ANNEXURE W

PROVINCIAL ADMINISTRATION: EASTERN CAPE
DEPARTMENT OF EDUCATION

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: erecruitment@ecdoe.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). All shortlisted candidates, including the SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate’s suitability based on the post’s technical and generic requirements, 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. The Selection Panel will recommend candidates to attend a generic Managerial Competency Assessment in compliance with the DPSA Directive on the implementation of Competency-based Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting Department reserves the right to amend/ review/ withdraw the advertised posts if by so doing, the best interest of the department will be well served. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already

been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews.

ERRATUM: Kindly note that the following nine (09) posts that were advertised in Public Service Vacancy Circular 39 dated 30 October 2026, with a closing date 13 November 2026 are now withdrawn: (1) Wellness Officers X7, with Ref No: DOE29/10/2026, DOE30/10/2026, DOE31/10/2026, DOE32/10/2026 and DOE33/10/2026, and located at Alfred Nzo East X2, Amathole East, Chris Hani East, OR Tambo Inland X2, Sarah Baartman, (2) Wellness Practitioner with Ref No: DOE34/10/2026, located at Amathole East District Office, (3) and IT Technician: Supply Chain Management & ICT with Ref No DOE45/10/2026, located at Chris Hani East. The closing date remains the same.

OTHER POSTS

POST 42/286 : **ORGANISATIONAL DEVELOPMENT PRACTITIONER: BUSINESS PROCESS MANAGEMENT REF NO: DOE01/11/2026 (X2 POSTS)**
Directorate: Organisational Development

SALARY : R413 001 – R486 501 per annum (Level 08)
CENTRE : Head Office – Zwelitsha
REQUIREMENTS : An appropriate (3-year) undergraduate NQF 6 in Operations Management/ Business Analysis/ Organizational Development as recognized by SAQA. Certificate in Management Sciences/ Organisation & Development Certificate may serve as an advantage. Proficient in the application of MS Office Package. Valid driver's license. Knowledge of School Management. Knowledge of Education Sector will be an added advantage.
DUTIES : Conduct Organisational Development investigations. Facilitate the development of Job Profiles and reviews for newly created and existing posts in the Department. Conduct Job Evaluation processes within the department. Conduct Business Processes improvement. Conduct and provide Change Management processes and interventions in the Department. Provide Administrative support in developing and maintaining organizational and post establishment in line with imperatives set by the strategic plan. Provide Administrative support in the coordination of job evaluation services, change management process. Provide admin assistance in the business process management service. Perform administrative and related functions.
ENQUIRIES : Mr. M Zazela Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/287 : **WELLNESS PRACTITIONER: EMPLOYEE WELLNESS (X7 POSTS)**

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Alfred Nzo West Ref No: DOE02/11/2026
Amathole West Ref No: DOE03/11/2026
Buffalo City Metro Ref No: DOE04/11/2026
Chris Hani East Ref No: DOE05/11/2026
Chris Hani West Ref No: DOE06/11/2026
OR Tambo Inland Ref No: DOE07/11/2026
Sarah Baartman Ref No: DOE08/2026
REQUIREMENTS : A qualification at an NQF level 6 in Occupational Health and Safety/ Social Work/ Human Recourses Management/ Industrial Psychology and Psychology or Industrial Relations. Minimum of 3 years' experience Employee Health and Wellness environment. A valid driver's license. Knowledge of monitoring and evaluation principles. Knowledge of Employee Wellness Programme design, including principles and practices for designing and implementing workplace wellness initiatives. Understanding of health and wellness policies, including regulatory compliance (e.g. OHSA and EHWP guidelines). Knowledge of public health and occupational health principles. Understanding of key health issues (e.g. mental health, chronic illness and substance abuse) in the workplace. Programme coordination and facilitation. Planning and organising. Problem solving skills. Creativity and awareness. Knowledge of the following legislations: Labour Relations Act, Employment of Educators' Act, Public Service Act, Public Service Regulations and other key pieces of Employment Legislation and Policies. Communication (verbal and written). Strategic planning and leadership skills. Presentation and facilitation skills. Report

writing skills. People management skills. Monitoring and evaluation. Negotiation and conflict resolution. Customer focus. Computer literacy. Knowledge of Education Sector will be added advantage.

DUTIES : The incumbent will be responsible for coordinating the employee wellness programme. Implement employee wellness programmes, policies and strategies by initiating the day-to-day running of the wellness programme, rolling out health and wellness activities such as wellness days and health screenings, coordinating logistics for wellness events in collaboration with service providers, promoting participation through communication campaigns, and monitoring programme participation and effectiveness. Support the implementation of chronic disease programmes by conducting health education sessions on chronic illness management, distributing educational materials and referring employees to counselling and testing services, and tracking participation in awareness campaigns and outreach initiatives. Coordinate health and wellness awareness activities by organising awareness sessions, distributing educational materials during awareness events, coordinating schedules and venues for campaigns and workshops, and gathering participant feedback to improve future activities. Coordinate the sports and recreational programme by coordinating internal sports events and recreational activities, maintaining schedules, equipment and participation records, communicating upcoming events to employees, and gathering feedback to improve future sporting initiatives. Execute administrative duties related to the wellness programme, including administering the scheduling and execution of mobile clinic services and other wellness activities, creating and maintaining records and databases of wellness programme activities, participants and outcomes, maintaining attendance registers and documentation, maintaining organised filing and record-keeping systems, and compiling monthly wellness statistics for internal reports.

ENQUIRIES : Mr. S Mnguni Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/288 : **PRINCIPAL PERSONNEL OFFICER: HUMAN RESOURCE PROVISIONING SERVICES REF NO: DOE09/11/2026**
Directorate: ANE Education District Office

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Alfred Nzo West
REQUIREMENTS : An appropriate (3-year) undergraduate NQF 6/7 in Human Resource Management/ Public Management/ Administration as recognised by SAQA. A minimum of 3-5 years' relevant experience in Human Resource Management environment. Computer Literacy. Practical working knowledge of PERSAL or any HRM related system. A good knowledge and understanding of legal framework governing Human Resources. A Valid Driver's license and willingness to travel is essential. Knowledge of Education Sector will be added advantage.

DUTIES : Provide substitute educator appointment administration services. Provide employee and post establishment reconciliation services. Provide HR management information services. Manage the allocated resources of the Unit in line with legislative and departmental policy directives and comply with corporate governance and planning imperatives. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Allocate and ensure quality of work. Personnel development. Assess staff performance. Apply discipline.

