ANNEXURE L

DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION

It is the intention to promote representivity in the Department through the filling of these posts. The candidature of applicants from designated groups especially in respect of people with disabilities will receive preference.



APPLICATIONS	:	Applications quoting the reference number must be addressed to Mr. Thabang Ntsiko. Applications must be posted to the Department of Public Service and Administration, Private Bag X916, Pretoria, 0001, or delivered to 546 Edmond Street, Batho Pele House, cnr. Edmond and Hamilton Street, Pretoria, Arcadia 0083, or emailed.
CLOSING DATE	:	07 December 2026
NOTE	:	Applications must quote the relevant reference number and consist of: A fully completed and signed NEW Z83 form which can be downloaded at www.dpsa.gov.za/dpsa2g/vacancies.asp.''From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered", a recent comprehensive CV; contactable referees (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 documents, all non-SA citizens must attach a copy of proof of permanent residence in South Africa on or before the day of the interviews). Foreign qualifications must be accompanied by an evaluation certificate from 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. 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. Candidates will also be subjected to personnel suitability checks on criminal records, citizen verification, financial records, qualification verification and applicants could be required to provide consent for access to their social media accounts. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application was unsuccessful. The successful candidate will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as completing a financial interests declaration form within one month of appointment and annually thereafter. Note: Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/.

MANAGEMENT ECHELON

POST 42/154	:	**DIRECTOR: COMMUNICATION SERVICES REF NO: DPSA25/2026**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive remuneration package. Annual progression up to a maximum salary of R1 551 807 per annum is possible, subjected to satisfactory performance. The all-inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employee Fund and a flexible portion that may be structured according to personal needs within a framework.
CENTRE	:	Pretoria
REQUIREMENTS	:	A minimum qualification at NQF level 7 in Journalism/ Communication Studies/ Communication Science or related qualification. Minimum 5 years of experience at a middle/senior managerial level. Minimum 8 years appropriate experience in a communications environment. Knowledge of Constitution of

the Republic of South Africa, Government legislative framework, Public Service legislative and policy framework, Government programs such as the National Development Plan, Key Strategic Priorities of Government and Sound understanding of Operations Management. Managerial Skills: Decision making, problem solving, written and verbal communication, stakeholder management and coordination, strategic thinking and leadership, analytical skills, research, change management, teamwork and project and program management. Generic Skills: Diversity management, communication and information management, interpersonal relations, facilitation, negotiation, presentation, report writing, computer literacy and Conflict Management. Technical Skills: Internal and external communication, graphic design, media, content development, communications research.

DUTIES : To manage the development, review and implementation of communications policies, strategies and plans. Manage the provision of quality content development. Manage media Liaison (issue press releases, handle media enquiries, coordinate press conferences, and brand management). Manage Digital communication as well as marketing, branding services. Manage the graphic design and production of publications. Conduct media analysis and present findings and proactive strategies to address findings to the departmental management. Manage the provision of internal and external event management and Stakeholder Management Services. Provide crisis management services as part of the departmental business continuity plans. Act as a departmental spokesperson. Manage all the operations, systems and processes of the Directorate including human, financial, supply chain and contract management.

ENQUIRIES : Mr. Themba Dubazana Tel No: (012) 336 1198

APPLICATIONS : E-mail your application to Advert252026@dpsa.gov.za

POST 42/155 : **DIRECTOR: ICT GOVERNANCE REF NO: DPSA 26/2026**

SALARY : R1 317 384 per annum (Level 13), an all-inclusive remuneration package. Annual progression up to a maximum salary of R1 551 807 per annum is possible, subjected to satisfactory performance. The all-inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employee Fund and a flexible portion that may be structured according to personal needs within a framework.

CENTRE : Pretoria

REQUIREMENTS : A minimum qualification at NQF level 7 in ICT. Minimum of five (5) years of experience at a middle/senior managerial level. Minimum eight (8) years appropriate experience in the ICT with best practice governance frameworks such as COBIT, ITIL, VallT, ISO38500. Knowledge of the Constitution of the Republic of South Africa, the Government Legislative Framework, the Public Service Legislative and Policy Framework, The Corporate Governance of ICT Policy framework (CGICTPF), Government programs of action such as the National Development Plan, Key Strategic Priorities of Government, and a sound understanding of Operations management, understanding of Governance ICT, understanding of business and ICT alignment planning and its implementation, understanding if Enterprise Architecture. Managerial skills: Decision making, problem-solving, verbal and written communication, stakeholder management and coordination, interpersonal relations, strategic thinking and leadership, analytical skills, confidentiality, financial management, human resources management, research, teamwork, change management, project and program management. Technical Skills: ICT policy development, ICT governance, monitoring and evaluation, research and data collection in the ICT field, and data analytics.

DUTIES : Manage the development of prescripts. Develop and review prescripts (policies, norms and standards, directives, circulars, frameworks, and guidelines) in line with the departmental standards and submit them for approval by the relevant approval authority. Manage the provision of implementation support to departments, audits/assess systems and practices within departments conducted and required improvements identified and communicated to the relevant departments, undertake interventions to support the implementation of compliance with the prescripts. Manage the monitoring of implementation and compliance, conduct evaluation and impact studies as required. Manage all the operations, systems and processes of the Directorate, including information, advise and support to the MPSA, Cabinet, Parliament, and other internal and external stakeholders, participate in transversal task/project teams and committees as required or nominated.

