ANNEXURE P

DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

The mandate of the Department is to lead on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.

APPLICATIONS	:	Applicants are urged to choose/ utilise one of the methods provided below: you may forward your application, quoting reference, addressed to: The Director-General, Department of Women, Youth and Persons with Disabilities, Private Bag X931, Pretoria, 0001. Alternatively, applications may also be hand delivered to 268 Lilian Ngoyi Street, Fedsure Forum Building, 1st floor, Pretoria CBD. Another option is to submit application through email as a single scanned document/one PDF attachment to the email addresses specified for each position (kindly note that the emailed applications and attachments should not exceed 15MB). General enquiries may be brought to the attention of Mr Amukelani Misunwa Tel No: (012) 359 0240/ Mr Joseph Mahlangu Tel No: (012) 359 0238
CLOSING DATE	:	20 November 2026 at 16:00
NOTE	:	All fields in the Z83 application form on https://recruitment.dwypd.gov.za/ must be completed in full, in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. It is therefore prudent that fields be completed by applicants and signed, noting the importance of the declaration. South African applicants need not to provide passport numbers. Candidate must respond “Yes “or “No “to the question whether you are conducting business with the state. If “Yes”, details thereof only shortlisted candidates will submit Declaration form for conducting business with the state when shortlisted to the application. It is acceptable for applicant to indicate “not applicable” or leave a blank to the question “In the event that you are employed in the Public Service, will you immediately relinquish such business interest?” Applicants are not required to submit copies of qualifications and other relevant documents but must submit the completed and signed Z83 and detailed Curricula Vitae. The communication from HR of the Department regarding the requirement for certified document will be limited to shortlisted candidates. Therefore, only shortlisted candidate for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Applications received after the closing date will NOT be considered or accepted. Correspondence is limited to short-listed candidates only; should you not hear from us within six weeks of the closing date, please consider your application unsuccessful. Non-RSA citizens/permanent resident permit holders must submit a copy only when shortlisted. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Should you not hear from the Department within three (3) months of the closing date of the advertisement, please consider your application to be unsuccessful. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts. 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. All shortlisted candidates, including the 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. Further, personnel suitability checks, including security vetting, competency assessment will be conducted, as such transfer/promotion/appointment will made subject to positive outcomes of personnel suitability checks. Successful candidates shall be required to enter into performance agreement within three (3) months of assuming their duties in the Department, and within one (1) month of the date of their appointment conclude the prescribed contract of employment. Designated employees shall be required to disclose their financial interest within 30 days after assumption of duty. Appointments will only be made on the first notch of the advertised salary level. Note that in terms of the Protection of Personal Information Act, 2021, the Department will ensure the protection of applicants ‘personal information and only collect, use and retain applicants’ personal information for the purposes of recruitment and selection

processes. The Department shall safeguard such personal information against access by unauthorised persons, unlawful disclosure, or breaches. The Department is an equal opportunity and affirmative action employer. In the filling of these posts, it is the intention of the Department to promote representivity in the Public Service through the filling of this position and the candidature of persons whose transfer/promotion/appointment will promote representivity will receive preference as the objectives of section 195 of the Constitution of the Republic of South Africa and the Employment Equity Act, 1998 (Act 55 of 1998) will be taken into consideration.