ENQUIRIES : Mr. M Zazela Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/289 : **COMPLIANCE OFFICER: COMPLIANCE & RISK MANAGEMENT REF NO: DOE10/11/2026**
Directorate: Enterprise Risk and Integrity Management

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Head Office - Zwelithsa
REQUIREMENTS : A three-year tertiary qualification (NQF Level 6) in Risk Management/ Internal Audit/ Risk and Security Management/ Accounting/ Forensic Investigation. Two (2) years' functional experience in Anti- Fraud and Anti-Corruption/ Risk Management environment. Knowledge: Public Financial Management Act (PFMA). Fraud and Corruption Legislative Framework. Prevention of Organised Crime Act. Promotion of Access to Information Act (PAIA). Basic

Conditions of Employment Act (BCEA). Protected Disclosure Act. Public Service Act (PSA). Public Service Regulation (PSR). Labour Relations Act (LRA). Skills: Conflict Management. Analytical and Creativity. Time Management. Problem Solving. Presentation. Planning and organizing. Communication. Computer Literacy. Report writing. Knowledge of Education Sector will be added advantage.

DUTIES : Assist in Providing technical input with the development of institutional capacity for the performance of an independent risk management function, including policies and instruments. Assist in Providing support in the review, design, development and implementation of risk management policies, strategies and processes. Assist with processes to monitor and review the effectiveness of DOE's risk management framework and recommend corrective action. Assist with the development of risk management competence and maturity in DOE. Develop and maintain stakeholder relations and collaborative partnerships. Assist with the Provision of technical input with the development and implementation of DOE's Risk Compliance Review Plan. Assist with Providing support in the development of processes to evaluate and define the macro internal and external (organisational) context of DOE's operations. Assist with the preparations of institutional Risk Register reviews to determine level of implementation of identified risk mitigation strategies and procedures. Identify new or emerging control weakness and deficiencies, non-compliance or fraud cases, operational loss and error incidents following the implementation of risk mitigation strategies. Assist with the consolidation of compliance profiles and assist with the alignment of the enterprise Risk Register for DOE.

ENQUIRIES : Mr. SM Govind Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

POST 42/290 : **LOSS CONTROL AND ANTI-CORRUPTION OFFICER: FRAUD & ANTI-CORRUPTION REF NO: DOE11/11/2026 (X2 POSTS)**
Directorate: Enterprise Risk and Integrity Management

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Head Office - Zwelithsa
REQUIREMENTS : A three -year tertiary qualification (NQF Level 6) in Risk Management/ Internal Audit/ Risk and Security Management/ Accounting/ Forensic Investigation. Two (2) years' functional experience in Anti- Fraud and Anti-Corruption/ Risk Management environment. Knowledge: Public Financial Management Act (PFMA). Fraud and Corruption Legislative Framework. Prevention of Organised Crime Act. Promotion of Access to Information Act (PAIA). Basic Conditions of Employment Act (BCEA). Protected Disclosure Act. Public Service Act (PSA). Public Service Regulation (PSR). Labour Relations Act (LRA). Skills: Conflict Management. Analytical and Creativity. Time Management. Problem Solving. Presentation. Planning and organizing. Communication. Computer Literacy. Report writing. Knowledge of Education Sector will be an added advantage.

DUTIES : Implement departmental anti- fraud and anti-corruption strategies. Identify potential fraud and corruption risks and interventions to manage them under supervision of the Assistant Director. Conduct Investigation of fraud and corruption business cases and propose measures to prevent them. Conduct fraud and corruption awareness campaigns. Develop fraud and corruption prevention policy. Assist in developing and monitoring the departmental code of ethics. Monitor and report on the management of fraud and corruption. Provide vetting and screening services. Identify units with challenges in the implementation of the plan. Facilitate capacity building workshops. Identify the resource (financial, human and equipment) needs of the sub-directorate required to optimally support the implementation of the Annual Performance Plan and Work Plan. Monitor, evaluate and account for the effective and efficient utilisation (value for money) of allocated resources. Direct, manage and account for the utilisation of the Sub-directorate's human resources. Direct the utilisation of technology in support of the Sub-directorate's business processes.

ENQUIRIES : Mr. SM Govind Tel No: (040) 608 4200
For e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPARTMENT OF HEALTH

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is

available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: RecruitmentHeadOffice@echealth.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). All shortlisted candidates, including the SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate’s suitability based on the post’s technical and generic requirements, 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. The Selection Panel will recommend candidates to attend a generic Managerial Competency Assessment in compliance with the DPSA Directive on the implementation of Competency-based Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting Department reserves the right to amend/ review/ withdraw the advertised posts if by so doing, the best interest of the department will be well served. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews.

OTHER POSTS

POST 42/291 : **HUMAN RESOURCE MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HRM/AN/01/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRM/AMA/02/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HRM/BCM/03/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/HRM/CH/04/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/HRM/HO/05/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/HRM/JGQ/06/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/HRM/NMM/07/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/HRM/ORT/08/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HRM/SB/09/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/HRM/FTH/10/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HRM/NMAH/11/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HRM/LTH/12/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HRM/CMH/13/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/HRM/FRONT/14/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HRM/STR/15/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/HRM/UMT/16/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/HRM/HO/17/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HRM/O&A/18/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/HRM/KOM/19/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/HRM/HO/20/11/2026 (X1 Post)
REQUIREMENTS : Relevant National Diploma/ Degree in HRM
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/292 : **HUMAN RESOURCE DEVELOPMENT INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/AN/HO/21/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRD/AMA/22/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HRD/BCM/23/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/HRD/CH/24/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/HRD/HO/25/11/2026 (X2 Posts)
Joe Gqabi District Ref No: ECHEALTH/HRD/JGQ/26/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/HRD/NMM/27/11/2026 (X1 Post)
OR Tambo Ref No: ECHEALTH/HRD/ORT/28/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HRD/SB/29/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/HRD/FTH/30/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HRD/NMAH/31/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HRD/LTH/32/11/2026 (X1 Post)
Cecilia Makiwane Regional Ref No: ECHEALTH/CMH/HO/33/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/HRD/UTA/34/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/HRD/DRH/35/11/2026 (X1 Post)
REQUIREMENTS : Relevant Degree In HRD/ Diploma in Management of Training
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/293 : **EMPLOYEE WELLNESS INTERN (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District REF NO: ECHEALTH/HRD/AN/36/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/EW/AMA/37/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/EW/BCM/38/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/EW/CH/39/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/EW/HO/40/11/2026 2026 (X2 Posts)
Joe Gqabi District Ref No: ECHEALTH/EW/JQG/41/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/EW/NMM/42/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/EW/ORT/43/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/EW/SB/44/11/2026 (X1 Post)
REQUIREMENTS : Bachelor of Industrial Psychology
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/294 : **SOCIAL WORK INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Frere Tertiary Hospital Ref No: ECHEALTH/SW/FTH/45/11/2026 (X2 Posts)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/SW/NMAH/46/11/2026 (X2 Posts)
Livingstone Tertiary Hospital Ref No: ECHEALTH/SW/LTH/47/11/2026 (X2 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/SW/CMH/48/11/2026 (X2 Posts)
Frontier Regional Hospital Ref No: ECHEALTH/SW/FRONT/49/11/2026 2026 (X2 Posts)
St Elizabeth Regional Hospital Ref No: ECHEALTH/SW/STH/50/11/2026 2026 (X2 Posts)
Mthatha Regional Hospital Ref No: ECHEALTH/SW/UTA/51/11/2026 2026 (X2 Posts)
Dora Nginza Regional Hospital Ref No: ECHEALTH/SW/DRH/52/11/2026 2026 (X2 Posts)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HSW/O&A/53/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/SW/KOM/54/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/SW/FEPH/55/11/2026 (X1 Post)
Elizabeth Donkin Regional Hospital Ref No: ECHEALTH/SW/EDH/56/11/2026 (X1 Post)
REQUIREMENTS : Bachelor of Social Work
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/295 : **FINANCIAL MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/FM/AN/57/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/FM/AMA/58/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/FM/BCM/59/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/FM/CH/60/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/FM/HO/61/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/FM/JGQ/62/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/FM/NMM/63/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/FM/SB/6411/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/FM/ORT/65/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/FM/FTH/66/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/FM/NMAH/67/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/FM/LTH/68/11/2026 X1
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/FM/CMH/69/11/2026 (X1 Post)

