



KWAZULU-NATAL PROVINCE

ECONOMIC DEVELOPMENT, TOURISM
AND ENVIRONMENTAL AFFAIRS
REPUBLIC OF SOUTH AFRICA

Applications are invited from suitably qualified and experienced persons for the following positions:

POST TITLE:	CHIEF DIRECTOR: GOVERNANCE AND STRATEGY MANAGEMENT
BUSINESS UNIT:	GOVERNANCE AND STRATEGY MANAGEMENT
SALARY PACKAGE:	R 1 494 900- R 1 787 328 PER ANNUM (All-inclusive salary package to be structured under the rules of SMS)
SALARY LEVEL:	14
CENTRE:	HEAD OFFICE: PIETERMARITZBURG

REQUIREMENTS: •An appropriate Bachelor's Degree or equivalent qualification in Public Management / Public Administration/ Business Administration/ Business Management/ Economics or other relevant disciplines at NQF level 7 as recognized by SAQA. • Postgraduate qualifications will be an added advantage. • A minimum of 5 years' experience at a Senior Management position in a Governance and Strategy Planning and Management environment. •Completion of the Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment. •A valid driver's licence.

KEY PERFORMANCE AREAS: •Manage and monitor the strategic and annual planning and reporting processes for the Department •Oversee the development of the systematic inter-governmental relations between all spheres of government, private sector, and international organizations •Provide performance, monitoring, and evaluation management • Provide effective oversight/governance in the Departmental Public Entities • Effective management of the human and financial resources of the office.

SKILLS, TRAINING, AND COMPETENCIES: The successful candidate must have broad knowledge of business administration, compliance management, corporate governance, drafting of agreements, policy management, public entity administration, risk and audit framework management, and strategic planning. Broad knowledge and understanding of the public sector environment and Public Service Systems. Advanced knowledge and a clear understanding of Public Entity management. Broad knowledge of administrative functions in the Public Service. Broad knowledge of Public Service policies and procedures, Provincial and National government functioning, and administrative office procedures. Advanced knowledge of reporting standards, ethics, and practices. Knowledge of the National Development Plan (NDP) and Provincial Growth and Development Strategy (PGDS). Good knowledge of developing strategies and policy implementation according to agreed norms and standards. Knowledge and understanding of the regulatory framework for the Public Service, e.g., Constitution of the Republic of South Africa, Public Service Act, PFMA, Treasury Regulations, Public Service Regulations, Basic Conditions of Employment Act, Occupational Health and Safety Act, Labour Relations Act. Good stakeholder coordination and engagement, Sound research, knowledge management, strategic capability and leadership, and empowerment. Knowledge and understanding of Employee Performance and Management Systems, Security Management Act, Bill of Rights, Community Outreach, and Public Participation. Knowledge of monitoring and implementation of departmental programs and ensuring proper coordination with line managers at the Head Office level. Strategy Stakeholder Engagement and the ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations. •Knowledge of strategic planning and management, Computer literacy, negotiating skills, program and project management principles, report writing, and presentation skills. •Broad knowledge of service delivery innovation, change management, and financial management. Strategic and leadership, policy analysis and development, Innovative thinking, Decisiveness, and Interpersonal relations. Risk Management. Human Resource Management. Analytical and quantitative method tools. Chairing meetings. Conflict Management, management and administration, advanced written and verbal communication, people management, corporate planning, decision making, research, knowledge management, problem-solving and analysis, client orientation, and customer focus.

