ANNEXURE S

DEPARTMENT OF TRANSPORT

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to candidates whose appointment will assist the department in achieving its Employment Equity targets at these specific levels in terms of the Department's Employment Equity Plan, therefore White male / female, Coloured male/ female, Indian male / female and people with disabilities are encouraged to apply.

APPLICATIONS : Department of Transport, Private Bag X193, Pretoria, 0001 or hand deliver at the 159 Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit. Room 4034 or email to: Recruitment@dot.gov.za or at e-recruitment system: erecruit.transport.gov.za. Note: email applications must be sent as one attachment to avoid non-delivery of the email and only quotes the name of the post you are applying for on the Subject Line as directed on the post note.

CLOSING DATE : 08 January 2027

NOTE : Applications must be accompanied by a completed new Z83 form, obtainable from any Public Service Department, (or obtainable at). Applicants must fill in full new Z83 form part A, B, C, and D. A recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates). Applicants will submit certified copies of all qualifications and ID document on the day of the interviews. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). 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; the logistics will be communicated to candidates prior to the interviews. 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. Note that National School of Governance (NGS) has introduce compulsory SMS pre-entry certificate with effect from 01 April 2020 as Minimum Entry Requirements for Senior Management Services (submitted prior to appointment) and can be accessed through the following link: http://www.thensg.gov.za/training-course/sms-pre-entry-programme/. The competency assessment will test generic managerial competencies using the mandated DPSA SMS competency assessment tools. The successful candidate must disclose to the Director-General particulars of all registrable financial interests, sign a performance agreement and employment contract with the Director-General within three months from the date of assumption of duty. The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified educational qualifications, previous experience, citizenship, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates.

ERRATUM: The following SMS posts were advertised with the wrong Salary scale: Director: Bilateral Coordination Ref No: DOT/HRM/2026/41, Director: Aviation Multilateral Affairs Ref No: Dot/Hrm/2026/42, Director: Transport Information Systems, ICT Governance and IT Security Ref No: DOT/HRM/2026/43 and Director: Parliamentary Service and Strategic Support Ref No: DOT/HRM/2026/44. The correct salary notch is R1 317 384 per annum (Level 13). They were advertised in this publication Public Service Vacancy Circular 41 dated 13 November 2026.

The post of Assistant Director: Supply Chain Management Ref No: DLCA/HRM/2026/01 was wrongly advertised as a permanent position, the post is a 12-Month Contract on the first notch of Salary R487 197 per annum (Level 09), plus 37% in lieu of benefits. Closing date on this post still remains 18 December 2026.

MANAGEMENT ECHELON

POST 43/161	:	**DIRECTOR: MANAGEMENT ACCOUNTING AND BUDGET MONITORING REF NO: DOT/HRM/2026/53**
SALARY	:	R1 317 384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.
CENTRE	:	Pretoria
REQUIREMENTS	:	A qualification at NQF Level 7 as recognized by SAQA in Finance / Public Finance/ Accounting/ Cost and Management Accounting / Financial Management with 5 years' experience at a middle/senior managerial level in management accounting/budgeting. Certificate of Successful completion of the National School of Government's Senior Management Service Pre-Entry Programme. Knowledge And Skills: Knowledge of Public Finance Management Act (PFMA), Knowledge of Treasury Regulations, Knowledge of all legislation and national policies, regulations, frameworks and guidelines applicable to Management Accounting (Planning and Budgeting). Government systems and Structures. Communication: Verbal & Written Communication-English and above average, computer literacy, Governance related to information. Financial Management. Strategic Capability & Leadership (SCL). People Management & Empowerment (PME). Project/Programme Management (PPM). Client Orientation and Customer Focus. Change Management.
DUTIES	:	Manage Financial planning and budgeting process. Manage and monitor the expenditure in line with allocated budget. Manage the reporting process. Manage the Basic Accounting System (BAS). Manage the resources of the Directorate.
ENQUIRIES	:	Ms Jabulile Mahamba Tel No: (012) 309 3898
POST 43/162	:	**DIRECTOR: TRANSPORT INFORMATION SYSTEMS, ICT GOVERNANCE AND IT SECURITY REF NO: DOT/HRM/2026/43** Branch: Corporate Services
SALARY	:	R1 317 384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.
CENTRE	:	Pretoria
REQUIREMENTS	:	An undergraduate NQF level 7 qualification as recognised by SAQA in Computer Science / Information Technology / Computer Systems Engineering / Information Systems / Informatics/ Business Information Systems with a 5 years' working experience at a middle/senior managerial level in the ICT environment and in the Information and Communication Technologies (ICT) field. Certificates in ITIL, COBIT and TOGAF are mandatory; CGEIT Certificate is an added advantage; Knowledge of Public Service Regulations, Public Financial Management Act (PFMA) and Treasury Regulations; Knowledge of the Government Wide Enterprise Architecture (GWEA) Framework; Knowledge of the DPSA Policy Framework on Corporate Governance of ICT; Extensive knowledge of ICT Security and related directives and standards; Knowledge of project management; Understanding of performance management system; Drivers licence; Communication; Financial Management; Strategic Capability & Leadership; People Management & Empowerment.
DUTIES	:	Ensure effective ICT governance, enterprise architecture and transport information systems coordination; Develop and manage ICT architecture, compliance, ICT audit assurance, ICT risk management and ICT continuity within the Department; Develop, implement and maintain a secure ICT and information Systems environment for the Department of Transport; Provide strategic leadership in the planning, coordination and oversight of transport information systems; Manage the resources of the directorate.
ENQUIRIES	:	Mr T Ramatlapeng Tel No: (012) 309 3000
NOTE	:	the post was advertised in this publication dated 13 November 2026, Circular 41 of 2026. Please note that additional requirements are added and candidates who applied there's no need to reply as their applications will be considered.

