PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF HEALTH

APPLICATIONS : Free State Provincial Department of Health utilises an e-Recruitment System (applicants must submit their applications via the online link https://www.erecruitment.fs.gov.za

CLOSING DATE : 11 December 2026

NOTE : all applicants must login/register to apply for positions. The applicant's profile on the eRecruitment 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) on the e-Recruitment system. (Please ensure is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding 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. Only short-listed candidates will be required to submit certified copies of qualifications and other related documents on, or before the day of the interview following an invitation from the Department to attend an interview, and such qualification(s) and other related document(s) should be in line with the requirements of the advertisement. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for being considered for this SMS post prior to appointment. Enrolment for the course should be made on the NSG's website at https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme. 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 will be an integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. Selection panels shall score both technical exercises as an additional criterion in the interview process. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are submitted online timeously. 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). The highest relevant qualification should be captured/listed as the first qualification on the e-recruitment profile. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Communication will be limited to short-listed candidates only. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial assets check, qualification verification and reference checks). Applications must declare any pending criminal, disciplinary or any other allegations or investigations and/or record. The Department reserves the right not to make appointments on the advertised post(s). Free State Provincial Department of Health is compliant with the requirements of POPIA. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

OTHER POSTS

POST 43/192 : **HEAD CLINICAL UNIT GRADE 1 (MEDICAL - INTERNAL MEDICINE) REF NO: H/H/1/2026 (X1 POST)**

SALARY : Grade 1: R2 168 145 - R2 301 186 per annum, (all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in

terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Qualifications: MBCHB or equivalent medical degree allowing registration as a medical specialist with the HPCSA. MMed in Internal Medicine or Fellowship of the CMSA College of Physicians of South Africa – FCP (SA). Current valid independent registration card and certificate as a specialist physician with the HPCSA for 2026/2027. Valid driver's license. A valid work permit will be required from non-South Africans. A minimum of three (3) year's appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist Physician. Current registration (2026/2027). Knowledge And Skills: Proven clinical leadership and departmental operational management experience in a tertiary or regional hospital environment, project management skills, good written and verbal communication skills, leadership and decision-making skills. Knowledge of Public Service legislation, regulations and policies including medical ethics, training of clinical staff, assessment and immediate care of all internal medicine patients. Good communication, interpersonal skills, computer literacy financial, statistical skills and human resource management skills knowledge of relevant Acts, policies, guidelines and ethical practices. Analytical thinking, independent decision making and problem-solving skills.

DUTIES : Clinical management of Internal Medicine department, supervision and training of clinical staff, teaching of clinical staff, assessment and immediate care of all Internal Medicine patients. Provide support to other clinical departments, ensure departmental administration is order. Participate in clinical governance; ensure that there is a clinical improvement plan to manage patients at Pelonomi Tertiary Hospital. Develop clinical protocols for the department. Provide leadership and promote an effective working environment; conduct or perform clinical audits; manage performance management and development systems for subordinates; and ensure continuous development. Establish a research program to facilitate the generation of new knowledge; contract with the Head of Clinical Services and subordinates; ensure continuous professional development. Establish research program to facilitate generation of new knowledge. Spearhead projects in accordance with the operational plan of the Clinical Services Management Unit. Management of other Remunerative Work Outside Public Service (RWOPS) for self and other clinical staff. Performance of research within the department. Develop and enhance training and development of healthcare workers in Internal Medicine department.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/193 : **HEAD OF CLINICAL UNIT GRADE1: ANESTHESIOLOGY REF NO: H/H/2/2026 (X1 POST)**

SALARY : Grade 1: R2 168 145 - R2 301 186 per annum, (all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Appropriate qualification that allows registration with HPCSA as Medical Specialist. A minimum of 3 years' appropriate experience as Medical Specialist after Registration with HPCSA as Medical Specialist in Anesthesiology. Current registration with the HPCSA. Valid driver's license. Be a South African or a permanent resident of South African. Current registration with the HPCSA for the period of 2026/2027 Knowledge and Skills: Provide evidence of leadership qualities and experience. Provide evidence of teaching, learning and examining (undergraduate and postgraduate level). Proof of the following research experience, e.g. publications, postgraduate supervision, National/Local Research Organisations, MMed (equivalent qualifications) or PhD. Evidence of good professional standing e.g. membership of professional organizations (other than HPCSA). Membership of relevant managerial committees, e.g. CMSA, National Associations / Committees, etc.

DUTIES : To manage anesthesia services and participate in provision of anesthesia services (clinical service, teaching, research). Responsibilities include pre and post-operative care and pain relief. Supervise the teaching and training of undergraduates and postgraduates at UAH/ UFS. Conduct research. Rendering commuted overtime is compulsory. Manage and supervise outreach, in-reach and support services in the Free State. Provide administration. Perform all reasonable duties as directed by CEO/ Dean: UFS.

Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these area.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/194 : **CHIEF CLINICAL PSYCHOLOGIST REF NO: H/C/30/2026**

SALARY : Grade 1: R1 868 979 - R1 983 672 per annum
Grade 2: R2 041 428 - R2 199 198 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

CENTRE : Free State Psychiatric Complex Hospital

REQUIREMENTS : An appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Clinical Psychologist (Independent Practice). Current registration with the HPCSA for the 2026/2027 year. Doctoral degree (PhD or an equivalent degree) in Clinical Psychology. A minimum of 20 years working experience and registered as a Clinical Psychologist. A minimum of 10 research publications in peer- reviewed academic journal or chapters in books. Previous minimum experience of 4 years in a Principal Psychologist post. Knowledge and Skills: Knowledge of diagnostic and therapeutic procedures and manuals. Experience in the management of psychological services in a tertiary Psychiatric Hospital. Extensive experience in teaching and training in a tertiary academic institution. Knowledge and experience in related health care management systems.

DUTIES : Providing strategic leadership in the Department of Psychiatry by participating in strategic and operational management of Mental Health Clinical service in Free State Psychiatric Complex and the Free State province including development and outreach programmes and creation of social compact for better health outcomes. Strengthen information and knowledge management system to optimise performance and research capacity. Ensure compassionate, quality delivery of services by Clinical Psychology to mental health care users at FSPC and within the Free State province. Establishing and maintain an effective teaching and learning environment that promotes research supervision, engaged scholarship, leadership and administration of both undergraduates and postgraduate programs in the Department of Psychiatry and Faculty of Health Sciences at University of the Free State (UFS). Ensure effective training and education for Health Profession students to maintain the FSPC as an HPCSA - accredited Tertiary Academic Training Facility for Clinical Psychology. Build a strategic and dedicated workforce focused on and responsive to service demands. Ensure effective human resource management and staff development. Oversee efficient and effective use of financial and material resources. Support the effective management and delivery of the outreach program within the Free State province.

ENQUIRIES : Mr. M Fikizolo Tel No: (051) 407 9482

POST 43/195 : **CLINICAL MANAGER: MEDICAL REF NO: H/C/29/2026**

SALARY : Grade 1: R1 479 723 – R1 640 055 per annum
Grade 2: R1 688 553 - R1 844 151 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements

CENTRE : Katleho District Hospital

REQUIREMENTS : Appropriate qualification that allows registration with the HPCSA as Medical Practitioner. Registration with HPCSA as Medical Practitioner. A minimum of 3 years appropriate experience as a medical officer after registration with the HPCSA as Medical Practitioner. Current registration (2026/2027). Must be prepared to work under pressure and after hours as per commuted overtime policy. Knowledge And Skills: Knowledge of relevant legislation such as: National Health Act, Mental Health Act, Public Management Act (PFMA). Public Service Act and related regulations and policies. Competencies: Strategic capability and leadership, Program and Project Management, Financial Management, Change Management, People Management and Empowerment, Service Delivery Innovation, Knowledge Management, Problem Solving and Analysis, Communication, Client Orientation and Customer focus. A valid driver's license.

DUTIES : Management of clinical services in the entire hospital in accordance with the department standards, including after hours as delegated. Participate and accountable for assisting in leading and managing the hospital clinical services. Maintain accurate health records in accordance with legal ethical considerations. Train and guide staff and health associated professionals in morbidity and mortality reviews. Attend and participate in continuous medical education. Participate in quality improvement programs. Ensure that cost effective services delivery is maintained within the respective department. Attend to administrative matters as required. To plan, direct coordinate and manage the efficient and effective delivery of clinical and administration support services through working the key executive management team at the hospital within the legal regulatory framework. To present intradepartmental functions in keeping with hospital policies and communicates it to staff. Training and development of staff in the relevant sections. Ensure compliance with National Core Standards requirements or any other regulatory and/or statutory requirement. Conduct regular clinical audits and develop, implement and monitor action plans. Develop, monitor and analyse budget and financial information and utilise all resources in an effective and efficient manner. Practice effective problem identification and resolution skills as a method of sound decision making. Compile medical reports and give evidence at trials, when required. Manage Performance and Development (PDMS) and perform quarterly reviews of subordinates. Train, develop and supervise the undergraduate junior doctors.

