ANNEXURE X

PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF AGRICULTURE, RURAL DEVELOPMENT AND ENVIRONMENTAL AFFAIRS

APPLICATIONS	:	Applications must be forwarded to Mrs S Hlekiso, Private Bag X02, Bloemfontein, 9301 or delivered by Hand to Mrs S Hlekiso in Room 228, 2nd Floor, Admin Building, Glen. Email: recruitment@dard.gov.za
CLOSING DATE	:	04 December 2026, Time: 16h00
NOTE	:	Directions to applicants: All applications must be submitted on a New Z83 form, which can be downloaded from the internet at www.dpsa.gov.za/dpsa/vacancies.asp or obtained from any Public Service Department, and should be accompanied by a recent comprehensive CV only; contactable referees (telephone numbers and email addresses must e indicated). Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview, following communication from Human Resource Management. Each application form must be fully completed, duly signed and initiated by the Applicant. The application must indicate the correct Job title, the office where the position is advertised, and the Reference number as stated in the advert. Failure by the applicant to fully complete, sign, and initial the application form will result in the disqualification of the application during the selection process. Applications on the old Z83 will, unfortunately, not be considered. Should you be in possession of foreign qualification/s, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within four (4) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax. Failure to submit all the requested documents will result in the Application not being considered during the selection process. All successful candidates will be expected to enter into an employment contract of 24 months and a performance agreement within 3 months of appointment, as wee as the required to undergo a securing clearance three (3) month after appointment. NB: Applicants must be South African citizens originating and residing in the Free State, must be unemployed, and must have never participated in the Public Service Internship programme previously. Please indicate in 200 words (approximately 14 lines) on your CV, why you believe you are the right candidate for this entrepreneurial development programme.

INTERNSHIP PROGRAMME 2027/2029 TWENTY-FOUR (24) MONTHS

Free State Department of Agriculture and Rural Development invites unemployed graduates, who wish to apply for the 24 (twenty-four) months internship programme for the years 2027-2029. Eligible candidates must have completed at least a three (3) year formal qualification from a recognised institution of Higher Learning in the following fields of study

OTHER POSTS

POST 42/317	:	**INTERNSHIP ROGRAMME REF NO: FSDARDEA/1/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweeling Enterprise: Shine the way – Poultry)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/318	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/2/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Parys Enterprise: Parys Poultry – Poultry)
REQUIREMENTS	:	Diploma / B Tech: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014

POST 42/319	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/3/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Koppies Enterprise: Makaupan – Grains; Livestock; Vegetables)
REQUIREMENTS	:	National Diploma: Crop / Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/320	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/4/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Dennysville Enterprise: Phoka Feedlot – Sheep/Beef/Piggery/Crop)
REQUIREMENTS	:	Diploma: Crop & Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/321	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/5/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweeling Enterprise: MS Famring / Bonevuit - Poultry)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/322	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/6/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Viljoenskroon Enterprise: Mphatlalatsane Sheltered Employment – Vegetable/Horticulture/Crops)
REQUIREMENTS	:	Diploma: Crop/Plant Production.
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/323	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/7/11/26 (X10 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Edenville Enterprise: Sernick Group – Beef Value Chain/Mixed Farming)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/324	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/8/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Koppies Enterprise: Khateane EN Khateane – Vegetables; Piggery)
REQUIREMENTS	:	National Diploma: Plant/Animal Production
ENQUIRIES	:	Mr T.D. Molo at (066) 025 2014
POST 42/325	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/9/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Ladybrand Enterprise: Mantsopa Mothers Agric Coop - Vegetables)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/326	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/10/11/26 (X10 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Senekal Enterprise: Frans Farming – Livestock; Grains; Poultry)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/327	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/11/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Enterprise: Unicom Agric – Livestock; Grains; Vegetables; Rabbits)
REQUIREMENTS	:	Diploma: Animal & Plant Production.

ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/328	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/12/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Qwa Qwa Enterprise: Seotlong Agric & Hotel School: Livestock; Vegetables; Grains; Poultry)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at 060 983 8193
POST 42/329	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/13/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Ladybrand Enterprise: Mamotloko Dev. CC/Lindesrust Farm – Livestock; Grains)
REQUIREMENTS	:	Diploma: Animal & Crop Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/330	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/14/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Tweespruit Enterprise: NT, Kele & Brothers Farming Enterprise – Livestock, Grains)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms B. Seepamore at (060) 983 8193
POST 42/331	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/15/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Botshabelo Enterprise: Modulaqhowa Primary Cooperative - Nursery)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at 066 025 1893
POST 42/332	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/16/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Santam (Bainsvlei) – Crop Insurance)
REQUIREMENTS	:	Diploma / B Agric / M Degree: Plant Production / Agronomy
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/333	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/17/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Motheo TVET Plot 32 – Vegetables; Horticulture; Poultry; Piggery)
REQUIREMENTS	:	Diploma / Degree: Animal/Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/334	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/18/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Dewetsdorp Enterprise: Letshabile Farm – Livestock; Grains; Wool)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/335	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/19/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Botshabelo Enterprise: Lesika Agricultural Coop – Vegetables)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/336	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/20/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Wepener Enterprise: Lecoko Farming – Livestock; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production

ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/337	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/21/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise: Makhothi Multi-Grow – Livestock; Grains; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/338	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/22/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Thaba Nchu Enterprise: Sevreca Farming – Vegetables; Crops)
REQUIREMENTS	:	Diploma: Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/339	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/23/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bloemfontein Enterprise Naliesview Farm – Livestock; Grains; Vegetables)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/340	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/24/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Glen Enterprise: ARC Bull Testing Centre – Beef Cattle)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/341	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/25/11/26 (X7 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Glen Enterprise: Glen College Farm – Poultry; Vegetables; Piggery)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Mr T.C Buthelezi at (066) 025 1893
POST 42/342	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/26/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Boshof Enterprise: New Dawn Farming Trust – Cattle; Sheep; Poultry; Piggery; Grains)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at 066 025 2018
POST 42/343	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/27/11/26 (X1 POST)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Bultfontein Enterprise: Hoerop Farm – Cattle; Sheep; Vegetables)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018
POST 42/344	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/28/11/26 (X3 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Odendaalsrus Enterprise: KUDI Farm – Livestock, Piggery; Grains)
REQUIREMENTS	:	Diploma: Animal Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018
POST 42/345	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/29/11/26 (X2 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Boshof Enterprise: Olyvenfontein Farm – Livestock; Grains; Pastures)
REQUIREMENTS	:	Diploma: Animal & Plant Production
ENQUIRIES	:	Ms M.L Moseki at (066) 025 2018

POST 42/346 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/30/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Virginia Enterprise: Olivine Farm – Crops; Livestock)
REQUIREMENTS : Diploma: Crop / Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/347 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/31/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Hertzogville Enterprise: Scheerpan Farm – Livestock; Grains)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/348 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/32/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Odendaalsrus Enterprise: Mijannie Farm – Livestock; Vegetables)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/349 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/33/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Bultfontein Enterprise: Stalicious Enterprises – Vegetables; Poultry; Piggery)
REQUIREMENTS : Diploma: Animal and Plant Production
ENQUIRIES : Ms M.L Moseki at (066) 025 2018

POST 42/350 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/34/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Edenburg Enterprise: Zanmartensdrift Farm – Livestock; Grains; Wool; Pasture)
REQUIREMENTS : Diploma: Animal Production & Pasture
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/351 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/35/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Edenburg Enterprise: CAD Consulting – Poultry; Crops; Sheep)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/352 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/36/11/26 (X1 POST)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Reddersburg Enterprise: Hendrick Potgieter Agricultural School – Vegetables; Poultry; Livestock)
REQUIREMENTS : Diploma: Plant & Animal Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/353 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/37/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Petrusburg Enterprise: Zenza Farming – Livestock; Pastures)
REQUIREMENTS : Diploma: Animal & Plant Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/354 : **INTERNSHIP PROGRAMME REF NO: FSDARDEA/38/11/26 (X2 POSTS)**

