

POST: DIRECTOR: VETERINARY SPECIALIZED SERVICES (RE-ADVERT)
CHIEF DIRECTORATE: VETERINARY SPECIALIZED SERVICES
SALARY: R 1 105 383.00 PER ANNUM (LEVEL 13). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/01

REQUIREMENTS: A Matric Certificate with an appropriate Bachelor of Veterinary Science (BVSc/BVMCh Degree or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Registered with the South African Veterinary Council as a Veterinarian (copy of SAVC registration certificate, as well as a proof that registration is up to date, must be attached to the application). Relevant experience at middle management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Understanding of Meat Safety Act 40 of 2000, Animal Diseases Act 35 of 1984, Animal Welfare Acts, Medicines and Related Substances Control Act 101 of 1965, Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947, and their relevant Regulations. Must have understanding of accreditation and approval of veterinary laboratories. Organising skills, programme and project management skills and financial management skills. Good verbal and written communication skills. Must be computer literate (MS Word, MS Excel and MS PowerPoint). Knowledge of Public Service-related legislation.

DUTIES: Management of Veterinary Public Health, Veterinary Clinical Services, Veterinary Laboratory Services and Veterinary Specialist Services. Ensure credible performance reporting of the Directorate. Management of human resources. Financial management of the Directorate. Ensuring all facilities of the Directorate are compliant with the South African Veterinary Council Standards and Regulations. Management of import and export functions rendered by the Directorate. Management of veterinary extension, liaison and training. Providing necessary support to other Programmes in the Department. Management of logistics of the Directorate. Ensuring revenue is collected and managed within the prescripts. Management of Compulsory Community Programme for Veterinary graduates in the Province.

POST: DIRECTOR ANIMAL HEALTH SERVICES (RE-ADVERT)
CHIEF DIRECTORATE: ANIMAL HEALTH SERVICES
SALARY: R 1 105 383.00 PER ANNUM (LEVEL 13) ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/02

REQUIREMENTS: A Matric Certificate with an appropriate Bachelor of Veterinary Science (BVSc/BVMCh) Degree or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Registered with the South African Veterinary Council as a veterinarian (copy of SAVC registration certificate, as well as a proof that registration is up to date, must be attached to the application). Relevant experience at middle management will be an added advantage. Proficient in MS Office. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of Public Service-related legislation. Implementation of Animal Diseases Act 35 of 1984, Animal Welfare Acts, Medicines and Related Substances Control Act 101 of 1965, Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947 and their relevant Regulations. Implementation of animal identification programme. Management of animal health programmes and schemes. Organising skills, programme and project management skills and financial management skills. Good verbal and written communication skills. Must be computer literate (MS Word, MS Excel and MS PowerPoint).

DUTIES: Management of Animal Health Services in the Province. Management of Animal Health Programmes including dipping, inspections, primary animal health care, vaccination, disease surveillance and animal disease schemes. Ensuring credible performance reporting of the Directorate. Management of human resources. Financial management of the Directorate. Ensuring all facilities of the Directorate are compliant with the South African Veterinary Council Standards and Regulations. Management of import and export functions rendered by the Directorate. Management of veterinary extension, liaison and training. Management of logistics of the Directorate. Ensuring revenue is collected and managed within the prescripts.

POST: DIRECTOR: CROP PRODUCTION (RESEARCH TECHNOLOGY AND DEVELOPMENT) (RE-ADVERT) CHIEF DIRECTORATE RESEARCH AND STRUCTURED AGRICULTURAL TRAINING PROGRAMME
SALARY: R 1 105 383.00 PER ANNUM (LEVEL 13) ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/03

REQUIREMENTS: A Matric Certificate and a relevant post graduate Degree in Agriculture at NQF level 8 or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). An MSc Degree specialising in Plant/Crop production and relevant experience in Middle Management Services (MMS) and working with Plant/Crop Production will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Strategic capability, leadership and management skills. Programme and project management, financial management, service delivery and innovation, problem-solving, analysis and change management. Must have facilitation and coordination skills. Must have a good understanding of agricultural sector development. Knowledge and application of the Public Service Act, Public Service Regulations Treasury Regulations, Public Private Partnership and other relevant prescripts. Must have good verbal and written communication skills to facilitate various collaborations with a variety of stakeholders and must be computer literate (MS Word, MS Excel and MS PowerPoint). Ability to apply time management principles and adapt to continuous changing environment. Sound knowledge of PFMA, PSR, PSA, LRA, IDP/LED pronouncement. Knowledge of Project Management, strategic planning, report writing, facilitation, coordination, planning and organizing, diversity management and group dynamics. Knowledge of policy analysis and development. Computer literate (MS Word, MS Excel and MS PowerPoint presentation). Good communication skills (written and verbal) and analytical skills. Scientific/Technical report writing and have published in scientific media.

DUTIES: The successful candidate will be reporting to the Chief Director: Research and Structured Agricultural Training Programme. He/she will be responsible to provide strategic leadership and management of the Crop Research Directorate. Develop Crop research policies, strategies, processes and systems which will promote improved productivity in the Province. To enhance productivity through developing appropriate cropping systems and recommending optimum production practices by producers. Ensure collaborations and partnerships with research institutions, industries, commodity organizations and academic institutions on research matters. Manage the publication and disseminating of research information and technologies. Ensure the participation of the Department on research forums Provincial, National and International. Establish and maintain functional relationship with the farmer support services in the Districts and Local Municipalities. Ensure the implementation of National mandates pertaining to crop research and development. Manage the coordination of strategic, annual and operational planning processes of the Directorate. Manage the development and implementation of the Service Delivery Improvement Plan in the Directorate. Oversee the process of developing internal policies, systems, frameworks and guidelines in line with National policy guidelines /directives for all the functional areas of the post. Ensure effective human resource and financial management. Ensure compliance with Public Service prescripts, departmental policies as well as norms and standards for managing research and agricultural training.

POST: DEPUTY DIRECTOR: AGRICULTURAL MARKETING
DIRECTORATE: ECONOMIC AND BUSINESS DEVELOPMENT SERVICES
SALARY: R908 502.00 PER ANNUM (SALARY LEVEL 12) ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/04

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree in Agricultural Economics, Economics or Business Economics NQF level 7 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). A post graduate Degree will be an added advantage. Relevant experience at management (Assistant Director) level will be an added advantage. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Financial Management legislation frameworks, policies, practices and procedures. Knowledge and understanding of the Public Finance Management Act (PFMA), Treasury Regulations and guidelines; Public Service Act (PSA), Public Service Regulations (PSR), Labour Relations Act (LRA). Report writing and good presentation skills. Ability to liaise and create relationships with stakeholder. Understand and implement Batho Pele principles. People and diversity management. Good communication skills, both verbal and written. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently. Ability to operate Microsoft Office effectively (MS Word, MS Excel and MS PowerPoint). Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidate will be reporting to the Director and be responsible to: Ensure effective human resource and financial management. Facilitate production economics; Facilitate and managing marketing services; Facilitation of farmers' compliance to food safety (SAGAP, HACCP etc.) Ensure the provision of BEE advisory service to agribusinesses. Manage, co-ordinate and facilitate the Government Nutrition Programme (GNP) in the Province. Understanding of the Agri- BEE sector code; Implement Agri-BEE sector code. Develop policies, strategies and implementation of the agro-processing initiatives; Facilitate the development and implementation of macro-economic reports; Understanding the cooperative Act; Facilitate development of agri-businesses including cooperatives; Conduct feasibility and economic analysis for commodities; Render Agricultural risk and Disaster Management services; Provide economic support research services; Develop and manage the operational plan of the sub-directorate and report on progress as required. Compile and submit all required administrative reports.

POST: DEPUTY DIRECTOR: ADMINISTRATIVE SUPPORT AND COORDINATION
DIRECTORATE: MEC SUPPORT STAFF
SALARY: R766 584 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/05

REQUIREMENTS: A Matric Certificate and a NQF level 6 qualification in Public Administration / Public Management/ Political Administration or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of: Ministerial operations. Public Service Act and its regulations, PFMA and Treasury Regulations, LRA and other related prescripts. Knowledge of the Political and Parliamentary Processes in South Africa. Broad knowledge and understanding of Functional areas covered by the Executive Authority's Portfolio. Negotiation skills. Facilitation skills. Report Writing. Time management. Ability to communicate with people at different levels and from different backgrounds. Creative/innovative. Customer oriented. Analytical Thinking skills. Multilingualism and good language Skills. Good grooming and Presentation. Good computer proficiency. Good organisational skills. Good People skills. High level of reliability and integrity. Good written communication skills. Ability to act with tact and discretion.

DUTIES: Manage the administrative and coordination activities within the office of the Executive Authority; Liaise with internal and external role players with regard to matters relating to the portfolio of the Executive Authority; Render a cabinet/executive council support service to the executive authority; Supervise employees.

POST: DEPUTY DIRECTOR: MASIBUYELE EMASIMINI FLEET MANAGEMENT
DIRECTORATE: MASIBUYELE EMASIMINI PROVINCIAL COORDINATION
SALARY: R766 584.00 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/06

REQUIREMENTS: A Matric Certificate and appropriate NQF Level 6 Degree in Agricultural Engineering, Administration, Transport, Travel management fields equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Willing to demonstrate leadership in coordinating on-ground activities. Able to understand directions clearly and communicate effectively with the ground staff. Good interpersonal skills to manage external stakeholders. Ability to work under pressure. Planning and organising skills. Good client relations management. Conflict resolution and negotiation skills. Willingness to travel extensively. High level of verbal and written communication skills. People management and development. Computer skills (Ms Word, PowerPoint and Excel). Good communication. interpersonal and report writing skills.

DUTIES: Key Responsibilities. Managing the routine care and maintenance of tractors and their implements. Manage logbooks and reconcile with speedo meters reading. Updating fleet register/files of all machinery - such as recording mileage, servicing, registration, repairs, accidents, other incidents. Compiling and preparing fleet reports. Monitoring the cost expenditure for the tractors and equipment's liaising with the District Directors. Recording necessary tillage information from the drivers. Conduct field assessment before dispatch of the tractor, harvester or equipment. Monitoring and supervising the drivers and ensure that they are operating them effectively and efficiently. Providing timely technical advice, guidance, and support to the field staff on all and logistical issues. Attending to break-downs timeously to reduce idle time. Ensuring equipment is serviced on time according to maintenance schedule.

POST: AGRICULTURAL MANAGER
DIRECTORATE: DISTRICT SUPPORT SERVICES
SALARY: R766 584.00 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: EHLANZENI SOUTH (CITY OF MBOMBELA MUNICIPALITY)
REF. NO.: DARDLEA/23/01/07

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree in Agriculture/Agri-Economics/Natural Science qualification (NQF 7) or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A post graduate qualification, management related experience and knowledge of agricultural activities will be an added advantage. Driver's license.