ENQUIRIES : Me. NPL Sithebe Tel No: (051) 212 9454

POST 43/196 : **MEDICAL SPECIALIST GRADE 1-3 (UROLOGY) REF NO: H/M/37/2026**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 - R2 301 186 per annum
(all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Current valid registration with HPCSA as a Medical Specialist in Urology. Current registration with the HPCSA for the period of 2026/2027. **Grade 1**: None after registration as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. A valid driver's license. Be a South African citizen or be a permanent resident. **Grade 2**: Minimum of 5 years appropriate experience as Medical Specialist after registration with the Health Professional Council of South Africa (HPCSA). (or a recognized foreign Health professional council in respect of foreign qualified employees), as Medical Specialist in a normal Specialty. **Grade 3**: Minimum of 10 years appropriate experience as medical specialist with the health professional council of South Africa (HPCSA) in respect of South African qualified employees. or a foreign health professional council in respect of foreign qualified employees) as Medical Specialist in a normal Specialty. Knowledge And Skills: Attributes and Abilities: Sound clinical knowledge and understanding of concepts within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnosis and management expertise of patients within the field of specialty. Good verbal, written communication skills and excellent time management. Knowledge of Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Resuscitation certificates in any of the following ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honesty, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams

DUTIES : Provide support to the Head Clinical Unit Urology in the management of the department including human and financial resources. Interpret and report Urology procedures and studies. Active participation in continuing medical education programs. Participate in quality improvement program and in clinical audit activities within the Urology department. Maintain high clinical, professional, and ethical standards related to Urology. Actively participate in academic programs for under and post-graduate teaching in the Urology

training program. Perform and supervise operational research, outreach and in-reach programs for Urology department and support service to other levels of care in the regional and district hospitals. Rendering clinical services. To fulfill the administrative, academic and research supervisory requirements of Urology Interns, Community Service Medical Officers and Medical Officers and registrars in the hospital.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/197 : **MEDICAL SPECIALIST GRADE 1-3 (NEUROSURGERY) REF NO: H/M/38/2026**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 - R2 301 186 per annum
(all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in Neuro-surgery. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Neuro-surgery. **Grade1:** No experience required. **Grade 2**: A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Neuro-surgery. **Grade 3:** A minimum of ten (10) years relevant experience after registration with the Health Professional Council of South Africa (HPCHS) as a Medical Specialist in Neuro-surgery. Current annual registration with HPCSA (2026/2027) Knowledge and Skills: Attributes and Abilities: Sound clinical knowledge and understanding of concepts within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnosis and management expertise of patients within the field of specialty. Good verbal, written communication skills and excellent time management. Knowledge of Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Resuscitation certificates in any of the following ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honesty, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critical ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentations: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal document, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage area (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/198 : **MEDICAL SPECIALIST GRADE1-3: GENERAL SURGERY DEPARTMENT REF NO: H/M/39/2026 (X2 POSTS)**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 - R2 301 186 per annum
(all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in General Surgery. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in General Surgery. **Grade1:** No experience required. **Grade 2:** A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in General Sugary. **Grade 3:** A minimum of ten (10) years relevant experience after registration with the Health Professional Council of South Africa (HPCHS) as a Medical Specialist in General Surgery. Current annual registration with HPCSA (2026/2027) Knowledge and Skills: Attributes and Abilities: Sound clinical knowledge and understanding of concepts within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnosis and management expertise of patients within the field of specialty. Good verbal, written communication skills and excellent time management. Knowledge of Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Resuscitation certificates in any of the following ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honesty, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critical ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentations: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal document, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage area (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr MJ Maseloa Tel No: (051) 405 1936

POST 43/199 : **MEDICAL SPECIALIST GRADE 1-3 (RADIOLOGY) REF NO: H/M/40/2026 (X2 POSTS)**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 - R2 301 186 per annum
(all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in Radiology. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Radiology. **Grade1:** No experience required. **Grade 2:** A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Radiology. **Grade 3**: A minimum of ten (10) years relevant experience after registration with the Health Professional Council of South Africa (HPCHS) as a Medical Specialist in Radiology. Current annual registration with HPCSA (2026/2027) Knowledge and Skills: Attributes and Abilities: Sound clinical knowledge and understanding of concepts within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnosis and management expertise of patients within the field of specialty. Good verbal, written communication skills and excellent time management. Knowledge of Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Resuscitation certificates in any of the following ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honesty, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critical ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentations: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal document, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage area (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/200 : **MEDICAL SPECIALIST GRADE 1-3 (EMERGENCY MEDICINE) REF NO: H/M/41/2026**

SALARY : Grade 1: R1 395 528 – R1 479 723 per annum
Grade 2: R1 592 274 – R1 688 553 per annum
Grade 3: R1 844 151 - R2 301 186 per annum
(all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in Emergency Medicine. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Emergency Medicine. **Grade1**: No experience required. **Grade 2:** A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Emergency Medicine**. Grade 3:** A minimum of ten (10) years relevant experience after registration with the Health Professional Council of South Africa (HPCHS) as a Medical Specialist in Emergency Medicine. Current annual registration with

HPCSA (2026/2027) Knowledge and Skills: Attributes and Abilities including Sound clinical knowledge and understanding of concepts within the specific domain. Ability to work in multidisciplinary team, to operate on the frontline of acute care, delivering immediate assessment, resuscitation, stabilization, and disposition for patients across all age groups and clinical presentations. Teaching and supervisory skills including the verbal, written communication, conflict management and excellent time management skills. Knowledge of Public Service Legislation, Policies and Procedures. Innovation, drive and stress tolerance. Resuscitation certificates in any of the following ACLS, ATLS, APLS. Medical expertise, Clinical competence, understanding of Medical regulations and research analysis. Empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honesty, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critical ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentations: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal document, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage area (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/201 : **MEDICAL SPECIALIST GRADE 1 (OBSTRETRICS AND GYNAECOLOGY) REF NO: H/M/42/2026**

SALARY : Grade: 1: R1 395 528 - R1 479 723 per annum
Grade 2: R1 592 274 - R1 688 553 per annum
Grade:3: R1 844 151 - R2 233 674 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology**. Grade 1**: No experience required. **Grade 2**: A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. **Grade 3:** A minimum of ten (10) years relevant experience after registration with the Health Professional Council of South Africa (HPCHS) as a Medical Specialist in Obstetrics and Gynaecology. Current annual registration with HPCSA (2026/2027). Knowledge and Skills: Attributes and Abilities sound clinical concept within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnose and management of patients within the field of expertise. Good verbal and written communication skills and interpersonal skills. Knowledge all Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Concern of excellence. ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and

compassion, problem-solving, leadership and teamwork, adaptability and attention to detail. Honestly, integrity, high work ethics and good interpersonal skills with colleagues, supervisors, patients and multidisciplinary teams.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critical ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentations: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal document, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basic to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage area (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr MJ Maseloa Tel No: (051) 405 1936

POST 43/202 : **DEPUTY DIRECTOR: THERAPEUTIC & MEDICAL SUPPORT SERVICES REF NO: H/D/21/2026 (X1 POST)**

SALARY : R1 087 263 – R1 204 848.per annum, all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior Certificate plus an appropriate Bachelor's degree or equivalent qualification in Speech and Audiology, Speech Therapy, Audiology, Occupational Therapy, Physiotherapy and Dietitian/ Nutrition, social work which allows registration with the HPCSA. A minimum of 3 years of appropriate supervisory, management, or leadership experience within a healthcare or clinical allied health environment after registration with the HPCSA. Current HPCSA annual registration card and HPCSA independent practice certificate. Applicants must be in a possession of a valid South African Driver's license. Skills And Knowledge: Analytical assessment and evaluation skills. Computer literacy and report writing skills (excel, word and PowerPoint). Knowledge of PFMA and budgeting. Strategic capability and leadership. Change management skills, program and project management skills, client orientation and customer focus skills, financial and human resources management skills. Good communication skills (verbal and written in including presentation skills). Skilled in policy development, knowledge of management skills and problem-solving skills. Good interpersonal skills and ability to work under pressure. Relate well to a diversity of personnel and range of stakeholders. Proven experience in coordinating therapeutic, clinical support, or multidisciplinary health services at a hospital or institutional level.

DUTIES : Provide strategic leadership to clinical support and therapeutic services in line with annual performance plan and strategic plans of the hospital, province and National Department of Health. Develop an operational plan. Facilitate implementation of relevant professional's policy guidelines, protocols and SOP's in line with the national and provincial health system. Strengthen clinical governance and clinical care. Co-ordinate and direct clinical support and therapeutic services activities by means of agreed budgets, efficient control of production processes, utilization and relation to provide efficient clinical support and therapeutic services patient care. Manage and equip the clinical support and therapeutic services health workforce across all sections to improve quality, reduce risk, create continuous improvement cultures, and move efficiently develop innovative roles and service.