- **NB: THIS POST IS BEING RE-ADVERTISED. CANDIDATES WHO APPLIED PREVIOUSLY MAY RE-APPLY**
- **PREFERRED: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

ENQUIRIES: MR S P KHANYI
TEL NO: 083 410 6508

POST TITLE: DIRECTOR: ECONOMIC ANALYSIS
BUSINESS UNIT: CHIEF DIRECTORATE: ECONOMIC REVIEWS
SALARY PACKAGE: R 1 266 714 - 1 492 122 PER ANNUM (ALL-INCLUSIVE SALARY PACKAGE TO BE STRUCTURED UNDER THE RULES OF SMS)
SALARY LEVEL: 13
CENTRE: HEAD OFFICE: PIETERMARITZBURG
REFERENCE: DIR- ECO ANALYSIS 02/DEC 2025

REQUIREMENTS: •An appropriate Bachelor's Degree in Economics at NQF Level 7 as recognized by SAQA; •A Post Graduate Degree in Economics will serve as an added advantage. •A Minimum of five (5) years' Middle/Senior Management experience focusing on Economic Analysis, Economic Modelling, Economic Research, and Statistical Analysis. •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment; •A valid driver's licence.

KEY PERFORMANCE AREAS: •Oversee Economic Analysis for the KZN Province; • Coordinate and facilitate the development of standards on Economic Analysis; •Coordinate the analysis of economic trends using relevant instruments/tools; •To provide regular reports on economic trends of the province; •Provide leadership in the development and implementation of five year and annual strategy of the economic analysis unit including Operation Sukuma Sakhe (OSS), District Development Model (DDM), GEYODI and Risk Management and Knowledge Management, and human resources performance management.

SKILLS, TRAINING AND COMPETENCIES: •A rigorous and in-depth knowledge of Economic Analysis, Applied Statistics, and Econometrics, data management, and strategies in the public sector •Knowledge of information sharing mechanisms and platforms; •A thorough understanding of relevant legislation, best practices, and frameworks. •Sound Knowledge and understanding of the Public Service Regulatory Framework, e.g., Public Service Act, PFMA, Municipal Finance Management Act (MFMA), Economic Modelling Packages (such as EViews, Stata and others), Treasury Regulations, Provincial Growth and Development Strategy (PGDS), National Development Plan (NDP), Public Service Regulations, Labour Relations Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks, policies, and strategies. •Ability to provide leadership in provincial and national economic analysis, forecasting, economic modelling, applied statistical data analysis, strategic management, and people skills, and use of advanced Excel and other data analysis tools. •Ability to interpret and apply policies, advanced knowledge, and application of general management and project management principles. Knowledge of the Constitution of South Africa, Public Service systems, Public Service Code of Conduct, Batho Pele principles, budget formulation, financial management/accounting, strategic management, and programme management principles •Skills such as research design, interpreting and analyzing quantitative and qualitative socio-economic data, methodologies and implementation, networking and communication, analytical thinking, problem analysis and problem solving, advanced computer literacy, report writing, time management, presentation and verbal communication skill, project development, management and monitoring skills, financial and budget management, planning and organizing, ability to transfer skills and knowledge, offer appropriate advice; •Ability to work under pressure. Flexibility to work long and extra hours. Attributes such as innovative, ubuntu, service excellence, ethical conduct, integrity, commitment, and professionalism.

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- **TARGETED: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

ENQUIRIES: MR C HAMADZIRIPI
TEL NO: 033- 264 2781

POST TITLE:	DIRECTOR: STATISTICAL DATABASE AND KNOWLEDGE MANAGEMENT
BUSINESS UNIT:	CHIEF DIRECTORATE: ECONOMIC REVIEWS
SALARY PACKAGE:	R 1 266 714 – 1 492 122 PER ANNUM (ALL-INCLUSIVE SALARY PACKAGE TO BE STRUCTURED UNDER THE RULES OF SMS)
SALARY LEVEL:	13
CENTRE:	HEAD OFFICE: PIETERMARITZBURG
REFERENCE:	DIR-STAT DATABASE 03/DEC 2025

REQUIREMENTS: •An appropriate Bachelor's Degree in Statistics/ Applied Statistics/ Econometrics/ Applied Mathematics at NQF Level 7 as recognized by SAQA. •A Minimum of five (5) years' Middle/Senior Management experience in Applied Statistics, Statistical Database Development, Statistical analysis, and information sharing and presentation. •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment; •A valid driver's licence.

