ANNEXURE J

DEPARTMENT OF TRANSPORT

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan, therefore White male / female, Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.

APPLICATIONS : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit. Room 4034 or email to: Recruitment@dot.gov.za or at e-recruitment system: erecruit.transport.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you are applying for on the Subject Line as directed on the post note.

CLOSING DATE : 18 December 2026

NOTE : Applications must be accompanied by a completed new Z83 form, obtainable from any Public Service Department, (or obtainable at). Applicants must fill in full new Z83 form part A, B, C, and D. A recently updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID documents on the day of the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). 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; the logistics will be communicated to candidates prior to the interviews. 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. Note that National School of Governance (NGS) has introduced compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services (submitted prior to appointment) and can be accessed through the following link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General within three months from the date of assumption of duty. The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates.

MANAGEMENT ECHELON

POST 41/134 : **DIRECTOR: BILATERAL COORDINATION REF NO: DOT/HRM/2026/41**

SALARY : R1 317 0384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : An undergraduate (NQF level 7) qualification as recognised by SAQA in Law / International Relations / Political Science / Public Management / Administration with 5 years working experience at middle/senior managerial level in an International Relations environment. Knowledge of the transport sector including policies and regulation and South African Foreign Policy; Knowledge of the SADC, the African Union, the North – South and South – South cooperation; Knowledge of the regional transport frameworks e.g SADC, AU, BRICS etc; Knowledge of Bilateral Relations, Foreign Service Act; Communication; Financial Management; Strategic Capability & Leadership;

People Management & Empowerment; Project/Programme Management Client Orientation and Customer focus; Change Management.

DUTIES : Liaise and facilitate bilateral relations between South Africa and other countries; Identify potential areas of cooperation between South Africa and other countries/partners in the rest of the world that will lead to the development of the transport sector; Participate in project teams to achieve a multi-disciplinary to meet set objectives of the Department; Manage the resources of the Directorate.

ENQUIRIES : Ms N Khuzwayo Tel No: (012) 309 3091

POST 41/135 : **DIRECTOR: AVIATION MULTILATERAL AFFAIRS REF NO: DOT/HRM/2026/42**

SALARY : R1 317 0384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : An undergraduate NQF level 7 qualification as recognised by SAQA in Law / Transport Management / Transport Economics / Transport and Logistics Management / International Relations with minimum of 5 year's working experience at a middle/senior managerial level in the aviation sector. Knowledge of the global and regional aviation landscape; A thorough knowledge of the air transport industry, including its regulations, standards, challenges, opportunities and best practices; Negotiation and problem-solving skills; Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management Client Orientation and Customer focus; Change Management.

DUTIES : Manage the facilitation of South Africa's aviation interests internationally; Manage the promotion of South Africa's aviation interests in the African continent; Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department and South Africa; Manage the resources of the directorate.

ENQUIRIES : Ms E Mpye Tel No: (012) 309 3446

POST 41/136 : **DIRECTOR: TRANSPORT INFORMATION SYSTEMS, ICT GOVERNANCE AND IT SECURITY REF NO: DOT/HRM/2026/43**

SALARY : R1 317 0384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : An undergraduate NQF level 7 qualification as recognised by SAQA in Computer Science / Information Technology / Computer Systems Engineering / Information System / Informatics/ Business Information Systems with 5 years working experience at a middle/senior managerial level in the Information and Communication Technologies (ICT) field. Knowledge of Public Service Regulations, Public Financial Management Act (PFMA) and Treasury Regulations; Knowledge of the Government Wide Enterprise Architecture (GWEA) Framework; Knowledge of the DPSA Policy Framework on Corporate Governance of ICT; Extensive knowledge of the ICT Security and related directives and standards; Knowledge of project management; Drivers licence; Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment.

DUTIES : Ensure effective ICT governance, enterprise architecture and transport information systems coordination; Develop and manage ICT architecture, compliance, ICT audit assurance, ICT risk management and ICT continuity within the Department; Develop, implement and maintain a secure ICT and information Systems environment for the Department of Transport; Provide strategic leadership in the planning, coordination and oversight of transport information systems; Manage the resources of the directorate.

