departmental needs with market realities and socio-economic objectives. Integrated Planning: Direct the consolidation of regional requirements into a robust, credible Annual Procurement Plan that supports the Department's strategic goals and infrastructure mandates. Socio-Economic Impact: Oversee the implementation of the Preferential Procurement Policy Framework, ensuring that "preference point" systems are strategically applied to meet development and transformation targets. Technical Advisory: Provide executive oversight and high-level guidance on the development of complex Specifications, Terms of Reference (ToR), and Special Conditions of Contract. High-Integrity Acquisition & Committee Management: Outcome: A transparent and legally defensible bid adjudication process that ensures value for money and institutional integrity. Committee Governance: Ensure the statutory appointment and optimal functioning of Bid Specification, Evaluation, and Adjudication Committees, maintaining high ethical standards throughout. Adjudication Leadership: Chair

the Sub-Bid Adjudication Committee with technical mastery, ensuring all recommendations are robust, unbiased, and fully compliant with the Central Supplier Database (CSD) requirements. Market Intelligence: Lead the strategic sourcing function to ensure the Department leverages the best available market rates and supplier capabilities. Contract Lifecycle & Supplier Performance Management: Outcome: Optimised service delivery through active monitoring and the rigorous enforcement of Service Level Agreements (SLAs). Contract Stewardship: Establish a comprehensive contract management framework that ensures suppliers meet all performance obligations, delivering corrective measures or penalties where necessary. Logistical & Auxiliary Excellence: Direct the procurement and management of the vehicle fleet, travel services, and archives, ensuring these auxiliary functions provide seamless support to the Department's core operations. Movable Asset Management & Financial Integrity: Outcome: An accurate, audited, and fully optimised Asset Register that reflects the true financial position of the Department. Lifecycle Asset Management: Direct the strategic acquisition, maintenance, and disposal of movable assets, ensuring that warranties and maintenance plans are utilised to maximise asset lifespan. Verification & Reporting: Oversee the execution of bi-annual asset verifications and ensure the Asset Register remains 100% reconciled with financial systems for year-end reporting. Directorate Leadership & Financial Stewardship: Outcome: A high-performing, ethical Directorate that delivers against its operational plan within its allocated budget. Executive Leadership: Mentor and develop the SCM team, fostering a culture of professional discipline, ethical conduct, and accountability for outcomes. Fiscal Accountability: Exercise total oversight of the Directorate's budget, ensuring expenditure is strictly monitored and aligned with the operational plan and Treasury guidelines. Operational Reporting: Direct the submission of accurate and timely administrative and performance reports to ensure the Executive has real-time visibility into the SCM function.

<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
<u>APPLICATIONS</u>	:	Email Applications for the position of Director: Supply Chain Management must be submitted to: Recruitment26-85@dpw.gov.za
<u>POST 39/127</u>	:	<u>DIRECTOR: GREEN BUILDING REF NO: 2026/374</u>
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Built Environment/ Environmental Studies/ Law or relevant field. A minimum 5 years of experience at a middle/senior managerial level in the relevant field. Registration with a Build Environment Professional Council or registered as a Green Star Accredited Professional will serve as an added advantage. Certificate in funding and trade or related certification. Must be prepared to travel. Willing to adapt to working schedule in accordance with office requirements. Knowledge: Must be prepared to travel. Willing to adapt to working schedule in accordance with office requirements. Skills: Project Management; Planning and Organising; Support Fund Raising; Systems Thinking; Financial Management; Computer Literacy; Problem solving; Leadership; Analytical thinking; Numeric skills; Decision making; Advanced communication; Conflict management; Interpersonal skills; Time management; Motivational skills. Personal Attributes: Innovative; Resourceful; Solution orientated; Ability to work under stressful situations; Highly motivated; Trustworthy; Punctuality; Assertive; Hard-working; Ability to work independently.
<u>DUTIES</u>	:	Manage the development of Public Works Green Building strategies, policies and procedures. Manage research on latest green building design (energy, waste and water efficiency) trends. Ensure development of effective and efficient strategies, policies and procedures aligned to relevant government prescripts. Ensure that all Green Building policies contribute to the Department's strategic objectives i.e. Socio economic imperatives. Ensure identification of Green Technologies and Management Systems for Implementation in DPW property portfolio. Ensure compliance with applicable processes and procedures. Develop initiatives to quantify greenhouse gas emissions in Government buildings. Oversee the built environment's contribution towards achieving objectives of Government sustainable building

