ANNEXURE O

DEPARTMENT OF SMALL BUSINESS DEVELOPMENT

The Department of Small Business Development is an equal opportunity & affirmative action employer. It is the DSBD's intention to promote representativity (race, gender, youth & disability). The candidature of persons whose transfer/promotion/appointment will promote representativity will receive preference.

APPLICATIONS	:	Please forward your application, quoting the correct Reference number toHRD1@dsbd.gov.za
CLOSING DATE	:	11 December 2026 at 16h00. Applications received after the closing date will not be considered.
NOTE	:	The Department of Small Business Development is committed to the pursuit of diversity and redress. Candidates whose appointment will promote representivity in terms of African males, Coloured males or females, Indian females and White males will receive preference (as per the DSBD EE Plan). Applications can be submitted by email to the relevant email and by quoting the relevant reference number provided on the subject line. Acceptable formats for submission of documents are limited to MS Word, PDF. Applications must quote the relevant reference number and consist of: A fully completed and signed Z83 form and a recent comprehensive CV and a full academic record. Submission of copies of qualifications, Identity document, and any other relevant documents will be limited to shortlisted candidates only. Applications must be submitted on the recent Z83 application form, which came into effect from 01 January 2021 as issued by the Minister of Public Services and Administration in line with regulation 10 of the Public Service Regulation, 2016 as amended, which is obtained online at http://www.dpsa.gov.za/dpsa2g/vacancies.asp. All sections of Z83 must be completed (in full, accurately, legible, honestly, signed, and dated). Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, you should consider your application unsuccessful. 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. Candidates will be subjected to security clearance, and personnel suitability checks (criminal record check, citizenship verification and qualification or study verification). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applicants could be required to provide consent for access to their social media accounts.

2027 TO 2029 GRADUATE INTERNSHIP PROGRAMME

The DSBD invites South African unemployed graduates who have never participated in an Internship Programme before, to apply for the following 24-month Internship Programmes.

OTHER POST

POST 43/154	:	**GRADUATE INTERN: DEPARTMENT OF SMALL BUSINESS DEVELOPMENT (LIMITED TO PWD – X7 POSTS)**
STIPEND	:	R98 097 per annum
CENTRE	:	Pretoria Head Office
REQUIREMENTS	:	National Diploma (NQF 6) or Undergraduate degree (NQF 7) in disciplines that contribute to Economic Development, Socio Economic Development, Business Development, Research, Policy Development, Business Administration, Public Administration, Social Sciences, Programme implementation, Human Resource Management, Human Resource Development, Organisational Development, Communication, Finance, Risk Management, Internal Audit, Supply Chain Management, Facilities and Security Management, Information and Records Management, or equivalent / related as recognised by SAQA.
ENQUIRIES	:	Enquiries for all advertised posts should be directed to the HRD office to Mr. E Mabunda at 063 645 6496, Ms C Mpotulo at 082 080 6598, Mr. M Qhum at 066 477 9606, Mr L Nkalweni at 082 080 6521 (only on weekdays between 08H00 –16H30).

NOTE : This internship programme is ring-fenced for persons with disabilities in support of the Department's Employment Equity objectives and commitment to promoting equitable representation in the workplace.