STIPEND : R8 174.75 per month
CENTRE : Free State (Gariep Dam Enterprise: ATDC Centre – Fishery)
REQUIREMENTS : Diploma: Animal Production
ENQUIRIES : Ms M.A Diocotlhe at (066) 025 2609

POST 42/355	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/39/11/26 (X4 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	Diploma / B Sc: Animal Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/356	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/40/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Environmental Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/357	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/41/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Veterinary Technology
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/358	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/42/11/26 (X5 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Animal Welfare/Health
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893
POST 42/359	:	**INTERNSHIP PROGRAMME REF NO: FSDARDEA/43/11/26 (X6 POSTS)**
STIPEND	:	R8 174.75 per month
CENTRE	:	Free State (Various Towns: Veterinary Services – Livestock; Domestic Animals)
REQUIREMENTS	:	National Diploma: Veterinary Nursing
ENQUIRIES	:	Mr T.D. Molo at 066 025; 2014; Ms M.A Diocotlhe at 066 025 2609; Ms B. Seepamore at 060 983 8193; Ms M.L Moseki at 066 025 2018; Mr T.C Buthelezi at 066 025 1893

OFFICE OF THE PREMIER

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

MANAGEMENT ECHELON

POST 42/360	:	**HEAD OF DEPARTMENT: DEPARTMENT OF COMMUNITY SAFETY, ROADS AND TRANSPORT REF NO: HOD- CSRT** (5-year employment contract position)
SALARY	:	R1 885 710 per annum (Level 15), all-inclusive remuneration package per annum, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, homeowner's allowance and medical aid assistance. This appointment is subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations.

CENTRE	:	Bloemfontein
REQUIREMENTS	:	The candidate must be in possession of a post graduate qualification (NQF level 8) as recognized by SAQA as well as 10 years of experience at a senior management level. Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Individual applicants are expected to pay for the course; the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
DUTIES	:	Give strategic direction and monitor the effective and efficient functioning of the department in terms of PSA,1994 (as amended) and the PSR including effective utilization and training of staff, maintenance of discipline, promotion of sound labour relations and public service transformation and reform, the Departments strategic direction, operations and performance, effective HRM, and performance and development of officials, including: Internal Audit: Promote good governance; Corporate Services: Ensure availability of skilled, health and motivated workforce; Financial Management Services: Provide financial administration support; Risk Management: Provide enterprise risk management services; and Minimum Information Security Standard (MISS) and overall accountability for security at the Department. To function as the Accounting Officer of the Department in terms of Public Finance Management Act and Treasury Regulations, including: Convene departmental budget meetings and provide strategic direction and oversight for the department; and ensure that allocations are in line with objectives of different departmental programs set to provide services as required. In addition also perform the following administrative responsibilities, including: Ensure the effective implementation of Government Policies in the relevant areas of responsibility of the department mentioned and the Public Service as well as Provincial and National legislation relevant to the Portfolio; Provide the MEC with sufficient information and advice to enable a sound and informed decision; and Ensure development and implementation of a Strategic and Annual Performance Plan for the department in support of the implementation of the priorities and objectives of the department. Monitor, oversee and assess police service delivery in the Free State. Promote integrated crime prevention initiatives. Promote and regulate public transport and road safety. Ensure road safety, integrated transport system and networks. Provide Government Motor Transport services.
ENQUIRIES	:	enquiries relating to the HOD POST only: Dr. M. Phera, Director General at 082 546 5685, E-mail: molefinyana.phera@fspremier.gov.za
APPLICATIONS	:	applications HOD-CSRT post: Dr. M Phera, Director General, Office of the Premier, Attention: Ms. Ruth Sefali, Room 406, OR Tambo House, St Andrew Street, Bloemfontein, 9301, E-mail: ruth.sefali@fspremier.gov.za
NOTE	:	Applications must be submitted on the prescribed Z83 form, obtainable from any Public Service Department. The Z83 form must be completed in full and signed by the applicant. All applications must be accompanied by a comprehensive CV only. Communication from the HR of the department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. Applications must be submitted on or before the closing date. E-mailed applications may be submitted, subject to subsequent verification. Applications must be submitted to the address mentioned in the advertisement. 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 competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Shortlisted candidates will be subjected to personnel suitability checks/security clearance. Correspondence will be limited to short-listed candidates only. Applicants are respectfully

informed that if no response is received within 4 months of the closing date, they must accept that their application was unsuccessful. The department reserves the right not to fill this position. Persons with disabilities are encouraged to apply and preference will be given to the EE Targets. No late or faxed applications will be considered.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/361 : **DIRECTOR: INFORMATION TECHNOLOGY REF NO: 04/2026**

SALARY : R1 317 384 per annum (Level 13), an all-inclusive salary package. The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. Note: The successful candidate will be required to enter an employment contract and a performance agreement and will be required to disclose his/her financial interests in accordance with the prescribed regulations and will be subjected to security vetting.

CENTRE : Bloemfontein

REQUIREMENTS : A SAQA recognized undergraduate or equivalent qualification (NQF Level 7) in Information Technology and Information Management; and a minimum of 5 years relevant experience at middle/senior managerial level in the private or public sector Potential applicants for posts in the Senior Management Service as well as existing SMS members who which to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. Individual applicants are expected to pay for the course and may enrol for it at a cost of R265.00. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.

DUTIES : To ensure that Information Technology (ICT) is deployed in a uniform and organized manner within the national framework. Represent the relevant department at the GITO Council. To ensure the optimum utilization of ICT resources within the Office of the Premier. To provide support to other provincial departments. To manage resources to ensure that the objective of the component is achieved.

ENQUIRIES : Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : 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 competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