Frontier Regional Hospital Ref No: ECHEALTH/FM/FRONT/70/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/FM/STEH/71/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/FM/UTA/72/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/FM/DRH/73/11/2026 (X1 Post)
Oliver & Adelaide Hospital Ref No: ECHEALTH/FM/O&A/74/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/FM/KOM/75/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/FM/FEPH/76/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ National Diploma in Finance
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/296 : **SUPPLY CHAIN MANAGEMENT INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/SCM/AN/77/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HRD/SCM/78/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/SCM/BCM/79/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/SCM/CH/80/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/SCM/HO/81/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/SCM/JQG/82/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/SCM/NMM/83/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/SCM/ORT/84/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/SCM/SB/85/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/SCM/FTH/86/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/SCM/NMAH/87/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/SCM/LTH/88/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/SCM/CMH/89/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/SCM/FRONT/90/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/SCM/UTA/91/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/SCM/DRH/92/11/2026 (X1 Post)

REQUIREMENTS : Relevant National Diploma / Degree in Supply Chain Management / Public Management / Inventory Asset Management / Logistic Management.
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/297 : **INTERNAL AUDITING INTERN REF NO: ECHEALTH/IA/HO/93/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office, Bhisho
REQUIREMENTS : Relevant National Diploma / Bachelor's degree in Internal Auditing / Risk Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/298 : **PUBLIC MANAGEMENT INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/PM/HO/93/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/PM/HO/94/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/PM/BCM/95/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/PM/HO/97/11/2026 (X1 Post)

Head Office Ref No: ECHEALTH/PM/HO/98/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/PM/JGQ/99/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/PM/NMM/100/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/PM/ORT/101/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/PM/HO/102/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/PM/FTH/103/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/PM/NMAH/104/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/PM/LTH/105/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/PM/CMH/106/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/PM/FRONT/107/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/PM/HO/108/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/PM/MRH/109/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/PM/DRH/110/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/PM/HO/111/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/PM/KOM/112/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/PM/FEPH/113/11/2026 (X1 Post)

REQUIREMENTS : Degree/ Diploma in Public Administration

ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za

APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/299 : **OFFICE ADMINISTRATION INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month

CENTRE : Alfred Nzo District Ref No: ECHEALTH/OA/AN/114/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/OA/AMA/115/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/OA/BCM/116/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/OA/CH/117/11/2026 (X1 Post)
Head Office Ref No: ECHEALTH/OA/HO/118/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/OA/JQG/119/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/OA/NMM/120/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/OA/ORT/121/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/OA/SB/122/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/OA/FTH/123/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/OA/NMAH/124/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/OA/LTH/125/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/OA/CMH/126/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/OA/FRONT/127/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/OA/SETH/128/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/OA/UTA/129/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/OA/DORA/130/11/2026 (X1 Post)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/OA/H/O&A/131/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/OA/KOM/132/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/OA/FEPH/133/11/2026 (X1 Post)

REQUIREMENTS : Degree/ Diploma in Office Admin / Office Management & Technology / Management Assistant

ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za

APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/300 : **LEGAL INTERN REF NO: ECHEALTH/HRD/HO/134/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office, Bhisho
REQUIREMENTS : Bachelor's Degree in LLB
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/301 : **INFORMATION TECHNOLOGY INTERN (X16 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/IT/AN/135/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/IT/AMA/136/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/IT/BCM/137/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/IT/CH/138/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/IT/JGQ/140/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/IT/NMM/141/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/IT/ORT/142/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/IT/SB/143/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/IT/FTH/144/11/202 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/IT/NMAH/145/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/IT/LTH/146/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/IT/CMH/147/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/IT/FRONT/148/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/IT/UTA/149/11/2026 (X1 Post)
Dora Nginza Regional Hospital Ref No: ECHEALTH/IT/DORA/150/11/2026 (X1 Post)
Fort England Psychiatric Hospital Ref No: ECHEALTH/IT/FEPH/151/11/2026 (X1 Post)
REQUIREMENTS : Relevant Diploma/Degree in Information Technology
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/302 : **DOCUMENT/RECORDS AND ARCHIEVES MANAGEMENT INTERN (X18 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/RAM/DAN/152/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/RAM/AMA/153/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/RAM/BCM/154/11/2026 (X1 Post)
Chris Hani District Ref No: ECHEALTH/RAM/CH/155/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/RAM/JGQ/157/11/2026 (X1 Post)
Nelson Mandela Metro Ref No: ECHEALTH/RAM/NMM/158/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/RAM/ORT/159/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/RAM/SB/160/11/2026 (X1 Post)
Frere Tertiary Hospital Ref No: ECHEALTH/RAM/FTH/161/11/2026 (X1 Post)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/RAM/NMAH/162/11/2026 (X1 Post)
Livingstone Tertiary Hospital Ref No: ECHEALTH/RAM/LTH/163/11/2026 (X1 Post)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/RAM/CMH/164/11/2026 (X1 Post)
Frontier Regional Hospital Ref No: ECHEALTH/RAM/FRONT/165/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/RAM/SETH/166/11/2026 (X1 Post)
Mthatha Regional Hospital Ref No: ECHEALTH/RAM/MRH/167/11/2026 (X1 Post)

