ANNEXURE N

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.



APPLICATIONS : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
CLOSING DATE : 24 November 2026 at 12:00 pm (Midday)
NOTE : Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. It should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/, prior to finalisation of appointment, is a requirement for all SMS positions. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. Please note that by responding to our advertisement/s, you consent to the collection, processing, and storing of your Personal Information for internal HR processes in accordance with the Protection of Personal Information Act (POPIA), Act No. 4 of 2013. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies, only for a specific period, of which the submitted documents will then be destroyed as legislated in the National Archives Act. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to disclose particulars of all registrable financial interests and to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. NOTE: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za. Kindly note that all National Treasury adverts published/LIVE on the eRecruitment System have a closing date listed and closing time of 12h00 (Midday) on that closing date. The system is designed to automatically remove the advert from public view at exactly 12h00 (Midday) of the said closing date for that post. There are no other

means to submit applications post the closing date and time, if you have missed or delayed in submitting on time.

OTHER POSTS

POST 40/135 : **DEPUTY DIRECTOR: INTERNAL CONTROL & COMPLIANCE REF NO: S121/2026 (X4 POSTS)**
(12 Months Fixed Term Contract)
Division: Office Of Director-General (ODG)
Purpose: To manage and provide oversight of the Department's internal control and financial compliance environment by monitoring compliance with the Public Finance Management Act, 1999, Treasury Regulations, financial policies and related prescripts; coordinating internal and external assurance processes; overseeing the assessment, determination, recording and reporting of unauthorised, irregular, fruitless and wasteful expenditure and departmental losses; advising the Chief Financial Officer and management on control, audit, financial reporting and governance matters; and monitoring the implementation of corrective actions to support sound financial management in National Treasury.

SALARY : R932 292 per annum, (including benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 certificate is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in Financial Management, Accounting, Auditing, Internal Control, Public Finance. A minimum of four years' relevant experience, of which at least two years must be at Assistant Director level or equivalent, in an accounting, auditing, internal control, compliance or financial-governance environment. Knowledge and experience in Public Finance Management Act, Public-sector accounting and financial reporting requirements, Internal control, compliance monitoring, risk assessment and audit coordination, Assessment and reporting of unauthorised, irregular, fruitless and wasteful expenditure and departmental losses, Interpretation of financial statements, policies, delegations and audit findings, Supervisory, report-writing, presentation and stakeholder-management experience.
DUTIES : Audit and assurance coordination: Coordinate the annual external audit and relevant internal assurance processes, including planning, requests for information, management responses, technical engagements and the submission of supporting evidence. Maintain audit request, finding and action-plan registers; follow up outstanding information and monitor the implementation and closure of agreed corrective actions. Review draft audit findings, management reports and audit reports; facilitate engagements with assurance providers and affected business units; and escalate significant unresolved matters. Financial reporting oversight and technical assurance: Coordinate and quality-assure the preparation, review, adjustment and submission of interim and annual financial statements in accordance with the applicable public-sector reporting framework. Review financial information and supporting evidence for completeness, accuracy and compliance; coordinate the resolution of reporting queries and provide technical advice on accounting and disclosure matters. Non-compliant expenditure and loss control: Oversee the identification, assessment, determination, recording and reporting of unauthorised, irregular, fruitless and wasteful expenditure, including maintenance of relevant registers and audit trails. Oversee departmental loss cases, liability assessments, recoveries, write-offs and referrals for financial recovery, disciplinary action, criminal or forensic investigation and control improvement, where applicable. Internal control, governance, policy and advisory services: Plan and oversee risk-based reviews of financial management, procurement, contract management and related processes to identify non-compliance, control weaknesses and emerging risks. Assess the design and operation of preventative, detective and corrective controls; communicate findings and recommendations; and monitor implementation by responsible business units. Advise the Chief Financial Officer and management on internal control, financial governance, delegations, compliance, audit, financial reporting and the interpretation of applicable prescripts. Support reporting to executive and governance structures by consolidating finance and control information, monitoring matters arising and tracking agreed actions. Develop, review and maintain financial policies,

procedures, delegations, control frameworks, registers and standard operating procedures, and monitor adherence to approved requirements. Coordinate consultation, approval, communication and implementation of policies and controls, and provide awareness sessions, guidance and technical support to stakeholders. Systems, records, stakeholder and unit management: Oversee governance of transversal financial systems, including user access, segregation of duties, entity maintenance, budget-manager appointments, exception reporting and supporting documentation. Ensure that financial, audit and compliance records are complete, safeguarded, accessible and maintained in accordance with applicable record-management and audit-trail requirements. Manage stakeholder queries, turnaround times, escalations and resolution trends, and maintain effective working relationships with assurance providers and relevant internal and external stakeholders. Develop operational plans, allocate and quality-assure work, manage staff performance and development, monitor delivery against targets, and manage the resources and business-continuity requirements of the unit.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 40/136 : **DEPUTY DIRECTOR: FACILITIES MANAGEMENT REF NO: S113/2026**
Division: Corporate Services (CS)
Purpose: To manage and oversee technical facilities, property and accommodation services, building maintenance, capital works and service-provider performance in the National Treasury.