SKILLS AND COMPETENCIES: Knowledge of Extension Methodologies and Land-reform. Sound knowledge of PFMA, PSR, PSA, LRA. Sound knowledge of project management, change management, strategic planning, knowledge management, report writing, facilitation, coordination, planning and organising, diversity management and computer literacy. Good communication skills (written and verbal). Computer literate (MS Word, Excel, PowerPoint, etc). Ability to work under pressure. Valid driver's license.

DUTIES: Provide overall management of the Agricultural office and its activities in the Municipality. Manage agricultural developments and provide support services to IDP/LED planning environment. Implement comprehensive farmer support programmes. Coordinate the planning and implementation of Natural Resource Management projects. Coordinate poverty alleviation and household food security programmes. Provide appropriate advisory support to develop and strengthen the capacity of the Farmers. Managing and supervising projects. Implement the extension and advisory recovery plan. Ensure that farmers participate in disaster and risk management programmes. Facilitate the farmers' organisation for effective service delivery.

POST: DEPUTY DIRECTOR: POLICY AND PLANNING
DIRECTORATE: PLANNING AND PROGRAMMING
SALARY: R766 584.00 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/08

REQUIREMENT: A Matric Certificate with a Bachelor/ B-Tech Degree/Advance Diploma (NQF 7) in Public Administration/ Management, Social Sciences and or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Planning, and or Monitoring and Evaluation environment will be an added advantage. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of the Public Policy and for Strategic Plans and Annual Performance Plans framework. Knowledge of planning processes. Experience in planning, design and implementation of planning and reporting. Knowledge of Public Finance Management Act (PFMA) and Treasury Regulations. Knowledge of planning and policy development methods and systems, people and stakeholder management, computer literacy, good interpersonal relations, analytical skills, presentation and facilitation skills, strategic management and leadership capabilities, financial Management, problem solving and analytical skills, people management and empowerment. Ability to handle pressure and be able to meet deadline.

DUTIES: The incumbent of the post will strategically lead and manage the Planning Unit and strengthening planning in Department by facilitating development of programmes plans, ensuring coherence between plans, policies and service delivery in the Department, ensuring high-level priorities are fed into Department's plans and programmes. Ensuring the plans are linked across all spheres of Government including IDP and DDMs. Ensuring the provision of oversight, direction and regulation in respect of strategic and annual performance planning in programmes and Department. Manage the budget of the Unit and ensure consistent expenditure against plans over the financial year and management of Unit.

POST: DEPUTY DIRECTOR: MONITORING AND EVALUATION
DIRECTORATE: COORDINATION, MONITORING AND EVALUATION
SALARY: R766 584.00 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF. NO.: DARDLEA/23/01/09

Minimum Requirement: A recognized Bachelor/ B-Tech Degree in Public Administration/ Social Sciences and or any relevant qualifications. At least 3 years' experience in Monitoring and Evaluation environment. Knowledge of Project and Programme monitoring. Knowledge of the Public Policy and Framework for managing programme and performance information. Experience in planning, design and implementation of monitoring and evaluation information analysis and ability to present performance information reports to relevant stakeholders. Knowledge of Public Finance Management Act (PFMA) and Treasury Regulations. Policy Development and implementation. Knowledge of monitoring and evaluation methods and systems, people and stakeholder management, Computer literacy, Good interpersonal relations, Analytical Skills, Presentation and facilitation skills, strategic management and leadership capabilities, Financial Management, Service Delivery Innovation, Problem Solving and Analytical skills, People Management and Empowerment, Client Orientation and Customer Focus, Honest and Integrity. Ability to handle pressure and able to meet deadline. A valid driver's license.

DUTIES: To monitor and manage project and programme performance. Evaluate and conduct impact analysis of Departmental projects and programmes. Verify and validate programme performance information. Conduct organizational functionality assessment. Monitor and Evaluate Departmental Programmes, Prepare and provide monthly, quarterly and annual performance assessment reports. Conduct Impact Assessment on programme Monitoring, Develop and maintain a Database of all Departmental Performance Reports.

POST: DEPUTY DIRECTOR: SPECIAL PROGRAMMES
DIRECTORATE: TRANSVERSAL SERVICES
SALARY: R766 584.00 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/10

REQUIREMENTS: A Matric certificate with a 4-year Degree in Public Administration or Developmental Studies or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience as an Assistant Director in Special Programmes or Transversal Services is an added advantage. Knowledge of the Public Service Regulation (PSR) of 2016. Knowledge of the Public Finance Management Act (PFMA). Knowledge of the legislation or prescripts on People with Disabilities (PWD), Children, Youth and Older Persons. A valid driver's license.

SKILLS AND COMPETENCIES: Communication (verbal and writing) skills, good presentation skills, ability to work under pressure, meet tight deadlines, ability to work with a team, problem solving, project management, computer literacy and analytical skills.

DUTIES: Monitor programme alignment to prescripts on the rights of PWDs, Children, Youth and Older Persons. Conduct advocacy on the rights of designated groups. Monitor and report on programme performance on special programmes. Manage the finances of the Sub-Directorate. Manage the human resources of the Sub-Directorate.

POST: DEPUTY DIRECTOR: INTERNAL AUDIT
DIRECTORATE: INTERNAL AUDIT
SALARY: R766 584 PER ANNUM (SALARY LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/11

REQUIREMENTS: A Matric Certificate and an appropriate Bachelor's Degree or National Diploma in Auditing or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Membership of the Institute for Internal Auditors (IIA) SA. Certification as a Certified Internal Auditor (CIA), CISA, CA or MBA and relevant experience at an Assistant Director level will be an added advantage.

SKILLS AND COMPETENCIES: Knowledge of Internal Audit principles, including the Standards for the Professional Practice of Internal Audit and the Code of Ethics developed by the Institute of Internal Audit. Knowledge of Internal Auditing, Risk Management, Public Finance Management Act, Treasury Regulations and the Public Service Regulatory Framework. Strategic management and leadership capabilities. Good communication (both verbal and report writing), problem solving, research, analytical, auditing and presentation skills. Ability to apply policies, gather and analyse information, and work under pressure and long hours. A valid driver's license.

DUTIES: Facilitation and coordination of Internal Audit services within the Department. Develop and implement Internal Audit governance documents, policy, procedures and guidelines for the Unit. Facilitate the development and implementation of quality assurance programmes to ensure compliance with the International Standards of Professional Practice of Internal Audit. Manage the identification and evaluation of the Department's audit risk areas and the development of a risk based annual Internal audit plan. Manage and coordinate planning and execution of internal audits. Facilitate and coordinate audit processes. Identify Audit gaps and provide corrective measures. Provide support and gather information necessary for audits. Ensure effective and efficient audits practices. Manage the performance of audit procedures, including identifying and defining issues, develop criteria, reviewing and analysing evidence, and documenting client processes and procedures. Monitor and facilitate reporting on internal audits; ad-hoc audits and investigations as and when requested by management. Assist in the preparation of audit reports. Advise internal audit staff on the implementation of approved functional plans. Ensure the alignment of processes and procedure with the business plan of the function. Manage and coordinate the activities of the Audit Committee, as well as reporting all Internal Audit activities at the quarterly meetings. Liaise with the Auditor General and other parties.

POST: STATE VETERINARIAN
DIRECTORATE: VETERINARY ANIMAL HEALTH
SALARY: R 766 584.00 PER ANNUM (SALARY LEVEL 11 ALL INCLUSIVE PACKAGE)
CENTRE: EHLANZENI NORTH (BUSHBUCKRIDGE EAST VET SERVICES)
REF NO.: DARDLEA/23/01/12

REQUIREMENTS: A Matric Certificate and an appropriate Bachelor of Veterinary Science (BVSc/BVMCh Degree or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Registered with the South African Veterinary Council as a Veterinarian (copy of SAVC registration certificate, as well as a proof that registration is up to date, must be attached to the application). Relevant experience will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Applicants must have sound knowledge of Animal Diseases Act 35 of 1984 and knowledge of the Meat Safety Act 40 of 2000, Animal Welfare Acts, Medicines and Related Substances Control Act 101 of 1965, Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947, and their relevant Regulations. Must have good verbal and written communication skills. Must be computer literate (MS Word, MS Excel and MS Outlook). Knowledge and experience of wildlife will be an added advantage.

DUTIES: Animal disease control by implementing Animal Diseases Act 35 of 1984; Implement animal health programmes schemes and campaigns; Promote animal welfare through application of relevant Acts; Import and export control; Rendering of clinical services and primary animal health care, veterinary extension, liaison and communication, reporting; management of staff, finances and logistics.

POST: DEPUTY DIRECTOR: PROJECT MANAGEMENT
DIRECTORATE: SUSTAINABLE RESOURCE MANAGEMENT
SALARY: R766 584.00 PER ANNUM (LEVEL 11). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/13

REQUIREMENTS: A Matric Certificate and a Master's Degree (NQF Level 8) qualification in Project Management/ Monitoring and Evaluation/Information Management/ Public Administration/ Public Management/ Business Administration or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in managerial experience in Agricultural Development Management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: The incumbent must be self-driven, creative, client oriented and have the ability to maintain high level of confidentiality at all times. Ability to manage multiple projects, to multitask, prioritise and work in a high-pressure environment. Work in an integrated multidiscipline team. Ability to operate Microsoft Office package (Word/ Advance Excel/PowerPoint). Good written and verbal communication skills. Report writing and presentation skills, leadership, planning, organizing and problem solving skills. Strategic leadership, problem solving. Project management skills. Time and budget management.

DUTIES: The incumbent will be responsible for providing support in Planning, Monitoring, Reporting of CASP and departmental funded projects in line with DORA and PFMA. Ensure projects and business plans are aligned with National and Provincial priorities. Guide the Department and clients on processes of Conditional Grants. Provide information management services for all projects. Develop and update Project database/ register as well as the Infrastructure Reporting Model. Provide contract management support to the Directorate. Oversee the management of human resource management and development. Provide inputs into the budgeting process and financial management.

POST: ENGINEER PRODUCTION GRADE A [2 POSTS]
SUB DIRECTORATE: SUSTAINABLE RESOURCE MANAGEMENT
SALARY: R750 693 PER ANNUM (OSD)
CENTRE: EHLANZENI SOUTH DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/14
CENTRE: GERT SIBANDE
REF NO.: DARDLEA/23/01/15

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree in Agricultural Engineering (NQF 6) or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Bachelor's Degree in Civil Engineering with relevant experience in the duties set out below will be an added advantage. Registration as a professional Engineer with the Engineering Council of SA in terms of the Engineering Profession Act (Act 46 of 2000) for production level appointment. Valid driver's license.

