PROVINCIAL ADMINISTRATION: NORTH WEST
PROVINCIAL TREASURY

The North West Provincial Treasury is an Equal Opportunity, Affirmative Action Employer and is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender, and disability. Women, People with Disabilities and Youth are encouraged to apply as the targeted groups as per our employment equity plan. The Employment Equity Plan for the Department will be considered when filling vacant positions. It is our intention to promote representivity. Please note that women will be targeted for SMS posts as per the Department's Employment Equity Plan.

APPLICATIONS	:	Applications should be forwarded to: The Director: Human Resource Management, North West Provincial Treasury, Private Bag X2060, Mmabatho 2735, marked for attention: S Nage, L Rapodile, K Chuma, or N Marengwa, 2nd Floor, Garona Building. You can also email your application to ptvacancies@nwpg.gov.za. The maximum limit is 35MB for applications to be transmitted successfully, otherwise you will have to send more than one email. When you submit by email, please put the reference number and post job title in the subject line. The reference number should be indicated on the application. If you apply for more than 1 post, please submit separate applications for each post that you apply for. Applications should be submitted on time. Applications received after the closing date will not be accepted and considered.
CLOSING DATE	:	04 December 2026 at 16h00
NOTE	:	Applications must quote the relevant reference number and be submitted on the New Z83 form, obtainable from any Public Service Department or the DPSA website at https://www.dpsa.gov.za/newsroom/psvc/ Should an application be received using the incorrect application for employment (old Z83), it will not be considered. The Z83 must be fully completed and signed and accompanied by a comprehensive/ detailed recent Curriculum Vitae (including full particulars of training, qualifications, certificates, skills, competencies, and knowledge, specific starting and ending dates in all relevant positions and clarity on the levels and ranks pertaining to experience as compared to the Public Service). At least three contactable referees should be provided. (Telephone numbers and email addresses must be indicated). Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed curriculum vitae. Only shortlisted candidates will be required to submit certified copies of Identity Document, Qualifications, and training certificates as well as a driver's license where necessary. This must be submitted on or before the day of the interviews. Non-SA citizens who are shortlisted must submit a copy of proof of permanent residence in South Africa on or before the day of the interviews. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by a SAQA evaluation report on the qualification. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such an evaluation report (only when shortlisted). It will be expected of candidates to be available for interviews and assessments on the date and time and at a place as determined by the Department. 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 Department will conduct reference checks which may include social media profiles of the shortlisted candidates. All shortlisted candidates will be subjected to personnel suitability checks. The successful candidate will be subjected to undergo security vetting The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract and sign a performance agreement with the Department. 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 and declare any business they had or are conducting with an Organ of State. It will be required by employees who fall within the designated groups to do financial disclosures to submit such within three months of their appointment. Failure to comply with the above requirements will result in the disqualification of the application. Due to the large number of applications, we envisage receiving, applications will not be acknowledged. Should you not be contacted within three (3) months of the closing date of the advertisement, please consider your application to be unsuccessful. The Department reserves the right to cancel the recruitment

process and not fill a position or re-advertise the posts at any time in the future. Correspondence will be limited to short-listed candidates only. Candidates invited for interviews will be responsible for their own travel and accommodation costs, as the Department will not reimburse or cover these expenses. Requirements for Senior Management Posts (SL13-16): The requirements for appointments at SMS level include the successful completion of the Senior Management Pre-entry Programme as endorsed by the NSG. Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services which is an online course, endorsed by DPSA and the National School of Government (NSG). The course is available at the NSG under the name "Certificate for entry into the SMS". The full details can be sourced at the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. For more information regarding the course please visit the NSG website at: www.thensg.gov.za. The certificate must be submitted on or before the day of interviews. No appointment to an SMS post will take place without the successful completion of the pre-entry certificate and submission of proof thereof. 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. An assessment of core competencies outlined in the SMS Handbook shall be conducted within one month of the appointment of the successful candidate.