ENQUIRIES : Dr. MJ Maseloa Tel No: (051) 405 1936

POST 43/203	:	**DEPUTY MANAGER NURSING: PRIMARY HEALTH CARE (PNA8) REF NO: H/D/22/2026**
SALARY	:	R1 069 215 per annum, (all-inclusive salary package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (optional) employees must meet the prescribed requirements)
CENTRE	:	Lejweleputswa District
REQUIREMENTS	:	Basic R25 qualifications i.e Diploma/Degree in Nursing OR a 4 year Bachelor's Degree in Nursing (R174) or equivalent qualifications that allows registration with SANC as a Registered Nurse or Professional Nurse and Midwife. Current registration with South African Nursing Council as a professional nurse (2026/2027). A minimum of 8 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing. At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Valid driver's license. Computer literacy. Extensive experience in Primary Health Care (PHC). Qualification in Primary Health Care will be an added advantage. Skills And Knowledge: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as; Nursing Act, Health Act. Occupational Health and Safety Act. Patient Rights Charter. Batho-Pele Principles. Public Service Regulations. Labour Relations Act. Disciplinary Code and procedure. Grievance Procedure, etc. Strong leadership skills. Financial management skills.
DUTIES	:	Delegate, supervise and coordinate the provision of effective and efficient patient care through adequate nursing care. Initiate and participate in health promotion to ensure consistent communication of relevant, accurate and comprehensive information on health care. Develop, establish and maintain constructive working relationships with nursing and other stakeholders (i.e inter professional, inter sectoral and multi-disciplinary teamwork). Participate in the analysis, formulation and implementation of nursing guidelines, practices, standards and procedures. Effective management and utilization of information. Monitor and ensure proper utilization of financial, human resources and physical resources.
ENQUIRIES	:	Mr. TS Shale Tel No: (057) 352 2706
POST 43/204	:	**MEDICAL OFFICER GRADE 1-3 REF NO: H/M/43/2026**
SALARY	:	Grade 1: R1 041 402 per annum Grade 2: R1 188 255 per annum Grade 3: R1 375 245 per annum all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements
CENTRE	:	Nketoana District Hospital
REQUIREMENTS	:	Matric, MBCHB or equivalent Degree or Appropriate qualification that allows registration with the HPCSA as Medical Practitioner. Valid registration with the Health Professional Council of South Africa (HPCSA) as an independent practitioner. Current registration with the HPCSA for the period of 2026/2027. Experience; **Grad**e **1**: None after registration as a Medical Practitioner with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. **Grade 2**: A minimum of 5 year's appropriate experience as Medical Practitioner after registration with HPCSA as a Medical Practitioner. **Grade 3:** A minimum of 10 year's appropriate experience as Medical Practitioner after registration with HPCSA. Valid driver's license. Knowledge And Skills: Knowledge and skills: Post-internship experience in Obstetrics and Peadiatrics including Neonatal care, responsible management of resources. Team player willing to support other clinical disciplines when they are short staffed. Supervising and training of Medical Intern's students. Academic presentations in the relevant disciplines. Group 3 overtime calls covering Anesthesia and an option of non-surgical calls or surgical calls. Completion of all relevant documents relating to patient care including clinical records, J88's, RAF, COID, etc.
DUTIES	:	Daily clinical management of patients at secondary level as part of a team in a clinical discipline, Gaining skills in the relevant disciplines under the guidance of the specialists. Supervising and training of medical intern's students. Academic presentations in the relevant disciplines. Group 3 overtime calls

		covering anesthesia an option of non-surgical calls or surgical calls. Completion of all relevant documents relating to patient care including clinical records, J88's, RAF, COID, etc.
ENQUIRIES	:	Mr. T Moloi Tel No: (058) 303 5123
POST 43/205	:	**DEPUTY DIRECTOR: FINANCIAL ACCOUNTING REF NO: H/D/23/2026**
SALARY	:	R932 292 - R1 096 195 per annum, all -inclusive package consists of 75% basic salary and 25% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements
CENTRE	:	Fezile Dabi District
REQUIREMENTS	:	Senior Certificate (Grade 12). A relevant tertiary qualification in Bcom (Accounting), BTech in Finance or equivalent at NQF level 7 as recognized by SAQA. 5 years relevant experience in Financial Accounting and 3 years on ASD level. Drives licence will be added as an advantage. Knowledge: Treasury regulations, Public service act (PSA), Public finance management act and Labor relations act. Skills: Presentation, Planning and organizing, Time management. Communication, Conflict management, Facilitation, Computer literate, Financial management, Planning and organizing
DUTIES	:	Manage the financial revenue, expenditure management and accounting sub directorate. Monitor the policy and legislative framework to ensure that cognizance is taken of new developments. Develop and maintain policies and processes. Monitor revenue collected and expenditure incurred and submit reports and plans as required. Monitor compliance with financial prescripts. Provide advice and guidance to role players on revenue and expenditure procedures. Undertake revenue, expenditure management and accounting work as required. Revenue management - Ensure that cashier, banking, debt management, monitoring and reporting services are rendered. Expenditure management – Ensure that payment for compensation of employees, goods and services, transfers, subsidies and reporting are efficiently and effectively performed. Accounting – To provide financial administration and accounting services (legers/journals, accounting and reporting (interim and annual financial statements). Manage the sub-directorate revenue, expenditure management and accounting. Maintenance of discipline. Management of performance and development. Undertake Human Resource and other related administrative functions. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the sub-directorate and report on progress as required.
ENQUIRIES	:	Mr RD Makgokolo Tel No: (016) 97 70 9433
POST 43/206	:	**LOCAL AREA MANAGER: PNB4: REF NO: H/A/45/2026**
SALARY	:	R758 568 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Lejweleputswa District: Nala Local Area
REQUIREMENTS	:	Matric, plus Basic R425 qualifications i.e. Diploma/ Degree in Nursing OR 4 year Bachelor's Degree in Nursing (R174) or equivalent that allows registration with the SANC as a Registered Nurse or Professional Nurse and Midwife plus post basic nursing qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (Primary Health Care). A minimum of 10 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with SANC. At least 6 years of the period referred to above must be appropriate/recognisable experience in Clinical Nursing Science, Health Assessment, Treatment and Care (Primary Health Care) after obtaining the one year post basic qualification in the relevant Clinical Nursing Science, Health Assessment, Treatment and Care (Primary Health Care) specialty. At least 3 years of the period referred to must be appropriate/ recognizable experience at Management level. Advanced Diploma in Health Care Management will be an added advantage. Current registration with the SANC 2026/2027. Knowledge And Skills: The ability to function independently as well as in a multidisciplinary team (Including the NPO sector). Good interpersonal, leadership and communication skills. Computer literacy. Extensive knowledge with statistical data, financial management and contract Management. Valid (Code B/EB) driver's license and willingness to travel. Computer literacy.
DUTIES	:	Responsible for the Corporate and Clinical governs of the health facility (services and programs). Responsible for implementing services delivery

priorities iro clinical protocols, guidelines and SOP that address the Burden of Disease. Responsible for Quality Assurance; IDEAL Clinic implementation and infrastructure maintenance planning. Management of human and physical resources and control of financial expenditure. -Involvement in training programmes in conjunction with Human Resource development and Training component. Liaise with relevant role players ensuring an integrated service within the district. Provide or assist with services within KESS facilities and across the Sub-District in accordance with operational requirements and service delivery needs.

ENQUIRIES : Mr. TS Shale Tel No: (057) 352 2706

POST 43/207 : **ASSISTANT MANAGER NURSING: (PNA4): HEALTH PROMOTION REF NO: H/A/46/2026**

SALARY : R720 819 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Corporate Office: Bloemfontein

REQUIREMENTS : Basic R425 qualification (i.e. diploma/degree in nursing), 4 year's Bachelor degree or equivalent qualification that allows registration with the SANC as a Registered Nurse and Midwife. A minimum of 8 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 3 years of the period referred to above must be appropriate/ recognisable experience at management level. Post graduation in health care management/Nursing Administration. Current registration with South African Nursing Council (SANC) as a Registered Nursing. Post graduate qualification in Public Health will be an added advantage. Knowledge And Skills: Sound knowledge of Health Promotion principles and approaches; Primary Health Care; health education; social and behaviour change communication; community mobilisation and participation; health programmes and referral systems; policy and programme development; stakeholder and intersectoral collaboration; programme planning, monitoring and evaluation; and relevant health legislation, policies, strategies and guidelines. Skills: Planning and organising; effective communication; coordination; facilitation and presentation; health education; community mobilisation; stakeholder engagement; social and behaviour change communication; teamwork; computer literacy; time management; problem-solving; data analysis; operational management; monitoring and evaluation; report writing; financial management; and driving skills.