prescripts i.e. Climate Change Response White Paper, Energy Efficiency Strategy, Water Management Act, National Environmental Management Waste Act. Manage the implementation of Green Building rating and certification initiatives and contribute towards retrofitting and Green Building/Green Precincts projects. Establish, monitor and report on Green Building initiatives for new and established facilities aligned with the Green Building Star rating certification of the Green Building Council of South Africa. Coordinate the process of obtaining Energy Performance Certificate for DPWI facilities, contributing to energy efficiency goals, conducting energy data verification, Manage entire Green Building rating compliance and documentation process. Conduct performance benchmarks to identify levels of green building achievement for both capital improvement projects and facilities management efforts. Establish the requirements that facilities should meet to be certifiable and monitor on an on-going basis the performance of the portfolio. Effectively communicate the Green Building Requirements for state owned and leased buildings. Contribute towards local designation of Green Building materials and consumables – to balance with international technologies. Coordinate the execution and verification of performance goals. Manage the establishment and implementation of Water Efficiency initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing water efficient and sustainable initiatives. Oversee implementation of applicable strategies, policies and procedures. Oversee analysis on cost and resource savings in water. Oversee water audits and waste water management studies. Provide accurate water efficiency data. Ensure oversight and support to Regional teams and Service Providers undertaking water audits, metering, leak detection, and technology installations. Manage monitoring, verification, and reporting on achieved water savings. Manage initiatives aimed at identifying and managing alternative sources of water and water harvesting initiatives. Manage the establishment and implementation of energy efficiency and Renewable Energy initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing energy efficient and sustainable initiatives. Manage audits of the energy performance of existing buildings, use data to provide insight into the design energy efficiency improvements. Develop funding and delivery mechanism and roll-out PPP projects on renewable energy projects. Report on relevant key performance measures. measure and predict the effects of improved building covers on energy consumption. Create energy-efficiency models in conformance with program guidelines. Review construction documents and make recommendations for energy efficiency improvements. Manage the implementation of Energy efficiency initiatives. Manage various inter- governmental cooperation on energy efficiency and renewable energy. Ensure alignment of government building energy mix with Integrated Resource Plan (IRP) championed by Department of Energy. Manage the establishment and implementation of Waste Management initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing sustainable waste management initiatives. Oversee the implementation of the waste hierarchy strategy of reduce, re-use and recycle. Help minimise waste during construction and introduce best practises in waste management post occupancy. Oversee analysis on cost and resource savings in waste management. Manage awareness campaigns on waste management in built environment. Management of the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Management of performance and development of staff. Plan and allocate work. Quality control of work delivered by employees. Maintenance of discipline. Compile and submit all required administrative reports. Monitor the budget and expenditures within the directorate. Serve on transverse task teams as required.

ENQUIRIES : Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575

APPLICATIONS : Email Applications for the position of Director: Green Building must be submitted to: Recruitment26-86@dpw.gov.za

<u>POST 39/128</u>	:	<u>DIRECTOR: FINANCE REF NO: 2026/375</u>
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Durban Regional Office
<u>REQUIREMENTS</u>	:	A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Financial Accounting/ Financial Management/Auditing or related field of study. A minimum 5 years of experience at a middle/senior managerial level in Accrual Based Accounting Principles. Knowledge: Public Finance Management Act, Public Service Regulations, National Treasury regulations, guidelines and directives (MTEF, ENE), preferential procurement policy, Government supply chain management framework, Government Budget systems and procedures, Government Financial Systems and Financial prescripts (GAAP and GRAP). Skills: Planning and organizing, Problem solving, Interpersonal and diplomacy, Ability to conduct research and gathering of information, Ability to work on specific timeframes, Report writing, Management skills, Numeric skills, Ability to communicate at all levels and Analytical thinking.
<u>DUTIES</u>	:	Manage the implementation and monitoring of financial guidelines, processes, standards and strategies- Undertake research on the latest developments in professional guidelines, legislations and standards. Identify financial trends and opportunities for businesses processes improvement. Make recommendations for changes and improvements to existing financial guidelines, standards, policies and procedures. Manage the implementation of financial guidelines, standards, policies, procedures and strategies and related treasury prescripts. Ensure the development and implementation of support tools. Provide advice and guidance in various fora in relation to the financial guidelines. Monitor the implementation and ensure compliance with applicable policies and Directives. Ensure the implementation of sound effective and efficient internal control system. Manage the budget and planning function for the region:- Undertake detailed researches on matters pertaining to budget management. Manage the collation of budget inputs for budget planning and control. Analyse inputs related to Medium Term Expenditure Framework. Monitor fund transfers from National Treasury. Manage allocation of budgets according to components and financial years. Undertake quarterly reviews on the management of budget allocated to components. Ensure that Regional expenditure is in accordance with its budget allocations. Ensure that operational plans are aligned to the budget and strategic objectives. Regularly report on budget and cash-flow. Manage financial accounting and reporting services for the region: Manage account receivable and accounts payable. Manage and coordinate the compilation of financial statements (interim and annual). Manage bookkeeping and financial accounting services. Ensure the accuracy of allocation journals, receipts and payments. Manage the verification of payment interfaces. Ensure the timely reconciliation and clearing of control accounts. Ensure that invoice payments within the region are processed within 30 days in line with Treasury Regulations. Oversee timely production of reports. Implement a dashboard for tracking and resolution of queries from suppliers. Manage property payments and revenues:- Ensure effective implementation of the property expenditure management system. Manage property revenues; Ensure effectiveness of the Property Asset Register. Manage the authorisation of creditors' payments and customer master file. Manage litigation and/or arbitration related to property payments and revenue. Maintain a sound financial governance and processes and ensure the implementation of measures for improving audit outcomes:- Prevent and detect the irregular expenditure, fruitless and wasteful expenditure and unauthorised expenditure. Ensure that the register is updated with all reported cases of irregular expenditure, Fruitless expenditure, unauthorized expenditure, lost, stolen and damaged assets. Monitor adherence to all internal policies and practices. Review management report and implement audit plan. Ensure regular progress report on the audit plan. Ensure effective document control and safeguard of source documents. Ensure that reconciliation, journals and payments are fully supported. Ensure timeous and accurate response to the Auditor General. Management of the Directorate:- Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations; Maintenance of discipline; Management of performance and development; Establish implement and maintain efficient and effective communication arrangements; Develop and manage the operational plan of the directorate and

