ANNEXURE J

INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE

The Independent Police Investigative Directorate (IPID) is an equal opportunity and affirmative action employer. It is our intention to promote representatively in terms of race, gender and disability within the Department through the filling of posts.

CLOSING DATE : 11 December 2026

NOTE : Applicants are not required to submit copies of qualifications and other relevant documents on applications but must submit Z83 and a detailed Curriculum Vitae. Applications quoting the correct reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents . Received applications using the incorrect application form (old Z83) will not be considered. Each application for employment form must be fully completed, signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. A recently updated, comprehensive CV as well as a fully completed and initialled new signed Z83 (Section A, B, C & D are compulsory and section E, F and G are not compulsory if CV it is attached). However, the question related to conditions that prevent re-appointment under Part-F must be answered. Non-RSA Citizens/Permanent Resident Permit Should you be in possession of a foreign qualification; it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) (only when shortlisted). All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Furthermore, the requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should indicate on their CV's that they have registered or have completed the Pre-entry Certificate, which can be accessed using the following link: https://www.thensg.gov.za/trainingcourse/sms pre-entry-programme. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Due to the large number of applications we envisage to receive, applications will not be acknowledged. If you have not been contacted within three (3) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Correspondence will be limited to short-listed candidates only. Therefore, only shortlisted candidates for the post will be required to submit the documents on or before the date of the interview. The successful candidate will have to undergo security vetting. His / her character should be beyond reproach. The appointment is subject to security clearance, verification of qualifications and competency assessment (criminal record, citizenship, credit record checks, qualification verification and employment verification). Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during/after the interview, the application will not be considered and, in the unlikely event that the person has been appointed, such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security vetting process. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. The successful candidates will be appointed on a probation period of 12 months and will be required to sign a performance agreement. The suitable candidate will be selected with the intention of promoting representivity and achieving affirmative action targets as contemplated in the Department's Employment Equity Plan. The Independent Police Investigative Directorate reserves the right to fill or not fill the bellow-mentioned posts.

MANAGEMENT ECHELON

POST 43/119 : **DIRECTOR: STRATEGIC MANAGEMENT REF NO: Q9/2026/68**

SALARY : R1 317 384 per annum (Level 13)
CENTRE : National Office: Pretoria
REQUIREMENTS : An undergraduate qualification (NQF Level 7) as recognised by SAQA in Public Administration, Public Management, Strategic Management, Economics, Business Management. Five (5) years of experience at a middle/senior managerial level. Certificate for entry into Senior Management Services (SMS): Nyukela Certificate. A valid Driver's license and willingness to travel. Knowledge Requirements: Knowledge of the Public Service. Knowledge of the Framework for Strategic Plans and Annual Performance Plans. Knowledge of the Regulatory Framework of the Public Service, e.g. the IPID Act, the PFMA, Public Service Regulations, National Treasury Regulations and other relevant prescripts. Knowledge of the Government-wide Monitoring and Evaluation Framework. Knowledge of the National Development Plan. Knowledge of the Medium-Term Strategic Framework. Knowledge of relevant systems within the strategic planning environment. Knowledge of Government priorities and relevant departmental legislation. Knowledge of Performance management and reporting. Generic Competencies: Strategic capability and leadership skills. Analytical thinking. People management and empowerment skills. Financial Management skills. Presentation and facilitation skills. Results-driven. Computer literacy. Technical Competencies: Problem-solving and decision-making skills. Innovative and creative thinking. Project Management at strategic level. Communication (verbal and written) skills. Client orientation and customer focus. Honesty and integrity. Service Delivery Innovation.
DUTIES : Oversee the development and implementation of departmental strategic, annual performance and operational plans; provide strategic vision and direction for the Department. Provide direction to the Department in realising its strategic outcomes. Develop detailed strategic and operational performance plans to execute strategic priorities. Assist in defining performance measures in order to evaluate the success of departmental strategies. Coordinate strategic planning sessions for Strategic Plan (SP) and Annual Performance Plan (APP). Coordinate the development of the Department's Strategic Plan and Annual Performance Plan. Coordinate the development of the Departmental Annual Operational Plan. Provide strategic guidance in the development of programme performance information reports: Coordinate the development of the work plan for compilation of quarterly performance report and annual performance report. Co-ordinate the development of the quarterly and departmental annual reports. Facilitate the institutional quarterly performance review sessions. Coordinate the responses/queries relating to predetermined objectives. Coordinate the departmental reporting tools and guidelines. Coordinate the reporting of workshops in the Department. Coordinate the development of the Mid-Term and End-Term Assessment Reports. Facilitate the compilation and tabling of the Department's Annual Report in Parliament: Manage provision of the Tabling of strategic plans, annual performance plans and annual reports in Parliament timeously. Present performance reports and plans timeously to EXCO meeting, Audit and Risk Committee and Portfolio Committee on Police or any other structure deemed necessary by the Executive Director. Brief the Minister of Police on quarterly and annual performance reports and performance plans. Ensure timeous submission of reports and plans to DPME, National Treasury and AGSA. Monitor and evaluate the strategic objectives of the Department: Manage the planning and monitoring of Provincial Police Secretariats planning sessions. Monitor implementation of Provincial Budget Programme structures. Provide support to provincial strategic planning work sessions. Provide strategic support to the Secretariat Programmes and Provinces with regard to customised indicators. Facilitate and coordinate the development of the Department's SDIP and monitor the implementation thereof: Develop and review the Department's Service Delivery Improvement Plan (SDIP) in line with applicable legislative framework. Monitor the implementation of the SDIP. Provide technical support to programme managers and IPID employees on SDIP requirements and implementation. Evaluate the effectiveness of the service delivery improvement initiatives. Recommend improvements to enhance service delivery outcomes. Management of Resources: Effective and efficient management of Human Resource. Effective and efficient management