Dora Nginza Regional Hospital Ref No: ECHEALTH/RAM/DORA/168/11/2026 (X1 Post)
Oliver & Adelaide Hospital Ref No: ECHEALTH/RAM/DORA/169/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/RAM/KOM/170/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Document/ Records & Archives Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/303 : **COMMUNICATIONS INTERN REF NO: ECHEALTH/COMM/HO/171/11/2026 (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office
REQUIREMENTS : Relevant Degree / Diploma in Communication / Media/Graphic Design / Language Practise
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/304 : **PUBLIC RELATIONS INTERN REF NO: ECHEALTH/PR/HO/173/11/2026 (X2 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Head Office
REQUIREMENTS : Relevant Degree/ Diploma in Public Relations
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/305 : **HEALTH PROMOTION INTERN (X10 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HEP/HO/171/11/2026 (X1 Post)
Amathole District Ref No: ECHEALTH/HEP/AMA/172/11/2026 (X1 Post)
Buffalo City Metro Ref No: ECHEALTH/HEP/BCM/177/11/2026 (X2 Posts)
Chris Hani District Ref No: ECHEALTH/HEP/CH/174/11/2026 (X1 Post)
Joe Gqabi District Ref No: ECHEALTH/HEP/JGQ/175/11/2026 (X1 Post)
OR Tambo District Ref No: ECHEALTH/HEP/ORT/176/11/2026 (X2 Posts)
Nelson Mandela Metro Ref No: ECHEALTH/HEP/NMM/178/11/2026 (X1 Post)
Sarah Baartman District Ref No: ECHEALTH/HEP/SB/173/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Health Promotion
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/306 : **HOSPITALITY INTERN (X20 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Frere Tertiary Hospital Ref No: ECHEALTH/HOS/FTH/174/11/2026 (X2 Posts)
Nelson Mandela Academic Hospital Ref No: ECHEALTH/HOS/NMAH/175/11/2026 (X3 Posts)
Livingstone Tertiary Hospital Ref No: ECHEALTH/HOS/LTH/176/11/2026 (X2 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HOS/CMH/177/11/2026 (X2 Posts)
Frontier Regional Hospital Ref No: ECHEALTH/HOS/FRH/178/11/2026 (X2 Posts)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HOS/SETH/179/11/2026 (X2 Posts)
Mthatha Regional Hospital Ref No: ECHEALTH/HOS/MRH/180/11/2026 (X2 Posts)

Dora Nginza Regional Hospital Ref No: ECHEALTH/HOS/DRH/181/11/2026 (X2 Posts)
Oliver & Adelaide Regional Hospital Ref No: ECHEALTH/HOS/O&A/182/11/2026 (X1 Post)
Komani Psychiatric Hospital Ref No: ECHEALTH/HOS/NMM/183/11/2026 (X1 Post)
Elizabeth Donkin Psychiatric Hospital Ref No: ECHEALTH/HOS/NMM/184/11/2026 (X1 Post)

REQUIREMENTS : Relevant Degree/ Diploma in Hospitality/Food Technology/Consumer Science
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/307 : **PHARMACIST ASSISTANT (POST BASIC) INTERN (X110 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : Alfred Nzo District Ref No: ECHEALTH/HRD/AN/185/11/2026 (X12 Posts)
Amathole District Ref No: ECHEALTH/HRD/AMA/186/11/2026 (X30 Posts)
Chris Hani District Ref No: ECHEALTH/HRD/CH/187/11/2026 (X40 Posts)
Joe Gqabi District Ref No: ECHEALTH/HRD/JQG/188/11/2026 (X4 Posts)
Sarah Baartman District Ref No: ECHEALTH//SB/189/11/2026 (X20 Posts)
Port Elizabeth Pharmaceutical Depot Ref No: ECHEALTH/PAPB/PED/190/11/2026 (X4 Posts)

REQUIREMENTS : Post Basic Pharmacist's Assistant Qualification and current registration with relevant council
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/308 : **FLEET MANAGEMENT INTERNS (TVET GRADUATE) (X88 POSTS)**

STIPEND : R8 174,75 per month
CENTRE : **Alfred Nzo District:**
St. Patrick's Hospital Ref No: ECHEALTH/HRD/STP/198/11/2026 (X1 Post)
Greenville Hospital Ref No: ECHEALTH/HRD/GRH/199/11/2026 (X2 Posts)
Mt Ayliff Hospital Ref No: ECHEALTH/HRD/MTH/200/11/2026 (X2 Posts)
Madzikane kaZulu Hospital Ref No: ECHEALTH/HRD/MDZ/201/11/2026 (X1 Post)
Sipetu Hospital Ref No: ECHEALTH/HRD/SIP/202/11/2026 (X1 Post)
Ntabankulu CHC Ref No: ECHEALTH/HRD/NTBCHC/203/11/2026 (X1 Post)
Alfred Nzo District Forensic Pathology Service Ref No: ECHEALTH/HRD/FPS/204/11/2026 (X4 Posts)
Amathole:
Amathole District Forensic Pathology Services Ref No: ECHEALTH/HRD/AM-FPS/210/11/2026 (X2 Posts)
Stutterheim EMS Ref No: ECHEALTH/HRD/STUTT/205/11/2026 (X1 Post)
SS Gida Hospital Ref No: ECHEALTH/HRD/SSG/206/11/2026 (X1 Post)
Butterworth Hospital Ref No: ECHEALTH/HRD/BUTT/207/11/2026 (X1 Post)
Fort Beaufort Hospital Ref No: ECHEALTH/HRD/FBH/208/11/2026 (X2 Posts)
Adelaide Hospital Ref No: ECHEALTH/HRD/ADE/209/11/2026 (X1 Post)
Buffalo City Metro:
East London EMS Ref No: ECHEALTH/HRD/EL-EMS/211/11/2026 (X5 Posts)
Cecilia Makiwane Regional Hospital Ref No: ECHEALTH/HRD/AM-FPS/212/11/2026 (X1 Post)
Grey Hospital Ref No: ECHEALTH/HRD/GRY/213/11/2026 (X1 Post)
East London Ref No: ECHEALTH/HRD/EL/214/11/2026 (X2 Posts)
Mdantsane Forensic Pathology Services Ref No: ECHEALTH/HRD/MDA/215/11/2026 (X2 Posts)
Bhisho Hospital Ref No: ECHEALTH/HRD/BH/216/11/2026 (X2 Posts)
Chris Hani District:
Komani Psychiatric Hospital Ref No: ECHEALTH/HRD/KM/217/11/2026 (X1 Post)
Indwe EMS Ref No: ECHEALTH/HRD/IND/218/11/2026 (X1 Post)
Glen Grey Hospital Ref No: ECHEALTH/HRD/GGH/219/11/2026 (X1 Post)
Cradock EMS Ref No: ECHEALTH/HRD/CRD/220/11/2026 (X1 Post)
Cofimvaba Hospital Ref No: ECHEALTH/HRD/COF/221/11/2026 (X1 Post)
All Saints Hospital Ref No: ECHEALTH/HRD/ALLS/222/11/2026 (X1 Post)