OTHER POSTS

POST 42/362	:	**PRINCIPAL STATE LAW ADVISOR REF NO: 03/2026**
SALARY	:	R1 474 434 per annum (LP- 10), (OSD), an all-inclusive salary package. The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance. Note: The successful candidate will be required to enter into an employment contact and a Performance Agreement and will be required to disclose his/her financial interests in accordance with the prescribed regulations and will be subjected to security vetting.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 7 BProc / LLB qualification as recognised by the South African Qualification Authority (SAQA) and Admittance as an Attorney/Advocate. At least 10 years of experience, appropriate post qualification in litigation/advisory level. Superior knowledge of legislation and case law relating to administrative law; promotion of access to information; protection of personal information; procurement law; the law of contract; interpretation of statutes and other areas of South African law applicable to the public sector. Potential applicants for posts in the Senior Management Service as well as existing SMS members who wish to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/ .Individual applicants are expected to pay for the course, and the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.
DUTIES	:	Negotiate, draft and edit contracts in specialized fields. Provide drafting and promulgation legal services on specialized fields of Acts to the Member of Executive Council Provincial Departments, Public Entities and Municipalities within the Free State Province. Provide legal advice and legal opinions on a specialized field to MEC's, Head of Department and other departmental officials on procedural and substantive legal issues. Provide legal services in terms of coordination and management of specialized field of litigation of Provincial Departments, Public Entities and Municipalities within the Free State Province. Plan and organize the work of the unit.
ENQUIRIES	:	Adv. K.J.C Ditira, e-mail: kuni.ditira@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	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 competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/363	:	**DEPUTY DIRECTOR: CLUSTER PROGRAMME MANAGEMENT REF NO: 05/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Public Administration recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience of 8 -10 years in middle management and appropriate project management experience. Knowledge of Public Service Act and Regulation; Policy analysis and administrative support to political office bearers.
DUTIES	:	To overall plan, monitor, report and render advice on the implementation of projects emanating from the FSDP via EXCO Clusters, including: Ensure that strategic issues pertaining to specific cluster are identified and considered by the technical and EXCO cluster; Keep knowledge of current imperatives on the cluster work; Identify strategic issues for consideration by the cluster; Monitor and evaluate the implementation of cluster resolutions; Ensure that the following milestones are achieved with regard to the Programme of Action (POA): Annual compilation and evaluation, Monthly progress reports, Bi-annual National POA reports, Provincial POA reports, Compile bi-annual EXCO Lekgotla progress reports. To attend all meetings of the various EXCO Clusters for purposes of co-ordinating their activities insofar as the implementation of projects are concerned to avoid overlapping and to prevent duplication, including: Provide strategic direction in the preparation of the agenda for both technical and EXCO cluster meetings; Convening, attending and providing support at all subcommittee meetings and cluster meetings; Liaise and provide technical support to district municipalities with regard to their cluster system. To render technical assistance to Sub Programme Managers and/or Departmental Project Managers insofar as the implementation of projects are concerned as per individual Cluster, including ensure effective functioning of the sub-committees through the development of implementation plans; visit projects to identify areas that need to be strengthened. To manage resources to ensure that the objectives of the component are achieved, including management of staff within the component; The development and updating of Job Descriptions for reporting staff; The performance management of staff within the component; Facilitation of training interventions; Give direction, guidance and advice to staff within the component.
ENQUIRIES	:	Dr. M.P Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/364	:	**DEPUTY DIRECTOR: GOVERNANCE, ADMINISTRATION AND JUSTICE SECTOR REF NO: 06/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Research recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 3 -5 years relevant and extensive experience with regard to the co – ordination of the implementation of substantial programme/projects. Knowledge of Public Service Act and Regulation; Policy analysis and development and Research methodologies and instruments.
DUTIES	:	Acquire, adapt, design and/or develop specialized, scientifically validated institutional research methodologies and instruments to use with the execution of research in the Free State Province. Draft the terms of reference of research topics in consultation with the Governance, Administration and Justice Sector. Execute research on areas as identified to analyse, determine impact and advice on the strategies of the Free State Growth and Development Strategy. Prepare comprehensive reports on the outcomes of the research and make recommendations on further actions. Analyse and evaluate the Free State Growth and Development Strategy against the outcome of the research. Management of component to ensure the effective and efficient utilization of resources and performance of personnel.
ENQUIRIES	:	Dr. M.P Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/365	:	**DEPUTY DIRECTOR: JOB EVALUATION AND BUSINESS PROCESS RE – ENGINEERING REF NO: 07/2026**
SALARY	:	R1 101 468 per annum (Level 12), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Organisational Development/Work study/Management Services/ Industrial Psychology or equivalent qualification in the relative field as recognised by the South African Qualification Authority (SAQA). Minimum experience 6 years in the

		Organisational Development/Work study environment and practical experience in the areas of functional responsibilities of the Sub -Directorate. Knowledge of Public Service Act and Regulation; Policy analysis and development; Co – ordination, monitoring and evaluation mechanisms, systems and processes; Job Analysis; Job Evaluation Principles; Organisational and Structural Design.
DUTIES	:	Manage Job Evaluation implementation within the Free State Provincial Government. Facilitate, Coordinate and monitor organizational design with the Free State Provincial Government. Facilitate and coordinate. Business process management for the Free State Provincial Government. Facilitate and coordinate the implementation of job descriptions within the Free State Provincial Government. Facilitate, coordinate and monitor the implementation of Organizational Functionality Assessment. Management of Financial and Human Resources for· the Sub-directorate.
ENQUIRIES	:	Ms. J. Grant, e-mail: jessica.grant@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/366	:	**DEPUTY DIRECTOR: TECHNOLOGY DEPLOYMENT REF NO: 08/2026**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	NQF level 7 qualification in Information Technology. Approximately 8-10 Middel Management. Knowledge of Public Service Legislation. Knowledge of ICT policies, strategies, tenders, acquisition and deployment. Knowledge pertaining to Project Management, Business Agreements, Service Level Agreements and Functioning of a Provincial Government. Computer literate, ICT Research and Formal Presentation Skills.
DUTIES	:	To keep abreast with ICT developments and render advice on acquisition and deployment of ICT to ensure compatibility and cost – effectiveness. To manage the development of ICT strategies, policies and implementation plans to ensure the optimum utilization of ICT as a strategic resource. To manage the design, development implementation and maintenance of information systems to improve service delivery. To represent the CIO on various forums. To manage resources to ensure that the objectives of the component are achieved.
ENQUIRIES	:	Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions

occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/367 : **DEPUTY DIRECTOR: STUDENT LIAISON AND SUPPORT REF NO: 09/2026**

SALARY : R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 preferably in Human Resources Management / Public Management / Social Sciences recognized by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 5 - 7 years in relevant field. Special knowledge of relevant frameworks applicable to Major Government Programmes that must be implemented and special knowledge of the co – ordination and implementation of substantial programmes/projects. Skills: Strategic thinking; Project management; Financial management and Organizing skills.

DUTIES : To ensure effective management and administration of full – time bursaries for the Free State beneficiaries. To manage the processing of payments for respective bursary recipients. Management of the student liaison and provide support services to bursary recipients. Liaise with stakeholders on interventions for students' support. The management of resources to ensure the effective and efficient attainment of objectives of the Component.

ENQUIRIES : Mr. K.Z Morapela, e-mail: kgotso.morapela@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/368 : **DEPUTY DIRECTOR: HUMAN RESOURCE DEVELOPMENT COUNCIL SECRETARIAT REF NO: 10/2026**

SALARY : R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the

		Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably in Social Sciences/Industrial Psychology/ Human Resources Management/ Business Administration recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 8 – 10 years relevant and extensive experience with regard to administration and coordination. Knowledge of Public Service Act and Regulation; Policy analysis and development and relevant HRD policies and strategic frameworks.
DUTIES	:	To provide administrative support to the HRD Council and Provincial Skills Development Forums, including: Meeting Organization: Scheduling, preparing agendas, sending out invitations, and arranging for necessary logistics (e.g., venue, equipment, etc.); Minutes and Records: Taking and preparing minutes of council and fora's meetings and ensuring that they are accurate and distributed to the relevant stakeholders; Document Management: Maintaining and organizing records, files, and documents related to the council's activities and for a's; Communication: Managing internal and external communications on behalf of the council and fora's, including responding to inquiries, distributing official documents, and dissemination information. To ensure coordination in preparation of the agenda, including: Coordinate and collaborate with council members to develop meeting agendas ensuring that all relevant topics are covered; Gathering of necessary documents, reports, and data to accompany the agenda to help members to have effective discussions that would lead to informed decisions/recommendations. To support HRD Council and fora's Decision-Making processes, including: Conduct research on issues that the council is deliberating, preparing briefing papers or reports to support informed decision-making; Provide advice to council members on procedural matters, legal requirements, and best practices; Ensure that council and fora's decisions and actions are followed through and appropriately implemented. To ensure efficient liaison and coordination of HRD Council functions, including: Acting as a liaison between the council, fora and other organizations, government bodies, or the public; Facilitating the work of subcommittees, task forces, or working groups formed by the council; Ensure stakeholder engagement, manage relationships with stakeholders and partners, ensuring effective collaboration and coordination of efforts. To monitor and Report on HRD Council and fora's functions, including: Monitor the implementation of council decisions and initiatives; Provide regular reports to the council; Assess the effectiveness of council programs and initiatives, and suggest improvements when necessary.
ENQUIRIES	:	Mr. K.Z Morapela, email: kgotso.morapela@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/369	:	**DEPUTY DIRECTOR: OFFICE OF THE STATUS OF DISABLED PERSONS REF NO: 11/2026**
SALARY	:	R932 292 per annum (Level 11), an all-inclusive salary package. The remuneration package includes a basic salary, Annual Service Bonus, the Employer's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include Medical Aid contribution, 13th cheque, motor car allowance, housing allowance and non-pensionable cash allowance. Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 preferably the field of Public Administration/Public Management/Public Health Management/Industrial and Organisational Psychology/Social Science recognised by the South African Qualification Authority (SAQA) or equivalent. Minimum experience 8 – 10 years relevant experience. Knowledge of Provincial, National and International disability instruments and Government policies in general disability culture and diversity.
DUTIES	:	Provide strategic direction, facilitate and co – ordinate disability programmes in the province. Co – ordinate the alignment of action plans on disability programmes in the Free State Provincial Government. Ensure the effective and efficient operation of the Office on the Statues of Disabled Persons. Co – ordinate and facilitate awareness raising events on disability. Provide advice on disability issues to all relevant stakeholders to enhance and enrich the process of implementation. The management of resources to ensure that the objectives of the component are achieved. Oversee and facilitate the implementation of White Paper on the Rights of Persons with Disabilities and other relevant national and provincial frameworks.
ENQUIRIES	:	Mr. T.P Ngwedi, e-mail: tshidiso.nkgwedi@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/370	:	**ASSISTANT DIRECTOR: PROTOCOL SERVICES REF NO: 12/2026**
SALARY	:	R605 742 per annum (Level 10). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 in Protocol/Public Administration/International Relations/Communication/Event Management as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 2 – 4 years' relevant experience in the field. Knowledge of Protocol manual and Protocol policies.
DUTIES	:	Assist in planning and executing official events and ceremonial functions involving the Premier, Cabinet, Ministers or Dignitaries. Assist in ensure advice given in terms of ceremonial duties, such as Flag Hoisting, State banquets etc. is adhered to. Provide assistance in facilitating and coordinating protocol