DUTIES : Strategic Planning, Policy and Programme Coordination: Develop departmental Health Promotion strategy aligned to departmental priorities. Oversee and coordinate Provincial and district Health Promotion activities across relevant clinical and public health programs. Incorporate Health Promotion priorities into relevant programme and service-delivery plans. Monitor Implementation of approved strategies, policies, guidelines and plans. Develop a risk action plan, implementation plan of underperformance identified, Required programme reports submitted within prescribed reporting periods. Health Education, Communication and Social & Behaviour Change: Implement Evidence-based health education and behaviour-change interventions. Develop and adapt Priority health messages according to identified health needs and programme priorities. Develop and ensure availability of Information, Education and Communication materials for campaigns and community interventions. Communication interventions address identified barriers to healthy behaviour and utilisation of health services. Facilitate and monitor Effectiveness and reach of health communication interventions. Community Mobilisation, Advocacy and Stakeholder Management: Plan and implement Community mobilisation activities in support of priority health programmes. Establish and maintain Partnerships with relevant government departments, municipalities, NGOs, community structures and other stakeholders. Facilitate Stakeholder participation during health campaigns and community interventions. Community health needs and concerns incorporated into Health Promotion planning where appropriate. Implement Advocacy initiatives to support healthy lifestyle, early health-seeking and utilisation of preventive services. Develop/establish and maintain constructive working relationships with relevant stakeholders (i.e. inter-professional, inter-sectoral and multi-disciplinary teamwork): Collaborate with members of the health and social care teams and participate in decision-making pertaining to health care delivery.

Consult within the multi-disciplinary health teams, organizations and special interest groups when dealing with community health issues and needs. Disseminate information on epidemics, nutritional disease, maternal and infant morbidity and mortality and other common diseases. Participate in multi-disciplinary quality assurance task teams. Monitor and ensure proper utilization of financial and physical resources: Participate in the development of the business plan and promote or identify ways of containing health care costs without compromising standards. Motivate for relevant material resources. Manage and control assets. Develop the business plan in line with the strategic plan. Ensure proper implementation of the budget by monitoring, projecting and reporting expenditure. Ensure that spending is maximized in line with strategic objectives. Monitoring, Evaluation, Reporting and Quality Improvement. Monitor Health Promotion activities against approved plans and agreed indicators. Provincial and district performance information collected, reviewed and consolidated. Compile and submit routine performance reports according to reporting requirements. Identify Performance trends, programme gaps and areas of underperformance and develop quality improvement plans to support programs. Review Health-promotion interventions to determine whether intended outputs are being achieved. Use Programme performance information to inform future planning and resource prioritisation.

ENQUIRIES : Me. L Mangoejane Tel No: (051) 408 1000

POST 43/208 : **OPERATIONAL MANAGER NURSING: OCCUPATIONAL CLINIC: (PNB3) REF NO: H/O/15/2026**

SALARY : R720 819 - R821 454 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Matric plus Diploma/Degree in Nursing or equivalent to R425 qualification or - A 4 years Bachelor degree in Nursing R 174 or equivalent qualification that allows registration with the SANC as a Registered Nurse or Professional Nurse and Occupational Health in Nursing Science. A minimum of 9 years appropriate/ recognisable experience in nursing after registration with SANC as a Professional Nurse. At least 5 years of the period referred to above must be appropriate/recognisable speciality after obtaining the 1 year post basic qualification in Occupational Health in Nursing Science. Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong management and leadership skills. Computer literacy.

DUTIES : Overall supervision of staff and control quality patient care in the facility. Ensure formulation and availability of Clinical Patient Care Protocol and Policies in the department. Ensure efficient implementation and evaluation of quality Primary Health Care Package by provision of quality comprehensive community health care: Provision of advanced/more complex primary curative health care. Provision of advanced/more complex health care services. Provision of advanced/more complex rehabilitation services. Provision of administrative services: Plan and organize clinics. Complete statistics. Ensure the ordering and control of stationary, medical class 11 stock, consumables. Ensure safekeeping. Ensure the ordering and control of medication as necessary. Up to date knowledge of appropriate legislation, regulations and departmental policies. Involvement with community meetings and committees. Financial planning and indirect control of expenditure. Provision of educational services: Clinical teaching, training and continuous evaluation of students. Teaching patients on a one-to-one basis. Personnel development, i.e assessing in-service training needs, planning and implementing of training programme. Continuous self study, professional development, ensuring awareness of new professional developments. Health education of patients, public and staff. Assist patients and families to develop a sense of self-care. Provide of clinical services: Ensure evaluation and follow-up of patients during clinic visits. Initiate treatment, implementation of programmes and evaluations of patients' clinical conditions. Promoting scientific quality nursing care. Administrate and control medication. Individual consultation sessions. Identify community needs. Initiate minor ailment treatment. Initiate community participation. Coordinate between hospital and community. Maintaining professional secrecy and preventing medico-legal risks. Attend and participate in doctors' visits. Arrange admission and outpatient appointments. Accountable for overall and effective

management of Quality Nursing Services. Responsible for the implementation of the disciplinary measures.

ENQUIRIES : Mr. SL Moshoke Tel No: (051) 405 1940

POST 43/209 : **OPERATIONAL MANAGER NURSING: (PNB3) ORTHOPAEDIC WARD REF NO: H/O/16/2026**

SALARY : R720 819 - R821 454 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Matric plus Basic R425 qualification (i.e. diploma/degree in nursing) or - A 4 year Bachelor Degree in Nursing or equivalent qualification that allows registration with the SANC as a Registered Nurse or Professional Nurse and Orthopaedic. A post-basic in Orthopaedic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms. A minimum of 9 years appropriate/recognisable experience in nursing after registration as Registered Nurse. At least 5 years of the period referred to above must be appropriate/ recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty. Knowledge And Skills: Good communication skills and interpersonal relations. Ability to work under pressure. Computer literacy. Nursing administration. Knowledge of people management, financial management and conflict management.

DUTIES : Demonstrate an in depth understanding of nursing legislation and legal and ethical nursing practices and how this impact on service delivery. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate and basic understanding of HR and financial policies and practices. Demonstrate effective communication with patients, supervisor, other health professionals and junior colleagues, including more complex reports writing when required. Work as part of a multidisciplinary team at unit level to ensure good nursing carte by the nursing team. work effectively and amicably, at a supervisory level, with persons of diverse intellectual, culture, racial or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing services in the unit. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. Able to develop contracts, build and maintain a network of professional relations in order to enhance service delivery. Demonstrate basic computer literacy as support tool to enhance service delivery.

ENQUIRIES : Mr. SL Moshoke Tel No: (051) 405 1940

POST 43/210 : **OPERATIONAL MANAGER SPECIALTY GRADE 1 (TRAUMA UNIT) (PNB3): REF NO: H/O/17/2026**

SALARY : Grade 1: R720 819 – R821 454 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : Diploma/Degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council. Advanced Nursing qualification in Trauma or Orthopedic. Registration with SANC as a Professional Nurse plus a post basic nursing qualification accredited with SANC. A minimum of 9 years appropriate/ recognizable experience in nursing after registration with SANC as a Professional Nurse. At least 5 years of the period referred to above must be appropriate/ recognizable experience after obtaining the 1 year post basic qualification. Current registration with the South African Nursing Council (SANC). Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong management and leadership skills. Computer literacy.

DUTIES : Overall supervision of staff and control quality patient care in the facility. Ensure formulation and availability of Clinical Patient Care Protocol and Policies in the department. Ensure efficient implementation and evaluation of quality Primary Health Care Package. Accountable for overall and effective management of

		Quality Nursing Services. Responsible for the implementation of the disciplinary measures.
ENQUIRIES	:	Mr. SL Moshoke Tel No: (051) 405 1940
POST 43/211	:	**CHIEF RADIOGRAPHER GRADE 1-2: REF NO: H/C/31/2026**
SALARY	:	Grade 1: R598 260 – R664 410 per annum Grade 2: R683 808 – R756 444 per annum plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Bongani Regional Hospital
REQUIREMENTS	:	Grade 12 (Matric) / Senior certificate. National Diploma / Degree in Diagnostic Radiography. Registration with the HPCSA as a Diagnostic Radiographer (Independent Practice). Current registration as a Diagnostic Radiographer (2026/2027). Experience: A minimum of three years relevant experience in Diagnostic Radiography after registration with the Health Professions Council of South Africa (HPCSA). Knowledge And Skills Knowledge of Radiography protocols. Computer literacy (MS Windows, Word, Excel, and PowerPoint). Good interpersonal and Supervisory skills and knowledge of the Staff Performance Management System. Good organizational, decision-making and conflict resolution skills, understanding of quality assurance and strong commitment to high service standards. Ability to work under pressure. Communication skills. Interpersonal skills.
DUTIES	:	Manage and or supervise the Radiographic service in the facility. Supervise and perform general radiography, fluoroscopy, mobile radiography and theatre. Must be able to work with patients with acute medical conditions. Rotate through Trauma/ CT/ Fluoroscopy/ Theatre / Mobiles/ General X-rays. Participate in 24-hour service of the department. Provide radiation protection, quality assurance and equipment safety; advanced CT scan support. Perform advanced CT imaging as require by the department. Training – Be responsible for staff and student teaching and training. People management – Manage radiography and support personnel, this includes doing their performance appraisals. Engage with vendors with regards to the maintenance of equipment of all modalities. Provide statistics and report on daily activities and equipment status.
ENQUIRIES	:	Mr. T Tsoho Tel No: (057) 916 8285
POST 43/212	:	**CHIEF OCCUPATIONAL THERAPIST GRADE 1-2: REF NO: H/C/32/2026**
SALARY	:	Grade 1: R598 260 – R664 410 per annum Grade 2: R683 808 – R756 444 per annum plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Bongani Regional Hospital
REQUIREMENTS	:	National senior certificate / Grade 12, a Diploma/Degree in Occupational Therapy. Independent registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist, current registration with the Health Professions Council of South Africa (HPCSA) for 2026/2027. Experience: A minimum of three years' experience after registration with Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Inherent requirement of the job: Willingness to work overtime when required. Willingness to travel. A valid (Code B/EB) drivers license and ability to drive. Knowledge And Skills: Knowledge of international, National and Provincial policies, legislation and guidelines related to disability, rehabilitation, eye care, palliative care and ageing services. Ability to work under pressure. Communication skills. Interpersonal skills. Project or programme planning, coordination and implementation within health systems. Understanding of clinical governance, quality assurance, monitoring and evaluation and risk mitigation in health and rehabilitation services. Strong analytical skills and ability to interpret data for service planning and quality improvement. Computer literacy, written and verbal communication skills. Stakeholder engagement, collaboration and system-level problem-solving. Understanding of rehabilitation and healthcare ecosystems within the broader provincial health system.
DUTIES	:	Provide technical, programme and implementation support for disability, rehabilitation, eye care, palliative care and care of the elderly programmes. Lead and support the development, review and implementation of guidelines,

