

DEPARTMENT OF SPORT, ARTS AND CULTURE (DSAC)

APPLICATIONS

: Applicants must use this link below to access DSAC E-Recruitment System.
https://erecruit.dsac.gov.za/public/login_test.php

Hand delivery: Sealed envelope addressed to Chief Director: Human Resource Management and Development, Sechaba House, 202 Madiba Street, Pretoria Central. Postal mail to The Chief Director: Human Resource Management and Development, Private Bag X897, Pretoria, 0001.

CLOSING DATE

: 18 November 2026, 16:00

NOTE

: Please create a user profile by completing all required personal information and setting up your login credentials. Once registration is complete, log in to the system and you will be directed to the "Welcome Page". From the Welcome Page, you may browse all vacant positions opportunities listed below. Applicants are strongly advised to complete all information required for the electronic Z83 form on the system before applying for any position. The Z83 form has been adopted into the system, and applications cannot be processed unless all mandatory fields are completed. After completing your profile and Z83 information, you may apply for any relevant advertised position through the system. Ensure that your application is fully completed and submitted before the closing date, as incomplete or late applications will not be considered. Once submitted, the system will provide a confirmation message indicating that your application has been successfully received. The e-Recruitment portal is also accessible via smartphones and other mobile devices. Correspondence will be limited to shortlisted candidates only. Only shortlisted candidates will be required to bring certified copies of ID, Driver's licence (where required) and qualifications on or before the interview. Should you be in possession of any foreign qualification(s), it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA); Applicants must be South African citizens. Shortlisted candidates must avail themselves for a virtual or in-person panel interview at a date and time determined by DSAC. The applicant should make own arrangement for access to internet connectivity and equipment for this purpose. Applicants must note that pre-employment checks and references will be conducted once they are shortlisted. The appointment is also subject to a positive outcome on these checks, including security clearance, security vetting, qualification/study verification, citizenship verification, financial/asset record check, previous employment verification and criminal record. If an applicant wishes to withdraw an application, it must be done in writing. We encourage all applicants to declare any criminal and/or negative credit records. All shortlisted candidates 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The successful candidate will be required to enter into an employment contract and sign an annual performance agreement. The Department of Sport, Arts and Culture is an equal opportunity, affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department to achieve its Employment Equity targets. It is the Department's intention to promote equity (race, gender and disability) through the filling of these posts. The Department reserves the right not to make an appointment and to use other recruitment processes, thus withdrawing this advert by notice on its communication channels. Prior to appointment for SMS post, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by the DPSA, which is an online course endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced from the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. If you have not been contacted within three months of the closing date of this

advertisement, please accept that your application was unsuccessful. We thank all applicants for their interest.

MANAGEMENT ECHELON

<u>POST 39/142</u>	:	<u>DEPUTY DIRECTOR-GENERAL: ARTS, CULTURE, PROMOTION AND DEVELOPMENT REF NO: DSAC-03/10/2026</u>
<u>SALARY</u>	:	R1 885 710 per annum, an all-inclusive remuneration package, consisting of a basic salary (70% of the total remuneration package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion that may be structured in terms of applicable rules and guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Pretoria
	:	Senior Certificate/Matric Certificate /Grade 12 Certificate or equivalent qualification; Post graduate qualification (NQF level 8) as recognised by SAQA in Social Sciences/ Art Studies/ Arts & Culture/ Heritage Management/ Humanities/ Social Sciences or any relevant arts and culture qualification; Successful completion of the Pre-entry Certificate for the Senior Management Service (SMS) as endorsed by the National School of Government; 8 years relevant experience at Senior Management level in policy development, strategic leadership, and stakeholder management in the arts, culture, creative industries or any relevant culture sector environment. Valid driver's licence; Knowledge of Public Service Regulations; Knowledge and understanding of the arts and culture sector; Knowledge of government policies, legislations, prescripts and National Programme of action; Knowledge of relevant legislation (PFMA, Public Service Act, National Heritage Resources Act, White Paper on Arts, Culture and Heritage, etc.); Knowledge and understanding of the transformation of the arts and culture sector; Knowledge and understanding of domestic and international arts and creative industry market trends; Knowledge of the South African cultural landscape; Strategic Capability and Leadership; Programme and Project Management; Financial Management; Change Management; Knowledge Management; Service Delivery Innovation (SDI); Problem solving and Analysis; People Management and Empowerment; Client Orientation and Customer Focus; Accountability and Ethical Conduct; Presentation skills; Good communication and Interpersonal relations; Computer literacy; Visionary Leadership; Cultural Sensitivity; Collaboration and Networking; Analytical and Critical Thinking; Ethical Leadership; Willingness to travel
<u>DUTIES</u>	:	Oversee, lead and promote the development of the arts, culture and creative industries-Oversee alignment of Arts, Culture and Heritage programmes with national government priorities; Oversee programmes that develop and promote sustainability of cultural and creative industries; Oversee and facilitate transformation of the arts and culture sector in line with equity and redress imperatives; Oversee and promote innovation, digitisation, and competitiveness within the creative sector; Lead and coordinate the implementation of the Cultural and Creative Industry (CCI) Masterplan, in line with national priorities and departmental objectives; Establish and strengthen partnerships with stakeholders in the arts, culture, and heritage sectors; Oversee governance, risk management, compliance and accountability within the branch; Provide support and strategic advice to relevant stakeholders; Promote integrated planning, monitoring and reporting within the branch; Oversee and ensure the development, review and implementation of policies, strategies, and frameworks for the promotion and development of arts, and culture; Oversee the development and promotion of creative nation programmes in the cultural and creative industry-Oversee and monitor programmes that support and promote visual arts, performing arts, literary arts, music, crafts, and other cultural expressions; Manage and facilitate initiatives aimed at developing artists and cultural practitioners; Promote equitable access to arts and cultural opportunities across communities; Support the development of transformation, inclusivity, and diversity within the arts sector; Conduct research in support of the development of arts, culture and creative industries; Oversee and promote reading within the books and publishing industry; Oversee the promotion and strategic support to community art centers, schools and other structures that create growth in industry; Oversee funding and capacity-building initiatives for artists, cultural practitioners, institutions, and organisations; Manage and oversee cultural excellence and nation building programmes-Provide strategic leadership for the development