services to the Premier and Members of the Executive Council. Assist in ensuring a proper maintenance of a gift bank and official photographs.

ENQUIRIES : Ms. S. Mazibuko, e-mail: sheila.mazibuko@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/371 : **ASSISTANT DIRECTOR: JOB EVALUATION AND BUSINESS PROCESS RE-ENGINEERING REF NO: 13/2026**

SALARY : R605 742 per annum (Level 10). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 in Organisational Development / Work study / Management Services/ Industrial Psychology field as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5-7 years in the Organizational Design/Job Evaluation field. Knowledge of Organizational Design principles, legislation and processes; Job Evaluation processes, legislation and principles; BPM legislation, principles and legislation; Job Description legislation policies and processes.

DUTIES : To render advice, support and implement Organisational Development initiatives for Provincial Departments and within the Office of the Premier, including: Provincial Functions: Analyse changes to Organisational structures of Provincial Departments in line with relevant Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures; Advice and support Provincial Departments with best practices on changes to Organisational structures with reference to the Organisational Toolkit; Assessment of the Service Delivery Model for verification of services with the with the Organisational structure (ensure that all services delivered on the SDIP is captured on the SOM); Make recommendations on any discrepancies identified; Verification of the financial implications of the current staff establishment, the proposed Organization structure against the compensation of employees (blue book); Verification of Job Evaluation outcomes of all vacant funded posts on the proposed Organisational structure against the Provincial Job Evaluation compliance report; Assessment of the Business Case report against the source documents provided (structure, strategic plan, SOM, etc.); Provide written report on review assessment of changes to Organisational structures in line with Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures with proposed recommendations; Report on the status of Organisational Development interventions of allocated Provincial Departments. Departmental Functions: Analyse changes to the Organisational structure in terms of the relevant Legislation, Directives, Organisational Design Principles, Sector Blueprints and Generic Structures; Provide technical and expertise advice and support the Directorates with the proposed Organisational Structures; Submit draft reports in line with relevant legislation and policies on changes to Organisational structure. To advise, support and implement Job Evaluation processes for Provincial Departments and within the Office of the Premier, including: Provincial Functions: Support and advise the Provincial Department on the correct Job Evaluation

compliance processes and terms of references; Provide advice to Provincial Departments in terms of Job Evaluation legislation, prescripts and provincial policies; Assist Provincial Departments on the utilization of the relevant Job Evaluation System; Ensure that Job Evaluation documents are submitted in accordance with required templates; Verify the correctness of documents received; Development of the schedules and distribution of agendas for posts to be presented at the PQA; Render secretariat and logistic services to the PQA; Monitoring and reporting on the Provincial JE compliance report; Development and review of the Job Evaluation Templates; Provide input in the development of Provincial Policies; Provide information/training sessions at the Provincial Job Evaluation and OD Forums. Departmental Functions: Conduct Job Evaluation interview with relevant officials; Capture the Job information on the Job Evaluation System; Present the posts to the PQA for consideration; Compile a submission to the Premier on the implementation of the JE outcome and Job Description; Ensure compliance with the PSR in terms of the 60 calendar months principle on Job Evaluation; Update the database of all posts Job Evaluated; Provide information sessions on Job Evaluation processes within the department. To advise, support and implement Business Process Management to Provincial Departments and within Office of the Premier, including: Provincial Functions: Support Provincial Departments with the development of Business Process Mapping and Standard Operating Procedures (SOPs); Provide capacity building on the guidelines and toolkits; Report on the status of BPM and SOPs for the province. Departmental Functions: Provide technical and expertise support to line functions during the development and review of BPM and SOPs; Develop and request inputs on for initiated BPMs and SOPs; Analyse existing processes for improvement and amendment where discrepancies are identified or where there are changes in the legislations; Obtain approval from the Premier for the implementation of the developed and reviewed BPMs and SOPs; Maintain database for BPMs and SOPs; Monitor the implementation of the SOPs and BPMs; Provide information sessions/trainings on the BPMs and SOPs. To render advice, support and implement Job Descriptions for the Provincial Departments and within the Office of the Premier, including: Provincial Functions: Monitor compliance of Job Descriptions against the relevant legislative frameworks; Provide information sessions on National/Provincial benchmarks including OSD to ensure consistency; Report on the status of Job Description administration within the province; Provide input to the development and review of the Provincial Job Description Policy. Departmental Functions: Provide technical and expertise support to managers on the development and review of Job Descriptions; Ensure that Job Descriptions are reviewed in accordance with the 60 calendar months principle as stipulated in the PSR; Provision of Job Descriptions to the HRACM Directorate for purposes of filling of vacancies and actings to ensure consistency and accuracy; Obtain approval for implementation of Job Descriptions from the Premier; Maintain the database of the Job Descriptions. To advise, support and implement Organisational Functionality Assessment to Provincial Department and within Office of the Premier, including: Provincial Function: Advice and support Provincial Departments on OFA processes and the establishment of workstreams. Departmental Functions: Form part of the assessment workstreams for Office of the Premier.

ENQUIRIES : Ms. J. Grant, e-mail: jessica.grant@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/372 : **ASSISTANT DIRECTOR: BOOKKEEPING, REVENUE AND BANKING SERVICES REF NO: 14/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 years in supervisory level. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Basic knowledge in financial administration and Microsoft office.

DUTIES : Collection and recording of revenue: Cashier, banking service and electronic payments; Debt management; Monitoring and reporting revenue. Expenditure management: Compensation of employees; Goods and services; Transfers and subsidies. Reporting. Supervise employees to ensure an effective financial accounting service.

ENQUIRIES : Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/373 : **ASSISTANT DIRECTOR: OFFICE OF THE DEPUTY DIRECTOR GENERAL REF NO: 16/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 -4 years in high level office support. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Basic knowledge in financial administration and Microsoft office.

DUTIES : Undertake policy or line function tasks as required. Provide support to the Deputy Director General. Manage general support services in the office of the Deputy Director General. Manage the resources of the Office of the Deputy Director General.