standard operating procedures and service delivery models. Provide technical input into national and provincial tenders for assistive technologies, rehabilitation and eye care equipment and therapeutic materials. Lead and support the development, implementation, monitoring and evaluation of service delivery projects and initiatives to inform planning and quality improvement. Support Intersectoral collaboration with government departments, higher education institutions and other departments or other stakeholders.

ENQUIRIES : Mr. T Tsoho Tel No: (057) 916 8285

POST 43/213 : **CHIEF DIAGNOSTIC RADIOGRAPHER GRADE 1 REF NO: H/C/33/2026 (X2 POSTS)**

SALARY : Grade 1 R598 260 – R664 410 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Pelonomi Tertiary Hospital

REQUIREMENTS : National Senior certificate/Grade 12 or equivalent. Diploma/Degree that allows registration with the Health Professions Council of South Africa (HPCSA)as a Diagnostic Radiographer as recognized by SAQA. Current registration with HPCSA. Experience: A minimum of 3 years' appropriate experience after registration with the Health Professions Council of South Africa (HPCSA) as Diagnostic Radiographer (Independent Practice) in respect of employees who performed Community Service as required in South Africa Knowledge and Skills: Sound knowledge of the philosophy underpinning practice in radiography. Knowledge of code of conduct arising from professional and statutory sources. Knowledge of pathological processes and their imaging appearance. Knowledge of Diagnostic Radiography procedures. Knowledge of radiographic equipment and accessories associated with relevant techniques. Sound knowledge of radiation control regulations, safety measures and policies. Knowledge of Occupational Health and Safety and other relevant acts, policies and regulations. Knowledge of quality assurance procedures and methods as per radiation control directorate. Good leadership, negotiation, problem solving, communication and interpersonal skills. Knowledge of public service policies, acts and regulations.

DUTIES : Support the Radiography Manager in order to meet the objective of the department and a provision of a 24-hour radiography service. Perform general Radiography, CT scan, Fluoroscopy, portable/mobile x-rays, theatre and MRI examinations, mammography (where qualifications are as per SAHPRA and HPCSA requirements). Participate in continuous professional development. Manage the sub-component by supervising Radiography junior staff, students and administrators performing relevant administrative functions related to clinical functions as delegated. Ensure efficient and effective control and use of all equipment, implementation and monitoring of policies and procedures to ensure the effective and efficient functioning of the department. Participate in the quality assurance programs as required by the Radiation Control Directorate and Department of Health.

ENQUIRIES : Me. EN Raphela Tel No: (051) 405 1726

POST 43/214 : **OPERATIONAL MANAGER: NURSING (PNA5): REF NO: H/O/14/2026 (X3 POSTS)**

SALARY : R571 161 – R654 285 per annum

CENTRE : Katleho District Hospital

REQUIREMENTS : Minimum education qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing council (SANC) as a Registered Nurse. Or - A 4 years Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse and Midwife. Registration with the SANC as a Registered Nurse. A minimum of 7 years appropriate/recognizable nursing experience after registration as a professional Nurse with the SANC in General Nursing. Knowledge And Skills: Knowledge of PFMA, Batho Pele Principles, Patient Rights Charter and other relevant legal frameworks, Labour Relations and Public Service Acts. Managerial and communication (both written and verbal), report writing and problem - solving skills. Knowledge of six key priority areas, ability to work under pressure. A valid driver's license. Computer literacy.

DUTIES	:	Provision of optimal, holistic specialized nursing care with care with set standards and within professional/legal framework. Effective utilization of resources. Participation in training and research. Provision of support to Nursing Services. Maintain professional Growth/ethical standards and self-development. Promote and ensure quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate basic understanding of human resource. financial policies, 119 nursing legislation, relevant ethical nursing practice and how this impact on service delivery. Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues including more complex report writing when required.
ENQUIRIES	:	Me. NPL Sithebe Tel No: (051) 212 9454
POST 43/215	:	**OPERATIONAL MANAGER NURSING: GENERAL: SURGERY WARD (PNA5): REF NO: H/O/17/2026**
SALARY	:	R571 161 - R654 285 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Pelonomi Tertiary Hospital
REQUIREMENTS	:	Matric, Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Registered Nurse. OR - A 4-year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with the SANC as a Professional Nurse or General Nurse. A minimum of 7 years appropriate/ recognizable experience in nursing after registration with the SANC as a Professional Nurse in General Nursing. Current registration with SANC. Knowledge And Skills: Knowledge of nursing care standards, processes and procedures and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, Nursing Strategy, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance procedure, etc. Skills Development Act.
DUTIES	:	Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care. Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Supervise and evaluate the treatment of common and minor conditions. Plan, develop and administer policies and procedures within the prescribed nursing standards and regulations. Comply with statutory requirements and departmental policies, procedures and administrative duties. Perform risk assessment to identify and prevent health care problems, immediate treatment of employees and take remedial steps to ensure safety of employees. Ensure that the unit complies with OHSC standards to ensure optimum functioning of the unit.
ENQUIRIES	:	Mr. SL Moshoke Tel No: (051) 405 1940
POST 43/216	:	**ASSISTANT DIRECTOR: ADMINISTRATION REF NO: H/A/46/2026**
SALARY	:	R487 197 - R584 370 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Parys District Hospital
REQUIREMENTS	:	An appropriate National Diploma NQF Level 6 in Public Management / Public Administration / Business Management / Administration or related field. A minimum of 3-5 years' experience in Administration / Support Services of which 2 years must be supervisory experience. Valid driver's license Knowledge: Knowledge of Public Service Act, Public Service Regulations, PFMA, Treasury Regulations, Labour Relations Act and other relevant prescripts. Knowledge of Hospital Administration, Human Resource Management, Financial Management and Supply Chain Management procedures. Knowledge of PERSAL, LOGIS, BAS systems. Skills: Good communication, leadership, strategic planning and organizational skills. Computer literacy (MS Word, Excel, PowerPoint). Ability to work under pressure and meet deadlines. Knowledge of Batho Pele Principles.
DUTIES	:	Manage and coordinate all administrative and support services in the institution including HR, Finance, Supply Chain, Patient Administration, Transport, Security, Cleaning, Catering, Laundry and Maintenance. Ensure effective Human Resource Management including recruitment, PMDS, Labour Relations, leave management and staff development. Ensure effective

Financial Management in line with PFMA, Treasury Regulations and Division of Revenue Act including budget control and expenditure monitoring. Ensure effective Supply Chain Management including procurement, asset management, contract management and provisioning. Ensure effective management of Patient Administration, Records and Information Management. Ensure compliance with policies, prescripts, and audit requirements and implement risk management strategies. Provide strategic and operational support to the Hospital Management and act as a link between the hospital and District Office. Supervise staff, manage performance and ensure service delivery improvement.

ENQUIRIES : Mrs K Makgalemele Tel No: (056) 816 2115

POST 43/217 : **ASSISTANT DIRECTOR: ADMINISTRATION REF NO: H/A/47/2026**

SALARY : R487 197 - R584 370 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Fezi Ngubentombi District Hospital

REQUIREMENTS : National Diploma NQF Level 6 in Public Management / Public Administration / Business Management / Administration or related field. A minimum of 3-5 years' experience in Administration / Support Services of which 2 years must be supervisory experience. Valid driver's license Knowledge and Skills: Knowledge of Public Service Act, Public Service Regulations, PFMA, Treasury Regulations, Labour Relations Act and other relevant prescripts. Knowledge of Hospital Administration, Human Resource Management, Financial Management and Supply Chain Management procedures. Knowledge of PERSAL, LOGIS, BAS systems. Skills: Good communication, leadership, strategic planning and organizational skills. Computer literacy (MS Word, Excel, PowerPoint). Ability to work under pressure and meet deadlines. Knowledge of Batho Pele Principles.

