DEPARTMENT OF TOURISM

The Department of Tourism is an equal opportunity, affirmative action employer. It is our intention to promote representativeness (race, gender and disability) in the Department through the filling of these posts.

APPLICATIONS : Applications, quoting the relevant reference number, must be forwarded to the attention of the Chief Director: HR Management and Development at the Department of Tourism, Private Bag X424, Pretoria, 0001, or hand-delivered at Tourism House, 17 Trevenna Road, Sunnyside, Pretoria, or by email as provided, Email Application: Recruitment6826@tourism.gov.za

CLOSING DATE : 11 December 2026 by 16:30 (Late applications will not be considered)

NOTE : Application must include a new Z83 form and CV only. Electronic applications must be in PDF format and made up of a single document file. Indicate the correct job title and the reference number of the post on the subject line of your email. Applications quoting the relevant reference number must be submitted on the new Z83 form, obtainable from any Public Service Department or on the internet at www.gov.za/documents. Received applications using the incorrect application for employment (i.e. old Z83 form) will not be considered. Each post's advertisement must be accompanied by its own application form for employment and must be fully completed, initialled, and signed by the applicant as instructed below. Failure to fully complete, initial, and sign the Z83 form will lead to the disqualification of the application during the selection process. All fields of Sections A, B, C, and D of the new Z83 form must be completed in full. Due to the limited space on the new Z83 form, it is acceptable for applicants to refer to their CV or indicate "see attached" in respect of Sections E, F and G. However, the question related to conditions that prevent re-appointment under Part "F" must be answered, and the declaration signed. Only an updated comprehensive CV (with detailed previous experience, if any) and a completed and signed new Z83 application form are required. 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 the communication from Human Resource Management, and such qualifications and other related documents will be in line with the requirements of the advert. Applicants in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA) (only when shortlisted). Applicants who do not comply with the abovementioned instructions/ requirements, or whose applications were received late, will not be considered. Correspondence will be limited to shortlisted candidates only. 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. 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. Appointment validity will be conditional to signing of the employment contract, performance agreement, and annual financial disclosure, and attainment of a security clearance (vetting) applicable to the post. The Department reserves the right not to make an appointment. By applying for this post, you are consenting to the Department of Tourism processing your personal information, subject to POPIA.

MANAGEMENT ECHELON

POST 43/160 : **DIRECTOR: EXPERIENCE AND ROUTE DEVELOPMENT REF NO: DT68/2026**

The purpose of the role is to enhance experience, identification and development of routes.

SALARY : R1 317 384 per annum (Level 13), (all-inclusive remuneration package consisting of a basic salary, the State's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to the MMS dispensation)

CENTRE	:	Pretoria
REQUIREMENTS	:	A minimum SAQA-recognised qualification at NQF level 7 in Tourism, Development Economics or related studies or an equivalent qualification. A minimum of 5 years' experience in an appropriate field at a Middle/Senior Managerial level. Essential Knowledge and skills: Understanding of the PFMA and Treasury Regulations. Ability to interact with high-level stakeholders. Understanding of tourism trends. Sound understanding of the NDP and NTSS. Computer Literacy. Coordination skills. Financial management skills. Change management skills. People Management and empowerment skills. Strategic capacity and leadership skills. Communication and interpersonal skills. Negotiation skills. Incumbent should be honest and possess integrity, tact, and diplomacy. Possession of a valid driver's license and willingness to travel. One of the minimum entry requirements for SMS is the pre-entry certificate. For more details on the pre-entry course, visit: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The candidate must complete the SMS pre-entry certificate prior to any appointment.
DUTIES	:	The successful candidate will be responsible for: Establishing strategic direction of the component to ensure alignment with departmental strategic objectives. Monitor and ensure the implementation of the strategic and business plans. Oversee the development of Operational Plans to give strategic direction to business components/ units. Align individual performance to the strategic business objective. Implement and report on strategic frameworks in the area of functional responsibility. Monitor the attainability and sustainability of performance standards as per departmental objectives. Conduct market assessments. Engage industry operators on their tourism experience and route initiatives. Manage trade relations/ networking between operators and travel trade. Oversee Intergovernmental and cross-border relations engagements on tourism experience and route development initiatives. Audit all tourism routes in the country, including cross-border initiatives. Manage the identification, design and development of tourism experiences, routes and niche products. Manage partnerships for experiences and routes.
ENQUIRIES	:	Dr S Chettiar schettiar@tourism.gov.za
NOTE	:	EE Requirements: Coloured and White Male and Female candidates as well as Youth and People with Disabilities are encouraged to apply.