ENQUIRIES : Mr T Ramatlapeng Tel No: (012) 309 3000

POST 41/137 : **DIRECTOR: PARLIAMENTARY SERVICE AND STRATEGIC SUPPORT REF NO: DOT/HRM/2026/44**

SALARY : R1 317 0384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : An undergraduate (NQF level 7) qualification as recognised by SAQA in Political Science / Public Management / Business Administration / Communication / Strategic Management with 5 years working experience at a middle/senior managerial level in the government's integrated governance systems. Knowledge and experience of Parliamentary & legislative processes; Broad knowledge and understanding of the functional areas covered by the executive authority's portfolio; Knowledge and experience of the Government Cluster System, strategic management processes in government; Political awareness and familiarity with broad lines of government policy; ability to liaise effectively with senior government officials and politicians; Excellent writing and editing skills; Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management.

DUTIES : Manage, coordinate and facilitate the flow of information and documentation within the Office of the Director-General; Manage Parliamentary processes; Provide an efficient and effective support system in the Office of the Director-General; Manage the resources of the Directorate.

ENQUIRIES : Ms F Nhangobe Tel No: (012) 309 3514

OTHER POST

POST 41/138 : **ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: DLCA/HRM/2026/01**
Branch: Roads Transport
Chief Directorate: Driving License Card Account

SALARY : R487 197 per annum (Level 09), (all salary inclusive package Level)

CENTRE : Pretoria

REQUIREMENTS : A minimum NQF 7 in Logistics/Supply Chain Management qualification. A minimum of three to five (3 to 5) years' experience in Logistics/Supply Chain Management environment. Demonstrated knowledge in government procurement administration, tender administration, and warehouse / stores management. Strong leadership and supervisory abilities. Knowledge of the PFMA and Treasury Regulations. Excellent communication skills, both verbal and written (both verbal and written). Ability to work independently and under pressure.

DUTIES : Perform Demand Management - Ensure that procurement plans are submit by the 31st of March each year. Manage and monitor the identification of supply chain risk and implementation of risk mitigation actions. Manage and monitor spend category performance to assist DLCA in defining its procurement needs. Provide Asset Management: Ensure that delivery of assets is monitored. Ensure that assets are barcoded within 24 hours. Facilitate asset verification (biannually and annually). Updating of inventory during verification and assets movements. Manage Acquisitions: Ensure that all procurement of goods and services is in accordance with the delegations and directives. Ensure that bids are initiated and successfully completed within the set timeframes for procurement over certain values. Monitor the bids and contract management activities. Assist with the pre-evaluation of proposals. Ensure that an efficient supply chain process has minimum risk in compliance with DLCA supply chain policies, procedures and governance. Ensure that an adequate audit trail is maintained for all transactions that can be subjected to an audit by the Auditor General. Manage Contracts: Ensure that contract variations or extensions are monitored. Ensure that service level agreements (SLA) are drafted and vetted by legal service. Ensure that contract monitoring meetings are held quarterly. Ensure contract register is monitored, and end user are notified when contracts are about to lapse/end. Manage contract register. Manage Stores: Plan, coordinate and facilitate stock taking. Ensure timely replenishment of stock. Oversee the stock taking process. Audit queries: Attend to queries relating to supply chain management. Prepare training schedules, mentoring etc.

ENQUIRIES : Mr. Peter Mailula Tel No: (012) 347 2522

APPLICATIONS : for this post should be submitted at: DLCA, P.O Box 25223, Monument Park, 0105 OR hand delivered to 459B Tsitsa Street, Erasmuskloof, Pretoria, 0048. OR email to Applications@dlca.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you applying for on the Subject Line.

NOTE : Candidates must quote name of the post for the abovementioned position on the subject line when applying i.e. “Assistant Director: Supply Chain Management”