MANAGEMENT ECHELON

POST 42/468 : **DIRECTOR: PROVINCIAL RISK MANAGEMENT REF NO: NWFIN/2026/33**
Programme: Financial Governance
Sub-Programme: Risk Management
Directorate: Provincial Risk Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum, a Bachelor's Degree or Advanced Diploma in Risk Management / Internal Auditing or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Risk Management in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Good understanding and knowledge of the Public Sector Risk Management Framework, PFMA, Treasury Regulations and other related risk management prescripts. Good strategic capability and leadership. Good financial management skills. Good people management, empowerment, problem-solving and change management intervention skills. Client orientated and customer focused. Good verbal and written communication. Conflict management, accountability and good ethical conduct. Knowledge of development of guidelines and standards at different management levels. Computer literacy with a working knowledge of computer spreadsheets, word processors and presentations.
DUTIES : Provide support to Provincial Departments, North West Provincial Legislature and Public Entities by monitoring and assessing the implementation of effective risk management in line with relevant prescripts; assisting in the development of risk management policies, strategies and procedures and their implementation and maintenance; building of risk management capacity; and prescribing relevant norms and standards and monitoring implementation. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES : Mr. Geo Paul Tel No: (018) 388 3039

POST 42/469 : **DIRECTOR: TRANSVERSAL ACCOUNTING REF NO: NWFIN/2026/34**
Programme: Financial Governance
Sub-Programme: Transversal Accounting
Directorate: Transversal Accounting

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum, a Bachelor's Degree or Advanced Diploma in Accounting or equivalent NQF 7 qualification. Chartered Accountancy or completed articles will be an added advantage. Five (5) years' experience at a middle/senior

managerial level in accounting and reporting in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license is a necessity. Strong financial management and analytical skills. Good understanding and knowledge and advisory skills of Modified Cash Standard (MCS) in Public Service and GRAP standards. Ability to prepare and interpret financial statements. Good understanding and knowledge of the PFMA, Treasury Regulations and other related risk management prescripts. Good strategic capability and leadership. Good people management, empowerment, problem-solving and change management intervention skills. Client orientated and customer focused. Good verbal and written communication. Conflict management, accountability and good ethical conduct. Knowledge of development of guidelines and standards at different management levels. Computer literacy with a working knowledge of computer spreadsheets, word processors and presentations. Ability to solve complex issues. The successful candidate should have the ability to work independently and within a dynamic team. Ability to facilitate workshops, provide training, ability to interpret and apply policies and other prescripts. Must be computer literate, have good inter – personal relations, excellent communications (verbal and written). Honesty and integrity.

DUTIES : Manage the development and implementation of systems and processes to improve sound financial management and audit outcome of the Departments, Entities and Provincial Revenue Fund. Review and report on the quality of Interim (IFS) and Annual Financial Statements (AFS) of Provincial Departments and Entities. Provide audit support and participate in audit steering committee for Departments and Entities and make presentations to Audit committee. Preparation of Financial Statements for Tribal and Trust Account, Provincial Revenue Fund and Consolidated Financial Statements for the Provincial Departments and Entities. Development of Provincial standard operating procedures and ensure implementation and adherence by all Provincial Departments. Implement National Treasury prescripts and approved accounting standards. Facilitate Provincial SARS forums and resolve all tax related matters. Prepare and present at various workshops in the Directorate and in the Department and any other forums as well as facilitating at CFO forums. Participate in the Departmental management committee and all other activities. Liaise with banking institutions and other stakeholders in the Province. Manage the accounting work of the Provincial Revenue Fund and Tribal and Trust Accounts. Manage the review and reporting on the quality of Interim (IFS) and Annual Financial Statements (AFS) of Provincial Departments and Entities in line with modified cash standards and GRAP which includes the Provincial Revenue Fund. Manage the clearance of monthly suspense and inter-department accounts for provincial departments. Review the implementation of National Treasury prescripts and approved accounting standards. Prepare an audit file/s to support the Consolidated Annual Financial Statements, which includes the Provincial Revenue Fund. Liaise with external stakeholders. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr. Geo Paul Tel No: (018) 388 3039