SKILLS AND COMPETENCIES: Report writing skills and good interpersonal relations. Understanding of governmental service delivery environment, teamwork, PFMA and governmental policies. Computer proficiency in Word processing, Excel and computer aided Design Software as well as digital terrain modeling software (e.g. Model Maker).

DUTIES: Plan, design and review designs, supervise implementation of Agricultural projects. Prepare Agricultural Engineering Advisory reports. Provide designs with specifications for Agricultural Engineering solutions and assist in mentoring Candidate Engineers and Technicians. Assist with final certificates issued for infrastructure constructed. Provide irrigation services. Provide project management for Food Basket programme. Attend to administrative obligations and official meetings. Ensure a sound Financial Management and Accountability. Ensure an excellent Human Resources and Asset Management. Coordinate compliance to the Occupational Health and Safety Act (OHS Act no 85 of 1993) in the course of project implementation; Management of financial resources of project implementation.

POST: CANDIDATE ENGINEER X3 POSTS (4 YEARS CONTRACT)
SUB DIRECTORATE: SUSTAINABLE RESOURCE MANAGEMENT
SALARY: R646 854 PER ANNUM (OSD)
CENTRE: EHLANZENI SOUTH DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/16

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree in Agricultural Engineering or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Candidates with a Bachelor Degree in Civil Engineering with appropriate experience will have an added advantage. Compulsory registration with ECSA as a Candidate Engineer (proof of registration must be attached). Driver's License. Computer proficiency skills will be tested. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of Agricultural Engineering on planning, design, development and implementation. Project Management, financial management, strategic management, operations management, construction management and contract management. Understanding of governmental service delivery environment, teamwork, PFMA and governmental policies. Computer proficiency in Word processing, Excel and computer aided Design Software as well as digital Terrain Modeling Software (e.g. Model Maker).

DUTIES: Plan, design, supervise implementation of Agricultural projects; Prepare Agricultural Engineering Advisory reports. Provide designs with specifications for Agricultural Engineering solutions provided. Assist with certificates issued for infrastructure constructed. Provide irrigation services. Provide project management for Food Basket programme. Attend to administrative obligations and official meetings. Ensure a sound Financial Management and Accountability. Ensure an excellent Human Resources and Asset Management. Coordinate compliance to the Occupational Health and Safety Act (OHS Act no 85 of 1993) in the course of project implementation; Management of financial resources of project implementation.

POST: SCIENTIST PRODUCTION GRADE A: AQUACULTURE AND GAME DEVELOPMENT
DIRECTORATE: ANIMAL RESEARCH AND DEVELOPMENT
SALARY: R646 854.00 PER ANNUM (OSD)
CENTRE: EHLANZENI DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/17

REQUIREMENTS: A Matric Certificate and a postgraduate degree in Aquaculture (NQF Level 8) or or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). An MSc in Aquaculture and relevant experience aquaculture research, development and production will be an added advantage (the post will focus on aquaculture). Registration as a Professional Scientist with the South African Council for Natural Scientific Professions (SACNASP) is compulsory. Computer literacy (MS Office). Valid driver's license.

SKILLS AND COMPETENCIES: Development and implementation of aquaculture research methodologies, policies, systems and procedures. Identify gaps and develop appropriate interventions. Programme and project management. Research and development. Communication and presentation skills. Formulate proposals, compile reports, scientific and technical report writing. Computer skills. Scientific analysis and regulatory functions. Human capital development.

DUTIES: Conduct aquaculture research for effective aquaculture production in the province. Identify gaps and develop appropriate interventions in support of the development of aquaculture farmer production in the province. Work with Farmer / Producer Support Services and collaborate with relevant stakeholders to support the development of the aquaculture sector. Compile scientific and technical reports for publication in scientific journals as well as popular media.

POST: SCIENTIST PRODUCTION GRADE A: GEOGRAPHIC INFORMATION SCIENCE
SUB-DIRECTORATE: TECHNOLOGY TRANSFER
SALARY: R646 854.00 PER ANNUM (OSD)
CENTRE: NOOITGEDACHT RESEARCH FARM
REF NO.: DARDLEA/23/01/73

REQUIREMENTS: A Matric Certificate and a four years Bachelor's Degree or Honours Degree in Geographic Information Science (GISc), Earth Science, Environmental Science, Natural Science majoring in Geographic Information System (GIS) . Minimum of three years post qualification GISc professional experience. Registration or eligibility for registration with the South African Geomatics Council (SAGC) or the South African Council for Natural Scientific Professions (SACNASP) as GISc Professional. Valid driver's license.

SKILLS AND COMPETENCIES: Project management, GIS (implementation and operational communication), Legal and operational compliance, Standards development, Policy formulation, Mobile equipment operating skills, Spatial modelling design and analysis, Research and development, Professional judgment, Accountability and Understanding of the Spatial Data Infrastructure Act and related legislations.

DUTIES: Develop and maintain GIS database, Develop and maintain web-based GIS applications and related technology, Provide agricultural data and information to internal and external clients, Promote GIS activities through awareness and capacity building in technology transfer events and Render GIS support to other programmes in line with the departmental strategic objectives.

POST: ENVIRONMENTAL OFFICER CONTROL GRADE A
DIRECTORATE: ENVIRONMENTAL IMPACT MANAGEMENT
SALARY: R517 725.00 PER ANNUM (OSD)
CENTRE: EHLANZENI SOUTH (MBOMBELA)
REF NO.: DARDLEA/23/01/18

REQUIREMENTS: A Matric Certificate and an appropriate Bachelor's Degree (NQF 7) in Environmental Science / Natural Science fields or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in preparing or evaluating environmental impact assessments and a post graduate Degree will be an added advantage. EAPASA Registered, or proof that application for EAPASA Registration has been submitted. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of relevant Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management), National Environmental Management Act, Environmental Impact Assessment Regulations, and policies, guidelines, norms and standards related to Integrated Environmental Management. Understanding and knowledge of all environmental prescripts applicable for EIA. Ability to work independently and in a multidisciplinary team. Excellent verbal and written communications skills. Project administration. Innovative, creative, ability to operate Microsoft office programmes effectively. Ability to work under pressure within strict timelines. Ability to write and interpret technical reports and documents.

DUTIES: Review and process applications for environmental authorisations and all associated reports submitted to the District office in terms of the appropriate legislation, and draft recommendations for environmental authorisations; evaluate and provide comment for applications for mining activities where the Department of Mineral Resources is the Competent Authority; evaluate and comment on Land Use Applications; maintain accurate registers of all applications and authorisations.

POST: ENVIRONMENTAL OFFICER CONTROL GRADE A
DIRECTORATE: COMPLIANCE AND ENFORCEMENT
SALARY: R517 725.00 PER ANNUM (OSD)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/19

POST REQUIREMENTS: A Matric Certificate and an appropriate Bachelor's Degree (NQF 7) in Natural Sciences/ Environmental Sciences / LLB / Policing or or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant post graduation experience in related field as environmental criminal investigator in the Environmental Enforcement Investigations field will be an added advantage. For administrative and criminal enforcement, must be a trained Environmental Management Inspector (EMI). Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of environmental legislative frameworks regulating environmental management, biodiversity, waste, air quality, and protected areas management. Knowledge of the Constitution of the Republic, NEMA, Administrative Law, PAJA, Criminal Procedure Act, PSA, PFMA and Supply Chain procurement procedures and processes.

The incumbent must possess the following skills and abilities: extensive knowledge and understanding of environmental compliance and enforcement management systems; Excellent communication (verbal and written) skills, particularly with regard to compiling charge sheets, legal documents and experience in networking with senior members of the SAPS, National Department, Local Municipalities and the NPA, Good legal drafting, investigative and evidence gathering skills; Ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of inter-Governmental relations and co-operative governance; Strategic, analytical, problem solving and negotiation skills; Information management and computer literacy; A service oriented approach and the ability to work efficiently and effectively under pressure; Ability to work well independently and within a team; A meticulous approach and inclination to pay attention to detail.

DUTIES: Undertake Administrative and Criminal Enforcement in relation to all environmental crimes/offences committed against environmental legislations and non-compliance with environmental authorisations regulations. Conduct administrative and criminal enforcement for all non-compliance with environmental legislation with the aim of instituting administrative and criminal actions. Promote and build national enforcement capacity. Establish and maintain appropriate internal controls and reporting systems. Resolve complex problems relating to the applicability of legislative provisions, the approach and instruments to be used in the enforcement action, situations requiring cooperative governance.



POST: ASSISTANT DIRECTOR: AGRICULTURAL VALUE CHAIN [4 POSTS]
DIRECTORATE: ECONOMIC AND BUSINESS DEVELOPMENT SERVICES
SALARY: R491 403.00 PER ANNUM (SALARY LEVEL 10). ALL-INCLUSIVE REMUNERATION PACKAGE
CENTRE: EHLANZENI SOUTH (MBOMBELA)
REF. NO.: DARDLEA/23/01/20
CENTRE: EHLANZENI SOUTH (NKOMAZI)
REF. NO.: DARDLEA/23/01/21
CENTRE: GERT SIBANDE (MSUKALIGWA)
REF. NO.: DARDLEA/23/01/22
CENTRE: EHLANZENI SOUTH (UMJINDI)
REF. NO.: DARDLEA/23/01/23

REQUIREMENTS: A Matric Certificate and a Bachelors' Degree in Agricultural Economics and/ or Economics as a major subject at NQF level 7 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). A post graduate Degree and relevant experience will be an added advantage. A valid driver's license (Code B or Higher).

SKILLS AND COMPETENCIES: Knowledge and understanding of the Financial Management legislation frameworks, policies, practices and procedures. Knowledge and understanding of the Public Finance Management Act (PFMA), Treasury Regulations and guidelines; Public Service Act (PSA), Public Service Regulations (PSR), Labour Relations Act (LRA). Report writing and good presentation skills. Understand and implement Batho Pele principles. People management skills. Good communication skills both verbal and written. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently. Ability to operate Microsoft Office effectively (MS Word, MS Excel and MS PowerPoint). Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidates will be reporting to the Deputy Director (Value Chain) and be responsible to: Provide production economic and marketing support services; Provide BEE advisory service to agribusinesses. Implement Agri-BEE sector code. Develop Agri-processing strategy; facilitation of farmers' compliance to food safety (SAGAP, HACCP etc.). Implement the Government Nutrition Programme (GNP) in the Municipality. Development and implementation of macro-economic reports; Understanding the cooperative Act; Facilitate development of agri-businesses including cooperatives; Conduct feasibility and economic analysis for commodities; Provide economic support research services; Develop and manage the operational plan of the municipality and report on progress as required. Compile and submit all requires administrative reports.