ENQUIRIES : Adv. K.J.C Ditira e-mail: kuni.ditira@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants

should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/374 : **ASSISTANT DIRECTOR: EVENTS MANAGEMENT REF NO: 17/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 in Communication or equivalent qualification as recognised by the South African Qualification Authority (SAQA). Relevant experience 3 -4 years' experience in the events management / communication field. Knowledge of policy analysis and development; computer literacy; knowledge of the public service; development of event management/communication and legislation policies and marketing research.

DUTIES : Plan, co – ordinate and ensure the smooth functioning of corporate events and render advice thereon. Establish and enhance good liaison between the Office of the Premier and events management establishments or service providers utilized by government. Manage and ensure the optimal utilization of resources. Co – ordinate updates and administer an annual calendar of corporate state functions (Corporative events). To manage resources to ensure that the objectives of the component are achieved.

ENQUIRIES : Ms. M.M Setai e-mail: matshediso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/375 : **ASSISTANT DIRECTOR: HR PLANNING AND SPECIAL PROJECTS REF NO: 18/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 -4 years

		in the Human Resource environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.
DUTIES	:	To ensure effective monitoring and evaluation of Human Resources Planning implementation within Office of the Premier and Provincial Departments, including: Develop, monitor and evaluate the Office of the Premier HR Planning, Compile and submit HR Plan implementation reports for the province for utilization by relevant internal and external stakeholders, Draft the HR Oversight section of the department's Annual Report, Monitor compliance with Provincial and National Directives. Ensure the development of HR Planning and related functions policies and render advisory services to Provincial departments on issues related to HR Planning, including: Conduct HR Planning research, benchmarking and analysis for development of policies, Identify HR Planning and related functions gaps and propose corrective interventions, Implementation and accurate interpretation of DPSA, Directives with regard to HR Planning functions Develop policies and guidelines on HR Planning procedures and strategies for the province, Provide expert advice to management on HR Planning, the establishment and provisioning. Coordinate and facilitate capacity building and stakeholder engagement within the Office of the Premier and Provincial departments, including: Conduct provincial trainings, workshops and information sessions on HR related functions and special projects introduced by the DPSA, Provide training to Office of the Premier HR officials and provincial departments on HR Planning Frameworks, Monitor and report on the HR Planning capacity development initiatives and promotion of best practices and knowledge sharing. Management of resources within the HR Planning and Special Projects section, including: Training and development of Personnel, Performance management, Work and resources allocation, Management of discipline and absenteeism.
ENQUIRIES	:	Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/376	:	**ASSISTANT DIRECTOR (TRAINING OFFICER): IMPACT ASSESSMENT AND TRAINING DEVELOPMENT REF NO: 19/2026**
SALARY	:	R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5 - 7 years in Human Resource Development; training field and monitoring and evaluation. Knowledge in Research and benchmarking; Public Service policies; Computer; Planning and organization; Interpersonal relations; Language and Verbal and Written Communication skills. Skills: Good communication and interpersonal skills; Writing skills; Numeracy skills; Organising skills and Telephone skills.
DUTIES	:	To conduct compliance monitoring and evaluation of training interventions. To execute research designs, concepts documents and implementation of impact assessment/research (Level 1 evaluation is assessed according to a standard

tool). To develop and apply relevant assessment tools. (Level 2 evaluation is assessed according to training session observation instrument. Consolidate trainers' evaluation reports.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/377 : **ASSISTANT DIRECTOR: (TRAINING OFFICER): GENERIC AND OPERATIONAL TRAINING REF NO: 20/2026**

SALARY : R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 5 - 7 years in Human Resource Development; training field and monitoring and evaluation. Knowledge in Research and benchmarking; Public Service policies; Computer; Planning and organization; Interpersonal relations; Language and Verbal and Written Communication skills. Skills: Good communication and interpersonal skills; Writing skills; Numeracy skills; Organising skills and Telephone skills.

DUTIES : To conduct compliance monitoring and evaluation of training interventions. To conduct SETAS transversal training programs. To coordinate the provision of training programmes.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/378	:	**ASSISTANT DIRECTOR: DISTRICT COORDINATOR REF NO: 21/2026 (X2 POSTS)**
SALARY	:	R487 197 per annum (Level 09). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Mangaung District Fezile Dabi District
REQUIREMENTS	:	Appropriate qualification at NQF Level 7 in Public Administration/ Human Resources Development as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in administrative experience. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations; Ability to do research and benchmarking regarding skills developing activities and knowledge in Public Service policies especially regarding Training and Development.
DUTIES	:	Manage, plan and coordinate district skills development programmes, including: Identify skills development needs within the district; Develop and implement skills development plans aligned with provincial and national priorities; Coordinate skills development programmes within the district in collaboration with TVET colleges, training providers, municipalities, industry stakeholders, and community organizations; Coordinate site visits to ensure effective teaching and learning. Management of stakeholder engagement and communication within the district relating to skills development, including: Facilitate and participate in regular stakeholder meetings and forums to promote collaboration, NGOs, cooperatives, women's groups, youth organizations, SETA, local business, municipalities etc.); Act as a liaison between provincial offices and local stakeholders; Advocate for local needs in provincial-level planning and funding decisions; Marketing and promote skills development programmes within the district. Foster partnerships with the district stakeholders for internships, apprenticeships, and job placements, including: Liaise with the leaner placement officer at provincial office; Assist with the identification of workplaces within the district; Compile name list of available workplaces in the district; Support workplaces to be SETA compliant Ensure inclusion of marginalized groups (e.g. youth, women, persons with disabilities). Participate in community outreach programmes within the district, including: Identify existing community outreach initiatives; Ensure access to marketing materials for the community outreach initiatives; Collect CV of learners and submit to provincial office for consolidation; Monitor the impact of participation of community outreach programmes within the district. Implement effective monitoring and evaluation reporting systems within the district, including: Monitor the implementation of skills development programmes across the district; Collect data and prepare reports on training outcomes, learners progress, and employment opportunities; Evaluate skills development programmes effectiveness and recommend improvements; Maintain accurate records of training programmes, learner's performance, and outcomes/ results; Compile progress reports to the provincial office.
ENQUIRIES	:	Dr. N. Tsaeng, e-mail: nthabiseng.khotseng@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00

POST 42/379	:	**ASSET AND TRANSPORT MANAGEMENT SPECIALIST REF NO: 22/2026**
SALARY	:	R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification in Secretariat Studies at NQF Level 7 as recognized by the South African Qualification Authority (SAQA) or equivalent. Practical experience 3-4 years in an Asset and Transport Management environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.
DUTIES	:	To administer, coordinate and manage the movable assets in the Department of the Premier. Facilitate the implementation and administration of the regulations governing management of immovable property. The facilitation and coordination of transport management in the Department of the Premier. Facilitate, coordinate and monitor contract management in the Department of the Premier. To manage resources to ensure that the objectives of the component are achieved.
ENQUIRIES	:	Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/380	:	**LEGAL ASSISTANT REF NO: 23/2026**
SALARY	:	R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate qualification in Secretariat Studies at NQF Level 7 as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in relevant clerical/administrative environment, Experience in sign language and interpretation. Knowledge of Computer Literacy and Typing.
DUTIES	:	Render a legal administrative support service to the State Law Advisers. Manage all functions related to responsibilities of Chief User Clerk. Type and prepare legislation for publication in Provincial Gazette for all State Law Advisers and dispatch it to all relevant stakeholders and type legal opinions and other general correspondence. Manage all secretarial matters for Chief Director and manage administrative-related matters for the Chief Director and one State Adviser. Deliver supervisory services in relation to Messenger.
ENQUIRIES	:	Adv. Kuni Ditira, e-mail: kuni.ditira@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system.

(Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/381 : **SENIOR HUMAN RESOURCE ADVISOR: CONDITIONS OF SERVICES REF NO: 24/2026**

SALARY : R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate qualification at NQF Level 7 or equivalent as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 8 -10 years in the human resource environment. Knowledge of relevant Provincial and National legislation; Public Administration; Treasury Regulations and Interpretation of policies.