POST 42/470 : **DIRECTOR: RISK BASED AUDITS REF NO: NWFIN/2026/35 (X2 POSTS)**
Programme: Financial Governance
Sub-Programme: Provincial Internal Audit
Directorate: Risk Based Audits

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor Degree or Advanced Diploma in Accounting/ Internal Audit or equivalent NQF 7 qualification. Chartered Accountancy or completed articles will be an added advantage. Five (5) years' experience at a middle/senior managerial level in internal auditing in the public sector. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license is a necessity. Experience should include comprehensive planning of/for audit projects, review of audit work papers and compilation of the relevant audit reports/report writing, staff appraisal, on the job training and submission of progress reports. A professional qualification (CA/CIA) or postgraduate degree will be an added advantage. Extensive knowledge IIA Standards, PFMA, Treasury Regulations and Internal Audit Methodology and knowledge of development in the Internal Audit field.

DUTIES : Establish strategic and operational risk-based audit plans for the Cluster. Prepare and monitor cluster budgets. Oversee the management of all cluster audits and ensure that audits are completed in line with the annual audit coverage plan and comply with quality standards. Finalize and approve audit reports. Communicate the results of the IA engagement to the relevant stakeholders. Establish and maintain client relationships. Assume responsibility for quality assurance of all audit work performed in the cluster. Conduct peer reviews. Coordinate the activities of the Cluster Audit Committee and perform the Secretariat function for the Cluster. Coordinate the activities of internal audit with those of other assurance providers. Conduct training to subordinates and do presentations internally and externally where needed. Execute PMDS requirements. Oversee monthly and quarterly reporting to the CAE, the Cluster Departments and the Audit Committee. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr A Nel Tel No: (018) 388 1616

POST 42/471 : **DIRECTOR: MUNICIPAL FINANCE DISTRICT MANAGEMENT REF NO: NWFIN/2026/36**
Programme: Sustainable Resource Management
Sub-Programme: Municipal Finance
Directorate: Governance, Institutional Management & Keneth Kaunda District

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in public or private sector finance environments. Experience in a municipal finance environment will be an added advantage. A pre-entry certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Ability to write reports, analyse financial statements, compile multi-year budgets, annual financial statements and cash flows. Computer literacy. Good communication skills (written and spoken). Interpersonal skills. Client orientation and customer focus. Willingness to be placed in any district in the province as directed by Provincial Treasury.

DUTIES : Reporting to the Chief Director, the successful candidate will be responsible for leading and coordinating the provision of financial management support, oversight and capacity-building initiatives to municipalities and municipal entities within the Dr Kenneth Kaunda District. The incumbent will drive the implementation of the Municipal Finance Management Act and related reforms aimed at strengthening municipal financial governance, accountability and sustainability. Key responsibilities include Manage and coordinate support to municipalities in the areas of budgeting, financial planning, revenue management, expenditure management, financial assets and liabilities, accounting and financial reporting, Manage the implementation, monitoring and evaluation of municipal budget processes, ensuring compliance with legislative and regulatory frameworks, Provide strategic guidance and support to municipalities on budget preparation, implementation, adjustments and long-term financial planning, Manage the monitoring, analysis and reporting of municipal financial performance, financial sustainability and service delivery outcomes, Manage the provision of support and monitor compliance with Generally Recognised Accounting Practice (GRAP), MFMA reporting requirements and other applicable financial management standards, manage the implementation and monitoring of municipal revenue enhancement initiatives, debt management strategies and measures aimed at improving cash flow management and financial sustainability, Manage the monitoring and evaluation of financial asset and liability management practices within municipalities, Provide strategic oversight and support on municipal Supply Chain Management (SCM) systems, compliance, governance and performance improvement initiatives, Monitor the implementation of audit action plans, internal control improvements and remedial measures arising from audit findings and oversight interventions. Coordinate and oversee transversal MFMA functions within the province, including governance, compliance monitoring, financial reporting and implementation support. Lead the provincial coordination, monitoring and reporting of municipal governance, financial governance, risk management and internal audit functions. Facilitate the development, implementation and monitoring of governance frameworks, policies and improvement plans aimed at strengthening accountability and