POST: ENVIRONMENTAL OFFICER PRODUCTION GRADE B
DIRECTORATE: ENVIRONMENTAL IMPACT MANAGEMENT
SALARY: R332 730.00 PER ANNUM (OSD)
CENTRE: NKANGALA (EMALAHLENI)
REF. NO.: DARDLEA/23/01/24

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree or National Diploma in Environmental Management or Natural Sciences or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A post graduate Degree and relevant post qualification experience in preparing or evaluating environmental impact assessments will be an added advantage. EPAPASA Registered, or proof that application for EPAPASA Registration has been submitted. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of relevant Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management), National Environmental Management Act, Environmental Impact Assessment Regulations, and policies, guidelines, norms and standards related to Integrated Environmental Management. Understanding and knowledge of all environmental prescripts applicable for EIA. Ability to work independently and in a multidisciplinary team. Excellent verbal and written communications skills. Project administration. Innovative, creative, ability to operate Microsoft office programmes effectively. Ability to work under pressure within strict timelines. Ability to write and interpret technical reports and documents.

DUTIES: Review and process applications for environmental authorisations and all associated reports submitted to the District office in terms of the appropriate legislation, and draft recommendations for environmental authorisations; evaluate and provide comment for applications for mining activities where the Department of Mineral Resources is the Competent Authority; evaluate and comment on Land Use Applications; maintain accurate registers of all applications and authorisations.

POST: ENVIRONMENTAL OFFICER PRODUCTION GRADE B
DIRECTORATE: COMPLIANCE AND ENFORCEMENT
SALARY: R332 730.00 PER ANNUM (OSD)
CENTRE: GERT SIBANDE DISTRICT
REF. NO.: DARDLEA/23/01/25

REQUIREMENTS: A Matric Certificate and a National Diploma / Degree in Environmental Management or Natural Sciences or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A post graduate Degree and relevant post qualification experience in related field in environmental compliance inspections and Environmental Management Inspector (EMI) will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and practical understanding of the Constitution, practical experience in implementation of the National Environmental Management Act (NEMA), together with all the Specific Environmental Management Acts (Waste, Air Quality, NEMBA and NEMPAA), Promotion of Administrative Justice Act (PAJA), Promotion of Access to Information Act, and interpretation thereof. Knowledge of the Public Finance Management Act, Public Service Act and Regulations. Computer Literacy. Knowledge and understanding of administrative procedures and systems, good understanding of departmental policies.

DUTIES: Ensure Compliance monitoring of the mandated environmental legislation Conduct all duties and responsibilities of the Environmental Management Inspector, Conduct inspections pro-active and reactive: against all complaints lodged; monitor compliance with conditions of the environmental authorizations, waste licenses together with NEMA Section 30 Incidents (develop and implement a proper case management system), Maintain relevant stakeholder relationships. Maintain proper reporting of all cases attended on a monthly, quarterly and annual basis to the unit. Proper time management, client orientation, maintain accountability and EMI ethical conduct.

POST: ENVIRONMENTAL OFFICER PRODUCTION GRADE B
DIRECTORATE: COMPLIANCE AND ENFORCEMENT
SALARY: R332 730.00 PER ANNUM (OSD)
CENTRE: NKANGALA (EMALAHLENI)
REF. NO.: DARDLEA/23/01/26

REQUIREMENTS: A Matric Certificate and a National Diploma / Degree in Environmental Management or Natural Sciences or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A post graduate Degree and relevant post qualification experience in related field in environmental compliance inspections and Environmental Management Inspector (EMI) will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and practical understanding of the Constitution, practical experience in implementation of the National Environmental Management Act (NEMA), together with all the Specific Environmental Management Acts (Waste, Air Quality, NEMBA and NEMPAA), Promotion of Administrative Justice Act (PAJA), Promotion of Access to Information Act, and interpretation thereof. Knowledge of the Public Finance Management Act, Public Service Act and Regulations. Computer Literacy. Knowledge and understanding of administrative procedures and systems, good understanding of departmental policies.

DUTIES: Ensure Compliance monitoring of the mandated environmental legislation Conduct all duties and responsibilities of the Environmental Management Inspector, Conduct inspections pro-active and reactive: against all complaints lodged; monitor compliance with conditions of the environmental authorizations, waste licenses together with NEMA Section 30 Incidents (develop and implement a proper case management system), Maintain relevant stakeholder relationships. Maintain proper reporting of all cases attended on a monthly, quarterly and annual basis to the unit. Proper time management, client orientation, maintain accountability and EMI ethical conduct.

POST: ENVIRONMENTAL OFFICER PRODUCTION GRADE A
DIRECTORATE: ENVIRONMENTAL EMPOWERMENT
SALARY: R285 135.00 PER ANNUM (OSD)
CENTRE: EHLANZENI SOUTH (BARBERTON EC)
REF. NO.: DARDLEA/23/01/27

REQUIREMENTS: Diploma or Degree in Environmental Management or Natural Sciences or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A Degree, specialising in Environmental Education and/or Social Ecology, and appropriate /recognisable work experience in the environmental empowerment field and a valid driver's license Code EC will be an added advantage. Willingness to undertake field trips entailing long distances and work irregular hours.

SKILLS AND COMPETENCIES: Knowledge of relevant Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management), National Environmental Management Act, Environmental Education policies, guidelines, norms and standards related to Environmental prescripts applicable to EE. Ability to work independently and in a multi-disciplinary team. Excellent verbal and communication skills. Project administration, innovative, creative, ability to operate Microsoft Office programmes effectively. Ability to work under pressure with strict timelines.

DUTIES: Implement and manage Environmental Empowerment programmes, projects and activities in line with the Annual Performance Plan (APP), management of performance in line with the PMDS and APP. Submit, prepare and consolidate monthly, quarterly and annual reports as required. Coordination of local, municipal and district stakeholders and promote private public partnerships (PPP). Perform any other related Ad Hoc tasks and duties as requested and required by supervisor or centre manager. Ensure effective and efficient internal control measures and compliances. Facilitate Environmental Empowerment programmes and events as per APP on school, municipal and stakeholder level.

POST: ENVIRONMENTAL OFFICER PRODUCTION GRADE A
DIRECTORATE: ENVIRONMENTAL EMPOWERMENT
SALARY: R285 135.00 PER ANNUM (OSD)
CENTRE: GERT SIBANDE (AMSTERDAM ENVIRONMENTAL CENTRE)
REF. NO.: DARDLEA/23/01/28

REQUIREMENTS: A Matric Certificate and a Diploma or Degree in Environmental Management or Natural Sciences or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). A Degree, specialising in Environmental Education and/or Social Ecology, and appropriate /recognisable work experience in the environmental empowerment field and a driver's license Code EC will be an added advantage. Willingness to undertake field trips entailing long distances and work irregular hours.

SKILLS AND COMPETENCIES: Knowledge of relevant Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management), National Environmental Management Act, Environmental Education policies, guidelines, norms and standards related to Environmental prescripts applicable to EE. Ability to work independently and in a multi-disciplinary team. Excellent verbal and communication skills. Project administration, innovative, creative, ability to operate Microsoft Office programmes effectively. Ability to work under pressure with strict timelines.

DUTIES: Implement and manage Environmental Empowerment programmes, projects and activities in line with the Annual Performance Plan (APP), management of performance in line with the PMDS and APP. Submit, prepare and consolidate monthly, quarterly and annual reports as required. Coordination of local, municipal and district stakeholders and promote private public partnerships (PPP). Perform any other related Ad Hoc tasks and duties as requested and required by supervisor or centre manager. Ensure effective and efficient internal control measures and compliances. Facilitate Environmental Empowerment programmes and events as per APP on school, municipal and stakeholder level.

POST: ASSISTANT DIRECTOR: FOOD SECURITY
DIRECTORATE: DISTRICT SUPPORT SERVICES
SALARY: R 491 403.00 PER ANNUM (LEVEL 10)
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/29

REQUIREMENTS: A Matric Certificate and an appropriate Master's Degree Agricultural Qualification with Crop Production/ Science as a major at NQF level 8 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Registration with professional body (SACNASP). Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management) Report writing and good presentation skills. Knowledge of extension methodology. Advanced communication/presentation skills. Understand and implement Batho Pele principles. Excellent verbal and written communication skills. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently and in a multidisciplinary team. Innovative and creative ability to operate Microsoft Office programmes effectively. Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidates will be reporting to the Agricultural Manager at local offices and be responsible to supervise and mentor Senior Agricultural Advisors. Render scientific and technical advice to internal and external clients. Provide technical support in terms of project planning and management. Identifies, compiles and disseminates the latest subject specific developments. Keep up to date with regard to the applicable prescripts, policies, procedures, technologies and new developments. Advice and after care for organised agriculture and other agricultural stakeholders. Provide technical support on Government funded projects (such as CASP, PLAS, PKM, etc.). Promote sustainable production of Agricultural products. Compile and submit all required administrative reports.

POST: ASSISTANT DIRECTOR: HELPDESK SUPPORT SPECIALIST
DIRECTORATE: GOVERNMENT INFORMATION TECHNOLOGY SUPPORT SERVICES
SALARY: R 491 403.00 PER ANNUM (LEVEL 10)
CENTRE: EHLANZENI NORTH DISTRICT (THULAMAHASHE)
REF NO.: DARDLEA/23/01/30

REQUIREMENTS: A Matric Certificate and a National Diploma / Bachelor's Degree/ (NQF Level 06) in Information Technology or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). A relevant postgraduate qualification and MCSE/MCSA A+, N+, background in ITIL V3 Foundation and ITSM and relevant experience will be an added advantage. A valid driver's license.

SKILLS AND COMPETENCIES: Good communication and Interpersonal skills. Good customer relations. System development skills. Time management skills. Analytical skills. Knowledge in IT support services, desktop/hardware platforms, Windows OS, M365, Microsoft Office 365 and Apple iOS. Must be knowledgeable in the functions of a service/helpdesk environment. Be willing to travel.

DUTIES: Provide end-user support services with regards to online services, PC hardware and software support, including diagnoses and repairs. Log and attend to calls. System development and process modernization. Participate in the implementation and report on IT and related projects. Provide dedicated IT support services on online, desktop, mobile and virtual environments. Ensure monitoring of service SLAs and MoUs for the desktop, mobile and video solutions in the IT environment.

POST: ASSISTANT DIRECTOR: LOGIS SYSTEM CONTROLLER
DIRECTORATE: SUPPLY CHAIN AND LOGISTICS
SALARY: R 491 403.00 PER ANNUM (LEVEL 10)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/31

REQUIREMENTS: A Matric Certificate and an appropriate 3 years' qualification Supply Chain Management or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Knowledge and practical working experience on LOGIS. Related experience and knowledge on BAS and will be an added advantage. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge: Well conversant with the Provisioning Administration Procedures, the PFMA, PPPFA and Treasury Regulations pertaining to the Public Service. Skills: Computer literacy. Report writing skills. Problem Solving. Analytical skills. Good interpersonal relations and commitment to customer services.