Molteno Forensic Pathology Services Ref No: ECHEALTH/HRD/MOLT/223/11/2026 X1
Komani Forensic Pathology Services Ref No: ECHEALTH/HRD/FPS/224/11/2026 (X1 Post)
Middleburg Hospital Ref No: ECHEALTH/HRD/MIDL/225/11/2026 (X1 Post)

Joe Grabi District:

Aliwal North Hospital Ref No: ECHEALTH/HRD/ANH/226/11/2026 (X4 Posts)
Burgersdorp Hospital Ref No: ECHEALTH/HRD/BRH/227/11/2026 (X1 Post)
Empilisweni Hospital Ref No: ECHEALTH/HRD/EMPS/228/11/2026 (X1 Post)
Maclear Hospital Ref No: ECHEALTH/HRD/MAC/229/11/2026 (X1 Post)
Taylor Bequest Hospital Ref No: ECHEALTH/HRD/TBH/230/11/2026 (X1 Post)
Mount Forensic Pathology Services Ref No: ECHEALTH/HRD/231/11/2026 (X2 Posts)

OR Tambo District:

Mthatha EMS Ref No: ECHEALTH/HRD/FPS/232/11/2026 (X1 Post)
Ngcwanguba Clinic Ref No: ECHEALTH/HRD/NGC/234/11/2026 X1
Tombo EMS Ref No: ECHEALTH/HRD/T-EMS/235/11/2026 (X1 Post)
Libode Clinic Ref No: ECHEALTH/HRD/LIB/236/11/2026 (X1 Post)
St Elizabeth Regional Hospital Ref No: ECHEALTH/HRD/STRH/237/11/2026 (X1 Post)
St Patrick's Hospital Ref No: ECHEALTH/HRD/STP/238/11/2026 (X1 Post)
Dr Malizo Mpehle Hospital Ref No: ECHEALTH/HRD/DRM/239/11/2026 (X1 Post)
Mthatha Forensic Pathology Services Ref No: ECHEALTH/HRD/M-FPS/240/11/2026 (X3 Posts)
Lusikisiki Forensic Pathology Services Ref No: ECHEALTH/HRD/LUS/241/11/2026 (X2 Posts)

Sarah Baartman:

Humansdorp EMS Ref No: ECHEALTH/HRD/HUMANS/242/11/2026 (X1 Post)
Graaf-Reinet EMS Ref No: ECHEALTH/HRD/GRF/243/11/2026 (X1 Post)
Jansenville EMS Ref No: ECHEALTH/HRD/JAN/244/11/2026 (X1 Post)
Somerset East EMS Ref No: ECHEALTH/HRD/SE/245/11/2026 (X1 Post)
Kirkwood EMS Ref No: ECHEALTH/HRD/KIRK/246/11/2026 (X1 Post)
Makhanda EMS Ref No: ECHEALTH/HRD/MKE/247/11/2026 (X1 Post)
Port Alfred EMS Ref No: ECHEALTH/HRD/FPS/248/11/2026 (X1 Post)
Graaff-Reinet Ref No: ECHEALTH/HRD/GRF/249/11/2026 (X2 Posts)
Grahamstown Forensic Pathology Services Ref No: ECHEALTH/HRD/GRM/250/11/2026 (X2 Posts)

Nelson Mandela Bay Metro:

Dora Nginza Regional Hospital Ref No: ECHEALTH/HRD/DRH/251/11/2026 (X1 Post)
Motherwell CHC Ref No: ECHEALTH/HRD/MTH/252/11/2026 (X2 Posts)
Westend CHC Ref No: ECHEALTH/HRD/WCHC/253/11/2026 (X3 Posts)
Uitenhage Provincial Hospital Ref No: ECHEALTH/HRD/UPH/254/11/2026 (X1 Post)
New Brighton Forensic Pathology Services Ref No: ECHEALTH/HRD/NBFPS/256/11/2026 (X4 Posts)
Uitenhage Forensic Pathology Services Ref No: ECHEALTH/HRD/257/11/2026 (X2 Posts)

REQUIREMENTS : National Diploma in Mechanical Engineering and a valid drivers license.
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/309 : **FINANCE TVET LEARNER REF NO: ECHEALTH/HRD/HO/257b/11/2026 (X5 POSTS)**

STIPEND : R4000 per month
CENTRE : Provincial Office, Bhisho
REQUIREMENTS : N6 in Financial Management
ENQUIRIES : Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS : Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

POST 42/310	:	**PUBLIC MANAGEMENT TVET LEARNER REF NO: ECHEALTH/HRD/HO/258/11/2026 (X3 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Public Management
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/
POST 42/311	:	**MANAGEMENT ASSISTANT TVET LEARNER REF NO: ECHEALTH/HRD/HO/259/11/2026 (X5 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Management Assistant
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/
POST 42/312	:	**HUMAN RESOURCE MANAGEMENT TVET LEARNER REF NO: ECHEALTH/HRD/HO/260/11/2026 (X2 POSTS)**
STIPEND	:	R4000 per month
CENTRE	:	Provincial Office, Bhisho
REQUIREMENTS	:	N6 in Human Resource Management
ENQUIRIES	:	Ms VP Makonco Tel No: (040) 608 1523/21 or e-Recruitment Enquiries: RecruitmentHeadOffice@echealth.gov.za
APPLICATIONS	:	Applicants must apply for this post by using e-Recruitment system https://erecruitment.ecotp.gov.za/

OFFICE OF THE PREMIER

APPLICATIONS	:	Applications must be submitted online through the provincial e-Recruitment System accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za (to view jobs without logging-in, click: Jobs). The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za. Do not send any applications to this email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00-16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.
CLOSING DATE	:	04 December 2026. Applications received after closing date will not be considered.
NOTE	:	Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous

employment verification). All shortlisted candidates, including the SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements, 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. The Selection Panel will recommend candidates to attend a generic Managerial Competency Assessment in compliance with the DPSA Directive on the implementation of Competency-based Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting Department reserves the right to amend/ review/ withdraw the advertised posts if by so doing, the best interest of the department will be well served. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews

MANAGEMENT ECHELON

POST 42/313 : **HEAD OF DEPARTMENT: DEPARTMENT OF AGRICULTURE REF NO: OTP-DOA01/11/2026**
(Five-Year Contract)

SALARY : R2 446 749 - R2 756 241 per annum (Level 16), an all-inclusive remuneration package, plus a non-pensionable HoD allowance equal to 10% of the package