DUTIES : Manage and coordinate all administrative and support services in the institution including HR, Finance, Supply Chain, Patient Administration, Transport, Security, Cleaning, Catering, Laundry and Maintenance. Ensure effective Human Resource Management including recruitment, PMDS, Labour Relations, leave management and staff development. Ensure effective Financial Management in line with PFMA, Treasury Regulations and Division of Revenue Act including budget control and expenditure monitoring. Ensure effective Supply Chain Management including procurement, asset management, contract management and provisioning. Ensure effective management of Patient Administration, Records and Information Management. Ensure compliance with policies, prescripts, and audit requirements and implement risk management strategies. Provide strategic and operational support to the Hospital Management and act as a link between the hospital and District Office. Supervise staff, manage performance and ensure service delivery improvement.

ENQUIRIES : Mr C Foforane Tel No: (016) 97 70 9433

POST 43/218 : **ASSISTANT DIRECTOR: ADMINISTRATION REF NO: H/A/48/2026**

SALARY : R487 197 - R584 370 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Senorita Ntlabathi District Hospital

REQUIREMENTS : Matric plus an undergraduate qualification in Public Administration / Human Resource Management or relevant qualification at NQF Level 6 as recognized by SAQA. Minimum of 3-5 years' experience of which 2 years should be on supervisory level. Knowledge And Skills: Departmental legislation and prescripts. Knowledge of employment equity act. Basic conditions of employment. Public finance management act (PFMA). Public service regulations (PSR). Public service act (PSA). Basic Personnel Administration. Skills: Presentation, Planning and organizing, Time management, Communication, Conflict management, Facilitation, Computer literate, Financial management, Problem solving skills, Drivers license and report writing skills.

DUTIES : Ensure effective and effective Human Resource Management: Personnel budget, monitor the compensation of employees budget- overtime. Manage and co-ordinate human resources administration matters within the hospital. Management of foreigners contracts. Management of personnel template. Performance management. Ensure the successful implementation of the

department. Management of the payroll. Auditing of leave/absenteeism. Conduct HR audit. Monitor implementation of Audit action plan. Personnel development. Management of discipline and absenteeism. Signing of comprehensive job descriptions. Planning, monitoring and evaluation of Administration and support components in order to ensure prudent management of resources.(Mortuary, Porters, Switchboard, Housekeeping services, Auxiliary services, Laundry services, Maintenance Services, Convening of weekly administrators strategic, Planning of services to be delivered/provision of services, Monitoring of compliance in lieu of the following: H24-repair of the water leakages; the availability of the heating system; the cooling systems; monitoring of plant, cold rooms, availability of linen, availability of security at critical points etc. Ensure sound employment relations in the hospital: Chairperson of the disciplinary committee for the directorate. Submission of monthly reports on labour matters to corporate office according to protocol. Management of strike and reporting to Employee relations. Provision of guidance on the use of disciplinary procedures. Recording of the disciplinary records for the employee and reporting to management on progressive rehabilitation process. Ensure trained and efficient staff members in the hospital. Plan the training needs of the hospital. Consolidate the training needs of the institutions. Develop institutional training database for all staff members. Evaluate/adjudicate the skills development plans of the staff members. Recommend the skills needs to the district skills development officer for the staff. Monitor the utilization of the skills budget and report to the management on a monthly basis. Overseeing interaction of information technology and maintenance of the system. Ensure that users problems are resolved. Ensure the coordination for the installation of new hardware's. Ensure that the operation of computer equipment's are tested and monitored.

ENQUIRIES : Mr. BD Kheswa Tel No: (051) 923 2009

POST 43/219 : **OCCUPATIONAL THERAPIST REF NO: H/O/19/2026**

SALARY : Grade 1: R413 121 - R472 359 per annum
Grade 2: R482 499 - R550 389 per annum
Grade 3: R564 822 - R683 808 per annum
plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Senorita Ntlabathi District Hospital

REQUIREMENTS : of South Africa (HPCSA) as an Occupational Therapist independent practitioner, plus current registration for the period 2026/2027. Work exposure or further training & education will be an added advantage. Experience: **Grade 1:** None after registration with the Health Professions Council of South Africa in the relevant professional (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa. One-year relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant professional (where applicable) in respect of foreign qualified employees, of who it is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum of 10 years after registration with the Health Professions Council of South Africa in the relevant professional (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa. Minimum of 11 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant professional (where applicable) in respect of foreign qualified employees, of who it is not required to perform Community Service, as required in South Africa. **Grade 3:** Minimum of 20 years after registration with the Health Professions Council of South Africa in the relevant professional (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa. Minimum of 21 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant professional (where applicable) in respect of foreign qualified employees, of who it is not required to perform Community Service, as required in South Africa. Must be willing to do outreach visits. Knowledge And Skills: Knowledge of public service legislations, policies, and procedures. Good written and communication skills. Ability to work as a member of a multidisciplinary team. Analytical thinking, independent decision-making, and

problem-solving skills. Good communication and interpersonal relation skills. Ability to work under pressure. Computer literacy will be an added advantage.

DUTIES : Assess and treat all adult or paediatric patients with physical or psychiatric disorders, within allocated clinical load. Assist with other clinical loads as needed. Partake in allocated administrative duties. Adhere to provincial, hospital and departmental policies, procedures, guidelines, and regulations. Participate in quality assurance methods. Communicate effectively with all stakeholders. Follow the correct channels of communication. Oversee allocated officials. Participate in CPD activities. Supervise OT students. Exercise care with all consumables and equipment. Do outreach visits.

ENQUIRIES : Me. BKM Mashego Tel No: (058) 303 5123

POST 43/220 : **ARTISAN FOREMAN REF NO: H/A/49/2026**

SALARY : Grade A: R397 329 – R450 504 per annum
Grade B: R471 753 - R593 934 per annum
plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Fezile Dabi District

REQUIREMENTS : National diploma in built environment. Valid driver's license. National Senior Certificate (Grade 12). Appropriate / (Accredited Artisan Trade Certificate / Diploma) trade test qualification in electrical. Minimum 5 years post qualification as a qualified artisan and on supervisory level Knowledge: Supply Chain Management procurement processes. Stakeholder management. Occupational Health and Safety compliance matters. Skills: Communication skills, Interpersonal skills, Organizational skills. Planning, program and project management skills, Time management skills, Coaching and mentoring skills.

DUTIES : To perform and/or supervise technical design, production, operation and maintenance services. Undertaking of short-/ medium-/ long-term planning of maintenance activities at the facilities. Management of all artisans and personnel Including supervising, mentoring and evaluation of personnel. The development/maintenance of building works standards. Coordination of all Planned and Unplanned day to day maintenance activities. Manage equipment, tools and machinery. Supervise preventative maintenance on infrastructure on facilities

ENQUIRIES : Mr RD Makgokolo Tel No: (016) 9732402

POST 43/221 : **SOCIAL WORKER REF NO: H/S/11/2026**

SALARY : Grade 1: R352 200 - R382 374 per annum
Grade 2: R397 119 - R459 996 per annum
Grade 3: R477 564 - R522 186 per annum
the prescribed requirements.13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet

CENTRE : Free State Psychiatric Complex Hospital

REQUIREMENTS : Matric and Bachelor of Social Worker as recognised by SAQA. Current Registration with SACSSP as a social worker. Valid driver's license. Experience: **Grade 1:** None. **Grade 2:** A minimum 10 years appropriate experience in social worker after registration as a Social Worker with SACSSP. **Grade 3:** A minimum of 20 years appropriate experience in social worker after registration as a Social Worker with SACSSP. Knowledge And Skills: A good understanding of the biopsychosocial model of human behaviour. Demonstration of social worker professional values and compliance with the implications of the South African Council for Social Worker Code of Ethics (1986) in Social practice. Effective Social Worker administrative, clinical and documentation skills including critical thinking, planning, time management and reporting skills. Lear verbal and written communication skills. Support and advocate for the needs, rights and responsibilities of vulnerable individuals/groups. Observe and respect professional boundaries and maintain professional relationships while being able to contribute effectively in teams. Be polite and reasonable in dealing with the multi-disciplinary team, the client system, colleagues, the employer and public. Willingness and ability to develop professionally and personally.

DUTIES : Provide quality holistic psychosocial services, with specific focus on the specialized method of Play Therapy to service users of the Child Unit at tertiary level according to the provisions of the Mental Health Care Act (Act No 117/2002), and develop as Mental Health Care Provider. Provide holistic

psychosocial treatment, with specific reference to parental guidance and systemic intervention to the user's supportive and administrative Social Worker interventions. Provide quality holistic psychosocial services in regard to community resource networking, with specific reference to the provisions of the Children's Act; Act No 38 of 2005 that provide for the protection of children in South Africa, to promote community integration and psychosocial wellbeing. Participate in the multi professional team providing tertiary services to children at the FSPC Child Unit specific reference to psychosocial risk management and the safety and rights of children according to the Children's Act; Act 38/2005 and the Mental Health Act; Act No 117/2002. Participate in quality assurance and risk management, through continuous professional development, peer group discussions, in-service training, auditing, reporting, consultation and supervision, internal communication and information management. Management of allocated resources for sustainable health services to client systems of the FSC Child Unit through participation in management of equipment, assets, consumables necessary for sustaining quality psychosocial services in response to service demands.