SALARY : R932 292 per annum, (including benefits)
CENTRE : Pretoria
REQUIREMENTS : A grade 12 is required coupled with National Diploma (equivalent to NQF level 6). A qualification equivalent to NQF level 7 in Facilities Management, Property Management, the Built Environment, Public Administration, Construction or Engineering or Quantity Surveying, Project Management or a related field will be an added advantage. A minimum 4 years' experience of which 2 years should be on an Assistant Director level or equivalent in facilities, property, building maintenance or infrastructure and project management. Demonstrated responsibility for supervising staff and managing technical service providers, contracts, budgets and complex accommodation, maintenance or refurbishment projects. Experience in planned maintenance, property and accommodation management, SLA performance and digital facilities systems.
DUTIES : Technical Facilities and Asset Lifecycle Management: Develop integrated preventive, predictive and corrective maintenance plans for building fabric and critical systems, including HVAC, electrical supply, standby power, lifts, fire systems, water and plumbing. Maintain accurate asset registers, condition assessments, lifecycle and replacement plans, maintenance schedules, service histories, warranties and statutory certificates. Monitor work orders, plant availability, energy and water performance, recurring defects and root causes through CAFM/IWMS, BMS, IoT sensors and other approved digital platforms. Coordinate inspections, emergency repairs, commissioning, snagging and close-out, and verify that defects are resolved without compromising safety or business continuity. Property and Accommodation Management: Conduct accommodation needs, space-utilisation and property-condition assessments and compile property and accommodation plans aligned with approved business requirements. Manage the technical performance of leased and state-owned accommodation, including landlord and DPWI liaison, occupancy, utilities and municipal services. Provide technical inputs into leases and renewals and monitor property obligations, compliance certificates, handover, relocation and exit requirements. Monitor occupancy, building condition, recurring defects and remedial actions and escalate unresolved landlord or custodian obligations. Capital Projects, Fit-outs and Relocations: Scope and manage fit-outs, refurbishments, relocations and facilities projects from feasibility and planning through execution, commissioning, handover and close-out. Develop technical requirements, cost estimates, implementation schedules, risk controls and procurement inputs in consultation with relevant stakeholders. Coordinate consultants and contractors, verify workmanship and quality, and manage commissioning, snagging, as-built information and O&M documentation. Monitor delivery against time, cost, quality and safety requirements; control variations and escalate blocked decisions or material deviations. Contract, SLA and Financial

Management: Develop clear technical specifications, scopes of work, service levels and performance indicators and support compliant procurement processes with SCM and Legal. Manage mobilisation and service-provider performance, verify deliverables, address under-performance, variations and disputes, and implement corrective action. Plan and monitor allocated budgets, commitments, forecasts and expenditure; assess cost drivers and value for money and report financial or service-continuity risks. Certify completed work and valid invoices against contractual evidence, support payment within prescribed periods, and monitor contract expiry, renewal and transition. Governance, Risk, Digital Systems and Stakeholder Leadership: Ensure compliance with GIAMA, PFMA, Treasury Regulations, OHS, building and fire requirements and applicable procurement prescripts. Maintain facilities risk registers, audit and compliance evidence, continuity and emergency plans, and close findings and corrective actions. Lead work-order governance and use CAFM/IWMS, BMS, IoT monitoring, dashboards and trend analysis to automate controls and improve performance. Lead staff and coordinate Finance, SCM, Legal, ICT, Security, DPWI, landlords, service providers and clients, with timely management and executive reporting.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 40/137 : **ASSISTANT DIRECTOR: CORPORATE GOVERNANCE REF NO: S120/2026 DIVISION: ASSET AND LIABILITY MANAGEMENT (ALM)**

Purpose: To promote corporate governance practices within public entities reporting to the Minister of Finance in compliance with the Public Finance Management Act (PFMA), Companies Act, Memorandum of Incorporations, Founding legislations and any other governance prescripts.