CENTRE : Bhisho

REQUIREMENTS : Matric / Grade 12 (Senior Certificate), National Qualifications Framework (NQF) Level 8 qualification as recognised by South African Qualifications Authority (SAQA), in Agriculture, Agricultural Economics, Veterinary Science, Development Studies, Public Policy, Public Administration, Management or Administration. Successful completion of the Nyukela Pre-Entry SMS Certificate. A valid Driving Licence with a minimum of ten (10) years of experience at senior managerial level (including at least 3 years at the executive management level) preferably within the rural development or agrarian environment. Professional registration with a relevant institution as well as experience within the agriculture sector or rural development would be added advantages. The suitable candidate will be visionary, stable, innovative, and excellence-oriented and a developmental administrator whose predisposition is to serve the poorest of the poor with distinction and empathy and to lead the department on a path of sustained continuous improvement. Skills: Strategic Capability and Leadership; People Management; Project and Programme Management; Financial Management; Change Management; Service Delivery Innovation, Knowledge Management. Competencies: Problem Solving and Analysis; Client Orientation and Customer Focus; Communication. Knowledge: Policy and Public Acts and Regulations. Public Sector Governance, Constitutional and Administrative Law. Budgeting and Financial Management. Strategic Management and Public Administration. Agricultural Economics and Rural Development. Agricultural Biosecurity and Animal Health Systems. Climate Change Adaptation and Environmental

Sustainability. Corporate Governance, Enterprise Risk Management and Compliance. Agricultural Regulatory Framework. Digital literacy and ability to leverage technology and data to improve organisational performance.

DUTIES : Provide Strategic Leadership, Governance and Executive Management of the Department: Provide strategic policy advice to the MEC. Align the departmental planning to the Provincial Development Plan (Vision 2030), Medium-Term Development Plan, National Development Plan and other applicable national and provincial priorities. Oversee integrated intra-and interdepartmental planning, collaboration and delivery of agricultural programmes and services. Lead creation of an enabling environment for effective service delivery through mobilisation and utilisation internal and external resources. Promote inclusive and sustainable agricultural productivity, food security, agro-processing and commercialisation. Oversee implementation of Executive Council resolutions. Serve as Accounting Officer in terms of the PFMA. Provide Strategic Oversight of Agricultural Development, Producer Support and District Service Delivery: Control the effective implementation of sustainable resources. Lead the implementation of Agricultural producer support and development. Oversee the effective coordination of district services and Agricultural implementation. Provide Strategic Oversight of Agricultural Regulatory, Biosecurity and Technical Services: Lead the effective provision of veterinary services. Direct the provision of agricultural economics and commodity support services. Direct the coordination of research technology development and transfer services. Lead the adoption of modern technologies and best agricultural practices. Oversee the Provisioning of Sound Financial Management Services: Control the provision of management accounting services. Control the provision of integrated financial accounting services. Oversee effective internal controls – ensuring the development of internal control tools and systems. Oversee the provision of supply chain management and related services Monitor the provision of Asset Management services. Oversee efficient, economical and effective utilisation of resources. Oversee compliance with PFMA and Treasury Regulations. Oversee the Provisioning of Strategic Planning, Systems, Human Resource Development and Management: Oversee the effective implementation of strategy and systems services. Oversee the coordination of organisational development and service delivery improvement. Oversee the coordination of government information and communication technology and digital transformation. Oversee the promotion of sound and relevant strategic communication and customer care management services. Provide strategic guidance on Human Resource Administration, planning and systems. Lead the provision of Human Resource Utilisation and development programmes. Oversee the provision of security and work environment services. Provide Strategic Leadership for Corporate Governance, Ethics, Compliance and Accountability: Oversee compliance with the Constitution, applicable legislation, government policies and governance frameworks, including PAIA, PAJA and other statutory prescripts. Oversee the effective functioning of internal audit, internal control systems and governance assurance mechanisms. Lead the implementation of enterprise risk management, ethics, anti-corruption, fraud prevention and integrity management. Direct implementation of integrated legal services strategy within the department. Oversee the implementation of the Minimum Information Security Standards (MISS) and overall departmental information security. Oversee facilitation and the implementation of special programmes. Executive Leadership Responsibilities. Monitor International and Regional Integration Programmes and Commitments: Promote intergovernmental relations and integrated governance. Provide strategic leadership for Provincial transversal programmes. Provide strategic leadership on intergovernmental relations across all spheres of government. Account to the Provincial Legislature and its Committees on departmental performance and governance. Support the Executive Council through implementation of Cabinet decisions and provision of strategic advice to the Executive Authority. Promote strategic stakeholder management, partnerships and public participation. Promote effective media engagement and public accountability. Provide strategic leadership during disasters, emergencies and agricultural biosecurity incidents. Champion climate resilience and adaptation initiatives within the agricultural sector. Promote international cooperation and strategic partnerships that advance the Department's mandate. Organizational Performance. Oversee the development, implementation and review of the Departmental Strategic Imperatives. Oversee implementation and monitoring of policy priorities as articulated in the Departmental Policy Speech. Promote sound stakeholder

relationships and participation. Coordinate overall management of the Department.

ENQUIRIES : Ms Ntantiso at 072 346 8577
For e-Recruitment Enquiries, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za

NOTE : Persons with Disabilities are encouraged to apply

POST 42/314 : **HEAD OF DEPARTMENT: DEPARTMENT OF HEALTH REF NO: OTP-DOH02/11/2026**
(Five-Year Contract)

SALARY : R2 446 749 - R2 756 241 per annum (Level 16), an all-inclusive remuneration package, plus a non-pensionable HoD allowance equal to 10% of the package

CENTRE : Bhisho

REQUIREMENTS : Grade 12 (Senior Certificate); and an appropriate qualification at National Qualifications Framework (NQF) Level 8, as recognised by the South African Qualifications Authority (SAQA), in one of the following fields: Medicine and Surgery (i.e. Bachelor of Medicine and Bachelor of Surgery - MBChB); or Public Health Management; or Health Systems Sciences; or Health Systems Management. A minimum of 10 years' experience at Senior Managerial Level. Demonstrated experience in executive governance, strategic planning, financial stewardship, organisational leadership and oversight of complex health service delivery systems. Successful completion of the Senior Management Service. (SMS) Pre-Entry Programme (Nyukela); and Valid Code EB driver's license. Skills: Project Management, Applied Strategic Thinking, Applied Technology, Budgeting and Financial Management, Communication and Information Management, Citizen Focus and Responsiveness, Strategic Management, Diversity Management, Impact and Influence, Managing Interpersonal Conflicts and Resolving Problems, Team Leadership, Negotiation. Competencies: Strategic Capability and Leadership; Programme and Project Management; Financial management; Change Management; People Management and Empowerment; Service Delivery Innovation; Knowledge Management; Client Orientation and Customer Focus. Knowledge of Public Service legislation and prescripts. Advanced knowledge of prescripts such as the Public Finance Management Act (PFMA), Treasury Regulations, SCM Policy Framework, Public Service Act and Regulations. Knowledge: Public Sector Governance, Strategic Management, Corporate Governance and Public Administration Principles. The Legislative and Policy Framework governing the South African Public Service, including the Constitution, Public Service Act, Public Service Regulations, Public Finance Management Act, Treasury Regulations, Labour Relations Act, Employment Equity Act, National Health Act, National Health Insurance Framework, and other applicable legislation. Health Systems Management, Health Sector Reforms, Clinical Governance, Public Health, District Health Systems and Healthcare Service Delivery Models. Financial Management, Budgeting, Supply Chain Management, Asset Management, Enterprise Risk Management, Internal Audit, Performance Management and Compliance within the Public Sector. Human Resources Management, Organisational Development Workforce Planning, Change Management, Leadership Development and Organisational Transformation. Intergovernmental Relations, Stakeholder Management, Policy Development and Project Management, Monitoring and Evaluation and Strategic Planning within the government Environment.