institutional performance. Coordinate provincial reporting on municipal grants, conditional grants and other funding instruments, and assess their impact on municipal performance and service delivery. Manage the preparation and submission of reports, analyses and briefing documents for National Treasury, Provincial Executive structures, the Provincial Legislature and other oversight bodies. Coordinate institutional capacity-building and support programmes aimed at strengthening financial management, governance and technical competencies within municipalities. Support municipalities in implementing financial reforms and improvement initiatives, including mSCOA, financial recovery interventions and governance enhancement programmes. Foster collaborative relationships with National Treasury, Provincial Departments, COGTA, SALGA, Auditor-General South Africa, municipalities and other stakeholders involved in local government support and oversight. Manage the operational performance of the Directorate, including strategic planning, annual performance planning, quarterly and annual performance reporting, risk management and compliance management. Ensure effective financial, human resource and administrative management within the Directorate in accordance with relevant legislation, policies and departmental prescripts. Lead, coach and manage staff to achieve organisational objectives and promote a culture of high performance, professionalism and service excellence. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. Linda Nengovhela Tel No: (018) 388 2142

POST 42/472 : **DIRECTOR: MUNICIPAL FINANCE DISTRICT MANAGEMENT REF NO: NWFIN/2026/37 (X3 POSTS)**
Programme: Sustainable Resource Management
Sub-Programme: Municipal Finance
Directorates: Dr. RSM District Management, Bojanala District Management and Ngaka Modiri Molema District Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho (Dr. RSM and Ngaka Modiri Molema) Rustenburg (Bojanala)
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in public or private sector finance environments. Experience in municipal finance environment will be an added advantage. A pre-entry certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Ability to write reports, analyse financial statements, compile multi-year budgets, annual financial statements and cash flows. Computer literacy. Good communication skills (written and spoken). Interpersonal skills. Client orientation and customer focus. Willingness to be placed at any district in the Province as directed by Provincial Treasury.

DUTIES : Reporting to the Chief Director, the incumbent will be responsible for leading and coordinating the provision of financial management support, oversight and capacity-building initiatives to municipalities and municipal entities within the assigned district (Bojanala District Municipality, Dr Ruth Segomotsi Mompati District Municipality, or Ngaka Modiri Molema District Municipality). The incumbent will drive the implementation of the Municipal Finance Management Act (MFMA), municipal financial reforms and related governance initiatives aimed at strengthening municipal financial sustainability, accountability, compliance and service delivery outcomes. Key responsibilities include: Manage and enhance efficient and effective financial management within municipalities and municipal entities in the district. Lead and coordinate support to municipalities in the areas of budgeting, financial planning, revenue management, expenditure management, accounting, financial reporting, financial asset management and liability management. Manage the implementation, monitoring and evaluation of municipal budgeting frameworks and processes, ensuring compliance with applicable legislative and regulatory requirements. Provide strategic guidance and support to municipalities on budget preparation, implementation, adjustments, funding compliance and long-term financial sustainability. Oversee the monitoring, analysis and reporting of municipal financial performance, financial health and service delivery outcomes. Manage and promote compliance with Generally Recognised Accounting Practice (GRAP), MFMA reporting requirements, Treasury Regulations and other applicable financial management prescripts. Provision of support in the implementation and monitoring of municipal revenue enhancement programmes, debt management initiatives, cash flow

management strategies and other measures aimed at improving financial sustainability. Manage the monitoring and evaluation of municipal financial asset and liability management practices and provide support to strengthen financial controls. Provide strategic oversight and support on Supply Chain Management (SCM) governance, compliance, performance improvement initiatives and implementation of SCM reforms. Monitor municipal compliance with financial management legislation, regulations, norms and standards and ensure appropriate corrective measures are implemented. Oversee the monitoring and implementation of audit action plans, internal control improvements and remedial actions arising from Auditor-General findings, oversight recommendations and governance interventions. Support municipalities in strengthening institutional capacity through targeted financial management support, mentoring, training and capacity-building programmes. Provide strategic advice and recommendations to municipal leadership and Provincial Treasury on emerging financial risks, governance challenges and intervention requirements. Lead, develop and manage personnel within the District to promote a high-performance culture, accountability, innovation and service excellence. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. Linda Nengovhela Tel No: (018) 388 2142