		report on progress as required; Compile and submit all required administrative reports; Serve on transverse task teams as required; Quality control of work delivered by employees; Monitor the budget and expenditures on Financial accounting directorate.
<u>ENQUIRIES</u>	:	Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
<u>APPLICATIONS</u>	:	Email Applications for the position of Director: Finance must be submitted to: Recruitment26-87@dppw.gov.za
<u>POST 39/129</u>	:	<u>DIRECTOR: RISK MANAGEMENT REF NO: 2026/376</u>
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).
<u>CENTRE</u>	:	Head Office (Pretoria)
<u>REQUIREMENTS</u>	:	A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Risk Management / Public Administration / Financial Management or related field. A minimum 5 years of experience at a middle/senior managerial level in the relevant field. Knowledge of Risk management framework; business planning processes; applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act; functioning of national, provincial and local government; fundamental economics; structure and functioning of the Department; Parliamentary protocol processes; linkages with government clusters; Departmental standards and regulations. Skills: Executive management skills; sound analytical and problem identification and solving skills; marketing and liaison; advanced communication; language proficiency; advanced report writing; research methodologies; financial administration; financial analyses; organising and planning; computer literacy; numeracy; advanced interpersonal and diplomacy skills; programme and project management; time management; decision making skills; conflict management; negotiation skills; motivational skills; influencing skills. Ability to work effectively and efficiently under sustained pressure; ability to meet tight deadlines whilst delivering excellent results; ability to communicate at all levels, particularly at an executive level and ability to work independently.
<u>DUTIES</u>	:	Manage the development of risk management strategies, systems (methodologies, models and tools etc.), policies and annual risk management plan:- Undertake research on the latest development of policies, professional guideline and standards. Ensure that all policies, guidelines and standards developed are aligned to the Departments strategic objective. Provide information on risk management policies, methods and practices. Manage and develop the Department's business risk profile. Ensure that risk management philosophy and culture is embedded in the organisation. Monitor and ensure the implementation and continuous adherence to professional guideline and standards. Oversee the management and implementation of the risk management:- Undertake studies and analysis for identifying risks to establish the internal and external organisation context. Ensure development of risk management controls and contingency plans in the Department. Manage the risk management assessment process. Lead the implementation of risk strategies in conjunction. Ensure provision of risk management advisory services and participate in relevant internal and external structures. Manage the administration of risk analysis projects. Manage, monitor and review the identified risk response activities. Manage the development of risk profile (ensure that the risk register is maintained). Prepare reports on implementation and progress of risk strategies. Manage and undertake capacity development (inform, guide and advise employees on risk management matters). Provide effective management of business framework:- Manage the development of analysis work. Design business cases for business process management. Ensure prioritisation and evaluation of business analysis projects, Administer business analysis programmes. Provide inputs to change management projects. Compile reports on the management of business architecture for senior management. Ensure collection and assessment of information regarding implementation of risk strategies and provide information to Strategic Management:- Conduct risk analyses on risk information. Evaluate and prioritise risk analysis projects. Evaluate the effectiveness of integration of risk management within the organisation. Ensure that risks attached to business processes are addressed in conjunction with business analysis. Provide inputs

with risk information. Explore and suggest solutions to identified risks. Provide inputs to change management components. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations; Develop and manage the operational plan of the Directorate and report on progress as required; Manage performance and development of employees; Establish, implement and maintain efficient and effective communication arrangements; Compile and submit all required administrative reports; Quality control of work delivered by employees; Monitor the budget and expenditures for the Directorate.