ENQUIRIES : Mr. Zaid Aboobaker Tel No: (012) 336 1059

APPLICATIONS	:	E-mail your application to Advertisement262026@dpsa.gov.za
POST 42/156	:	**DIRECTOR: SERVICE DELIVERY SATISFACTION ASSESSMENT AND IMPROVEMENT REF NO: DPSA27/2026**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive remuneration package. Annual progression up to a maximum salary of R1 551 807 per annum is possible, subjected to satisfactory performance. The all-inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employee Fund and a flexible portion that may be structured according to personal needs within a framework.
CENTRE	:	Pretoria
REQUIREMENTS	:	A minimum qualification at NQF level 7 in Public Administration/ Management/ Business Studies. Minimum five (5) years of experience at a middle/senior managerial level. Minimum eight (8) years in Service Delivery Improvement environment. Knowledge of Constitution of the Republic of South Africa, Government legislative framework, Public Service legislative and policy framework, Government programs such as the National Development Plan, Key Strategic Priorities of Government and Sound understanding of Operations Management. Managerial Skills: Decision making, problem solving, written and verbal communication, stakeholder management and coordination, strategic thinking and leadership, analytical skills, research, change management, teamwork and project and program management. Generic Skills: Diversity management, communication and information management, interpersonal relations, facilitation, negotiation, presentation, report writing, computer literacy and Conflict Management. Technical Skills: Development of service standards, service delivery theory and practice, negotiation, business process analysis and solution development specifications, business processing mapping and improvement for automation or innovation, and systems thinking, design and development.
DUTIES	:	To manage and review the prescripts relating to Service Delivery Satisfaction Assessment and Improvement. Manage the provision of implementation support to departments. Manage monitoring and evaluation of compliance and impact assessments of prescripts on Service Delivery Satisfaction Assessment and Improvement. Manage all the operations, systems and processes of the Directorate.
ENQUIRIES	:	Ms. Julia Ndlovu Tel No: (012) 336 1685
APPLICATIONS	:	E-mail your application to Advert272026@dpsa.gov.za
POST 42/157	:	**DIRECTOR: RISK AND ETHICS MANAGEMENT REF NO: DPSA 28/2026**
SALARY	:	R1 317 384 per annum (Level 13), an all-inclusive remuneration package. Annual progression up to a maximum salary of R1 551 807 per annum is possible, subject to satisfactory performance. The all-inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to personal needs within a framework.
CENTRE	:	Pretoria
REQUIREMENTS	:	A minimum qualification at NQF level 7 in Auditing/Accounting/Public Management/Public Administration. Minimum five (5) years of experience at a middle/senior managerial level. Eight (8) years of experience in risk and ethics environment. Knowledge of the Public Service Policy Framework, knowledge of public service ethics and anti-corruption measures, the Prevention and Combating of Corruption Activities Act (PRECCA), government programs such as the National Development Plan and the key strategic priorities of government, knowledge of ethics and integrity management standards and good practices, the Public Service Act, Public Service Regulations, and the Public Administration legislative and policy framework. Competencies: Decision-making and problem-solving, written and verbal communication, stakeholder management and coordination, strategic thinking and leadership, analytical skills, interpersonal relations, teamwork, confidentiality, financial management, human resources management, research, change management, and project and program management. Generic skills: Diversity management, communication and information management, facilitation, negotiation, presentation, report writing, computer literacy, and conflict management. Attributes: Honesty, ethics, sensitivity, professional, reliable, loyalty, confidentiality, diligent, open to new ideas, innovative, ability to make sound judgements based on legal grounding and ability to communicate advice with authority and ability to communicate effectively on highly sensitive issues

with employees and managers at all levels, with particular emphasis on developing trust and demonstrating fairness. Technical skills: Policy development, research, risk management, ethics management, training and development, data analysis, and Ethics Officer certification.

DUTIES : Manage the rendering of ethics management services, establish and ensure functionality ethics committee, facilitate, process requests for remunerative work (RWOPS) for approval by delegated authority. Manage the rendering of Risk, Anti-Corruption, and Integrity Management services, establish and ensure functionality of Risk committee, monitor and report progress on risk management activities to the relevant departmental structure and Risk and Audit Committees. Manage the rendering of implementation support to DPSA officials, provide technical support and advise on risk management, anti-corruption, integrity management and ethics related matters to managers and staff. Manage the implementation of business continuity management in the department. Manage the operations, systems, and processes of the Directorate, provide advice and support information to internal stakeholders, attend departmental management structures of the DPSA and any other meetings as directed, and participate in transversal task/project teams and committees as required or nominated.

ENQUIRIES : Ms. N.B. Maku Tel No: (012) 336 1343

APPLICATIONS : E-mail your application to Advert282026@dpsa.gov.za