DUTIES: The successful candidate will be responsible for the following: Register users on the system and monitor the selective allocation of functions. Provide support to management in the compilation and maintenance of departmental procedure manuals. Manage and Control system notices and messages and bring important issues to the attention of management. Monitor the effective use of the system. Attend LOGIS User Group meetings monthly and report back to management and users of any system changes. Ensure that users are trained on LOGIS within the Department. Implement control and audit measures. Attend internal and external. audit queries relating to LOGIS System. Perform other administrative duties within the sub-directorate.

POST: ASSISTANT DIRECTOR: PERSAL CONTROLLER (PERSONNEL)
DIRECTORATE: MANAGEMENT ACCOUNTING
SALARY: R 491 403.00 PER ANNUM (LEVEL 10)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/32

REQUIREMENTS: A Matric Certificate and an appropriate 3 years' tertiary qualification or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience in PERSAL environment will be an added advantage. Successful completion of local orientation courses. Knowledge of PERSAL system as far as it concerns the operation and capabilities thereof. Thorough knowledge of the requirements applicable to their work sphere and that of users, revisers. Establishment specialist and Personnel. A valid driver's license.

SKILLS AND COMPETENCIES: Analytical skills. Communication skills. Interpersonal skills. Problem solving. Computer literacy. Report writing skills Client orientation and customer focus.

DUTIES: Control personnel system in the Department. Be responsible for the creation and maintenance of the departmental codes on the departmental code file. Evaluate and recommend/reject requested changes to the PERSAL system. Manage and Control system notices and messages and bring important issues to the attention of management. Monitor the effective use of the system. Ensure interaction between the system User Support and the Department. Act as Personnel Advisor in the Department. Ensure that sound and effective personnel management exists in the Department. Establish a well-trained User group. Provide guidelines on the maintenance of the paper file and the information on PERSAL. Monitor and manage statistics and information on PERSAL. Orientation of USER of the system. Register User on the system and monitor the selective allocation of functions. Responsible for the composition and maintenance of departmental manuals and procedures. Implement control and audit measures* Attend internal and external audit queries relating to ERSAL system. Ensure a sound PERSAL establishment considering the approved establishment. Perform other administrative duties within the sub-directorate.

POST: ASSISTANT DIRECTOR: PROJECT MANAGEMENT
DIRECTORATE: SUSTAINABLE RESOURCE MANAGEMENT
SALARY: R 393,711.00 PER ANNUM (LEVEL 9)
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/33

REQUIREMENTS: A Matric and a post Graduate Degree in Project Management/ Monitoring and Evaluation/ Information Management/ Public Administration/Public Management/ Business Administration PERSAL environment or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. A valid driver's license (Attach a copy).

SKILLS AND COMPETENCIES: The incumbent must be self-driven, creative, client oriented and have the ability to maintain high levels of confidentiality at all times. Ability to manage and coordinate projects, to network, to manage people, multitask, priorities and work in a high pressure environment. Work in an integrated multidiscipline team. Ability to operate Microsoft Office package (Word/ Advance Excel/PowerPoint). Good written and verbal communication skills. Report writing and presentation skills, Leadership, planning, organizing and problem solving skills. Strategic leadership. Project Management Skills. Time, Budget Management skills.

DUTIES: The incumbent will be responsible for providing administrative support in planning and project implementation, providing monitoring and evaluation support in all infrastructure projects. Respond to all enquiries related to infrastructure development. Provide information management services for all projects. Coordinate development and Upgrading of Project database, Project register as well as the Infrastructure Reporting Model. Compile Reports and Provide support toward compliance. Provide contract management support to the Directorate unit. Oversee the management of Human Resource Management and Development. Provide inputs into the budgeting process and Financial Management.

POST: ASSISTANT DIRECTOR: EXPENDITURE AND SALARY
SUB DIRECTORATE: FINANCIAL SERVICES
SALARY: R 393 711.00 PER ANNUM (LEVEL 9)
CENTRE: EHLANZENI NORTH DISTRICT (THULAMHASHE)
REF NO.: DARDLEA/23/01/34

REQUIREMENTS: A Matric Certificate and a relevant tertiary qualification at NQF level 6 in the field of Commerce, Cost and Management Accounting with a minimum of three (3) years working experience in the Public Sector. A valid Driver's license.

SKILLS AND COMPETENCIES: The Applicant must have a sound knowledge and understanding of the Public Service Regulatory Framework such as the Public Service Act 1994, Public Service Regulation 2016, and the Public Finance Management Act 1999. Knowledge of transversal systems treasury regulation and any other relevant transcripts, accountability and sound ethical conduct. Must have good report writing and good presentation skills. Understanding of the Batho Pele principles and its application. Excellent verbal and written communication skills. Stake holder and client liaison ability, innovative and creative thinking and the ability to work in a team. Independently and the ability to work under pressure. Ability to apply time management principles and the ability to adapt to the continuous changing environment. Computer literacy and the knowledge of EXCEL.

DUTIES: Authorise supplier invoices and entities on LOGIS and BAS systems. Checking of all salary related claims. Ensure processing of all salary claims on PERSAL system. Compile monthly reports and reconciliation on expenditure and salaries related matters. Coordinate compilation of quarterly accrual reports. Manage invoice tracking register. Ensure suppliers and claims are paid within 30 days upon receipt. Attend to suppliers related queries. Ensure compliance with internal control systems and legislative prescripts. Render audit and risk management function as well as general office administration functions. Supervise issuing of documents requested by users. Prevent and report unauthorized/irregular/wasteful and fruitless expenditure. Supervise and monitor staff.

POST: ASSISTANT DIRECTOR: DEMAND AND ACQUISITION [2 POSTS]
SUB DIRECTORATE: FINANCIAL SERVICES
SALARY: R 393 711.00 PER ANNUM (LEVEL 9)
CENTRE: EHLANZENI NORTH DISTRICT (THULAMHASHE)
REF NO.: DARDLEA/23/01/35
CENTRE: EHLANZENI SOUTH (CYCAD OFFICE)
REF NO.: DARDLEA/23/01/36

Requirement: Diploma in Supply Chain Management/ Logistics / Purchasing or equivalent qualification with minimum three years work experience in Supply Chain Management. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Finance Management Act (PFMA), Treasury Regulations and Supply Chain Management prescripts. Knowledge and understanding of Public Finance Management Act (PFMA), Treasury Regulations, and other relevant prescripts. Able to work under pressure and must be willing to travel across the province. Good communication skills both (verbal and written). Knowledge of Microsoft word, PowerPoint and excel. Knowledge of LOGIS and BAS systems. Problem solving analyses. People and diversity management. Client orientation and customer focus. Accountability and ethical conduct. A valid driver's license.

DUTIES: To provide effective and efficient finance and procurement service. Ensure compliance to Finance and Supply Chain Policies. Manage the implementation of Central Supplier Database. Management of District Fleet. Managing District Asset Register and safeguarding departmental assets. Coordinate and manage physical movable and immovable asset verification process to test existence of assets and completeness of the fixed asset register. Serve on Bid Evaluation Committees. Managing Supply Chain functions in line with District compliance on all Financial Transaction as per PFMA, Treasury Regulations, DORA, Public Service Regulations, PPPFA, BBBEE, departmental policies, procedures and related circulars. Compile and submit all required all required administrative reports, serve on transverse task team as required. Prevent and report unauthorized/ irregular wasteful/fruitless expenditure Ensure compliance with Framework for SCM. Provide on-the-job training for sub-ordinates. Manage sub-ordinates in the sub-director.

POST: SENIOR AGRICULTURAL ADVISOR (CROP PRODUCTION) [2 POSTS]
DIRECTORATE: FARMER SUPPORT SERVICES
SALARY: R393 711.00 PER ANNUM (LEVEL 09)
CENTRE: EHLANZENI SOUTH DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/37
CENTRE: GERT SIBANDE DISTRICT (NOOTGEDACHT)
REF NO.: DARDLEA/23/01/38

REQUIREMENTS: A Matric Certificate and relevant Agricultural Qualification with Crop Production/Science as a major at NQF level 8 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Registration with professional body (SACNASP). Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management) Report writing and good presentation skills. Understand and implement Batho Pele principles. Excellent verbal and written communication skills. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently and in a multidisciplinary team. Innovative and creative ability to operate Microsoft Office programmes effectively. Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidates will be reporting to the Agric Manager at local offices and be responsible to supervise and mentor Agric Advisors. Render scientific and technical advice to internal and external clients. Provide technical support in terms of planning, advice and after care for organized agriculture and other agricultural stakeholders. Provide technical support on Government funded projects (such as CASP, PLAS, PKM, etc.), Promote sustainable production of Agricultural products. Compile and submit all required administrative reports.

POST: ASSISTANT DIRECTOR: INTERNAL AUDIT
DIRECTORATE: INTERNAL AUDIT
SALARY: R 331 188.00 PER ANNUM (SALARY LEVEL 09).
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/39

REQUIREMENTS: A Matric Certificate and an appropriate bachelor's Degree/ Diploma in Auditing/ Internal Auditing or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience in internal audit will be an added advantage. The successful candidate will be required to complete a security clearance. A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of legislative frameworks governing the Public Service. Candidate must be able to audit business research risk assessment; Candidate must be conversant with auditing and accounting standards; Skills and Competencies; Communication skills (verbal and written); Financial Management; Computer literacy; Planning and organizing; Programme and project management; Interpersonal skills; Ability to work in a team; Client orientation and customer focus and Research skills.

DUTIES: Participate in the development of the three- year strategic based audit plans and annual audit operational plan; Conduct a full internal audit engagement ; Development the engagement work program; Development findings and recommendations each engagement; Monitor progress on the implementation of agreed upon action plans; Review performance and provide coaching and guidance to staff; Allocate duties and perform quality control on the work delivery by subordinates; Coach, Lead and train develop new team members and monitor progress on audit projects.

POST: ASSISTANT DIRECTOR: MONITORING AND EVALUATION
DIRECTORATE: PLANNING AND PROGRAMMING
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA/23/01/40

REQUIREMENTS: A Matric Certificate and a National Diploma / Degree in Public Administration/Social Sciences, Project Management or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Related experience in Monitoring and Evaluation of Project Management and Programme Evaluation will be an added advantage.