POST 42/473 : **DIRECTOR: BUDGET MANAGEMENT REF NO: NWFIN/2026/38**
Programme: Sustainable Resource Management
Sub-Programme: Budget Management
Directorate: Budget Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Finance/ Financial Management/ Economics/ Accounting or equivalent NQF 7 qualification. A BCom Degree will be an added advantage. Five (5) years' experience at a middle/senior managerial level in public or private sector budget management. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Sound analytical, interpretive, and high-level communication skills. A proven track record of the ability to multi-task and manage change, strategic planning, business processes and efficiency, development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation skills, problem solving. Organization skills, people management, financial management and systems management. Planning, organization and stakeholder relationship management including the ability to liaise and operate within intergovernmental context. Knowledge of Public Service Act, 1994 as amended and Public Financial Management Act (PFMA). Deep understanding of intergovernmental system and budgeting process in government.

DUTIES : Promote the effective and optimal resource allocation in the provincial administration and public entities through efficient allocation of government priorities. Develop and facilitate the provincial budget process in line with national budgetary processes. Manage the consolidation, preparation and printing of the provincial administration budget (main budget and adjustment budget) for tabling in the Provincial Legislature. Monitor and evaluate the financial and non-financial performance of provincial departments and public entities. Provide strategic advice on budgetary matters to the different stakeholders including the intergovernmental system. Promote and drive budget reforms processes including the capacity building programmes relating to budgetary matters. Manage, co-ordinate and maintain an integrated budget planning process. Provide strategic leadership to internal and external clients including directorates within the division. Provide support and guidance in the implementation of PFMA and Treasury Regulations in all provincial departments and public entities. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Mr. L Sidumo Tel No: (018) 388 2227

POST 42/474 : **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: NWFIN/2026/39**
Programme: Administration
Sub-Programme: Financial Management Services
Directorate: Departmental Supply Chain Management

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package

CENTRE	:	Mmabatho
REQUIREMENTS	:	As a minimum a Bachelor's Degree or Advanced Diploma in in SCM/ Logistics Management/ Advance Procurement Management or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in a SCM environment. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Thorough knowledge on Supply Chain Management, PPPFA, PFMA, Treasury Regulations, practice notes and prescripts, GIAMA, Broad Based Black Economic Empowerment, Cooperatives/SMME development, supplier trends and commodities analysis. Knowledge of financial systems used in the Department for procurement. Ability to conduct financial analysis. Bidding process, procurement planning and demand management. Credit management. Good interpersonal relations and the ability to work effectively with officials across all levels within and outside the Department. Good planning, decision making and problem-solving skills. Must be computer literate, have good communication and numeracy skills. Project Management, presentation skills, ability to work under pressure and the knowledge of supplier performance evaluation. Negotiation and excellent communication skills (Verbal and written), willingness to travel, work under pressure. Must be knowledgeable about Policy Development and Policy Compliance Monitoring. Ability to find workable solutions while dealing with multiple constituents and conflicting objectives. Facilitate continuous improvement and Programme and Project Management.
DUTIES	:	Provide advice on policy and regulatory matters of Supply Chain Management. Manage and implement Supply Chain Management policies and system in the department. Ensure effective demand and acquisition and logistics service provision in the department, Ensure effective and efficient management of transport within the department. Ensure effective and efficient contract management within the department. To provide proper Assets Management and processes in line with the Assets Management Policy. To take effective and appropriate steps to prevent unauthorised, irregular and fruitless and wasteful expenditure. Prepare procurement delegations, process charts and manage the payment of suppliers within 30 days. Ensure that effective and efficient souring strategies are developed and promote the development and utilization of BEE companies. Manage acquisitions in order to minimize related risks. Administer and manage service provider contracts and service level agreements by developing SLA's and monitor contracts outcomes and supplier performance. Ensure that the department meets financial performance expectations and complies with all relevant legislation, including PFMA, PPPFA, BEE, BBBEE, Treasury regulations and instructions. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES	:	Ms. B Pule Tel No: (018) 388 2834
POST 42/475	:	**DIRECTOR: FINANCIAL ACCOUNTING SERVICES REF NO: NWFIN/2026/40** Programme: Administration Sub-Programme: Financial Management Services Directorate: Financial Accounting Services
SALARY	:	R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE	:	Mmabatho
REQUIREMENTS	:	As a minimum a Bachelor's Degree or Advanced Diploma in Financial Management/ Accounting or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Accounting Services. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Knowledge of GRAP, PFMA, Treasury Regulations and Guidelines, Knowledge of Government accounting, financial statement standards, financial systems, Organizational and Government structures, as well as principles of financial accounting and financial planning, budgeting principles, methodologies. Sound analytical, interpretive, and high-level communication skills. A proven track record of the ability to multi – task, manage change, adhere to deadlines, drive strategic planning, business processes and efficiency, development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation skills, problem solving. Organization skills, people management, financial management, risk management and systems management.