DUTIES : Oversee District Health Services: Oversee the implementation of District Health Programmes and the District. Health System across the Province. Coordinate Primary Health Care, community-based health services and priority. Health programmes in accordance with the District Health Service Package and provincial health priorities. Manage Emergency Medical Services and Forensic Pathology Services across the Province. Monitor and evaluate district health service performance, access, quality, health outcomes and compliance with applicable health standards. Lead district health system reform, including National Health Insurance readiness and integration across the provincial health service platform. Lead Hospital and Clinical Support Services: Manage specialized, regional, tertiary, central, mental health and tuberculosis hospital services across the province. Lead the provincial hospital service platform with service demands, referral arrangements and catchment populations. Oversee clinical management, clinical governance and professional practice across the provincial health service. Lead pharmaceutical, allied health and other clinical support services. Regulate quality of care, patient safety, clinical outcomes and compliance with applicable

health standards. Advance continuous clinical professional development across the provincial health system. Co-Ordinate and Manage Financial and Corporate Management Services: Account for departmental financial management, including budgeting, expenditure management, revenue management, financial accounting and financial reporting in accordance with the Public Finance Management Act and Treasury prescripts. Oversee supply chain management, asset management and internal financial control. Manage human resource management and development, organizational development and workforce planning. Control information and communication technology, information management, legal services, security management and facilities management. Coordinate departmental strategy management, organizational performance management, intergovernmental relations and stakeholder engagement. Lead the allocation and utilization of financial, human, information and physical resources against departmental priorities and service delivery requirements. Optimise the Planning, Resourcing, Implementation, Monitoring and Maintenance of Infrastructure: Oversee provincial health infrastructure planning in accordance with service delivery requirements and approved infrastructure priorities. Manage the implementation of health infrastructure programmes and capital projects across the province. Lead infrastructure investment and resource allocation against health service requirements, infrastructure conditions approved plans. Regulate the specification, acquisition, utilisation and lifecycle management of health technology. Monitor infrastructure maintenance, engineering and technical support programmes across the provincial health estate. Ensure the Management of Executive Support, Internal Audit, Risk and Integrity Services: Oversee the Internal Audit function and consider assurance on internal control, risk management and organisational performance. Regulate enterprise risk management, anti-corruption, fraud prevention, ethics and integrity management. Monitor departmental responses to audit findings, investigations, identified control weaknesses and governance risks. Manage executive support to the Office of the Head of Department, including executive administration, special programmes and institutional coordination. Coordinate international relations and strategic partnerships assigned to the Office of the Head of Department. Advise the Executive Authority on material organisational risks, audit outcomes, integrity matters and institutional interventions requiring executive consideration. Manage the Department in Accordance with the Mandate of the Senior Management Service: Manage the Department in accordance with its constitutional and legislative mandate, government priorities and the policy direction of the Executive Authority. Oversee the implementation of the Department's Strategic Plan, Annual Performance Plan, operational plans and organizational performance commitments. Account for the administration and resources of the Department in accordance with the Public Finance Management Act, Public Service Act, Treasury Regulations and applicable Public Service prescripts. Manage the performance and development of the Department's executive management team and maintain accountability for organizational performance. Monitor departmental performance and compliance against approved plans, executive decisions, legislative requirements and government priorities. Advise the Member of the Executive Council, Premier and Executive Council on departmental policy, strategy, legislation, organizational performance, health sector reform and emerging matters. Represent the Department in executive, legislative, intergovernmental, oversight and stakeholder structures. Fulfil responsibilities assigned to the Head of Department and Accounting Officer in terms of legislation, Public Service prescripts and delegations from the Executive Authority.

ENQUIRIES : Ms Ntantiso at 072 346 8577
For e-Recruitment Enquiries, send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: HODrecruitment@ecotp.gov.za.

NOTE : Persons with Disabilities are encouraged to apply

PROVINCIAL TREASURY

APPLICATIONS : Applications must be submitted via the provincial e-recruitment system accessible at: https://ecprov.gov.za (under Careers) and/or at https://erecruitment.ecotp.gov.za. The Provincial e-Recruitment System is available 24/7 and closes at 23: 59 on the Closing Date. To report any e-Recruitment System challenges send an email with your (i) ID Number, (ii) profile email address, (iii) details of your issue to: erecruitmentenquiries@ectreasury.gov.za. Do not send any applications to this

email address; should you do so, your applications/ CV will be regarded as lost and will not be considered. Technical support is limited to working hours: (08:00 16:30 Mon-Thursday and 08:00-16:00 on Friday). Direct all enquiries to the specified enquiries person or email Address.

CLOSING DATE : 04 December 2026. Applications received after closing date will not be considered.

NOTE : Applications must be submitted on a duly completed New Z83 form (effective from 01 January 2021), e-Recruitment System automatically generates Z83 immediately you press apply and generate Z83. Applicants are not required to submit copies of qualifications and other relevant documents upon application but must submit a fully completed Z83 form and detailed Curriculum Vitae. NB: Z83 in the e-recruitment system is currently not signable; so, applicants who submitted applications via the e-recruitment system will not be disqualified for an unsigned Z83 instead will be requested to sign on/or before the interview day. View the list of the positions you applied for on “My Job Applications” and do note that the system Z83 does not reflect work experience and qualifications, however, every detail of your information does reflect to the Recruitment team. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents (like a copy of Permanent Resident Permit for Non-RSA Citizens/Permanent Resident Permit Holders to HR on or before the interview date. Failure to submit all the required documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/ study verification and previous employment verification). All shortlisted candidates, including the SMS shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate’s suitability based on the post’s technical and generic requirements, 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. The Selection Panel will recommend candidates to attend a generic Managerial Competency Assessment in compliance with the DPSA Directive on the implementation of Competency-based Assessment. Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/ knowledge test. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of twelve 12/24 months. It is the objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. The EE targets of the recruiting Department will be adhered to although the applications are welcome from all racial groups. The Recruiting Department reserves the right to amend/ review/ withdraw the advertised posts if by so doing, the best interest of the department will be well served. (Females and People with Disabilities are also requested to apply and indicate such in their applications). SMS pre-entry certificate (Nyukela) must be submitted prior appointment. Full details can be sourced by following the link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme.
Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. Note: Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews. Due to austerity measures, the Department will not carry any related costs (transport, accommodation, and meals) for candidates attending pre-selection assessment/s and interviews

OTHER POSTS

POST 42/315 : **DEPUTY DIRECTOR: WORK ENVIRONMENT MANAGEMENT REF NO: PT 01/11/2026**

Purpose: To manage the provision of office support services and records management in the Department.