POST 43/163	:	**DIRECTOR: PUBLIC ENTITY PERFORMANCE AND COMPLIANCE REF NO: DOT/HRM/2026/54** Branch: SOC GAP
SALARY	:	R1 317 384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.
CENTRE	:	Pretoria
REQUIREMENTS	:	An undergraduate NQF Level 7 as recognised by SAQA in Economics / Financial Management / B. Com in Accounting with 5 years' experience at a middle/senior managerial level in a corporate governance or state-owned enterprise oversight environment. Certificate of successful completion of the National School of Governments' Senior Management Service Pre-Entry Programme. Knowledge and Skills: Knowledge of legislative and policy prescripts relevant to the Department and its SOE's. Corporate governance as it applies to the public and private sector; Project management, strategic planning and risk management; Knowledge and understanding of the Public Finance Management Act (PFMA); Knowledge of Treasury Regulations and other relevant legislation and policies relevant to public entities; Understanding of corporate governance processes, the facilitation of appointments for Boards or Councils of public entities and the coordination of entities strategic and annual performance plans; Knowledge and understanding of monitoring the performance of public entities; Knowledge of data analysis, financial and non-financial report writing; Policy formulation and evaluation. Communication; Financial Management. Strategic Capability & Leadership (SCL); People Management & Empowerment (PME); Project/Programme Management (PPM).
DUTIES	:	Ensure alignment of public entity planning documents (Corporate Plans, Strategic Plans and Annual Performance Agreements) with the strategic plan of the Department. Monitor and evaluate performance of DoT Entities as stated in the planning documents; Monitor compliance with PFMA and/or agency's enabling legislation, regulations and policies; Manage Stakeholder Relationships. Participate in project teams to achieve a multi-disciplinary approach to meet set objectives of the Department; Manage the resources of the Directorate.
ENQUIRIES	:	Ms Molatelo Motsepe Tel No: (012) 309 3851
POST 43/164	:	**DIRECTOR: RAIL POLICY AND STRATEGY DEVELOPMENT REF NO: DOT/HRM/2026/55** Branch: Rail Transport
SALARY	:	R1 317 384 per annum, (all-inclusive salary package), of which 30% can be structured according to individual's needs.
CENTRE	:	Pretoria
REQUIREMENTS	:	A qualification at NQF level 7 as recognised by SAQA in Transport Economics / Law / Transport and Logistics Management / Political Science / Social Science with 5 years' experience at a middle/senior managerial level in the rail or transport sector. Knowledge And Skills: Knowledge of the transport and rail sector. An in-depth knowledge of policy and strategy development. A sound knowledge of rail regulation. Knowledge in the compilation of management reports. Knowledge of PFMA and Treasury Regulations. Financial Management. Strategic Capability & Leadership (SCL); People Management & Empowerment (PME); Project/Programme Management (PPM). Project/Programme Management (PPM), Client Orientation and Customer Focus, Change Management.
DUTIES	:	Develop rail policy, strategy and applicable economic and safety regulations. Coordinate and maintain the implementation of new and amended policy and strategy. Develop the rail act and applicable regulations. Manage the resources of the Directorate.
ENQUIRIES	:	Mr Ngwako Makaepea Tel No: (012) 309 3000