DUTIES : To ensure the completion of the Annual Financial Statements (AFS) and Interim Financial Statements (IFS), including the financial sections of the Annual Report. To ensure the submission of all Auditor-General and internal audit requests for financial statement information and prepare/ co-ordinate management responses to audit findings as well as monitoring of the Post Audit Action Plan (PAAP system). To review and recommend journals & oversee and sign off all monthly and quarterly financial reconciliations, including revenue and bank reconciliations, ensuring timeous clearance of exceptions and completeness of revenue processing. To oversee month-end & year-end financial accounting system closure procedures and sign off the Trial Balance. To ensure that all payroll transactions are verified and properly approved/ authorized. To ensure the employer's obligations as prescribed by the Receiver of Revenue (SARS) are met. To ensure the timeous and accurate implementation of Salary adjustments and S&T claims and resolve salary related queries. Provide oversight on the management of debts and other asset and liability control accounts. To manage the provisioning of Departmental Financial systems to ensure monthly system closure by due dates. To ensure the implementation and maintenance of Basic Accounting System (BAS) and Telephone Management support and security measures. Provide support and oversight to ensure the banking needs of the Department are met. Provide strategic advice and guidance on accounting, salary and financial system matters to internal clients and Service Providers. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. B Pule Tel No: (018) 388 2834

POST 42/476 : **DIRECTOR: HUMAN RESOURCE MANAGEMENT & DEVELOPMENT REF NO: NWFIN/2026/41**
Programme: Administration
Sub-Programme: Corporate Services
Directorate: Human Resource Management and Development

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in HRM/ Public Administration and Management/ Social Sciences or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Human Resource and Development Management. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as part of the job functions requires travelling. Thorough knowledge and understanding of all Acts, Regulations, Prescripts and Directives governing the HRM & D environment. Knowledge and understanding of PERSAL. Ability to conduct analysis on various HR functions. Good interpersonal relations and the ability to work effectively with officials across all levels within and outside the Department. Good planning, decision making and problem-solving skills. Must be computer literate, have good communication and numeracy skills. Project Management, presentation skills and ability to work under pressure. Negotiation and excellent communication skills (Verbal and written), willingness to travel. Must be knowledgeable about Policy Development, Compliance and Monitoring. Ability to find workable solutions while dealing with multiple constituents and conflicting objectives. Facilitate continuous improvement and Programme and Project Management.

DUTIES : Manage the provision and utilization of personnel. Manage the administration of conditions of service and remunerative matters. Manage the implementation and provision of HRMIS. Manage Employee Health and Wellness programmes through the monitoring of quality of worklife within the Department and monitoring the implementation of occupational health and safety programmes in the Department. Manage the promotion of optimal development of employees in the Department, through ensuring the training and development of employees. Ensure the management of internships and learnerships. Manage the provision of effective labour relations services. Manage the Directorate. Provide administrative support and manage human resources and financial resources.