KEY PERFORMANCE AREAS: The successful candidate will be required to: •Provide strategic leadership and governance on knowledge management and statistics of the Department •Oversee data and knowledge infrastructure management •Provide leadership in the provision of data analytics, reporting, and insights •Oversee policy implementation, capacity building, and stakeholder engagement •Manage the resources of the Directorate.

SKILLS, TRAINING AND COMPETENCIES: The successful candidate must have: • An in-depth knowledge of economic statistics, national and international statistical systems, statistical analysis, survey development, quantitative and qualitative data analysis, data manipulation and forecasting •Knowledge of information Sharing mechanisms and platforms; •Ability to implement knowledge management systems, undertake applied statistical data analysis, strategic Management, and people skills and use advanced Excel in data and knowledge management •An extensive knowledge of statistical database development and management •A thorough understanding of relevant legislation, best practices, and frameworks. •Sound Knowledge and understanding of the Public Service regulatory framework, e.g., Public Service Act, PFMA, Treasury Regulations, Public Service Regulations, Labour Relations Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks, policies, and strategies. •Ability to interpret and apply policies, advanced knowledge, and application of general management and project management principles. Knowledge of the Constitution of South Africa, Public Service systems, Public Service Code of Conduct, Batho Pele principles, budget formulation, financial management/accounting, strategic management, and programme management principles. Strong skills in statistical analysis, data gathering, database development, data analysis, survey development, quantitative and qualitative research, and communication. •Ability to transfer skills and knowledge, and offer appropriate advice •Ability to gather and analyze information; Communication skills: verbal and written. Stakeholder liaison skills, management skills, research skills, presentation skills, policy analysis and development, analytical thinking, interpersonal relations, interpretation of statutes, diplomacy, computer literacy, language skills, and time management skills •Ability to work under pressure. Flexibility to work long and extra hours. Skills: •Project management skills, planning and organizing •Good interpersonal skills, diversity management skills, economic transformation, change leadership, transformation, and conflict management.

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ENQUIRIES:	MR C HAMADZIRIPI
TEL NO:	033- 264 2781

POST TITLE:	DIRECTOR: ECONOMIC IMPACT ASSESSMENT
BUSINESS UNIT:	CHIEF DIRECTORATE: ECONOMIC REVIEWS
SALARY PACKAGE:	R 1 266 714 – 1 492 122 PER ANNUM (ALL-INCLUSIVE SALARY PACKAGE TO BE STRUCTURED UNDER THE RULES OF SMS)
SALARY LEVEL:	13
CENTRE:	HEAD OFFICE: PIETERMARITZBURG
REFERENCE:	DIR- ECON IMP ASSESS 04/DEC 2025

REQUIREMENTS: •An appropriate Bachelor's Degree in Applied Statistics, Economics, Econometrics, Data Science, applied mathematics, and economics at NQF Level 7 as recognized by SAQA. A Postgraduate Degree will serve as an added advantage. •Minimum of five years' Middle/Senior Management experience in impact assessment, economic modelling, applied statistics, and data management. •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment •A valid driver's licence.

KEY PERFORMANCE AREAS: The successful candidate will be required to: •Ensure effective functioning of the Infrastructure research unit through planning, management of resources, risk management, operation Sukuma Sakhe, and implementation of the District Development model • Design economic impact assessment tools and systems • Undertake ex-ante and ex-post economic impact assessments of programs, interventions, and projects • Contribute towards strategic management through the generation of impact assessment reports •To develop economic impact assessment policies and strategies aimed at improving service delivery • Provide strategic management of the resources of the Impact Assessment. •Manage the resources of the Directorate.

