ANNEXURE F

INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE

The Independent Police Investigative Directorate (IPID) is an equal opportunity and affirmative action employer. It is our intention to promote representatively in terms of race, gender and disability within the Department through the filling of posts.

APPLICATIONS	:	Independent Police Investigative Directorate, National Office Private Bag X941, Pretoria, 0002 or hand deliver to Benstra Building, 473 Stanza Bopape & Church Street, Arcadia, Pretoria, 0001 or Recruitment12@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail
FOR ATTENTION	:	Ms RE Sikhwari Tel No: (012) 399 0214
CLOSING DATE	:	27 November 2026
NOTE	:	Applicants are not required to submit copies of qualifications and other relevant documents on applications but must submit Z83 and a detailed Curriculum Vitae. Applications quoting the correct reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents . Received applications using the incorrect application form (old Z83) will not be considered. Each application for employment form must be fully completed, signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. A recently updated, comprehensive CV as well as a fully completed and initialled new signed Z83 (Section A, B, C & D are compulsory and section E, F and G are not compulsory if CV it is attached). However, the question related to conditions that prevent re-appointment under Part-F must be answered. Non-RSA Citizens/Permanent Resident Permit Should you be in possession of a foreign qualification; it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) (only when shortlisted). 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. Following the technical exercise and interview, candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence and integrity. Furthermore, the requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should indicate on their CV's that they have registered or they have completed the Pre entry Certificate, which can be accessed using the following link: https://www.thensg.gov.za/trainingcourse/sms pre-entry-programme. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Due to the large number of applications we envisage to receive, applications will not be acknowledged, if you have not been contacted within three (3) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Correspondence will be limited to short-listed candidates only. Therefore, only shortlisted candidate for the post will be required to submit the documents on or before the date of the interview. The successful candidate will have to undergo security vetting. His / her character should be beyond reproach. The appointment is subject to security clearance, verification of qualifications and competency assessment (criminal record, citizenship, credit record checks, qualification verification and employment verification). Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event, that the person has been appointed such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security vetting process. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. The successful candidates will be appointed on a probation period of 12 months and will be required to sign a performance agreement. The suitable candidate will be selected with the intention of promoting representivity and achieving affirmative action targets as contemplated in the Department's

Employment Equity Plan. The Independent Police Investigative Directorate reserves the right to fill or not fill the bellow-mentioned posts.

OTHER POST

POST 41/43	:	**ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: Q9/2026/56**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	National Office
REQUIREMENTS	:	NQF 7 in Monitoring and Evaluation or Public Administration/Management or equivalent qualifications. 3-5 years' experience at supervisory level in monitoring and evaluation environment preferable in the Public Service. Knowledge Requirements: Sound knowledge of M&E process and system within government sphere. Sound knowledge of PFMA, Treasury Regulations, Policy Framework for Government-wide M&E system, Framework for Managing Programme Performance Information, Framework for Strategic Plan and Annual Performance Plan, Public Service Regulations, Operational Management Framework, National Development Plan, Medium Term Strategic Framework (MTSF), Estimates of National Expenditure (ENE), Annual Report Guideline. Skills and Competencies: Communication. Planning and organising. Analytical thinking. Computer literacy. Interpersonal relationship. Problem solving. Conflict management. Report writing. Presentation. Ability to work under pressure.
DUTIES	:	Develop/review M&E policies, departmental planning processes and systems in line with relevant prescripts. Coordinate development, analysis and submission of quarterly/mid-year reports on implementation of Strategic Plan and Annual Performance Plan. Coordinate development and analysis of quarterly reports on implementation of Operational Plan. Coordinate the development, submission and tabling of Annual Report on implementation of departmental plans. Coordinate the verification of performance information to ensure reliability of information. Assist with evaluation of department's performance in line with the Evaluation Plan. Supervise subordinates.
ENQUIRIES	:	Mr SS Gombela Tel No: (012) 399 0010