SKILLS AND COMPETENCIES: Knowledge of the Public Policy and Framework for managing programme and performance information. Experience in planning, design and implementation of monitoring and evaluations. Knowledge of Public Finance Management Act (PFMA) and Treasury Regulations.

DUTIES: Assist with the Monitoring and management performance information. Assist in monitoring the implementation of Departmental plans/programmes. Develop schedules for performance reviews, performance validation. Support with regard to conduct performance review meetings. Ability to analyse reports and evaluate programmes performance within the department. Analysis of programme performance (Interpret data – identify indicators, trends, benchmarks and thresholds to inform decision making). Compile report for each verification conducted indicating the findings and recommendations. Assist the manager to compile the budget and monitor the expenditure of the Unit. Facilitate the development of monitoring of reporting systems. Assist coordinate and facilitate the development of technical indicator descriptions. Manage daily administration duties. Ensure the implementation and reviewing of the policy and procedure manual on performance information.

POST: ASSISTANT DIRECTOR: POLICY AND PLANNING
DIRECTORATE: PLANNING AND PROGRAMMING
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA/23/01/41

REQUIREMENTS: A Matric and an appropriate 3-year tertiary qualification (NQF 6) in the Social Sciences, i.e. Economics, Sociology, Public Administration/Management, Strategic Planning and related courses or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience in in facets of Planning Coordination will be an added advantage.

SKILLS AND COMPETENCIES: A good understanding of government policies, planning and budgeting frameworks, and related areas. Must have full understanding of the ERRP, AMMP, NDP related sector plans. A sound knowledge of Microsoft Office and data analysis applications (especially Microsoft Excel) are essential. Personal.

The ideal candidate should have the following skills: planning, coordination and interpersonal skills, sound human relations, analytical skills and project management skills. Be assertive and self-driven, innovative and creative, solution orientated and able to work under stressful situations and the ability. Ability to work with diversity and multi-disciplinary teams.

DUTIES: The successful candidate will be responsible to facilitate development of the long and medium terms of departmental plans and implementation thereof. This entails supporting programmes with the provision of strategic and technical support on planning. Assisting with the strategic inputs and support in the development of planning and implementation frameworks. Help build positive relations within programmes and external parties, schedule, organize planning and consultative meetings/events, and maintain agenda. Keep updated records and draft of plans and or analysis reports.

POST: ASSISTANT DIRECTOR: SERVICE DELIVERY IMPROVEMENT
DIRECTORATE: PLANNING AND PROGRAMMING
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/42

REQUIREMENTS: A Matric Certificate and a three-year National Diploma/ Bachelor Degree in Public Management or Administration and related fields at NQF Level 6 (360 Credits) or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience in Service Delivery Improvement environment will be an added advantage.

SKILLS AND COMPETENCIES: Knowledge and experience in the application of the provisions of the relevant legislation, policy and regulations that govern the Public Service. A valid Driver's License and willingness to travel. Skills and Competencies: Knowledge and understanding of Service Delivery Improvement Programmes. Understanding and knowledge of Batho Pele Principles and Standards. Financial Management skills. Strategic leadership capability. Communication skills (verbal and written). Computer literacy. Project management skills. People and resource management skills. Research and development expertise. Strategic change and risk management. Presentation and facilitation skills, report-writing skills, Computer literacy e.g. Excel, Word and PowerPoint.

DUTIES: Assist in developing, monitoring and/or facilitating the successful implementation of service delivery related policies and/or implementation strategies in line with the Public Service Regulations and the Operations Management Framework within the department. Assist in maintaining and/or facilitating the successful implementation of Service Delivery Charter. Assist in ensuring the successful implementation of the Batho Pele (BP) Framework. Assist in developing, monitoring and/ or facilitating the successful implementation of the Service Delivery Improvement plan. Assist in developing, monitoring and/or facilitating the successful implementation of Service Standards; and participate in change management sessions for Service Delivery Improvements programmes. Assist the manager to compile the budget and monitor the expenditure of the Unit. Manage daily administration duties.

POST: ASSISTANT DIRECTOR: COMMUNITY AND INTRA DEPARTMENTAL
DIRECTORATE: COMMUNICATION SERVICES
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/43

REQUIREMENTS: A Matric Certificate and an appropriate Bachelor's Degree/Diploma in Communication/ Journalism/ Media Studies/ Public Relations/ Marketing or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Driver's License.

SKILLS AND COMPETENCIES: Knowledge of legislative frameworks governing the Public Service. Knowledge of stakeholder engagement. Ability to work under pressure. Good Communication skills (verbal and written), Negotiation skills, Conflict Resolution skills, Planning and Organising skills and Presentation skills. Computer literacy in Microsoft Office.

DUTIES: Promote stakeholder relations. Coordinate departmental events, exhibition, community outreach programmes. Render internal communication services. Management of Presidential Hotline.

POST: ASSISTANT DIRECTOR: WEB MASTER
DIRECTORATE: COMMUNICATION SERVICES
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/44

REQUIREMENTS: A Matric Certificate and National Diploma/Degree in Graphic Design or equivalent qualification or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Experience in Graphic Design and a portfolio of previous publications will be an added advantage. Budgeting and reporting. Driver's License

SKILLS AND KNOWLEDGE: Knowledge of Departmental policies and procedures i.e. Public Finance Management Act (PFMA), Public Service Act, Public Service Regulations etc. Knowledge of design software's, such as Adobe Creative Suite: Photoshop, Adobe Creative Suite, Illustrator, Adobe Creative Suite InDesign, Corel Draw, and Microsoft Office. Knowledge of Media ethics. Project Management and Batho Pele Principles skills. Journalism and Editorial management. Planning and Organizing; Computer literacy; Communication Skills. Problem Solving. Listening and observation. Presentation and Time Management.

DUTIES: Managing website and social media platforms. Create content audits as well as ensuring the website has a brand strategy alignment. Ensure compliance with all regulations and keep abreast of the best practice of the industry. Good knowledge in search engine optimisation.

POST: ASSISTANT DIRECTOR: MEDIA LIAISON AND MONITORING
DIRECTORATE: COMMUNICATION
SALARY: R 393 711 PER ANNUM (LEVEL 09)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/45

REQUIREMENTS: A Matric Certificate and a three (3) year National Diploma (NQF6)/ Undergraduate Bachelor Degree (NQF7) in Communication Science/ Public Relations/ Media studies/ Publishing/ Journalism or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Functional experience in media and communication services will be an added advantage. Valid driver's license.

SKILLS AND KNOWLEDGE: Knowledge of Departmental policies and procedures i.e. Public Finance Management Act (PFMA), Public Service Act, Public Service Regulations etc. Knowledge of Marketing Communication principles, Event management Media ethics, Project Management and Batho Pele Principles. Journalism and Editorial management, Media interviewing, Planning and Organizing, Computer literacy, Communication, Problem Solving, Listening and observation, Presentation and Time Management skills.

DUTIES: Write quality news article and features for publication. Edit other articles and features into plain English. Distribute media release/ statements to external stakeholders (media). Identify communication opportunities and appropriate communication interventions by the Department and/or Minister.

POST: LEGAL ADMINISTRATIVE OFFICER
DIRECTORATE: LEGAL SERVICES
SALARY: R 390 432 PER ANNUM (OSD)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA/23/01/46

REQUIREMENTS: A Matric and an LLB Degree (NQF 8) or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant post qualification experience in the provision of legal services and legal support will be an added advantage.

SKILLS AND COMPETENCIES: Knowledge of relevant Public Service Regulatory Framework (Public Service Act, Treasury Regulations and Public Finance Management), Environmental Law and applicable relevant Regulations, Administrative Law, Labour Law, understanding and knowledge of the Constitution, PAJA, PAIA, POPIA. Ability to interpret and analyse legislation, drafting of contracts and international instruments. Knowledge of the rules and operation of various courts, work independently and in a multidisciplinary team. Knowledge and experience on judicial review process. Excellent verbal and written communications and presentation skills. Innovative, creative, ability to operate Microsoft office programmes effectively. Ability to work under pressure within strict timelines. Ability to write and interpret technical reports and documents. Must be in possession of a valid driver's license.

DUTIES: Draft and vet Contracts. Provide general legal support and PAJA AND PAIA Compliance. Provide legal advice and opinions in relation to all legislative framework applicable in the Department. Review delegations, provide legal advice on appeals and reviews against decisions issued by the Department. Conduct training. Handle judicial review applications. Provide legal advice and opinions.

POST: AGRICULTURAL TRAINING OFFICER: CROP PRODUCTION [3 POSTS]
CHIEF DIRECTORATE: RESEARCH AND STRUCTURED AGRICULTURAL TRAINING
SALARY: R 331 188.00 PER ANNUM (LEVEL 8)
CENTRE: GERT SIBANDE (NOOITGEDACHT RESEARCH FARM)
REF NO.: DARDLEA/23/01/47
CENTRE: EHLANZENI DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/48
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/49

REQUIREMENTS: A Matric Certificate and a four-year Bachelor's Degree in Agriculture majoring in Cop Science or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Previous experience in a training environment. Assessor and moderator course will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of the Agricultural sector. Understanding of South African Qualification Authority (SAQA) policies and legislation. Knowledge and application of crop production. Knowledge of training environment, including working with learners, parents and communities. Ability to develop training materials and lesson plans. Planning and organizational skills. Ability to work independently and as an active member of a team. Collaboration with relevant stakeholders. Good communication skills both verbal and written.

DUTIES: Identify, conceptualize, prioritize, implement and evaluate training needs. Prepare lesson plans and conduct theoretical and practical training sessions for formal and non-formal training programmes to farmers and community members. Arrange, facilitate and monitor training courses. Develop and review training materials and manuals. Use and maintain training equipment in good working condition. Compile monthly, quarterly and annual performance reports.

POST: AGRICULTURAL ADVISOR: CROP PRODUCTION [6 POSTS]
DIRECTORATE: DISTRICT SUPPORT SERVICES
SALARY: R331 188.00 PER ANNUM (LEVEL 08)
CENTRE: EHLANZENI NORTH (ALLANDALE)
REF NO.: DARDLEA/23/01/50
CENTRE: EHLANZENI NORTH (SERVILLE)
REF NO.: DARDLEA/23/01/51
CENTRE: EHLANZENI SOUTH DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/52
CENTRE: GERT SIBANDE DISTRICT (CHIEF ALBET LUTHULI) [2 POSTS]
REF NO.: DARDLEA/23/01/53
CENTRE: NKANGALA DISTRICT (THEMBISILE HANI)
REF NO.: DARDLEA/23/01/54

REQUIREMENTS: A Matric Certificate and a relevant Agricultural Qualification with Crop Production/Science as a major at NQF level 8 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Registration with professional body (SACNASP). A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management). Report writing and good presentation skills. Understand and implement Batho Pele principles. Excellent verbal and written communication skills. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently and in a multidisciplinary team. Innovative and creative ability to operate Microsoft Office programmes effectively. Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidates will be reporting to the Agric Manager at local offices and be responsible to supervise and mentor Agric Advisors. Render scientific and technical advice to internal and external clients. Provide technical support in terms of planning, advice and after care for organized agriculture and other agricultural stakeholders. Provide technical support on Government funded projects (such as CASP, PLAS, MESP, etc.). Promote sustainable production of Agricultural Products. Compile and submit all required administrative reports.