ENQUIRIES : Me. M Moore Tel No: (051) 407 9482

POST 43/222 : **LABOUR RELATIONS OFFICER (X2 POSTS)**

SALARY : R338 106 - R398 227 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Fezile Dabi District Ref No: H/L/4/2026
Fezi Ngubentombi District Hospital Ref No: H/L 5/2026

REQUIREMENTS : Senior Certificate (Grade 12). Recognized NQF6 in Labour Law/ Labour Relations or equivalent qualification. Valid South African driver's license Knowledge: Labour Relations Legislation. Processes of labour relation matters. Computer literacy. Skills: Good communication skills. Facilitation skills. Conflict resolution skills. Analytical skills. Presentation skills. Negotiation skills. Organizing skills. Interpersonal relationship skills.

DUTIES : To handle misconduct cases, grievances and disputes in line with relevant legislation/ resolutions to ensure proper resolution thereof. Preliminary investigate misconduct cases, grievances and disputes. Report on outcome of preliminary investigations of labour relation matters. Implement misconduct procedures. Implement grievance procedures. Implement dispute procedures. To advise management on all labour relations matters in order to minimize unfair labour practices. Advise on disciplinary procedures. Advise on grievance procedures. Advise on dispute procedures. To capture information of misconduct cases, grievances and disputes on employee relations management information system for record keeping purposes. Update labour relation information on the system. Report progress on a monthly basis. Maintain the disciplinary filing system. Report on strike actions. To provide a secretariat service to the departmental consultative committee. Compile and distribute the agenda to the relevant members. Distribute the minutes of the previous meeting. Draft minutes of the meeting in line with discussions and decisions

ENQUIRIES : Mr RD Makgokolo Tel No: (016) 97 70 9433
Mrs W Van Loggerenberg Tel No: (016) 973 1650)

POST 43/223 : **FOOD SERVICES MANAGER REF NO: H/F/1/2026**

SALARY : R338 106 - R398 227 per annum, plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

CENTRE : Fezi Ngubentombi District Hospital

REQUIREMENTS : National Diploma in Food Service Management (3 Years) or relevant qualification. Valid Driver License. Minimum of three (3) years' supervisory experience in a hospital environment Knowledge and Skills: Public Finance Management Act (PFMA). Basic Condition of Employment Act (BCEA). Labour Relation Act (LRA). Employment Equity Act (EEA). Public Service Regulation (PSR). Public Service Act (PSA). Treasury Regulations issued in terms of the PFMA. Free State Provincial Revenue Act. Performance Management System (PMS). National Health Act. Provincial Health Act. Free State Hospitals Act. People Management. Project management. Skills: People Management. Financial Management. Problem Solving. Planning & organizing. Time Management. Policy analysis and development Good Communication skills. Report writing skills. Conflict management. Computer literacy.

DUTIES	:	Manage and render of quality food provisioning and food service administration. Ensure quality food provisioning for both normal and therapeutic diets (Menu planning and food preparation). Collaborating with registered dietitians to create patient menus, considering dietary restrictions, preferences, and special needs. Collaborating with medical staff to provide individualized patient nutrition care and plan modified diets. Ensuring patients are satisfied with their meals and addressing any complaints or concerns. Monitor and manage the allocated food service budget. Compiling of a demand plan for the food service unit). Procurement of food items using the correct supply chain procedures. Managing food inventory, ordering supplies, and controlling costs. Ensure effective management of assets and compliance with safety and health standards. Assist with good practices in health and safety measures. Implementing and maintaining food safety and sanitation procedures, ensuring compliance with health and safety regulations. Ensure compliance to hygiene standards within the food service unit. Assist with good practices in hygiene. Overseeing food preparation, ensuring adherence to standardized recipes, portion control, and quality standards. Stay up-to-date on regulations and accreditation standards related to food service operations. Address challenges that arise in the food service department and implement effective solutions. Effectively manage human resources. Evaluate and monitor performance of employees to ensure achievement of goals and objectives. Monitor the development of sub-ordinates. Develop and maintain employee motivation. Manage leave of sub-ordinates.
ENQUIRIES	:	Mrs W Van Loggerenberg Tel No: (016) 973 1650
POST 43/224	:	**OCCUPATIONAL THERAPY TECHNICIAN REF NO: H/O/18/2026**
SALARY	:	Grade 1: R269 106 per annum Grade 2: R313 800 per annum plus, 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
CENTRE	:	Free State Psychiatric Complex Hospital
REQUIREMENTS	:	Appropriate qualification that allows registration with the HPCSA as Electro-Cardiogram Assistant. Registration with the Health Professional Council of South African (HPCSA) as Electro-Cardiogram Assistant. **Grade 1**: None after registration with the Health Professional Council (HPCSA) as Electro-Cardiogram Assistant. **Grade 2**: A minimum of 10 years appropriate experience as Electro-Cardiogram Assistant after registration with the HPCSA as Electro-Cardiogram Assistant. Knowledge And Skills: Knowledge Computer Literacy, Ability to work in multi-disciplinary team. Active participation in planned programs/ plans to enhance involvement, capacity building, open communication and participative management in the Therapeutic and Medical Support services Division. Good record management skills.
DUTIES	:	Duties Effective and efficient implementation of developed clinical occupation therapy programmes to ensure compassionate and quality Occupation Therapy Service rendered according to the OT scope of practice and Mental Health Care Act. Participate in quality assurance projects in Occupational Therapy service delivery. Communication with members of the multi-disciplinary team regarding patient care. Participate in intra and inter departmental collaboration with relevant stakeholders including but not limited to caregivers of service users. Participate in information & risk management in Occupational Therapy sub-division. Manage of allocated resources (consumables and equipment). Ongoing professional development as Occupational Therapy Technician. Administrative functions required by the job and the area practice profile.
ENQUIRIES	:	Ms M Moore Tel No: (056) 816 2115

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 representatively 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 as indicated
CLOSING DATE	:	11 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, including SMS, shall undertake two pre-entry assessment. 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. 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 e.g. 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.

OTHER POSTS

POST 43/225 : **DEPUTY DIRECTOR: INTERNAL AUDIT REF NO: 1104/1**

SALARY : R932 292 per annum (Level 11), all-inclusive remuneration package, (This all-inclusive remuneration package consists of a basic salary, the State's contribution to contribution to the Government Employees Pension fund and a flexible portion that may be structured in term of the applicable rules.

CENTRE : Bloemfontein

REQUIREMENTS : An appropriate (NQF 7 Qualification) in Internal Audit. B. Com (Accounting/Auditing) B Tech Financial Information System or equivalent qualifications Certified Information Systems Auditor 3 Years in an audit environment as Assistant Director. Member of the Institute of Internal Auditors (IIASA): Valid Driver's Licence. Certified Internal Auditor (CIA / Internal Audit Professional (AIP) will serve as an advantage.

DUTIES : Evaluate the department's internal control systems, to determine their adequacy and effectiveness. Participate in the development of the three-year strategic based internal audit plan. Develop the annual internal audit operational plan allocate work accordingly and report on progress. Ensure quality control of work delivered by sub-ordinates. Ensure the execution of the internal audit engagements including the information technology audits as per approved plan. Develop implement and maintain processes to ensure proper control of work. Communicate the results of internal audit engagements. Collate information for the compilation of internal audit activity report to the Accounting Officer and Adir committee. Provide advice and guidance to sub-ordinates on the requirements and implementation of internal audit methodologies, policies and procedures. Participate in the coordination with other internal and external service providers of assurance to ensure proper coverage to minimize duplication of effort. Study professional journals and publication to ensure thar cognizance is taken of new developments. Monitor and study the relevant industry, legislative standards changes and policy frameworks continuously. Manage performance and development of sub-ordinates.

