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	:	24 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 recent 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 document 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 introduce 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 42/258	:	**DIRECTOR: INDUSTRY DEVELOPMENT AND ECONOMIC REGULATION REF NO: DOT/HRM/2026/45**
SALARY	:	R1 317 384 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 recognized by SAQA in Maritime Management/ Transport Economics/ Built Engineering/ Economics/ Transport Planning with a minimum of 5 years working experience at middle/senior managerial level in the maritime industry. Knowledge and Skills: Knowledge of South African Maritime Transport Environment, knowledge and understanding of the Port development framework, knowledge of the Comprehensive Maritime Transport Policy, knowledge of international Maritime Treaties/ protocols (WTO/WCO/UNCTAD/IMO), knowledge of the Merchant Shipping Act and relevant Maritime Regulations, knowledge and understanding of the Economics and Modelling in the transport related discipline; Compilation

of management reports and knowledge of the Public Finance Management Act (PFMA). Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management.

DUTIES : Ensure compliance with economic policies and development of multilateral and bilateral agreements. Manage maritime economic regulation and analysis. Manage the promotion of the maritime industry locally, regionally and globally. Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department. Manage the resources of the Directorate.

ENQUIRIES : Ms T Mashiloane Tel No: (012) 309 3112

POST 42/259 : **DIRECTOR: PUBLIC TRANSPORT STAKEHOLDER MANAGEMENT REF NO: DOT/HRM/2026/46**

SALARY : R1 317 384 per annum, all-inclusive salary package, of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognized by SAQA in Transport Economics / Economics / Development Economics / Transport Management / Public Management / Administration / Transport and Logistics Management / Development in Planning and Management/ Policy Studies / Public Policy / Communication / Labour Relations/ Law with a minimum of 5 years working experience at middle/senior managerial level in the public transport sector. Certificate of successful completion of the National School of Governments' Senior Management Service Pre-Entry Programme. Knowledge and Skills: Sound knowledge of the National Land Transport Act (NLTA), extensive knowledge in public transport sector policies, prescripts, legislation, knowledge of the Public Transport regulations, knowledge in the development of strategies and policies, knowledge of the compilation of management reports, knowledge of the PFMA, stakeholder management and conflict resolutions. Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management, Client Orientation and Customer focus; Change Management.

DUTIES : Manage and coordinate public transport stakeholders. Manage conflict resolutions and mitigation of public disputes. Manage the liaison with various public transport stakeholders. Manage the resources of the Directorate.

ENQUIRIES : Mr L Manamela Tel No: (012) 309 3638

POST 42/260 : **DIRECTOR: REGIONAL CORRIDORS REF NO: DOT/HRM/2026/47**

SALARY : R1 317 384 per annum, all-inclusive salary package, of which 30% can be structured according to individual's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF Level 7 in Transport Economics / Transport Planning / Transport and logistics Management / Political Science / Economics / International Politics / International Relations with a minimum of 5 years working experience at middle/senior managerial level in Regional Integration, Trade field or Transport Economics or Economics. Knowledge and Skills: Knowledge of Corridor Management Institutions (CMI's), Economics/ trade relations knowledge and skills, foreign policy/ political analysis skills, Negotiating. Stakeholder relations/ management skills, Knowledge and understanding of AU/SADC including institutions, Knowledge and understanding o Regional Economic Communities (RECs), Knowledge and understanding of SADC Protocols and AU Frameworks, PFMA/ Public Service Prescripts, compilation of management reports and Computer skills. Certificate of successful completion of the National School of Government's Senior Management Service Pre-Entry Programme. Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management Client Orientation and Customer focus.

DUTIES : Manage the coordination of regional corridors programmes and interventions development through infrastructure development. Manage the establishment and maintenance of regional corridor management instruments. Manage the harmonization of standards along corridors. Manage regional corridor projects. Manage the resources of the Directorate.