SALARY : R605 742 per annum, (excluding benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in Law or Commerce or Accounting or Finance. A minimum 3 years' working experience is required. Working experience obtained in public entities corporate governance oversight environment. Knowledge of the PFMA, Companies Act, King Code and other relevant prescripts. Knowledge of government frameworks governing public entities.

DUTIES : Public Entity Prescripts Review: Develop and review National Treasury public entity oversights framework, governance protocols, and compliance matrix. Review and provide inputs on the reviewing of the public entities enabling legislation, memorandum of incorporation, dividend policies, and remuneration policies. Promote Good Corporate Governance: Provide recommendations on appointment of members of boards and executive management in compliance with entities enabling legislations or memorandum of incorporations. Provide recommendations on remuneration of executive and non-executive directors of public entities in compliance with remuneration guidelines, policies and applicable legislations. Provide recommendations on the performance evaluations of members of boards. Coordinate annual general meetings and provide advice on matters to be executed at the annual general meetings. Public Entities Compliance Monitoring: Maintain a database of annual performance plans, corporate plans, strategic plans, shareholder compacts, and annual reports. Monitor compliance of PFMA, Companies Act, King Code and other relevant prescripts through the review the corporate governance aspects of the annual performance plans, corporate plans, strategic plans, shareholder compacts, and annual reports. Review and process applications in terms of applicable sections of the PFMA pertaining to public entities. Provide inputs on the tabling of annual performance plans, corporate plans, strategic plans, shareholder compacts, and annual reports. Maintain a database on dividends declared and received by government emanating from the SOE's projected dividends within a particular MTEF period. Provide governance services to all other schedule 2 and SBs entities. Coordination of Contingent Liability: Provide secretariat services to the Fiscal Liability Committee.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquries@treasury.gov.za

POST 40/138	:	**BUSINESS ANALYST REF NO: S119/2026** Division: Corporate Services (CS) Purpose: To identify, analyse, and document business requirements, evaluate business processes, and recommend solutions that improve operational efficiency, support National Treasury's objectives, and deliver business value.
SALARY	:	R487 197 per annum, (excluding benefits)
CENTRE	:	Pretoria
REQUIREMENTS	:	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in Information Technology or Business Administration. A minimum 3 years' experience obtained within the fields of business or systems analysis environment. Knowledge and experience in the utilisation of the Unified Modelling Language (UML), Business Process Model and Notation (BPMN), and the Integrated Definition Language (IDEF0) standards, Cobit5, and Togaf9.
DUTIES	:	Business Analysis and Requirements Management: Plan and conduct stakeholder interviews, workshops, document analysis, surveys, questionnaires, brainstorming and observation activities. Elicit, analyse, validate and prioritise business requirements in alignment with National Treasury's operational needs and strategic objectives. Document functional and non-functional requirements through business requirements specifications, functional specifications, use cases and other appropriate business analysis artefacts. Develop and maintain requirements traceability matrices to ensure that requirements are addressed throughout the project lifecycle. Manage, assess and document changes to approved requirements throughout the project lifecycle. Business Process Analysis and Improvement: Analyse and document current-state, or As-Is, business processes using appropriate business analysis and process-modelling methods. Identify process inefficiencies, risk, control gaps and improvement opportunities. Design and document future-state, or To-Be, business processes, workflows and business models. Review and map ICT standards operating procedures. Solution Evaluation, Testing and Implementation Support: Collaborate with architects, application developers and subject-matter experts to define solution requirements and translate business needs into appropriate solution specifications. Evaluate proposed business and technology solutions to ensure alignment with approved requirements, business processes and National Treasury's objectives. Recommend appropriate process and technology solutions to address identified business needs. Develop or contribute to test plans, test scenarios and test cases, and support quality-assurance activities and User Acceptance Testing. Validate delivered solutions against approved requirements and facilitate the resolution of defects and requirements-related queries. Support solution implementation, organisational change, user training and adoption activities, including preparing or reviewing user guides and training materials. ICT Governance Documentation and Reporting: Compile, review and maintain business analysis, ICT project and Corporate Governance of ICT reports and documentation. Monitor the completeness, quality, consistency and traceability of business analysis and project deliverables. Assess relevant business analysis and project documentation for alignment with approved ICT governance requirements, standards and procedures. Maintain an organised repository of approved requirements, process models, specifications, traceability records and supporting documentation. Provide accurate business analysis information, findings and recommendations to support ICT governance oversight, reporting and decision-making.
ENQUIRIES	:	enquiries only (No applications): Recruitment.Enquries@treasury.gov.za