ENQUIRIES : Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
APPLICATIONS : Email Applications for the position of Director: Risk Management must be submitted to: Recruitment26-88@dpw.gov.za

POST 39/130 : **DIRECTOR: ENVIRONMENT AND CULTURE SECTOR REF NO: 2026/377**

SALARY : R1 317 384 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum qualification at NQF level 7 as recognised by the South African Qualifications Authority (SAQA) in Environmental Sciences or related field of study. A minimum 5 years of experience at a middle/senior managerial level in the relevant field. Knowledge: Strategic management processes; Business planning processes; Applicable legislation, norms and standards related to the management EPWP; Public Finance Management Act, Treasury Regulations, Public Service Act, Public Service Regulations, Protection of Personal Information Act (POPIA) and the Minimum Information Security Standards (MISS) Act; Functioning of national, provincial and local government; SAQA / NQF framework; Environmental Impact Management; Client relations; Knowledge of labour intensive environmental technology; Financial management; Structure and functioning of the Department; Departmental standards and regulations; Leadership and Advanced report writing. Skills: Management & decision-making skills; Diplomacy; Project and Programme management; Change management; Capacity building; Analytical thinking; Strategic management; Effective communication; Conflict management; Interpersonal relations; Policy formulation; Decision making skills; Motivational skills; Integration management and Computer Skills. Ability to work effectively and efficiently under pressure. Ability to communicate at all levels, participate at an executive level. Ability to work independently.

DUTIES : Manage the development of strategic and operational plans and guidelines for the coordination of EPWP in the Environment and Culture Sector programmes:- Undertake research to develop frameworks 9models, guidelines, training strategies, etc). Consult with relevant stakeholders for inputs. Ensure that strategic and operational plans and guidelines are developed/ reviewed in line with applicable prescripts (APP, MTSF ect) and are aligned to the government's priorities and outcomes. Promote the development of cross-sector norms and standards in alignment to the EPWP requirements. Monitor the implementation and compliance with the EPWP guidelines. Manage the coordination for the implementation of EPWP Environment and Culture sector programmes:- Support the identification and planning of Environment and Culture sector programmes and projects. Ensure the implementation of the Environment and Culture sector models in line with EPWP. Manage the allocation of financial resources (conditional grant) for sector projects. Promote the introduction of labour-intensive technologies in the sector. Monitor and evaluate the environmental impact of the Expanded Public Works Programme. Manage the coordination of the environmental and culture sector activities between the Department and relevant stakeholders:- Coordinate and support processes for establishment of sector governance structures for efficiency and effectiveness to maintain sound relationships with stakeholders. Oversee engagements with stakeholders on DPWI structures. Consult with relevant stakeholders with regards to the development of sector strategic frameworks e.g strategic plans, guidelines, training plans for the EPWP implementation; Coordinate the collating of inputs from participating departments and stakeholders to ensure reporting on work opportunities. Provide support to the sector regional coordinators and provincial implementing bodies. Coordinate the impact evaluation of the programmes. Prepare and submit regular progress reports to relevant stakeholders. Coordinate EPWP M&E procedures and processes of DPWI and implementing public body projects. Manage the Directorate:-

Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports; Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES : Mr Sifiso Mdakane at 082 929 9885/Mr Chance Zaba at 083 633 8575
APPLICATIONS : Email Applications for the position of Director: Environment and Culture Sector must be submitted to: Recruitment26-89@dpw.gov.za

OTHER POSTS

POST 39/131 : **ASSISTANT DIRECTOR: INDUSTRY RESEARCH REF NO: 2026/378**
 Job Purpose: The Department is looking for a committed high-calibre individual to conduct research, data analytics, assist in the development of analytical tools, compile research reports, and apply property and Financial Mathematics principles in the determination of user charges – in order to assist the Industry Research directorate to provide insights and tools to various stakeholders, so as to enable efficient and effective decision-making.