DUTIES : Renders advisory services to the Office of the Premier and provincial departments, including: Investigate, analyse, benchmark and interpret legislation and prescripts and other human resource related issues on the termination of service; Gather, coordinate and distribution of inter- and intra-departmental collation of information (e.g. statistics and reports); The development, presentation and co-ordination of information sessions on human resource issues in the department in order to contribute to an effective and well-informed workforce. Facilitate the implementation of policies, strategies, procedures and practices, including: Coordinate the development of policies/strategies for the FSPG on termination of services; Coordinate information sessions on human resource policies/strategies in the department; Research, analyse, develop, monitor and review departmental policies, strategies, guidelines and circulars. Renders human resource services, including: Investigation of human resource related problems and advice management thereon; Monitor and evaluate Human Resource Management Policies, procedures and practices; Provide Human Resource Information and Knowledge Management Services to the Department, for example: Maintain databases and draw relevant reports in relation to implementation of Human Resource Management Policies, procedures and practices, Identify information management requirements and manages the packaging and dissemination of human resources information to the Department, Manage the selection and generation of human resource management information taking into account the strategic and operational management information requirements. The management of resources to ensure that the objectives of the component are achieved, including: Management of staff within the division; The development of Job Descriptions within the division; The performance management of staff within the division; Facilitation of training interventions; Give strategic direction, guidance and advice to staff within the division.

ENQUIRIES : Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system

such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/382 : **CLUSTER ASSISTANT: GOVERNMENT IMPLEMENTATION AND MONITORING REF NO: 25/2026**

SALARY : R413 001 per annum (Level 08). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : NQF Level 7 Qualification, Degree in Political and Administrative studies or appropriate equivalent Qualification. 8 years' Clerical experience.

DUTIES : Provide logistic services to EXCO, its Clusters, the IDMC and its Technical Committee: Compile and distribute agenda packages for cluster meeting; Take minutes during meetings and compile reports on the proceedings and decisions taken at the meetings and distribute them to all stakeholders; request status reports and coordinate the status reports for submission to the relevant clusters. Participate and provide support to all sub-committee emanating from Clusters/FOHOD and/or PCC resolutions: attend district cluster meetings and coordinate progress reports to the provincial clusters; attend national working group meetings; assist in the preparation of EXCO submissions. Participate and assist with the organization of EXCO meets the people campaigns: drafting the campaign programme; liaise with stakeholders during the planning stages; provide logistical support with campaigns. Provide periodic reports to senior management of both technical and political clusters: compile quarterly progress reports to the Executive council; compile reports from the provincial clusters on issues impacting municipal clusters as well as reports from the municipal clusters on issue of impact to the province. Provide administrative support: Distribute committees' correspondence; maintain a database of all decisions of EXCO, clusters and Technical Committee.

ENQUIRIES : Dr M. Mokalobe, e-mail: mafole.mokalobe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/383 : **INTERNAL AUDITOR REF NO: 26/2026 (X2 POSTS)**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS	:	Appropriate NQF Level 7 qualification in Auditing as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 3 years in an Auditing environment. Knowledge of relevant Provincial and National legislation, Public Administration, Policy analysis and development, Internal audit mechanisms systems and processes.
DUTIES	:	To conduct audit assignments, including: Undertake auditing according to the audit methodology and IIA standards, collect, analyse, interpret and document information to determine the following: whether the collection/expenditure of funds is regular and correctly accounted for, whether state money and goods have been applied advantageously and efficiently and whether there are irregularities, deviations and shortcomings by applying, amongst others, audit procedures and techniques, interpreting laws and other instructions, determining procedures and their objectives, examining supporting vouchers in conjunction with legal and other directives, as well as budgets, authorisations, agreements and contracts, examining and comparing book entries, accounts, statements, vouchers and other records and visit offices where cash, stock and other items of value are received, kept, issued or paid to compare physical stock on hand with returns shown in the records. To assist in preparing draft reports to be reviewed by management, including: write reports on audit findings, point out irregularities, deviations and shortcomings, write audit queries, submissions and letters. To evaluate internal control measures, including: assist with the investigation and evaluation of internal checking and control measures. Including those contained in existing and envisaged accounting systems and procedures by collect, analyse and evaluate information on the system, measure or action in the light of the experience and knowledge.
ENQUIRIES	:	Ms. O.R Mathibela, e-mail: onkhopotse.mathibela@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/384	:	**STATE ACCOUNTANT: REVENUE REF NO: 27/2026**
SALARY	:	R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 6 qualification preferably in Financial Accounting as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 3 – 5 years in Revenue Administration, debts or in a similar environment. Knowledge of LOGIS/BAS, PERSAL and of related policies, directives and legislation.
DUTIES	:	To monitor the collection of Office of the Premier's, including: Supervises the collection and banking of all revenue for the Office of the Premier; Compiles the Deposit Advises and ensures that all money is bank; Authorise all transactions on Basic accounting system (BAS) according to the delegated powers by the Accounting Officer, Monitor the Assets and Liability accounts in respect of Revenue related transactions, Compile monthly revenue reconciliation. Compile and submit the monthly actual and projected revenue report to Provincial Treasury, Compile and monitor the Medium-Term

Expenditure Framework (MTEF) and Adjustment Budget Revenue Reports for the Office of the Premier, Review the Office of the Premier's revenue source, fees, charges or rates on an annual basis and obtain approval for adjustments from Provincial Treasury; Compile quarterly revenue bilateral presentations. To render an effective and efficient Petty Cash service to the Office of the Premier, including: Perform all the functions of the Petty Cash account for the Office of the Premier according to the approved Office of the Premier's Petty Cash Policy. To monitor the Provincial Government Gazette and Tender Bulletin subscribers, including: Monitor the timeous publication, printing and posting of the Provincial Government Gazette and Tender Bulletin; Monitor the update the subscribers' details and the subscribers' database; Do weekly updates to the Excel Register and compile reminding letters on outstanding advertising costs to municipalities; Issue weekly invoices and claims for recovery of cost relating to publications in the Provincial Government Gazette and Tender Bulletin. The management of resources to ensure that the objectives of the business process improvement, including: Management of staff within the component; The development and updating of Job Descriptions for reporting staff; The performance management of staff within the component.

ENQUIRIES : Ms. K.E Moahloli e-mail: kgopotso.moahloli@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/385 : **NETWORK CONTROLLER REF NO: 28/2026 (X3 POSTS)**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 qualification in Information Technology as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 2 years technical experience. Knowledge of relevant ICT Policy, standards and strategies; ICT hardware and software; Data communication; ICT Security; TCP/IP for Windows; ICT industry and Legislative framework governing in the Public Service.

DUTIES : Configure ICT hardware and software to ensure effective utilization of ICT resources in the Department of the Premier, including: Install and configure operating system and drivers to desktops, laptops and printers; Develop standard configuration for desktops, laptops and printers and document them; Provide printer support for both network printers and standalone printers; Develop specifications for the procurement of desktops, laptops projectors and printers. Provide first line ICT hardware and software support services to the Department of the Premier and on request to other departments in the FSPG to ensure effective and efficient service delivery, including: Configure and install PC's and printers delivered at head office and remote offices; Set up user accounts, delete unused accounts on the domain and email server; Password reset and assign renew passwords for users on domain server. Provide data communication (Server, LAN, etc.) support to ensure effective access to email, Intranet, Internet and other transversal systems, including: Monitor servers, i.e. whether they are online or offline and submit daily reports; Provide network

problem management services, i.e. ensuring that users are connected to the network and they can utilize network services (LAN and WAN); Assist in developing policies on the provision of ICT equipment; Ensure availability of the network at 100% of the users; Setup email, internet and applications for users and ensure their availability to users; Use network tools to monitor the performance of the network, identify and remove bottlenecks; Ensure that anti-virus is installed and the machine is safe; Define the service levels for network related services and prepare technical specifications for the procurement of such services; Assist in developing network security related policies and implement them; Cable and connect new sites to the network of the office; Conduct hardware and software audits and compile condition reports; Manage the IT service desk and attending/closing of IT related calls.