ENQUIRIES	:	Ms I Ikaneng at 066 474 7209
POST 43/226	:	**DEPUTY DIRECTOR: LANGUAGE SERVICES REF NO: 2330/ 02**
SALARY	:	R932 292 per annum (Level 11), all-inclusive remuneration package, (This all-inclusive remuneration package consists of a basic salary, the State's contribution to contribution to the Government Employees Pension fund and a flexible portion that may be structured in term of the applicable rules.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	An appropriate NQF 7 Qualification preferably in Language Practice and Humanities/ Language Administration studies. 3 Years' experience as Assistant Director in language planning, translation, editing, interpreting and literature development. Combination of the following skills and/knowledge time management, interpersonal and communication skills, negotiation ability and experience in policy development and monitor compliance to these policies, Valid Driver's License.
DUTIES	:	To provide strategic direction to all units within the Language service sub-directorate Develop language regulation, policies for the province and assist Local Municipalities with the development of their language policies. Responsible for preparation. presentation of various quarterly reports as well the development and implementation of an Annual Performance plan and monthly performance reports. Maintain sound working relations with civil society and related interest groups related to the development of languages and promotion of previously marginalised languages. Coordinate and act as chairperson for the Inter-Departmental language forum and represent the department at the Free State Language Forum. Responsible for management of asset, human and financial resources allocated to the Sub-Directorate.
ENQUIRIES	:	Ms T Modupe at 066 479 1443
POST 43/227	:	**DEPUTY DIRECTOR PROFESSIONAL SUPPORT SERVICES REF NO: 3100/ 14**
SALARY	:	R932 292 per annum (Level 11), all-inclusive remuneration package, (This all-inclusive remuneration package consists of a basic salary, the State's contribution to contribution to the Government Employees Pension fund and a flexible portion that may be structured in term of the applicable rules.
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Applicants must be in possession of an appropriate recognized NQF level 7 qualification e.g. Library and Information related study field. At least 3 years working experience in Library and Information services in junior management capacity. Experience in the field of collection management, electronic library system, information services, research, library and development training. Knowledge in library management specialized in field of collection research, training and development, system management, research, training and development, financial management, human resources management, project management and customer care. valid Driver's License.
DUTIES	:	Responsible for the establishment of a professional support service within library services by plan and monitor key output areas like collection management, specialized information services, research as well as training and development services to ensure strategic objectives are reached. Manage the financial resources of the Sub-Directorate which include budget management as Budget responsibility manager, coordinating procurement of good and services, Assets management Risk management and human resources management.
ENQUIRIES	:	Ms L Twala at 066 479 1247
POST 43/228	:	**ASSISTANT DIRECTOR: INTERNAL AUDIT REF NO: 1103/03**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	An appropriate NQF 7 Qualification in Internal Audit. B Com (Accounting / Auditing), b The Financial information Systems or equivalent qualifications. 3 years' internal audit experience Member of the Institute of Internal Auditors (IIASA) Valid Driver's Licence. Professional Internal Auditor (PIA) will be an advantage.
DUTIES	:	Identify and document the key risk areas fir the institution emanating from current operation as set out in the strategic plan and risk management strategy.

		Participate and assist in the development of the three-year strategic risk-based audit plans as well as the annual internal audit operation plan. Participate and assist in the coordination with other internal and external service providers of assurance to ensure proper coverage to minimize duplication of efforts. Develop the engagement work program. Supervise Internal Auditors to ensure effective internal audit service. Develop and discuss with auditees/client's audit findings and recommendation for the enhancement of controls/processes. Compile and review audit report for each engagement. Monitor progress on the implementation of agreed upon action plans.
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209
POST 43/229	:	**ASSISTANT DIRECTOR: INTERNAL CONTROL REF NO: 1240/04**
SALARY	:	R487 197 per annum (Level 09)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	An appropriate NQF 7 qualification preferable in the Financial Accounting / Commerce/Legal studies. Knowledge of PERSAL, Bas LOGIS systems. 3-year relevant experience in Accounting, Financial sphere including supervisory practises Knowledge of all policies and legislation, Financial Systems in use in Government Public Finance Management Act, Treasury regulations. Ability to pay attention to detail and accuracy Valid Driver's Licence.
DUTIES	:	Promote effective internal control by researching, analysing, developing, monitoring and reviewing Departmental policies, strategies, guidelines, procedures and circulars to contribute to the consistent and effective application of practices. Render an Internal Control advisory service to the Department by investigating, analysing, benchmarking and interpreting legislation and prescripts related issues to promote an effective Internal Control environment. Monitor, evaluate and facilitate internal control: by evaluating system documents, policies, procedures and practises. Follow up on exceptions, irregular, fruitless and wasteful expenditure. Develop and implement a system towards enhancing financial control and submit reports. Provide Financial Information and Knowledge Management Services to the Department and proport understanding and awareness of matters related to interna control measures Consolidate monthly and quarterly KCM report and ensure that all supporting documents are available and filed accordingly. Consolidate all input on action plan and audit findings.
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209
POST 43/230	:	**SENIOR STATE ACCOUNTANT REF NO: 1205/ 05**
SALARY	:	R413 001 annum (Level 08)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	Relevant level NQF 6 qualifications in preferable in finance accounting and/or commerce study field. Minimum 4 years' experience (payments. Journals, disbursements etc) Proven working knowledge on the financial systems wit within government. BAS Certificates.
DUTIES	:	Administer and coordinate the banking, financials and liability as well as Ledger accounts of the department including preparation and consolidation of financial reports/ reconciliations. Responsible for cash flow management which entails e.g. fund requests within set time frames, monitor availability of funds for voted as well as conditional grant funds and surrender of funds. Monitor, coordinate and authorize BAS payments. Develop and monitor implementation of financial administration related policies in the department which also entails the provision of advice and guidance with regards to these policies and s procedures to various stakeholders link to the department. Responsible for the compilation of various reports, journals, financial statements etc linked to definite timeframes, Responsible for staff supervision
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209
POST 43/231	:	**ADMINISTRATION OFFICER REF NO: 1100/16**
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	An appropriate NQF 6 qualification with proven ability to apply knowledge and skills. 3 years public sector experience will be an advantage. Knowledge of basic personnel administration, BAS Treasury regulations, financial regulations. Valid driver's licence.

DUTIES	:	Record, organise, capture and retrieve correspondence and data (from line function). Distribute documents/packages to various stakeholders as required. Keep and maintain incoming and outgoing mail register within office of the Head of Department Collect/ retrieve of any information for consolidation and Reporting purposes Liaise with internal and external stakeholders in relation to procurement of goods and services. Obtain quotations, complete procurement. Maintain leave register within the unit. Arrange travel and accommodation for officials within office of the Head of Department. Capture and update expenditure report within Head of Department's office. Check correctness of subsistence and travel claims and acquire approved for claims pay-outs, Responsible for staff supervision and acquire w approval for claims.
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209
POST 43/232	:	**ASSISTANT LIBRARIAN (X3 POSTS)**
SALARY	:	R280 278 per annum (Level 06)
CENTRE	:	Venterburg Public Library Ref No: 3516/06 Nyakallong Public Library Ref No: 3510/07 Dealesville Public Library Ref No: 3528/08
REQUIREMENTS	:	Relevant level NQF 6 qualifications in Library & Information Studies or related and equivalent Qualifications. 1-2 years' relevant experience. Knowledge of Library Administration, basic management and supervision, Library Materials, Computer Literacy. PROLIB and PROLEN experience will be an advantage.
DUTIES	:	Plan coordinate the services activities of the library, Establish community structures for consultation, Render professional library and information services, e.g. check books in and out of library, assist variety of users to locate materials and use of library resources. Promote the use of libraries and a culture of reading, Perform administrative duties at the library and Supervise the resources of the library (finance, assets and human resources)
ENQUIRIES	:	Ms T Modupe at 066 479 1443
POST 43/233	:	**LIBRARY ASSISTANT (X3 POSTS)**
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Oppermansgronde Public Library Ref No: 3206/09 Phahameng Public Library Ref No: 3530/10 Allanridge Public Library Ref No: 3509/11
REQUIREMENTS	:	Senior Certificate or equivalent qualification at NQF 4 level. Computer Literacy (excel, MS word) Verbal and written communication skills.
DUTIES	:	Render library and information services e.g. check books in and out of library, assist patrons to find materials and guide user how to use library resources, inspect returned books for condition and due date status, manage reserve materials and removing out dated material etc. Promote the use of libraries and a culture of reading by assisting with displays of library materials and during promotional events and programs. Perform administrative duties in the Library e.g. handle enquiries, request stationary and other goods and services, maintaining of patron's particulars on the computer
ENQUIRIES	:	Ms T Modupe at 066 479 1443 Ms I Ikaneng at 066 474 7209
POST 43/234	:	**MESSENGER/DRIVER REF NO: 1100/15**
SALARY	:	R201 093 per annum (Level 04)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	NQF / Grade 10 qualification with ability to read and write. Valid Drivers Licence. Previous working experience with knowledge of Government Vehicle procedures.
DUTIES	:	To render a support / messenger service within office of the Head of Department this entails collect and deliver documents to and from other Departments, provide assistance in the registry office with copying documents. Opening of files, handle mail register etc. To render driver functions thus the transport of documents, items, passengers by driving light motor vehicles as per prescribe procedures Responsible for routine maintenance of the vehicles as well as completion all itineraries and log books.
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209

POST 43/235	:	**GENERAL WORKER (X2 POSTS)**
SALARY	:	R144 024 per annum (Level 02)
CENTRE	:	Fauresmith Public Library Ref No: 3209/12 Sasolburg Public Library Ref No: 3632/13
REQUIREMENTS	:	ABET qualification.
DUTIES	:	Responsible for cleaning inside the library including kitchen, bathrooms etc as well as surrounding areas outside the library within allocated premises. Assist with mending of damage books, Assist with unpacking of stationary, cleaning material and library material and with delivering of a messenger service Serve as asset holder
ENQUIRIES	:	Ms I Ikaneng at 066 474 7209