POST: AGRICULTURAL ADVISOR: ANIMAL PRODUCTION [2 POSTS]
DIRECTORATE: FARMER SUPPORT SERVICES
SALARY: R331 188.00 PER ANNUM (LEVEL 08)
CENTRE: NKANGALA (THEMBILE HANI MUNICIPALITY)
CENTRE: EHLANZENI SOUTH DISTRICT (MBOMBELA)
REF NO.: DARDLEA/23/01/55

REQUIREMENTS: A Matric Certificate and an Agricultural Qualification with Animal Production/Science as a major at NQF level 8 or equivalent qualifications as recognised by the South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Registration with professional body (SACNASP). A valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Service Regulatory Framework (Public Service Act, Public Service Regulations and Public Finance Management). Report writing and good presentation skills. Understand and implement Batho Pele principles. Excellent verbal and written communication skills. Stakeholder and client liaison, innovative and creative. Ability to work in a team and independently and in a multidisciplinary team. Innovative and creative ability to operate Microsoft Office programmes effectively. Ability to work under pressure. Ability to apply time management principles and adapt to continuous changing environment.

DUTIES: Successful candidates will be reporting to the Agric Manager at local offices and be responsible to supervise and mentor Agricultural Advisors. Render scientific and technical advice to internal and external clients. Provide technical support in terms of planning, advice and after care for organized agriculture and other agricultural stakeholders. Provide technical support on Government funded projects (such as CASP, PLAS, MESP, etc.). Promote sustainable production of Agricultural Products. Compile and submit all required administrative reports.

POST: ADMINISTRATIVE OFFICER: CROP RESEARCH AND DEVELOPMENT
DIRECTORATE: STRUCTURED AGRICULTURAL TRAINING
SALARY: R269 214.00 PER ANNUM (SALAR LEVEL 7)
CENTRE: EHLANZENI SOUTH
REF NO.: DARDLEA/23/01/56

REQUIREMENTS: A Matric Certificate and a National Diploma in Public Administration or relevant qualification as recognized by SAQA. Extensive experience in office administrative environment or related field. Knowledge of the financial management and procurement procedures. Knowledge and understanding of Departmental prescripts/ policies. Knowledge and understanding of the relevant legislation and regulations that govern the Public Service including the Public Finance Management Act, 1999 (AC No 1 of 1999) (PFMA) and Treasury Regulations and Preferential Procurement Policy Framework Act (PPFA).

SKILLS AND COMPETENCIES: Strong communication skills (writing and verbal), ability to interact productively with supervisors, peers and external role players, good organizational skills, interpersonal skills, good computer skills (MS Word, Excel, Powerpoint), ability to work individually and in a team, ability to work under pressure, extensive hours, multitasking and self-supervision. Valid Drivers License.

DUTIES: Provide financial and administrative support to the office of the FET Manager. Receive invoices from suppliers and forward to manager for approval. Ensure that documents are filed correctly. Register outgoing and incoming correspondence. Request quotations from service providers. Verify, consolidate and submit performance plans, budgets and reports. Oversee the management of the stores of the section.

POST: INTERNAL AUDITOR
DIRECTORATE: INTERNAL AUDITING
SALARY: R269 214.00 PER ANNUM (SALARY LEVEL 7)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA/23/01/57

REQUIREMENTS: A Matric Certificate and an appropriate Bachelor's Degree/Diploma at NQF level 5/6 or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Internal Audit or Forensic Investigations will be an added advantage. Valid Driver's license.

SKILLS AND COMPETENCIES: Knowledge of International Standards for the Professional Practice of Internal Auditing, Enterprise Risk Management Framework, Public Finance Management Act, 1999 (Act No 1 of 1999) and Treasury Regulations. A candidate must have a valid driver's license and be able to drive. The successful candidate must be willing to travel extensively and work extra-ordinary hours.

DUTIES: Evaluate the internal control systems, risk management and governance process of the Department. Gather relevant legislations, acts, policies; develop audit programme, execute the audits based on the audit programme; document all findings raised and provide supporting evidence; compiling working paper files and do filing referencing. Conduct audits in compliance with the International Standards for Professional Practice of Internal Auditing. Perform follow up audits to performance whether all agreed rectification plans have been implemented. Conduct adhoc audits as requested.

POST: PRINCIPAL PERSONNEL OFFICER: SERVICE CONDITIONS
DIRECTORATE: HUMAN RESOURCE MANAGEMENT
SUB-DIRECTORATE: SERVICE CONDITION
SALARY: R269 214.00 PER ANNUM (LEVEL 7)
CENTRE: HEAD OFFICE (RE-ADVERT)
REF NO.: DARDLEA/23/01/58

REQUIREMENTS: A Matric Certificate and a Bachelor's Degree/National Diploma in Human Resource Management / Public Administration / Public Management / Labour Relations or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Service Conditions will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of Human Resource Management in the Public Service and employment legislation i.e. Public Service Act, Public Service Regulations, Labour Relations Act, Basic Conditions of Employment Act, Public Finance Management Act, Employment Equity Act. Policy on Incapacity Leave and Ill-health Retirement, Promotion of Access to Information Act (PAIA). Promotion of Administrative Justice Act (PAJA). Computer literacy (Microsoft Office package). Communication skills (verbal and written). Planning and organising skills. Knowledge and experience in pension administration and leave management. Introduction to PERSAL Management Certificate.

DUTIES: Provide for Service conditions and Employee Benefits. Administer Service Terminations. Quality assure documents received for termination of services. Capture service terminations on PERSAL timeously. Complete and ensure correct submission of pension forms including nominations forms. Follow-up on all outstanding pension claims with Government Employees Pension Fund (GEPF). Advice deceased employee's family to claim funeral benefit from GEPF. Implement PERSAL transactions such as but not limited to housing, appointments, probations, payment of allowance etc. Facilitate Leave administration processes. Implement leave transactions and ensure that correct codes are used on PERSAL and E-leave Management systems. Ensure that leave applications comply with policies and prescripts before approving on PERSAL. Administration of incapacity leave in the province. Conduct leave audit. Conduct calculation of leave pay-out and ensure proper implementation. Supervision of staff.

POST: STATE ACCOUNTANT: DEBT MANAGEMENT
DIRECTORATE: MANAGEMENT ACCOUNTING
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA/23/01/59

Requirements: A Matric Certificate and an appropriate tertiary qualification in Finance or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience will be an added advantage. Valid driver's license.

Knowledge and skills: Knowledge and understanding of the Public Finance Management Act (PFMA), Treasury Regulations and other relevant legislations. Knowledge of BAS system. Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

Duties: Collect all monies due to the department. Clear suspense account. Prepare monthly debt reports. Issue debt statements on monthly basis. Manage departmental debt account. Keep debt register. Ensure compliance with policy and procedure manual. Liaise with Salary Administration section to implement deduction where necessary. Liaise with Legal Service Section for long outstanding debt. Perform other administrative duties

POST: STATE ACCOUNTANT: BUDGET MANAGEMENT
DIRECTORATE: MANAGEMENT ACCOUNTING
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA/23/01/60

REQUIREMENTS: A Matric Certificate and an appropriate qualification in Finance or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in the field will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of the Public Finance Management Act (PFMA), Treasury Regulations and other relevant legislations. Knowledge of BAS system. Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services.

DUTIES: Collect, consolidate and capture budget inputs of line managers in the preparation of budget and cash flow projections, Capture transfers and virements on the system. Compile, weekly, monthly and yearly reports. Distribute expenditure control commitment reports when required. Provide advice on budgetary related matters. Perform other administrative duties in the sub-directorate.

POST: STATE ACCOUNTANT: EXPENDITURE AND SALARY [2 POSTS]
SUB-DIRECTORATE: FINANCIAL SERVICES
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: EHLANZENI NORTH (THULAMAHASHE)
REF NO.: DARDLEA/23/01/61
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/62

REQUIREMENTS: A Matric Certificate and an appropriate 3 years' qualification in Finance or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in the field will be an added advantage. Knowledge of PFMA, Treasury Regulations and other relevant legislations. Valid driver's license

SKILLS AND COMPETENCIES: Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

DUTIES: Capture supplier invoices and entities on LOGIS and BAS System. Checking of all salary related claims, ensure processing of all salary claims on the PERSAL System. Comply monthly reports and reconciliations on expenditure and salaries related matters. Prepare quarterly and annual accruals and payable reports. Manage invoice tracking register. Ensure suppliers and claims are paid within 30 days. Ensure compliance with internal control systems and legislative prescripts. Prevent and report unauthorized/ irregular wasteful/fruitless expenditure. Perform other administrative duties within the section

POST: STATE ACCOUNTANT: BUDGET AND REVENUE
SUB-DIRECTORATE: FINANCIAL SERVICES
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/63

REQUIREMENTS: A Matric Certificate and an appropriate 3 years' qualification in Finance or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in the field will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of PFMA, Treasury Regulations and other relevant legislations. Skills: Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

DUTIES: Collect and capture receipt on BAS system, Conduct verification on revenue cash offices. Ensure that banking is done as per the revenue policy. Ensure that spending is in line with the allocated budget. Confirm availability of funds. Advice programme managers on budget matters. Attend internal and external audit queries. Prevent unauthorised expenditure. Perform other administrative duties.

POST: ADMINISTRATIVE OFFICER: DEMAND AND ACQUISITION [3 POSTS]
SUB DIRECTORATE: FINANCIAL SERVICES
SALARY: R 269 214 .00 PER ANNUM (LEVEL 07)
CENTRE: GERT SIBANDE DISTRICT (ERMELO)
REF NO.: DARDLEA/23/01/64
CENTRE: NKANGALA DISTRICT (KWAMHLANGA)
REF NO.: DARDLEA/23/01/65
CENTRE: EHLANZENI SOUTH DISTRICT (CYCAD)
REF NO.: DARDLEA/23/01/66

REQUIREMENTS: A Matric Certificate and a Degree/Diploma in Supply Chain Management/ Logistics / Purchasing or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Supply Chain Management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of PFMA, Treasury Regulations and Supply Chain Management prescripts. Skills: Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

DUTIES: Ensure effective and efficient application of procurement policies and processes. Administration of Central Supply Database (CSD). Ensure compliance to finance and supply chain policies and prescripts. Capturing of requisition on LOGIS system. Serve in the departmental supply chain procurement committees. Ensure that specifications are legitimate and comply with prescripts policies. Prevent and report unauthorized/ irregular wasteful/fruitless expenditure.