ENQUIRIES : Ms. M.J. Jansen Tel No: (018) 388 3419/ 4849

POST 42/477 : **DIRECTOR: STRATEGIC MANAGEMENT SERVICES REF NO: NWFIN/2026/42**
Programme: Administration
Sub-Programme: Corporate Services
Directorate: Strategic Management Services

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a Bachelor's Degree or Advanced Diploma in Business Management/ Strategic Management or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in Strategic Management Services. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. A valid driver's license as it will be expected to travel. Knowledge of strategic planning and monitoring cycle, Change and project management skills, business and operational planning, government planning cycle as well as aligning planning to organizational business processes. Knowledge of Public Service Act, 1994 as amended, Public Service Regulations, 2001 as amended, Public Financial Management Act (PFMA), Municipal Finance Management Act (MFMA) and relevant related acts and regulations. Sound analytical, interpretive, and high-level communication (written and verbal) skills. Ability to multi-task and manage change, strategic planning, business processes and development and implementation of monitoring and evaluation systems. Policy formulation and analysis, research, report writing, co-ordination, leadership, facilitation and problem-solving skills. Organization skills, people management, financial management and systems management.
DUTIES : Ensure the management and coordination of strategic planning, monitoring and evaluation services such as the development of the Departmental strategic and annual performance planning processes in line with relevant legislation. Ensure that the strategic planning activities are coordinated and align departmental planning with National and Provincial priorities. Ensure the facilitation and conducting of research and policy coordination services. Manage and coordinate the implementation of departmental transformation programmes. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES : Ms. M.J. Jansen Tel No: (018) 388 3419/ 4849

POST 42/478 : **DIRECTOR: SCM POLICIES, M&E AND CAPACITY BUILDING REF NO: NWFIN/2026/43**
Programme: Asset and Liability Management
Sub Programme: Support and Interlinked (Prov. SCM)
Directorate: SCM Policies, M&E and Capacity Building

SALARY : R1 317 384 - R1 551 807 per annum (Level 13), all-inclusive salary package
CENTRE : Mmabatho
REQUIREMENTS : As a minimum a B Degree or Advanced Diploma in SCM/ Finance/ Commerce/ Logistics or LLB, or equivalent NQF 7 qualification. Five (5) years' experience at a middle/senior managerial level in the SCM environment. Pre-entry Certificate for SMS is compulsory. No appointment will be made without such a certificate. Valid Code 08 drivers' license or above is a necessity. Substantial knowledge of relevant prescripts and regulatory/legislative framework governing Supply Chain Management and the Public Service including the Constitution of the Republic of South Africa, 1996, Public Finance Management Act (PFMA) and related regulations, Preferential Procurement Policy Framework Policy (PPPFA) Act and its regulations and/ or Public Procurement Act Public Service Act and its regulations, Broad Based Black Economic Empowerment Act (BBBEE) Act and its Codes of Good Practice and Charters, National Treasury instructions/ Practice Notes/ Circulars and guidelines, Construction Industry Development Board (CIDB) Prescripts, Public Service Act and its regulations including various Bargaining Council Resolutions. Strategic managerial functions, including need analysis, planning and organizing, compilation of reports. Effective understanding of Supply Chain Management related risk management methodologies and strategies. Ability to co-ordinate the development, interpretation and application of policy and legislative positions and reforms. Analytical and innovative thinking. Research skills. Effective report writing, presentation and facilitation skills. Project management, conflict management skills. Adaptability during changes to meet the goals, change/ diversity management. Self-driven and motivated. Computer literacy and good communication (written and verbal) skills.

DUTIES	:	Co-ordinate the development and/ or review the provincial SCM Policies, norms and standards. Coordination of provincial inputs and engagement with National Treasury. Management of the monitoring and evaluation efforts in provincial institutions. Ensure provision of capacity building/ training on strategic Supply Chain Management related areas in the province. Ensure the provision of Supply Chain Management advisories and support provincial institutions. Manage the establishment of general Supply Chain Management Governance, Compliance. Manage the Directorate. Provide administrative support and manage human resources and financial resources.
ENQUIRIES	:	Adv. T Sekoboane Tel No: (018) 388 1582