SKILLS, TRAINING AND COMPETENCIES: The successful candidate must have: • a thorough knowledge of Economic Impact Assessment, Economic Modelling, data management, and applied statistics, Extensive experience in undertaking economic simulations, econometrics, and economy-wide impact assessments; •Knowledge of data analysis and information processing and dissemination; •Extensive knowledge and practical experience in undertaking economic research for impact analysis and decision making •A thorough understanding of relevant legislation, best practices, and frameworks; • A thorough understanding of high impact projects. Sound Knowledge and understanding of the Public Service regulatory framework, e.g., Public Service Act, PFMA, Treasury Regulations, Public Service Regulations, Labour Relations Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks, policies, and strategies. Ability to interpret and apply policies, advanced knowledge, and application of general management and project management principles. Knowledge of the Constitution of South Africa, Public Service systems, Public Service Code of Conduct, Batho Pele principles, Budget formulation, financial management/accounting, strategic management, and program management principles. Ability to transfer skills and knowledge, and offer appropriate advice. Ability to undertake impact assessments, economic modelling, applied statistical data analysis, strategic management, and people skills, and use of advanced Excel and other data analysis tools. Ability to gather and analyze information; Communication skills: verbal and written. Stakeholder liaison skills. Management skills, research skills, presentation skills, policy analysis and development, analytical thinking, interpersonal relations, interpretation of statutes, diplomacy, computer literacy, language skills, and time management skills. Ability to work under pressure. Flexibility to work long and extra hours. Skills: •Project management skills, planning and organizing •Good interpersonal skills, diversity management skills, Economic Transformation, change leadership, and Transformation, Conflict Management.

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- **TARGETED: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

ENQUIRIES:	MR C HAMADZIRIPI
TEL NO:	033- 264 2781

POST TITLE:	ASSISTANT DIRECTOR: ECONOMIC POLICY DEVELOPMENT
BUSINESS UNIT:	DIRECTORATE: POLICY AND PLANNING
SALARY NOTCH:	R 582 444 – R 686 091 PER ANNUM
SALARY LEVEL:	10
CENTRE:	HEAD OFFICE: PIETERMARITZBURG
REFERENCE:	AD- ECON POL DEV 05/DEC 2025

REQUIREMENTS: An appropriate NQF 6 Bachelor's Degree in Urban and Regional Planning or any other relevant Economic Planning qualification at NQF 6 as recognized by SAQA. • A minimum of 3 years' administrative experience in Economic Planning, Spatial Policy Development, or an Analysis environment. • A valid driver's License.

KEY PERFORMANCE AREAS: • Monitor Global and National Policy Developments to influence Provincial Policy formulation; • Provide technical expertise in Policy and Strategy Development; • Undertake qualitative and quantitative policy analysis; • Collaborate with Provincial and National stakeholders for Policy formulation and Strategy Development, and • Develop and consolidate database for all Provincial and National Policies and Strategies.

SKILLS, TRAINING AND COMPETENCIES: The successful candidate must have an in-depth knowledge of Public Policy, Economic Strategy Development, Spatial Policy Development, and an understanding of the Economy of the KwaZulu-Natal Province. An in-depth knowledge of the National Development Plan, Project Management Principles, Policy Analysis and Interpretation, Public Policy, and Economic Strategy Development. Sound knowledge and understanding of the Public Service Regulatory Framework, e.g., Public Service Act, PFMA, Constitution of the Republic of South Africa, Public Service Act, Public Service Regulations, Public Finance Management Act, Labour Relations Act, Basic Conditions of Employment Act, Service Delivery Frameworks (Batho Pele Principles), Employee Performance Management System, Skills Development Act, Promotion of Access to Information Act, National Development Plan, Promotion of Administrative Justice Act, Project Management Principle. **Skills** such as Presentation Skills, Analytical skills, Interpersonal Relations, Computer Skills, Organisation Skills, Research Skills, Financial Management Skills, Report Writing Skills, Problem Solving Skills, Communication skills (verbal and written), Project Management skills, Decision Making Skills, Facilitation Skills. **Attributes** such as Innovative, time frame driven, Confidentiality, honesty, integrity, and commitment.