and implementation of programmes that promote social cohesion, nation building, active citizenship, and a shared national identity; Champion policies and initiatives that advance cultural diversity, social inclusion, indigenous knowledge systems, and the preservation and promotion of the nation's cultural heritage; Oversee and provide strategic direction for national commemorative programmes, cultural celebrations, and flagship nation-building initiatives; Drive transformation, equity, and inclusivity within the arts, culture, and creative sectors to ensure broad-based participation and access; Foster strategic partnerships with government, civil society, traditional leadership structures, and international stakeholders to advance national development objectives through culture; Monitor and evaluate the impact of cultural programmes and interventions on social cohesion, nation building, and cultural development outcomes; Promote South Africa's cultural identity and values nationally, regionally, and internationally; Manage and facilitate the establishment of partnerships with stakeholders and Intergovernmental engagements-Develop and maintain strategic partnerships with government departments, public entities, academic institutions, research bodies, industry stakeholders, and international organisations; Coordinate intergovernmental and sector engagements to support collaboration and alignment on arts, culture, and innovation initiatives; Represent the Department in stakeholder forums, working groups, and collaborative platforms as required; Facilitate research, innovation, and knowledge-sharing initiatives to support evidence-based decision-making and sector development; Promote the adoption of innovative technologies, digital transformation, and best practices within the cultural and creative sectors; Coordinate collaboration with innovation agencies and strategic partners to advance cultural innovation and development; Establish and maintain knowledge management systems, processes, and repositories to preserve and share institutional knowledge; Monitor and evaluate innovation and partnership initiatives to assess impact and identify opportunities for continuous improvement; Manage projects that promote Arts and Culture sector-Manage programmes and projects undertaken within the Branch; Ensure planning, implementation evaluation, monitoring and alignment of all Programs/ Projects within the Branch; Ensure officials in the Branch are equipped with project management skills; Lead programmes and projects that promote cultural diversity through arts and culture initiatives; Promote intercultural dialogue, unity in diversity, and cultural diplomacy projects; Oversee partnerships with communities, civil society, private sector, and international stakeholders to advance cultural exchange and cooperation; Manage the resources of the Branch-Ensure appropriate management of assets, resources and facilities allocated to the Branch; Create stakeholder management platforms to ensure integration and alignment; Ensure delivery of all targets against the APP; Manage performance of employees in the Branch; Manage Budget of the Branch and ensure compliance to relevant policies and prescripts; Manage risks and monitor adherence to the Branch's risk register; Manage audit related matters and ensure there are no repeat findings; Oversee sound governance, compliance, monitoring, and reporting systems; Promote a high-performance culture, ethical leadership, and professional development within the Branch.

ENQUIRIES

: Ms Z Lamati Tel No: (012) 441 3831