SALARY : R605 745 per annum
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma in Built Environment, Finance, Economics, Mathematics, Statistics or equivalent qualification. Appropriate work experience in a financial, data analytics, economic/property research environment. Knowledge: Competence in Microsoft Office applications, high competence in MS Excel (advanced), competence in research and report compilation, Knowledge and understanding of various data analytics software, understanding of analytical tool (or model) development, Knowledgeable in Financial or investment management principles, strong understanding of Financial Mathematics principles, good project and people management skills. Personal Attributes: Excellent interpersonal, communication and analytical skills, ability and willingness to work under pressure, able to work independently, dedicated, diligent and focused, passionate about knowledge and research, good presentation skills, innovative thinking, must be able to take initiative, commitment to excellence in every aspect of work.

DUTIES : Research and analyse financial, economic, social and other trends and topics independently, perform data analysis and documentation of insights, prepare business reports, calculate property rent/user charges, work closely with stakeholders with different backgrounds to validate analyses and output, provide technical assistance to other units within the business, develop analytical tools (models and dashboards) and investment related policies.

ENQUIRIES : Mr M Konyana at (060) 923 1671
APPLICATIONS : Applications for the position of Assistant Director: Industry Research must be emailed to: Recruitment26-90@dpw.gov.za

POST 39/132 : **CONTROL WORKS MANAGER: ARCHITECTURAL SERVICES REF NO: 2026/379 (X2 POSTS)**
 (12 Months Contract)

SALARY : R605 742 per annum
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of Bachelor of Architectural Studies at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification architectural services experience in the built environment. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; Programme & Project Management; Client orientation & Customer focus; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, MS Project and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy,

DUTIES

dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

- : Manage state accommodation solutions within the existing development set-up to ensure integration. Ensure verification and Interpretation of Client departments' needs, preferences, and space norms. Prepare balanced, proper, efficient and effective development plans and development frameworks compliant with legislative requirements, town planning schemes and governmental corporate image and customs. Preparation of drawings, reports and presentations. Prepare guidelines and objectives in documentation format for further detailed design of specific sites within precincts. Function as a team member and interact with appointed experts, local authorities, clients and management. Effectively manage the spatial programme and all interdependent and inter-reliant projects and stakeholders. Manage the programme resources and budget requirements. Effectively develop and manage the programme implementation framework as well as communication thereof. Participate in the administration and performance monitoring of Total Facilities Management (TFM) contracts, ensuring architectural service delivery, spatial standards and space norms are met by service providers. Conduct monthly site inspections to monitor project progress, verify work executed against payment claims, and report on quality and programme compliance. Promote sustainable practices aligned with Green Building standards and Occupational Health & Safety compliance. Conduct and contribute to Facility Condition Assessments (FCAs) of state-owned buildings and precincts from an architectural and spatial planning perspective, and compile supporting condition assessment reports. Translate FCA findings into refurbishment, upgrade and precinct redevelopment proposals, prioritising interventions according to condition ratings, risk and available budget. Prepare Project Execution Plans (PEPs), outlining project scope, budget, procurement strategy, programme and resourcing for approved facilities management projects.

**ENQUIRIES
APPLICATIONS**

- : Patrick Nesengani Tel No: (012) 406 1378
- : Applications for the position of Control Works Manager: Architectural Services must be emailed to: Recruitment26-91@dpw.gov.za

POST 39/133

- : **CONTROL WORKS MANAGER: CIVIL/STRUCTURAL ENGINEERING SERVICES REF NO: 2026/380**
(12 Months Contract)

**SALARY
CENTRE
REQUIREMENTS**

- : R605 742 per annum
- : Head Office (Pretoria)
- : A minimum of BSc/B.Eng./B.Tech in Civil/Structural Engineering at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification experience in civil or structural engineering in building services. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, MS Project, and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem-solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy, dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

DUTIES

- : Assess and report on the condition of the infrastructure. Technical evaluation of professional service providers' and contractors' bids. Solely account for planning, co-coordinating and managing all technical facilities management activities/projects. Oversee and ensure the maintenance of building assets from a structural engineering point of view. Oversee civil and structural infrastructure and ensure that they are efficiently, financially and optimally maintained. Supervise the service providers to deliver the preventive maintenance and corrective maintenance program for the departmental infrastructure. Efficiently attend to all maintenance requests and infrastructure facility management in line with operational standards and ensure the ongoing performance and reliability of the assets. Conduct quality control over the work of the consultant and the contractor during the execution phase of the project. Assist project managers in resolving technical disputes arising at different stages of the project. Review and audit final professional civil/structural

engineering accounts and construction contract final accounts. Accept responsibility for the development, implementation, review and regular updating of standardised civil engineering practice manuals for the Department. Participate in the administration and performance monitoring of Total Facilities Management (TFM) contracts relating to civil and structural infrastructure, including service level agreement (SLA) compliance and contractor performance evaluation. Conduct monthly site inspections to monitor project progress, verify work executed against payment claims, and report on quality and programme compliance. Conduct detailed Facility Condition Assessments (FCAs) of civil and structural infrastructure and compile condition assessment reports, including remedial cost estimates and prioritised intervention plans.