ENQUIRIES : Adv. M.J.N Phaladi, e-mail: jupiter.phaladi@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/386 : **HELPDESK ADVISOR: STUDENT LIAISON AND SUPPORT REF NO: 29/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 7 qualification as recognised by the South African Qualification Authority (SAQA) or equivalent. Relevant experience 1 – 2 years in Public Management / Accounting. Financial experience will be an added advantage. Knowledge of relevant Acts; Regulations; Dealing with Bursaries and BAS.

DUTIES : Provide advice, guidance and support to all local and international students, including: Increase students' success by correctly advising them to make informed decisions about their educational goals; Refer students to Higher Educational Institution available on- and off-campus resources to meet students' individual needs. Assist with maintaining the Bursary Computer Programme by updating bursars' records as they speak to them, including: Capture new students on the system; Update the information of students on the system; Ensure that records of bursary holders are updated on the Provincial computerized bursary system and have the correct information available. Interprets exam results correctly and provide students with Information about alternatives, limitations and possible consequences of academic decisions (e.g. adding, dropping and withdrawing from courses, changes of study fields, postponement or suspension of bursaries) including: Provides recommendations for the continued improvement of correct advice aiming at improving services for all students; Foster strong relations with Bursary Offices within the FSPG and Higher Educational Institutions to ensure effective communication; Depending on the progress of the submitted academic record, the official takes the file for updating. Co-ordinate and advice on provincial Bursary activities including the facilitation of training, updating and utilization of the computerized bursary Communication Portal in FSPG, including: Refer bursary queries to the Office of the Premier in relation with

payments and Bursary Confirmation Letters; Refer graduates to the Skills Development Coordination Directorate for inclusion on Graduate Data Base once studies have been concluded.

ENQUIRIES : Mr. K.Z Morapela, e-mail: kgotso.morapela@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/387 : **ADMINISTRATIVE OFFICER: ADMINISTRATIVE SUPPORT SERVICE REF NO: 30/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 or equivalent as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-4 years. Knowledge of Basic personnel administration; BAS; Treasury Regulations and Financial Regulations.

DUTIES : To render general clerical support services, including: Record, organize, store, capture and retrieve correspondence and data (line function); Update registers and statistics; Handle routine enquiries; Make photocopies; Distribute documents/packages to various stakeholders as required; Keep and maintain the filing system for the component; Type basic letters and/or other correspondence when required; Keep and maintain the incoming and outgoing register of the component; Collect/receive of any information for consolidation and reporting. To provide supply chain clerical support services within the component, including: Liaise with internal and external stakeholders in relation to procurement of goods and services; Obtain quotations, complete procurement forms for the purchasing of standard office items; Stock control of office stationery; Keep and maintain the asset register of the component (district offices). To provide personnel administration clerical support services within the component, including: Maintain a leave register for the component; Keep and maintain personnel records in the component; Keep and maintain the attendance register of the component; Arrange travelling and accommodation. To provide financial administration support services in the component, including: Capture and update expenditure in component; Check correctness of subsistence and travel claims of officials and submit to manager for approval; Handle telephone accounts and petty cash for the component. To supervise human resources/staff, including: Allocate and ensure quality of work; Personnel development; Assess staff performance; Apply discipline.

ENQUIRIES : Ms. M.M Setai, e-mail: matshidiso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae

should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/388 : **PERSONAL ASSISTANT TO CHIEF DIRECTOR: GOVERNMENT COMMUNICATION SERVICES REF NO: 31/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 Secretarial Diploma or equivalent, Diploma in Office Administration will be an advantage as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-5 years in rendering support functions to top management. Advanced of relevant software packages. Knowledge of the relevant legislation/policies/prescripts and procedures. Knowledge of basic financial administration.

DUTIES : To provide a secretarial/receptionist service to the Chief Director. To render administrative support services. To provide support to the Chief Director regarding meetings. To support the Chief Director with administration of the Chief Directors' budget. Studies the relevant Public Service and departmental prescripts/policies and other documents and ensure that the application thereof is understood properly.

ENQUIRIES : Ms. M.M Setai, e-mail: matshidiso.setai@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/389 : **PERSONAL ASSISTANT TO CHIEF DIRECTOR: MONITORING AND EVALUATION PROGRAMMES REF NO: 32/2026**

SALARY : R338 106 per annum (Level 07). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 6 Secretarial Diploma or equivalent, Diploma in Office Administration will be an advantage as recognised by the South African Qualification Authority (SAQA). Relevant experience 3-5 years in rendering support functions to top management. Advanced of relevant software

		packages. Knowledge of the relevant legislation/policies/prescripts and procedures. Knowledge of basic financial administration.
DUTIES	:	To provide a secretarial/receptionist service to the Chief Director. To render administrative support services. To provide support to the Chief Director regarding meetings. To support the Chief Director with administration of the Chief Directors' budget. Studies the relevant Public Service and departmental prescripts/policies and other documents and ensure that the application thereof is understood properly.
ENQUIRIES	:	Ms. I.E Griffiths, e-mail: irene.griffiths@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/390	:	**HUMAN RESOURCE OFFICER: HUMAN RESOURCE PLANNING AND SPECIAL PROJECTS REF NO: 33/2026**
SALARY	:	R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. No experience needed. Knowledge of registry duties, practices as well as the ability to capture data, and operate computer. Working knowledge and understanding of legislative framework governing the Public Service. Knowledge of storage and retrieval procedures in terms of the working environment. Understanding of work in registry.
DUTIES	:	Implement Human Resource Administration practices, including: Recruitment and Selection (Advertisements, Appointments, Transfer, verification of qualifications, secretariat functions at interviews, absorptions, probationary periods e.g.); Implement conditions of services (Leave, Housing, Medical, Injury on Duty, Long Service Recognition, Overtime, Relocation, Pension, Allowances, PILIR or etc.) Performance Management; Termination of service (indicate the steps) Recruitment and Selection (Advertisements, Appointments, Transfer, verification of qualifications, secretariat functions at interviews, absorptions, probationary periods). Address human resource administration enquiries, including: Respond verbally or in writing in respect of relevant human resource related enquiries.
ENQUIRIES	:	Ms. L.V Nqoko, e-mail: limakatso.nqoko@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system

such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/391 : **ADMINISTRATION CLERK: TRAINING SUPPORT SERVICES REF NO: 34/2026**

SALARY : R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.

CENTRE : Bloemfontein

REQUIREMENTS : Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. No experience needed. Added advantage 1 - 3 years in an administrative environment. Knowledge of Computer Skills; Planning and organizing; Interpersonal relations; Language; Flexibility; Verbal and written communication skills.

DUTIES : Render a general support service to the component, including: Handle enquiries; Make photocopies; Distribute documents to various stakeholders as required; Keep and maintain the filing system for the component; Maintain tracking & electronic systems; Keep and maintain a database of documents, reports, minutes, etc.; Type basic letters and/or other correspondence as required; Keep and maintain the incoming and outgoing register of the component; Send and receive facsimiles. Assist with matters related to personnel administration in the component, including: Obtain quotations for the procurement of equipment, goods & services; Assist with request forms / submissions for the ordering of goods, equipment & services; Assist with the procurement of standard items, like stationary and other office supplies; Keep and maintain the asset register of the component and assist with matters related to asset management within the component. Assist with matters related to financial administration in the component, including: Assist with the travel & accommodation arrangements of officials; Assist with the processing and administration of travel and subsistence claims for officials.