ENQUIRIES : Mr S Mogotsi Tel No: (012) 309 3534

POST 42/261	:	**DIRECTOR: PUBLIC ENTITY PERFORMANCE AND COMPLIANCE REF NO: DOT/HRM/2026/48**
SALARY	:	R1 317 384 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 as recognised by SAQA in Economics, Financial Management / B.Com Accounting with minimum of 5 years working experience at middle/senior managerial level in a corporate governance or state-owned enterprise oversight environment. Knowledge and Skills: Legislative and policy prescripts relevant to the Department and its SOEs. Corporate governance as it applies to the public and private sectors. Project Management, strategic planning, and risk management. Knowledge and understanding of the Public Finance Management Act (PFMA); National treasury Regulations and other relevant legislation and policies relevant to public entities; Understanding of corporate governance processes, the facilitation of appointments for Boards or Councils of public entities and the coordination of entities strategic and annual performance plans; Knowledge and understanding of monitoring the performance of public entities. Knowledge of data analysis, financial and non-financial report writing. Policy formulation and evaluation. Communication; Financial Management. Strategic Capability and Leadership. People Management and Empowerment. Project and Programme Management.
DUTIES	:	Ensure alignment of public entity planning documents (Corporate Plans, Strategic Plans and Annual Performance Plans) with the strategic plan of the Department. Monitor and evaluate performance of DoT Entities as stated in the planning documents; Monitor compliance with PFMA and/or agency's enabling legislation, regulations and policies. Manage stakeholder relationship. Participate in the project teams to achieve a multi-disciplinary approach to meet set objectives of the Department. Manage resources of the directorate.
ENQUIRIES	:	Ms M Motsepe Tel No: (012) 309 3851
POST 42/262	:	**DIRECTOR: PUBLIC TRANSPORT INFORMATION MANAGEMENT REF NO: DOT/HRM/2026/49**
SALARY	:	R1 317 384 per annum, all-inclusive salary package, of which 30% may be structured according to the successful candidate's needs
CENTRE	:	Pretoria
REQUIREMENTS	:	A qualification at NQF Level 7 as recognised by SAQA in Urban and Regional Planning / Transport Economics / Information Systems / Transport Management / Project Management with a minimum of 5 years working experience at middle/senior managerial level in the transport sector or information management systems environment. Successful completion of the National School of Government Senior Management Service Pre-Entry Programme. Knowledge and Skills: Knowledge of public transport sector policies, legislation. Extensive knowledge in the management information systems. Knowledge of public transport regulations. Knowledge in the development of strategies and policies. Knowledge in the development and management of information database. Knowledge of compilation of management reports. Knowledge of the Public Finance Management Act (PFMA). Knowledge of Stakeholder management. Knowledge in the development of technologies for information system; Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project / Programme Management.
DUTIES	:	Manage the development, maintenance and coordination of Public Transport Information Management Systems and related responsibilities within the broader Public Transport Implementation Programme as empowered by section 6 of the National Land Transport Act No: 05 of 2009 as amended and related regulations. Ensure that the required service standards are in place in the component to promote effective, efficient and economical functioning. Integrate existing Public Transport Information Systems. Manage the development of a Public Transport database. Manage the resources of the Directorate.
ENQUIRIES	:	Adv M Matebese Tel No: (012) 309 3861

POST 42/263 : **DIRECTOR: SCHOLAR TRANSPORT AND PUBLIC TRANSPORT SPECIAL GROUPS REF NO: DOT/HRM/2026/50**

SALARY : R1 317 384 per annum, all-inclusive salary package, of which 30% may be structured according to the successful candidate's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Transport Economics / Economics / Development Studies / Development Economics / Transport Management / Finance / Public Management Transport and Logistics Management / Development in Planning and Management with a minimum of 5 years working experience at middle/senior managerial level in the transport sector. Successful completion of the National School of Government Senior Management Service Pre-Entry Programme. Knowledge and Skills: Knowledge and understanding of public, scholar, rural and non-motorised transport. Knowledge of developing strategies and policies. Sound knowledge of the PFMA and Treasury Regulations. Sound knowledge of the transport sector. Knowledge and understanding of the public transport regulations and prescripts. Knowledge of the compilation of management reports. Communication and negotiation skills (verbal and written). Computer skills. Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management Client Orientation and Customer focus; Change Management.

DUTIES : Manage the development, implementation and maintenance of scholar transport strategies and policies. Manage the development and implementation of Non-Motorised Transport (NMT) policies to support scholar transport programmes. Manage the development and implementation of accessible transport programmes. Manage the resources of the Directorate.

ENQUIRIES : Mr E Maake Tel No: (012) 309 3327

POST 42/264 : **DIRECTOR: PUBLIC TRANSPORT NETWORK DEVELOPMENT 4 CITIES REF NO: DOT/HRM/2026/51**

SALARY : R1 317 384 per annum, all-inclusive salary package, of which 30% may be structured according to the successful candidate's needs.

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF Level 7 as recognised by SAQA in Transport Management / Transport Economics / Transport and Logistics Management / Transport Planning / Town and Regional Planning / Public Policy / Public Management with a minimum of 5 years working experience at middle/senior managerial level in the management of passenger transport field. Successful completion of the National School of Government Senior Management Service Pre-Entry Programme. Knowledge and Skills: An advanced understanding of the National Land Transport Act (NLTA) and Transport Policy. Thorough knowledge of the public transport environment. Thorough knowledge of Project, financial and contract management. Advanced knowledge and understanding of the PFMA, MFMA and Division of Revenue Act (DoRA). Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management.

DUTIES : Facilitate the development and updating of Integrated Public Transport Networks (IPTNs) suite of Plans in selected municipalities. Develop national norms and standards and guidelines to enable implementation of the Public Transport Strategy. Assess and monitor IPTN operations in selected municipalities. Manage internal and external stakeholder liaison. Monitor compliance of the Public Transport Network Grant Framework. Manage the resources of the Directorate.

ENQUIRIES : Ms K Manana Tel No: (012) 309 3904

OTHER POST

POST 42/265 : **ASSISTANT DIRECTOR: LOGISTICS MANAGEMENT REF NO: DOT/HRM/2026/52**
Branch: Administration (CFO)
Chief Directorate: Financial Accounting and Supply Chain Management
Directorate: Supply Chain Management

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

CENTRE : Pretoria

REQUIREMENTS : An appropriate NQF Level 6 qualification in Supply Chain Management / Logistics with a minimum of three (3) years' experience at supervisory or

practitioner level within Supply Chain Management specifically in the field of Logistics. Knowledge and Skills: Thorough understanding of Supply Chain Management prescripts. Thorough understanding of LOGIS. Thorough understanding of BAS. Compilation of management reports. PFMA AND Treasury Regulations. Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment; Project/Programme Management Client Orientation and Customer focus; Change Management.

DUTIES : Manage payment of goods and services. Manage purchase orders for goods and services. Manage receipt of goods and services and the store. Manage the LOGIS system. Compile financial and audit reports. Manage resources of the section.

ENQUIRIES : Ms V Tshipapa Tel No: (012) 309 3287