**ENQUIRIES
APPLICATIONS**

: Patrick Nesengani Tel No: (012) 406 137
: Applications for the position of Control Works Manager: Civil/Structural Engineering Services must be emailed to: Recruitment26-92@dpw.gov.za

POST 39/134

: **CONTROL WORKS MANAGER: ELECTRICAL ENGINEERING SERVICES
REF NO: 2026/381 (X2 POSTS)**
(12 Months Contract)

**SALARY
CENTRE
REQUIREMENTS**

: R605 742 per annum
: Head Office (Pretoria)
: A minimum of BSc/B.Eng/B.Tech in Electrical Engineering at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification electrical engineering experience in building services. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, MS Project, and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem-solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy, dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

DUTIES

: Assess and report on the condition of the electrical engineering infrastructure. Technical evaluation of professional service providers' and contractors' bids. Solely account for planning, co-coordinating and managing all technical facilities management activities/projects. Oversee and ensure the maintenance of building assets within the Electrical, Mechanical and Plumbing disciplines. Also accountable for services including standby generators, UPS, transformers, lighting system, MV and LV system, etc. Oversee electrical infrastructure and ensure that they are efficiently, financially and optimally maintained. Supervise the service providers to deliver the preventive maintenance and corrective maintenance program for the departmental infrastructure. Efficiently attend to all maintenance requests and infrastructure facility management in line with operational standards and ensure the ongoing performance and reliability of the assets. Conduct quality control over the work of the consultant and the contractor during the execution phase of the project. Assist project managers in resolving technical disputes arising at different stages of the project. Review and audit final professional electrical engineering accounts and construction contract final accounts. Accept responsibility for the development, implementation, review and regular updating of standardised electrical engineering practice manuals for the Department. Participate in the administration and performance monitoring of Total Facilities Management (TFM) contracts relating to electrical services, including service level agreement (SLA) compliance and contractor performance evaluation. Conduct monthly site inspections to monitor project progress, verify work executed against payment claims, and report on quality and programme compliance. Conduct detailed Facility Condition Assessments (FCAs) of electrical infrastructure and compile condition assessment reports, including remedial cost estimates and prioritised intervention plans.

**ENQUIRIES
APPLICATIONS**

: Patrick Nesengani Tel No: (012) 406 1378
: Applications for the position of Control Works Manager: Electrical Engineering Services must be emailed to: Recruitment26-93@dpw.gov.za

POST 39/135 : **CONTROL WORKS MANAGER: FM COMPLIANCE SERVICES REF NO: 2026/382**
(12 Months Contract)

SALARY : R605 742 per annum (Level 10), (Excluding benefits)
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of bachelor qualification in engineering at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification experience in building services. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem-solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy, dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

DUTIES : Monitor and enforce compliance with the Occupational Health and Safety (OHS) Act, National Building Regulations, PFMA, GIAMA and relevant SANS standards across departmental facilities and infrastructure. Develop, implement and maintain compliance monitoring frameworks, checklists and registers for Total Facilities Management (TFM) and other facilities management contracts. Conduct compliance audits and site inspections of TFM service providers and contractors to verify adherence to service level agreements (SLAs), statutory requirements and departmental policies. Review Facility Condition Assessment (FCA) reports and other technical reports to verify the regulatory and statutory compliance of building infrastructure and escalate non-conformances for corrective action. Evaluate professional service providers' and contractors' bids and appointments for compliance with the Supply Chain Management Framework and Government procurement prescripts. Liaise with regulatory bodies, statutory councils and internal stakeholders (Legal, Supply Chain Management, Risk Management) on compliance-related matters affecting facilities management. Compile and submit compliance monitoring reports, non-compliance registers and corrective action plans to management on a monthly and quarterly basis. Support the development, implementation, review and regular updating of standardised FM compliance policies, procedures and practice manuals for the Department. Provide input into risk management processes relating to facilities compliance, including the identification, assessment and mitigation of compliance risks. Assist project and contract managers in resolving compliance-related disputes arising at different stages of TFM and facilities management projects.