ENQUIRIES : Ms. L. Nibe – Nkutha, e-mail: lerato.nibe@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

POST 42/392	:	**SECRETARY: PROVINCIAL STRATEGIC PLANNING, POLICY AND RESEARCH REF NO: 35/2026**
SALARY	:	R237 453 per annum (Level 05). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Appropriate NQF Level 4 qualification Grade 12 as recognised by the South African Qualification Authority (SAQA) or equivalent. Secretarial and typing experience. Knowledge of Office Skills; Records Management and Telephone etiquette.
DUTIES	:	To provide a secretarial/receptionist service to the Director, including Receives telephone calls and refers to the correct role players if not meant for the Director. In the process the jobholder should finalise some enquiries, Records the engagements of the Director; Compile realistic schedules of appointments; Types documents for the Director and other staff within the unit; Operates and ensures that the office equipment, e.g. photocopier and shredding machine are in good working order. To provide clerical support to the Director, including Liaises with travel agencies to make travel arrangements. Checks the arrangements when relevant documents are received, arranges meetings and events for the Director and the staff in the unit, identifies venues, invites role players, organizes refreshments and sets up schedules for meetings and events, Processes the travel and subsistence claims for the unit, processes all invoices that emanate from the activities of the work of the Director. Records basic minutes of the meetings of the Director where required, Records basic minutes of the meetings of the Director where required, Drafts routine correspondence and reports, Does filing of documents for the Director and the unit where required, Administers matters like the leave registers and telephone accounts, Receives, records and distributes all incoming and outgoing documents, Handles the procurement of standard items like stationery, refreshments, etc., Collects all relevant documents to enable the Manager to prepare for meetings.
ENQUIRIES	:	Mr. C. Oelofse, e-mail: chris.oelofse@fspremier.gov.za
APPLICATIONS	:	Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/
NOTE	:	All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.
CLOSING DATE	:	07 December 2026 @ 16:00
POST 42/393	:	**MESSENGER/DRIVER: DIRECTOR – GENERAL'S OFFICE REF NO: 36/2026**
SALARY	:	R170 226 per annum (Level 03). Note: The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	NQF Level 3 (Grade 10) or ability to read and write. Valid Driver's License. 7 - 12 months experience. Knowledge of procedures and practices regarding messenger services.
DUTIES	:	To render a messenger services, including: Collect mail, files, documents and parcels from addresser; Deliver mail, files, documents and parcels to addresses; Ensure that the recipient sign on the delivery book/register; Record

contents and physical addresses in the delivery book/register; Record contents and physical addresses in the delivery book/register. To render driver services, including: Drive light and medium motor vehicles to transport passengers and deliver other items (mail and documents); Do routine maintenance on the allocated vehicle and report defects timely; Complete all the required and prescribed records and logbooks with regard to the vehicle and the goods handled.

ENQUIRIES : Ms. M. Modisapudi, e-mail: matshidiso.modisapudi@fspremier.gov.za

APPLICATIONS : Notice to applicants for the following posts: Applications must be submitted online at: https://www.erecruitment.fs.gov.za/

NOTE : All applicants must log in/register to apply for positions. The applicant's profile on the e - Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) onto the e-Recruitment system. (Please ensure it is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding the position applying for, ref no, previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Applications must be submitted to the address mentioned in the advertisement. 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.

CLOSING DATE : 07 December 2026 @ 16:00

DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representavity will receive preference.

APPLICATIONS : Applicants are invited to apply for posts online: access www, sacr.fs.gov.za, click on E service – open recruitment portal and follow instruction alternatively

CLOSING DATE : 04 December 2026

NOTE : Applications should be submitted on form Z.83, which can be downloaded from www.dpsa.gov.za and must be accompanied by a comprehensive CV only. Applications submitted on the old application for employment (Z83) will not be considered. All fields in the Z83 application form must be completed in full and signed and then download as part of application. Applicants are urged not to submit duplicate applications for the same post and if/when applying for more than one post submit/download separate application for each post. with reference number clearly indicated. It will be expected from Shortlisted candidates to present certified copies of qualifications once interview process is communicated. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA), NON-RSA citizens must provide proof of permanent residence permit (if shortlisted). The onus is on the applicants to ensure that their applications are downloaded/ couriered or hand delivered timeously as NO applications received after the closing date / incomplete applications will be considered. As part of recruitment practices all shortlisted candidates will be subjected to a practical/technical assessment that intends to test relevant technical, generic elements link to the post and this will be supported an integrity/ ethical conduct assessment as well Applicants are respectfully informed that shortlisted candidates are subjected to pre-employment screening (verification of qualification, security clearance, citizenship, credit record check and employment verification), to determine suitability for employment. Shortlisted candidates will be required to avail themselves for assessments/interviews at a date and time as determined by the department If no notification of appointment is received within 4 months of the closing date, applicants must accept that their application was unsuccessful. Department would like to inform candidates that should recruitment process during any stage be affected by unanticipated factors eg moratorium on filling of posts the department reserves the right to cancel the

recruitment process. The suitable candidates will be selected with intention of promoting representavity and achieving EE targets as contemplated in the departmental Employment Equity plan.

GENERAL GRADUATE INTERNSHIP PROGRAM 2027 TO 2029

NOTE : Candidates who will enter public service environment for the first time are invited to submit application (s) thus candidates should not have any previously appointment (s) as Intern / contract worker within any Public Service/ Private Sector Environment (Failure to disclose such information will lead to disqualification / dismissal) Successful Interns shall enter into a contract of employment between him/herself and the department for a period of 24 months intended from date of appointment. Applicants are urged to submit application per post as per their field of study and submit separate applications should they apply for more than one position Successful interns will be placed within Units/Components linked to their field of study so that they can be equipped with practical work experience, be developed in relevant professional skills, and work ethics to be capacitated towards future employment opportunities

OTHER POSTS

POST 42/394 : **INTERNSHIP: RISK MANAGEMENT REF NO: RM/1**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma /Bachelor of Technology in Internal Audit / B Com Accounting or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/395 : **INTERNSHIP: INTERNAL AUDIT REF NO: IA /2**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Internal Audit equivalent and related qualification at NQF level 6/7 as recognised by SAQA
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/396 : **INTERNSHIP: LEGAL SERVICES REF NO: LS /3**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / Degree in B Com Law equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/397 : **INTERNSHIP: SUPPLY CHAIN MANAGEMENT REF NO: SCM /4**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Supply Chain Management equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/398 : **INTERNSHIP: MANAGEMENT ACCOUNTING REF NO: MA /5**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein
REQUIREMENTS : National Diploma / degree in Financial Management / Management Accounting or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES : Ms Tlaleng Modupe at (066) 479 1443

POST 42/399 : **INTERNSHIP: INFRASTRUCTURE REF NO: IF / 6**

STIPEND : R8 174.75 per month
CENTRE : Bloemfontein

REQUIREMENTS	:	Degree /Bachelor of Technology in Office Management / Public Administration or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/400	:	**INTERNSHIP: EMPLOYEE ASSISTANCE AND WELLNESS REF NO: EAP/7**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Bachelor Degree Human Social Science or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/401	:	**INTERNSHIP: HUMAN RESOURCE MANAGEMENT REF NO: HRM/ 8**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National diploma/degree in Human Resource Management or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/402	:	**INTERNSHIP: COMMUNICATIONS REF NO: CM /9**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National Diploma / Degree in Media Relations/ Public Relations or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443
POST 42/403	:	**INTERNSHIP: LIBRARY SERVICES (ADELAID TAMBO BUILDING) REF NO: LS /10**
STIPEND	:	R8 174.75 per month
CENTRE	:	Bloemfontein
REQUIREMENTS	:	National Diploma / Bachelor of information science / Qualification in Record Management or equivalent and related qualification at NQF level 6/7 as recognised by SAQA.
ENQUIRIES	:	Ms Tlaleng Modupe at (066) 479 1443