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- **ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT, WHICH IS AFRICAN MALE, COLOURED MALE, INDIAN MALE. PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS ARE ENCOURAGED TO APPLY.**

ENQUIRIES:	MR C HAMADZIRIPI
TEL NO:	033- 264 2781

DIRECTIONS TO CANDIDATES

Note to applicants:

The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer, and women and people with disabilities are encouraged to apply.

The Department of Economic Development, Tourism, and Environmental Affairs is an equal opportunity, affirmative action employer, and preference will be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. 

The Department reserves the right not to make these appointments. All information submitted will be treated as confidential.

The Department reserves the right to withhold the filling of the abovementioned posts at any time before an appointment. **All applications must be submitted on the new Application for Employment form (Z83), which became effective from the 1st of January 2021, obtainable from any Public Service Department or can be downloaded at www.dpsa.gov.za-vacancies. The form must be completed in full**, and the application form should be initiated, signed, and dated. **All required information on the Z83 must be provided.** Failure to complete or disclose all information will automatically disqualify the applicant. The completed and signed Z83 must be accompanied by an updated, detailed Curriculum Vitae (CV). Dates of starting and leaving employment must be given as DD/MM/YYYY.

Shortlisted candidates must submit certified documents on or before the day of the interview, following communication from Human Resources. Should an applicant have a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA) (only when shortlisted). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).

Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be required to undergo a competency test/technical exercise.

"Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address: kznjobs@kznedtea.gov.za. Applicants may also visit any one of our Designated Online Application Centres (DOACS), where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the Designated Online Application Centres (DOACS) list at www.kznonline.gov.za/kznjobs." **PLEASE NOTE THAT APPLICANTS SHOULD ONLY USE ONE OF THE FOLLOWING METHODS WHEN APPLYING FOR A POST: EITHER THROUGH THE ONLINE E-RECRUITMENT SYSTEM, EMAILING THE Z83 AND CV DIRECTLY TO THE RELEVANT DEPARTMENT, OR SUBMITTING A HARD-COPY APPLICATION AS DIRECTED.**

Applications may alternatively be forwarded to the Department of Economic Development, Tourism and Environmental Affairs, Private Bag X9152, PIETERMARITZBURG, 3200, OR hand delivered to the Ground Floor, 270 Jabu Ndlovu Street, Pietermaritzburg, 3201, in the vacancy box provided for the attention of Ms Nondumiso Buthelezi / Mr Sipho Zangwa.

Candidates are discouraged from sending their applications through registered mail, as the Department will not take responsibility for the non-collection of those applications.

The appointment is subject to a positive outcome obtained from the State Security Agency, to the following checks (security clearance, qualification, citizenship, and previous employment verifications). The Department will conduct reference checks with the HR of the current and or /previous employer(s) apart from the referees listed.

All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements, and the other must be an integrity (ethical conduct) assessment. Following the interview and technical exercise, the selection panel will recommend candidate/s to attend a generic managerial competency assessment (in compliance with the DPSA Directive on implementing competency-based assessment). The competency assessment will test generic managerial competencies using the mandated DPSA SMS competency assessment tools.

Before the appointment for SMS positions, the appointee will be required to produce a Pre-entry certificate for the Senior Management Pre-Entry Programme, a public service-specific training program applicable to all applicants who aspire to join the SMS. The course is offered by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry, and the full details can be obtained by following the link: <https://www.thensg.gov.za/trainingcourse/smspre-entryprogramme>.

Regrettably, due to excessive budget cuts, the Department is not in a position to meet any travel and subsistence costs relating to recruitment processes.

CLOSING DATE: 30 JANUARY 2026 (at 16h00). Applications received after the closing date and time will not be considered.