ENQUIRIES : Patrick Nesengani Tel No: (012) 406 1378
APPLICATIONS : Applications for the position of Control Works Manager: Fm Compliance Services must be emailed to: Recruitment26-94@dpw.gov.za

POST 39/136 : **CONTROL WORKS MANAGER: MECHANICAL ENGINEERING SERVICES REF NO: 2026/383 (X2 POSTS)**
(12 Months Contract)

SALARY : R605 742 per annum
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of BSc/B.Eng/B.Tech in Mechanical Engineering at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification Mechanical Engineering experience in the built environment. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, MS Project and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy,

DUTIES

dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

- : Assess and report on the condition of the mechanical engineering infrastructure. Technical evaluation of professional service providers' and contractors' bids. Solely account for planning, co-coordinating and managing all technical facilities management activities/projects. Oversee and ensure the maintenance of building assets within the Electrical, Mechanical and Plumbing disciplines. Also accountable for services including Lifts, Escalators, HVAC, Fire Detection Systems, etc. Oversee mechanical and water reticulation infrastructure and ensure that they are efficiently, financially and optimally maintained. Supervise the service providers to deliver the preventive maintenance and corrective maintenance program for the departmental infrastructure. Efficiently attend to all maintenance requests and infrastructure facility management in line with operational standards and ensure the ongoing performance and reliability of the assets. Conduct quality control over the work of the consultant and the contractor during the execution phase of the project. Assist Project Managers in resolving technical disputes arising at different stages of the project. Review and audit final professional mechanical engineering accounts and construction contract final accounts. Accept responsibility for the development, implementation, review and regular updating of standardised mechanical engineering practice manuals for the Department. Participate in the administration and performance monitoring of Total Facilities Management (TFM) contracts relating to mechanical services, including service level agreement (SLA) compliance and contractor performance evaluation. Conduct monthly site inspections to monitor project progress, verify work executed against payment claims, and report on quality and programme compliance. Conduct detailed Facility Condition Assessments (FCAs) of mechanical infrastructure and compile condition assessment reports, including remedial cost estimates and prioritised intervention plans.

**ENQUIRIES
APPLICATIONS**

- : Patrick Nesengani Tel No: (012) 406 1378
- : Applications for the position of Control Works Manager: Mechanical Engineering Services must be emailed to: Recruitment26-95@dpw.gov.za

POST 39/137

- : **CONTROL WORKS MANAGER: QUANTITY SURVEYING SERVICES REF NO: 2026/384 (X3 POSTS)**
(12 Months Contract)

**SALARY
CENTRE
REQUIREMENTS**

- : R605 742 per annum
- : Head Office (Pretoria)
- : A minimum of B.Sc/B.Tech in Quantity Surveying at NQF level 7 as recognised by SAQA. Appropriate three years' post-qualification experience in building services quantity surveying. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of the PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, MS Project, and MS Outlook), report-writing skills, planning and organising, project management skills, leadership skills, problem-solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy, dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

DUTIES

- : Prepare tender documentation, including scope of work, bills of quantities and evaluation criteria, for the procurement of professional service providers and contractors in line with Supply Chain Management (SCM) prescripts. Participate in the technical and financial evaluation of tender submissions and bids, ensuring compliance with SCM regulations and value-for-money principles. Value completed work, process payment certificates, and administer TFM contract accounts and variations in line with applicable fee frameworks. Cost Facility Condition Assessments (FCAs) across departmental facilities, including elemental cost estimates for prioritised refurbishment and maintenance interventions. Benchmark TFM and FCA cost outputs against ASQA methodology and industry norms to ensure value for money. Advise on materials, construction processes and technical solutions, applying quantity surveying principles to solve broadly defined technical challenges. Promote compliance with safety standards in line with statutory and regulatory

requirements. Evaluate and update technical manuals, standard drawings and procedures to incorporate new technology and current best practice. Compile and submit monthly and quarterly technical reports and provide input into the operational plan. Keep abreast of new technologies and industry developments through ongoing research and liaise with relevant professional boards and councils on quantity surveying matters. Attend and contribute to tender briefing sessions and site clarification meetings with prospective bidders. Conduct monthly site inspections to monitor project progress, verify work executed against payment claims, and report on quality and programme compliance. Compile and present project budget allocations and cost projections to Finance for inclusion in the departmental Medium-Term Expenditure Framework (MTEF) and annual financial year planning. Prepare Project Execution Plans (PEPs), outlining project scope, budget, procurement strategy, programme and resourcing for approved facilities management projects.