POST: STATE ACCOUNTANT: SALARY ADMINISTRATION
DIRECTORATE: FINANCIAL ACCOUNTING
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA23/01/67

REQUIREMENTS: A Matric Certificate and a Bachelor Degree/National Diploma in financial management or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in finance/salary administration environment will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of the PFMA, National Treasury Regulations and other government related prescripts. Good communication skills both verbal and written. Knowledge of Microsoft word, PowerPoint and Excel. Knowledge of LOGIS and BAS systems. Problem solving analyses. People and diversity management. Client orientation and customer focus. Accountability and ethical conduct.

DUTIES: Receiving/checking/recording of all salary related claims, ensure processing of all salary claims on the PERSAL System within 30 days, prepare payroll reconciliation report, tax reconciliation, clearance of BAS/PERSAL exceptions, conduct annual staff verification, prepare quarterly/annual accruals/payables disclosure notes, systematic filing/retrieval of salary payment vouchers, prepare monthly reports, prevent and report unauthorized/irregular/wasteful/fruitless expenditure.

POST: ADMINISTRATIVE OFFICER: ASSET MANAGEMENT
SUB DIRECTORATE: FINANCIAL SERVICES
SALARY: R 269 214 .00 PER ANNUM (LEVEL 07)
CENTRE: GERT SIBANDE DISTRICT (ERMELO)
REF NO.: DARDLEA23/01/68

REQUIREMENTS: A Matric Certificate and a Diploma in Supply Chain Management/ Logistics / Purchasing or equivalent qualification with minimum 02 years work or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Supply Chain Management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of Public Finance Management Act (PFMA), Treasury Regulations and Supply Chain Management prescripts. Skills: Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

DUTIES: Conduct movable asset verification process to test existence of assets and completeness of the fixed asset register within the District. Update and maintain the fixed asset register of the District. Barcoding of all assets. Enforce implementation of movable and immovable asset policies and procedures by users. Liaise with security management to ensure that lost/stolen assets are listed on the loss register. Identify and enlist all movable assets due for disposal. Ensure that inventory sheets are pasted and signed for by relevant custodians. Administer movements of movable assets within the District. Compile movable assets report. Perform other administrative duties.

POST: RISK MANAGEMENT OFFICER
SUB DIRECTORATE: RISK MANAGEMENT
SALARY: R269 214.00 PER ANNUM (LEVEL 7)
CENTRE: HEAD OFFICE
REF NO.: DARDLEA23/01/71

REQUIREMENTS: A Matric and a Bachelor's Degree (NQF 7) / National Diploma (NQF 6) in Risk or Compliance Management /Internal Audit/ Accounting/ Public Finance/Public Management or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Risk Management services or Auditing and compliance/Integrity/ Ethics Management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge of Public Finance Management Act, 1999, Treasury Regulations, Financial Management Principles, Financial Accounting Principles, Public Service Act, Public Service Regulations, BAS system. Basic Conditions of Employment Act, 75 of 1997 and Provincial Treasury Directives. Possess skills on policy management, communication (verbal and written), presentation, resource management, conflict resolution, customer and quality management, Problem solving and decision making. Ability to work under pressure.

DUTIES: Promote risk management by undertaking initiatives aimed at creating and enhancing RM. Facilitate the implementation of risk management norms and standards in the department. Facilitate risk assessment exercise for different programs within the department. Monitor and report on various aspects of Risk Management. Assist the RMC, management and other officials by providing support on Risk Management. Facilitate the applications for Remunerative Work Outside the Public Service (RWOPS). Facilitate the processes of Financial Disclosures.

POST: ADMINISTRATIVE OFFICER: SPECIAL PROGRAMMES
DIRECTORATE: TRANSVERSAL SERVICES
SALARY: R269 214.00 PER ANNUM (SALAR LEVEL 7)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA23/01/72

REQUIREMENTS: A Matric Certificate and a Diploma in Public Management (NQF Level 6) or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Knowledge of the Public Service Regulation (PSR 2016). Knowledge of the Public Finance Management Act (PFMA), practical knowledge of Supply Chain Management and relevant experience will be an added advantage. Valid driver's License.

SKILLS AND COMPETENCIES: Good communication (verbal and written) skills. Ability to work under pressure and meet tight deadlines. Problem solving skills. Computer literacy.

DUTIES: Provide support in the Special Programmes Sub-Directorate. Perform administrative work for the Sub-Directorate. Administer the incoming and outgoing documents of the Sub-Directorate. Provide support in the development of the Sub-Directorate's reports.

POST: ADMINISTRATIVE OFFICER: LOGISTICS MANAGEMENT
DIRECTORATE: ASSET MANAGEMENT AND FACILITIES
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA23/01/69

REQUIREMENTS: A Matric Certificate and a Diploma in Supply Chain Management/ Logistics / Purchasing or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in Supply Chain Management will be an added advantage. Valid driver's license.

SKILLS AND COMPETENCIES: Knowledge and understanding of PFMA, Treasury Regulations and Supply Chain Management prescripts. Computer literacy. Communication skills. Good interpersonal relations and commitment to customer services. Accountability and ethical conduct.

DUTIES: Receive and register purchase requests/requisitions for procurement of goods and services. Check for compliance on requisitions and advice end-users on correct compilation and packaging of purchase requests. Generate purchase orders. Capture purchase order data on the Invoice Tracking System. Compile weekly commitment/accruals reports and monthly purchase order-invoice reconciliation reports. Ensure proper filling of purchase vouchers. Ensure effective and efficient application of procurement policies and processes. Prevent and report unauthorized/ irregular wasteful/fruitless expenditure.

POST: ADMINISTRATIVE OFFICER: MOVABLE ASSETS [2 POSTS]
DIRECTORATE: ASSET MANAGEMENT AND FACILITIES
SALARY: R 269 214.00 PER ANNUM (LEVEL 07)
CENTRE: HEAD OFFICE (MBOMBELA)
REF NO.: DARDLEA23/01/70

Requirements: A Matric Certificate and a relevant National Diploma or equivalent qualifications as recognised by South African Qualifications Authority (SAQA). Relevant experience in the asset management environment in particular movable assets will be an added advantage. Valid driver's license. Knowledge and understanding of PFMA, Treasury Regulations, and other relevant prescripts. Able to work under pressure and must be willing to travel across the Province.

Skills: Good communication skills both (verbal and written). Knowledge of Microsoft word, PowerPoint and excel. Knowledge of LOGIS and BAS systems. Problem solving analyses. People and diversity management. Client orientation and customer focus. Accountability and ethical conduct.

Duties: Conduct movable asset verification process to test existence of assets and completeness of the fixed asset register. Request documents for monthly reconciliations against the trial balance and the asset register. Compile necessary journals and ensure that they are correctly posted on the accounting system. Update the FAR of the department with additions, asset movements, disposals, asset conditions, transfers and donations. Analyse every entry and update made on the FAR. Barcoding of all assets. Enforce implementation of movable asset policies and procedures by users. Liaise with security management to ensure that lost/stolen assets are listed on the loss register of the department. Identify and enlist all movable assets due for disposal. Ensure that inventory sheets are pasted and signed for by relevant custodians. Liaise with districts regarding movable asset issues.

NB: Kindly note that the content of the job specification is available on the Departmental website: <https://dardlea.mpg.gov.za/>

ENQUIRIES: Ms. SP Shongwe: 013 766 6003 or Mr. MT Mbuyane: 013 766 6147 or NF Mgiba: 013 766 6476 or Ms. YH Morele: 013 766 6068 or for Ehlanzeni North District: Mr DB Kubayi 013 7731555, for Nkangala District: Ms. BM Mahlangu 0714994823 or for Ehlanzeni South District Ms. MH Sekoma 013 7594000 or for Gert Sibande District Mr. RS Mhlongo 076 477 0132

APPLICATIONS: Applications quoting relevant reference number should either be hand delivered, posted or emailed to the following addresses: For HEAD OFFICE: to the Director: HRM&D, Samora Machel Building, Private Bag X 11219, Riverside Park, Mbombela, (1200) or Email: dardlearecruitment-ho@mpg.gov.za. For BOHLABELA/EHLANZENI NORTH DISTRICT OFFICE: to the District Director, 101 Main Road, Private Bag X1321, Thulamahashe, (1365) or Email: dardlearecruitment-ehln@mpg.gov.za. For EHLANZENI DISTRICT OFFICE: to the District Director, Block 4, Aqua Street, PO Box 266, Riverside Park, Mbombela, (1200) or Email: dardlearecruitment-ehls@mpg.gov.za. For GERT SIBANDE DISTRICT OFFICE: The District Director, 44 Church Street, Private Bag X 9071, Ermelo (2350) or Email: dardlearecruitment-gs@mpg.gov.za. For NKANGALA DISTRICT OFFICE: to the District Director, Building 16, Government Complex, Private Bag X 4017, KwaMhlanga (1260) or Email: dardlearecruitment-nka@mpg.gov.za. Please ensure that you email your application to the relevant email.

CLOSING DATE: 27 JANUARY 2023 at 16:00

NOTE: Applications must include only completed and signed new Z83 form, obtainable from any Public Service Department or on the DPSA web site link: <https://www.dpsa.gov.za/newsroom/psvc/> and a detailed Curriculum Vitae. Certified copies of Identity Document, Senior Certificate and the highest required qualifications as well as a driver's license where necessary, will only be submitted by shortlisted candidates to Human Resources on or before the day of the interview date. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. Applicants should ensure that they submit their applications on or before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Due to the large number of applications we envisage to receive, applications will not be acknowledged. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium is placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. **NB:** The Department reserves the right not to fill a position. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. All shortlisted candidates will be subjected to personnel suitability checks. The successful candidate will be subjected to undergo security vetting. DARDLEA will conduct reference checks which may include social media profiles of the shortlisted candidates. Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event that the person has been appointed such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract and sign a performance agreement with the Department. The requirements for appointment at Senior Management Service (SMS) include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should therefore attach proof that they have completed the Pre-entry Certificate, which can be accessed using the following link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>. Failure to do this will result in the application being disqualified. The first two recommended MMS and SMS candidates will be subjected to a generic managerial competency assessment in compliance with the Department of Public Service and Administration (DPSA) Directive on the Implementation of Competency Based Assessments.

IMPORTANT: DARDLEA is an equal opportunity and affirmative action employer. It is our intention to promote representivity in DARDLEA through the filling of posts. The Department reserves the right not to fill a position