



## 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:**

<b>POST TITLE:</b>	<b>CHIEF DIRECTOR: STRATEGIC INDUSTRIAL INTERVENTIONS</b>
<b>BUSINESS UNIT:</b>	<b>STRATEGIC INDUSTRIAL INTERVENTIONS</b>
<b>SALARY:</b>	<b>R 1 494 900- R 1 787 328 PER ANNUM (All-inclusive salary package to be structured under the rules of SMS)</b>
<b>SALARY LEVEL:</b>	<b>14</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>CD-STR INTER 03 / MARCH 2026</b>

**REQUIREMENTS:** •An appropriate Bachelor's Degree or equivalent qualification in Industrial Engineering/ Economics / Development Studies or other relevant disciplines at NQF level 7 as recognised by SAQA. •Postgraduate qualification in Industrial Policy or Engineering Management will be an added advantage. •A minimum of five years of experience at a Senior Managerial level in industrial development. •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 direction in promoting Maritime Services and Port operations through participatory determination in the industry• Co-ordinate and develop Annual Performance, Operational and Strategic Plans for the Chief Directorate •Provide strategic direction and coordination in the implementation of the KZN integrated Aerotropolis strategy (IAS) and the associated master plan to support Aerotropolis development • Provide strategic leadership and guidance in the implementation of strategies to support industrial economic HUBs and Special Economic Zones (SEZs) •Coordinate the development and implementation of policies •Manage human, financial resources and assets of the Chief Directorate.

**SKILLS, TRAINING, AND COMPETENCIES:** The successful candidate must have: Extensive knowledge of the Durban Aerotropolis Master Plan; Industrial Economic Hubs, Maritime Industry, and Special Economic Zones Strategies; National Maritime Transport Policy; Provincial Industrial Development Strategy (PIDS); and National Development Plan. Broad understanding of the public sector environment. Provincial Growth and Development Plan (PGDP), District Growth and Development Plan (DGDP). Good knowledge of strategy development and policy implementation in accordance with agreed norms and standards. Knowledge and understanding of the regulatory framework for the Public Service, e.g., the Constitution of the Republic of South Africa, the Public Service Act, the PFMA, Treasury Regulations, the Public Service Regulations, the Basic Conditions of Employment Act, the Occupational Health and Safety Act, and the Labour Relations Act. Good stakeholder coordination and engagement, Sound research, knowledge management, strategic capability and leadership, problem solving and analysis, and empowerment. Knowledge and understanding of Employee Performance and Management System, knowledge of the Security Management Act, Bill of Rights, Community Outreach, and Public participation. **Skills:** Ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations. Computer literacy, strategic planning, negotiating skills, programme 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, management and administration, advanced written and verbal communication, people management, corporate planning, decision making, research, knowledge management,

- **NB: THIS POST IS BEING RE-ADVERTISED. CANDIDATES WHO APPLIED PREVIOUSLY MAY RE-APPLY.**
- **TARGET: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**
- **ENQUIRIES: MS F F PUPUMA: TEL NO: 033 264 2543 / 082 788 8330**

<b>POST TITLE:</b>	<b>CHIEF DIRECTOR: TOURISM DEVELOPMENT</b>
<b>BUSINESS UNIT:</b>	<b>TOURISM DEVELOPMENT</b>
<b>SALARY</b>	<b>R 1 494 900 - R 1 787 328 PER ANNUM (All-inclusive salary package to be structured under the rules of SMS)</b>
<b>SALARY LEVEL:</b>	<b>14</b>
<b>CENTRE:</b>	<b>PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>CD-TOURISM 04 / MARCH 2026</b>

**REQUIREMENTS:** •An appropriate Bachelor's Degree in Tourism Management / BCom in Tourism and Hospitality/ Development Studies / Business Administration / Economics / Policy and Economic Development at NQF level 7 as recognised by SAQA. •Postgraduate qualification in Management Sciences will be an added advantage. •A minimum of five years of experience at a Senior Managerial level in the tourism sector. •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 direction in promoting sustainable tourism growth and development in the Province •Provide strategic direction on the promotion of tourism sector transformation •Provide strategic leadership and guidance on tourism planning. • Manage the development and implementation of tourism policies, strategies, and programmes, such as risk and integrity management, operation Sukuma Sakhe/DDM • Manage human, financial resources, and assets of the Chief Directorate.

**SKILLS, TRAINING, AND COMPETENCIES:** The successful candidate must have a thorough understanding of stakeholder management dynamics within the tourism industry at all levels. Knowledge and understanding of the tourism sector. Knowledge and understanding of National Tourism Sector Strategy, Provincial Tourism Master Plan, New trends on Tourism issues, Tourism Act of 2014, KwaZulu/Natal Tourism Act of 1996 as amended; White paper on the Development and Promotion of Tourism Broad Based Black Economic Empowerment Act (BBBEE); Industrial Policy Action Plan (IPAP); South Africa Trade Policy Framework; Trade and Investment Act; Business Act; Industrial Development Strategy (IDS); Investment Promotion Strategy; Provincial Growth and Development Strategy (PGDS); Provincial Spatial Economic Development Strategy (PSEDS); National Development Plan (NDP); National framework for Sustainable Development; National and Provincial legislations and regulations, Public service legislation, Knowledge Management Strategies, Risk Management Processes Ethics and Integrity Management, HR processes, Public Finance Management Act and Treasury Regulations, Public Service Act & Regulations, Service delivery (Batho Pele). Knowledge and understanding of the regulatory framework for the Public Service, e.g., the Constitution of the Republic of South Africa, the Public Service Act, the PFMA, Treasury Regulations, the Public Service Regulations, the Basic Conditions of Employment Act (BCEA), the Occupational Health and Safety Act, and the Labour Relations Act. **Skills:** Ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations. Computer literacy, time management, Research skills, Analytical thinking, Interpersonal relations, Language proficiency, Conflict Management, Presentation skills, Coordination, Planning and organizing, basic driving, Diplomacy, Priority Setting, Development and facilitation skills, Business planning, and project management.