SALARY : R932 292 per annum (Level 11), (all-inclusive)

CENTRE : Bhisho

REQUIREMENTS : Degree (NQF level 7 as recognised by SAQA) in Information Management / Records Management or equivalent qualification to the main objectives or outputs of the post. A minimum of 5 years' work experience in paper based, electronic record management and proven experience related to main objectives / outputs of the post of which 3 years should be at an Assistant Director Level. Skills and Competencies: In-depth understanding of legislative framework that governs the Public Service. Knowledge and application of the following prescripts: Minimum Physical Security Standards, Occupational Health and Safety Act, Protection of Information Act. Interpretation and understanding of Service Level Agreements and Contracts. Applied Strategic Thinking. Apply Technology, Budget and Financial Management, Communication and Information Management, Continuous Improvement, Citizen Focus and Responsiveness, developing others, Diversity Management, Impact and Influence, Managing Interpersonal Conflict and Resolving Problems. Networking and Building Bonds, Planning and Organising, Problem Solving and Decision Making. Policy Analysis, Project Management, Team Leadership & Computer Literate.

DUTIES : Manage The Development, Reviewal and Implementation of Policies and Procedures: Develop, review and manage implementation of records management strategy, policies and procedures. Develop Space Plan policy, procedure and manage implementation thereof. Develop, review and manage implementation of User Asset Management Plan for the department. Develop Space Plan and ensure Space Plan is aligned with the approved User Asset Management plan (U-AMP) and ensure submission to Public Works. Manage the Provisioning of Cleaning Services for the Department: Manage contractors' performance and attend to any deficiencies. Ensure health and safety of all ablution blocks at Head Office including rest rooms are provided and ensuring the supplier for ablutions are in orders. Ensure that workplace complies to legislative requirements, especially the Occupational Health and Safety Act. Ensure service level agreements with private cleaning companies is implemented, monitored and adhered to. Manage the Provisioning of Office Accommodation Services in the Department: Ensure there is suitable options for new premises. Manage allocation and utilisation of space and resources for new buildings of offices and re-organise current premises. Ensure that departmental has accurate database for office space. Ensure that building meets Health and Safety requirements and facilities comply legislations. Manage and monitor of day-to-day maintenance of departmental premises. Ensure that departmental officials are informed of new developments in relation to changes in the departmental setup. Manage the movement of office furniture in accordance with the approved standards of the department. Ensure emergency exit doors are in working conditions and accessible easily. Manage the Provisioning of Main Registry Services for the Department: Develop and manage the implementation of electronic document management system. Manage departmental registry. Ensure provisioning of departmental document management complies with National and Provincial Archives Act. Manage Area of Responsibility: Prepare progress reports on compliance matters and submit reports to internal and external stakeholders. Determine most effective procedures and methods and render advice relating organisational efficiency to achieve organisational goals. Advise management of latest guidelines, resolutions from DPSA relating to work environment. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from supervisor. Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities. Ensure Performance Agreements, Work Plans and Personal Development Plans (PDP's) for all subordinates are developed and implemented timeously. Manage employee performance daily and ensure timely submission of Performance Assessments of all subordinates. Ensure assets are managed, maintained, and kept safely by subordinates.

ENQUIRIES	:	Ms T. Nkonyile at 083 8755 707 / Ms. B Ndayi at 060 573 5574 For technical glitches send an email to: erecruitmentenquiries@ectreasury.gov.za. (NB: For technical glitches only – No CVs)
NOTE	:	EE Target: African Male / Coloured Male / Indian Male
POST 42/316	:	**STATE ACCOUNTANT: SALARIES ADMINISTRATION REF NO: PT 02/11/2026** Purpose: To render sound and effective salary administration and payroll management within the Department.
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Bhisho
REQUIREMENTS	:	Degree (NQF level 7) or National Diploma (NQF Level 6 as recognised by SAQA) in Financial Accounting / Financial Management / Public Finance. A minimum of 2 years' work experience in Salaries Administration environment. Understanding of PERSAL and BAS systems (certificates required). Skills And Competencies: Knowledge of government prescripts and financial administration process. Knowledge and understanding legislative framework e.g. DORA, PFMA, POPIA etc. Knowledge of government prescripts and financial administration process, other public institutions (SARS), magistrate courts. Project Management. Interpersonal Relations. Planning and Execution. Decision Making. Analytical Thinking. People Management. Communication (verbal & written). Computer Literate.
DUTIES	:	Facilitate Payment of Salaries and Deductions of Payments to Third Parties: Recall salaries to avoid salary overpayment and to avoid unnecessary debt. Ensure that bond instalments are paid over to the staff when returned by the bank due to closed accounts. Ensure that salaries are paid over to staff when returned by the bank due to closed bank accounts or incorrect banking details. Distribute payrolls to pay point managers. Investigate unidentified debt deductions. Facilitate Clearance and Reconciliation of Suspense Accounts: Facilitate clearance of all salary related suspense accounts and ensure that all suspense accounts are reduced at month end and year end. Ensure that all suspense accounts are cleared and reconciled and the balances monitored to ensure that they become zero at month end and year end. File records of signed suspense accounts. Perform tax reconciliation returns. Facilitate Compilation of Journals, Preparing Bas Payment Advice Journals and Payment of Travel Allowance: Check documents before payments. Ensure that form is compiled for payment and journal in accordance to departmental standards / legislative requirements. Calculate and ensure that all leave discounting, leave gratuity and S&T allowances are paid in accordance to the legislative requirements or departmental standards. Capture all salary inputs e.g. advances, S&T and all allowances within the open month. Implement salary deductions. Capture officials banking details. Provide Administration Support Services: Attend to queries or complaints and ensure queries are rectified within the next open month. Admin Debt management process. Provide Administration Support Services: Attend to queries or complaints and ensure queries are rectified within the next open month. Admin Debt management process.
ENQUIRIES	:	Ms T. Nkonyile at 083 8755 707 / Ms. B Ndayi at 060 573 5574 For technical glitches send an email to: erecruitmentenquiries@ectreasury.gov.za. (NB: For technical glitches only – No CVs)
NOTE	:	EE Target: African Male / Indian Male / White Male