		of Financial Resource. Effective and efficient management of Equipment/Assets.
ENQURIES	:	Ms AN Mphago Tel No: (012) 399 0025
APPLICATIONS	:	Independent Police Investigative Directorate, National Office Private Bag X941, Pretoria, 0002 or hand deliver to Benstra Building, 473 Stanza Bopape & Church Street, Arcadia, Pretoria, 0001 or Recruitment12@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail
FOR ATTENTION	:	Ms RE Sikhwari Tel No: (012) 399 0214

OTHER POST

POST 43/120	:	**ASSISTANT DIRECTOR: ICT PROJECT MANAGEMENT REF NO: Q9/2026/69**
SALARY	:	R487 197 per annum
CENTRE	:	National Office
REQUIREMENTS	:	An undergraduate Degree/ Higher Diploma on NQF level 7 as recognised by SAQA, in Business Administration / Information Technology / Related field. Certificate in Project Management. 2-3 years' experience as a business/system analyst or related field. A valid driver's license. Knowledge Requirements: In-depth knowledge and experience of the following ICT disciplines: Project Management, Enterprise Architecture, Business Analysis and the System Development Lifecycle. In-depth knowledge and experience in Commercial Off-the-Shelf (COTS) products and Open-Source Software (OSS) products. In-depth understanding of system development life cycle. In-depth knowledge of project management methodologies. Skills and Competencies: Results - driven, leadership, team participation, problem solving and analysis, information sharing, emotional intelligence, commitment to learning, client service orientation, planning skills, creativity, change management, concern for quality and order, systems thinking, integrity/honesty, effective communication, computer literacy and business IT systems.
DUTIES	:	Develop detailed project plan: define and review the project scope and objectives. Manage changes to the project scope, project schedule and project costs. Manage and coordinate project governance. Coordinate internal and external project resources. Ensure project documents are in order for execution. Manage project deliverables: Track and measure project performance using appropriate tools and techniques. Analyse and review project deliverables for confirmation, acceptance and sign-off. Report project progress and performance to management. Ensure that all projects are delivered on time, within scope and within budget. Ensure project is successfully implemented and closed. Manage stakeholders and service providers: Establish and maintain relationships with third parties/ vendors. Manage contracts and SLA on behalf of IPID. Organise and lead project meetings with relevant stakeholders/vendors. Perform risk management: Ensure project risks and issues are managed. Ensure mitigation of risks is implemented and reported.
ENQUIRIES	:	Mr. T Moletsane Tel No: (012) 399 0016
APPLICATIONS	:	Independent Police Investigative Directorate, National Office Private Bag X941, Pretoria, 0001 or hand deliver to Benstra Building, 473 Stanza Bopape & Church Street, Arcadia, Pretoria, or email recruitment14@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail.
FOR ATTENTION	:	Mr. DS Baloyi Tel No: (012) 399 0202