ENQUIRIES : Patrick Nesengani Tel No: (012) 406 1378
APPLICATIONS : Applications for the position of Control Works Manager: Quantity Surveying Services must be emailed to: Recruitment26-96@dpm.gov.za

POST 39/138 : **CHIEF WORKS MANAGERS: TECHNICAL ASSISTANT/SUPPORT REF NO: 2026/385 (X2 POSTS)**
 (12 Months Contract)

SALARY : R413 001 per annum
CENTRE : Head Office (Pretoria)
REQUIREMENTS : A minimum of three-year tertiary qualification (NQF Level 06) / National Diploma in Electrical/ Mechanical Engineering/ Quantity Surveying/ Civil Engineering/ Structural Engineering or Architectural Studies at NQF level 6 as recognised by SAQA. Appropriate three years' post-qualification electrical engineering experience in building services. A valid driver's Licence. Knowledge of the Occupational Health and Safety Act; knowledge of PFMA and National Building Regulations. Knowledge of Government Procurement systems in the built environment; technical knowledge of key functions related to best practice within integrated Facilities Management. Knowledge of Supply Chain Management Framework and Government budget procedure Skills. Computer Literacy in MS Office (MS Word, MS Excel, MS PowerPoint, and MS Outlook), report writing skills, planning and organising, project management skills, leadership skills, problem-solving, facilitation skills, effective communication skills. Be patient, understanding, trustworthy, dependable, innovative, hardworking and analytical thinking. Ability to work under pressure, Self-Motivated, and Creative.

DUTIES : Assist with the planning, scheduling and conducting of Facility Condition Assessments (FCAs) across departmental facilities, including site inspections, photographic surveys and data collection on the condition of building elements and services. Capture and consolidate FCA site information into condition assessment schedules, reports and supporting documentation for review by the ASD and Directors. Assist the ASD and Directors: Facilities Management with day-to-day technical and administrative tasks in the Technical Unit and carry out instructions and assignments as directed. Provide administrative support to the Technical Unit, including diary coordination, minute-taking, filing, and tracking of correspondence, submissions and approvals. Assist in the compilation, formatting and proofreading of technical reports, presentations, schedules and other documents prepared by the Technical Unit. Support the ASD and Directors in monitoring the progress of TFM and facilities management projects, and help track outstanding actions, deadlines and deliverables. Assist with the preparation and collation of documentation for meetings, site visits and technical evaluations, and follow up on action items as instructed by seniors. Maintain and update records, registers and databases relating to facility condition assessments, maintenance requests and technical unit activities. Assist with logistical and administrative arrangements for site visits and inspections undertaken by the Technical Unit. Perform any other reasonable duties as assigned by the ASD or Directors: Facilities Management in support of the Technical Unit's operations.

ENQUIRIES : Patrick Nesengani Tel No: (012) 406 1378
APPLICATIONS : Applications for the position of Chief Works Managers: Technical Assistant/Support must be emailed to: Recruitment26-97@dpm.gov.za

POST 39/139

: SENIOR SECURITY OFFICER REF NO: 2026/386

SALARY

: R237 453 per annum

CENTRE

: Mmabatho Regional Office

REQUIREMENTS

: A minimum of Grade 12 qualification and No experience required. Grade B PSIRA. Knowledge of access control procedures, measures for the control and movement of equipment and stores, prescribed security procedures (e.g. MISS, NISA, Protection of Information Act, etc.) and the authority of security officers under these documents, relevant emergency procedure. Effective communication, analytical and numerical skills, organisation and planning, ability to meet deadlines, ability to work in a team, interpersonal skills, problem solving, motivational skills, computer literate, ability to operate equipment and machines. Analytical thinking, ability to work under stressful situations, ability to communicate at all levels, good interpersonal relationship and hard-working.

DUTIES

: Supervise the security functions performed by the security officers/service providers, ensuring adherence to department security policies: Allocate duties to security officers/service providers, monitor outcomes and institute the necessary corrective measures to address deviations from norms and standards. Monitor access control to prevent unauthorized entry in buildings and other premises. Authorisation of the equipment, documents and stores into or out of the building or premises, Inspect and report all none functioning of security measures (e.g. XRay machines, Walk-through metal detectors, security lights and etc.). Check incidents/occurrence books/registers. Monitor and provide support in case of emergencies. Render administrative and related functions, Determine rosters, shift schedules and overtime. Monitor performance of employees and determine training needs. Control leave and related personnel matters in line with HR procedures and prescripts. Provide security related services. Administer key control system. Identify risks and threats to the security of the department. Provide information regarding incidents to investigating officers. Monitor and respond to alarm system. Report faulty equipment/systems. Ensure systems are functioning optimally through scheduled services. Conduct preliminary incident investigations and submit reports. Administer all control room operations to safeguard the department's assets, Supervise all control room activities. Report all incidents and any identified non-compliance relating to security prescripts. Review of footages upon request through proper procedure. Update all registers for the incidents observed.

ENQUIRIES

: Mr. V Monnapula Tel No: (018) 386 5233

APPLICATIONS

: Applications for the position of Senior Security Officer must be emailed to: RecruitMBT26-21@dpw.gov.za