MANAGEMENT ECHELON

POST 40/153 : **DIRECTOR: EVALUATION REF NO: DWYPD/021/2026**

SALARY : R1 317 384 per annum (Level 13), fully inclusive remuneration package
CENTRE : Pretoria
REQUIREMENTS : Appropriate Bachelor's Degree (NQF level 7) qualifications in Monitoring and Evaluation, Social Science, Development Sciences, Economics or relevant NQF 7 qualification. Certificate of successful completion of National School of the Government's SMS Pre-Entry programme prior appointment. A minimum of 5 years' experience in monitoring and evaluation at middle management / senior management level; proven experience in gender, youth and disability programming in an economic Intimate knowledge of; advanced monitoring and evaluation theory and practice, including government outcomes planning, monitoring and evaluation policies, procedures and guidelines; evaluation science, including evaluation typologies and theory-based evaluation; Advanced research methods including qualitative and quantitative research; application of Intergovernmental initiatives and interventions on gender, youth and disability mainstreaming, development and empowerment including socio-economic empowerment programmes; government-wide monitoring and evaluation systems; International, Regional, Continental and national commitments on women's empowerment, gender equality, youth development and disability rights.
DUTIES : Manage and coordinate development and implementation of gender, youth and persons with disabilities responsive government evaluation policies and plans, including government-wide Gender Evaluation Plan, Consult on, develop, review and coordinate implementation of gender-, youth- and disability-responsive evaluation policies, guidelines and the annual evaluation plan, within the National Evaluation System and relevant national, provincial and departmental evaluation plans. Analyse evaluation concept notes, policy priorities and programme evidence to identify evaluation priorities and recommend appropriate entries into departmental and government-wide evaluation plans. Develop and coordinate appropriate mechanisms and institutional arrangements for responsive evaluations and the evaluation-led institutionalisation of the GRPBMEAF, in collaboration with mandated planning, budgeting, monitoring and auditing structures. Coordinate agreed GRPBMEAF implementation-support arrangements, cross-pillar engagement plans and periodic refinement of self-assessment tools and implementation guidance, within the Department's approved coordination mandate. Facilitate the use of evaluation evidence and GRPBMEAF findings to inform the National Development Plan, Medium-Term Development Plan, departmental Strategic Plans and APPs, provincial planning processes and relevant municipal planning instruments. Commission, undertake, coordinate and/or facilitate the evaluation of policies, programmes and institutions to improve performance on gender, youth and disability development and empowerment including rapid evaluations to improve results and programme outcomes in key areas, Undertake, commission and document thematic case studies, including examples of effective practice, implementation barriers and institutional change arising from GRPBMEAF application across spheres and sectors. Prepare and quality assure evaluation reports, case-study reports, evidence syntheses and concise, evidence-based policy briefs identifying findings, implications, policy options and actionable recommendations for decision-makers. Provide technical support and advice on evaluations, particularly in relation to gender, youth and disability mainstreaming within the national evaluation policy and systems and development of gender-responsive improvement plans; Provide technical advice to departments and other mandated institutions on gender-, youth- and disability-responsive evaluations, departmental evaluation plans,

evaluation concept notes, terms of reference and improvement plans. Coordinate structured technical support and implementation guidance for GRPBMEAF institutionalisation across its ten pillars, including responsiveness of planning, budgeting, monitoring, evaluation and auditing arrangements, without assuming the statutory functions of responsible institutions. Support departments, provinces, public entities and relevant local-government structures with GRPBMEAF self-assessment methodologies, evidence requirements, institutional improvement plans and technical follow-up. Facilitate technical inputs on the integration of GRPBMEAF evidence into institutional Strategic Plans, APPs, relevant budget and performance processes, and applicable national and provincial planning instruments. Develop and coordinate capacity-building materials, technical workshops, peer-learning sessions and case-study exchanges on evaluation methods, evidence use and the GRPBMEAF, in collaboration with relevant training and institutional partners. Monitor and report on the implementation of key evaluation recommendations aimed at advancing gender equality, women's empowerment, youth development and promotion of the rights of persons with disabilities. Coordinate the technical consolidation and analysis of GRPBMEAF self-assessment and implementation submissions, including the biannual cycle, and refer material findings to the responsible monitoring and coordination structures. Track agreed corrective actions emerging from evaluations, institutional assessments and case studies; assess implementation progress and identify recurring barriers, risks and unresolved accountability gaps. Prepare consolidated evaluation follow-up reports, implementation briefs and decision-oriented policy briefs highlighting evidence, institutional implications and recommended executive interventions. Table evaluation findings, case-study lessons and recommended interventions at appropriate strategic and intergovernmental forums, and facilitate documented follow-up with responsible institutions. Develop gender evaluation database and systems to improve the evaluability of key programmes impacting on gender equality and women's empowerment; Coordinate the identification, mapping and quality review of relevant national and departmental evaluations, and maintain accessible evaluation records and inventories. Oversee development and maintenance of a gender-, youth- and disability-responsive evaluation database and an integrated evidence repository, linking evaluations, self-assessments, case studies, policy briefs and institutional improvement actions. Assess and improve the evaluability of priority transformative programmes, including the adequacy of theories of change, indicators, baselines, administrative data and evaluation-ready evidence. Develop and quality assure evidence and reporting standards, consistent definitions, verification protocols and data-sharing arrangements in cooperation with relevant data custodians. Analyse and synthesise evaluation and institutional responsiveness evidence to identify systemic constraints, emerging results and questions requiring further evaluation, case studies or policy analysis. Maintain an accessible register of evaluation knowledge products, including case-study reports, policy briefs, lessons learnt and recommendations, to facilitate evidence uptake and future evaluation design.

ENQUIRIES : Ms Dineo Mmako Tel No: (012) 359 0271
APPLICATIONS : Recruitment02@dwypd.gov.za
NOTE : Preference will be given to African women, Coloured Females, Youth and Persons with disabilities