- **TARGET: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**
- **ENQUIRIES: MS F F PUPUMA: TEL NO: 033 264 2543 / 082 788 8330**

<b>POST:</b>	<b>DIRECTOR: TOURISM GROWTH AND DEVELOPMENT</b>
<b>BUSINESS UNIT:</b>	<b>CHIEF DIRECTORATE: TOURISM DEVELOPMENT</b>
<b>SALARY:</b>	<b>R 1 266 714 – 1 492 122 PER ANNUM (ALL-INCLUSIVE SALARY PACKAGE TO BE STRUCTURED UNDER THE RULES OF SMS)</b>
<b>SALARY LEVEL:</b>	<b>13</b>
<b>CENTRE:</b>	<b>PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR-TOURISM GROWTH 05/ MARCH 2026</b>

**REQUIREMENTS:** An appropriate Bachelor's Degree in Tourism Management / BCom in Tourism and Hospitality/ Development Studies / Business Administration / Economics / Policy and Economic Development at NQF Level 7 as recognized by SAQA. •A minimum of five years of experience at a Middle/Senior Managerial level and practical work experience in the Tourism Sector. •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: •Coordinate and facilitate tourism product development in the Province and package specific niche markets •Facilitate the creation of a conducive environment for tourism enterprises within the Province •Coordinate the registration, compliance and enforcement function of tourism businesses and tourists guides as per the legislation •Manage the development and implementation of Tourism policies, strategies, programmes such as Risk and Integrity Management Operation Sukuma Sakhe /DDM •Manage the resources of the Directorate.

**SKILLS, TRAINING, AND COMPETENCIES:** The successful candidate must demonstrate in-depth knowledge and understanding of tourism legislation, policies, and strategic frameworks applicable to the tourism sector e.g., KZN Tourism Act; KZN Tourism Master Plan; National & Provincial Tourism Sector Strategies; Provincial Growth & Development Strategy (PGDS); Provincial Spatial Economic Development Strategy (PSEDS); Economic Transformation; KZN Beach Tourism act. Knowledge of New trends on tourism issues, • Public service legislation, • Tourism Act of 2014, • KwaZulu Natal Tourism Act of 1996 as amended; •White paper on the Development and Promotion of Tourism Broad Based Black Economic Empowerment Act (BBBEE); Industrial Policy Action Plan (IPAP); South Africa Trade Policy Framework; Trade and Investment Act; Business Act; Industrial Development Strategy (IDS); Investment Promotion Strategy; Provincial Growth and Development Strategy (PGDS); Provincial Spatial Economic Development Strategy (PSEDS); National Development Plan (NDP); National framework for Sustainable Development; National and Provincial legislations and regulations, Public service legislation, Knowledge Management Strategies, Risk Management Processes Ethics and Integrity Management, HR processes, Service delivery (Batho Pele). Knowledge and understanding of the regulatory framework for the Public Service, e.g., the Constitution of the Republic of South Africa, the Public Service Act, the PFMA, Treasury Regulations, the Public Service Regulations, the Basic Conditions of Employment Act (BCEA), the Occupational Health and Safety Act, and the Labour Relations Act. **Skills:** Ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations. Computer literacy, Analytical thinking, • Research skills, • Presentation skills, • Written and verbal communication skills, • Stakeholder consultation skills, • Advisory skills, • Project management, • Organizing and coordination skills, • Facilitation skills, • Policy analysis and development •Interpersonal relations, • Language proficiency, • Diplomacy • Time management, • Conflict management, • Report writing, • Strategic planning, • Coaching and mentoring, and Driving skills.

▪ **TARGET: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

▪ **ENQUIRIES: MS F F PUPUMA: TEL NO: 033 264 2543 / 082 788 8330**

<b>POST TITLE:</b>	<b>DIRECTOR: AEROTROPOLIS DEVELOPMENT</b>
<b>BUSINESS UNIT:</b>	<b>STRATEGIC INDUSTRIAL INTERVENTIONS</b>
<b>SALARY:</b>	<b>R 1 266 714 – 1 492 122 PER ANNUM (ALL-INCLUSIVE SALARY PACKAGE TO BE STRUCTURED UNDER THE RULES OF SMS)</b>
<b>SALARY LEVEL:</b>	<b>13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR-AERO DEV 06/ MARCH 2026</b>

**REQUIREMENTS:** An appropriate Bachelor's Degree in Urban or Regional Planning / Transport Economics / Economic Development / Economics / Policy Development / Engineering (Civil, infrastructure), or Transport Logistics at NQF Level 7 as recognized by SAQA. Postgraduate qualifications (highly advantageous) - Master's Degree in Urban Planning, Economic Development, Economics, Business Administration/ Business Management. •A minimum of five years of experience at a Middle/Senior Managerial level in the Transport and/or Aviation Sector. •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: •Oversee and provide strategic leadership for the Implementation of the Durban Aerotropolis Master Plan and the Integrated Aerotropolis Strategy •Oversee and provide strategic leadership for the Implementation of the KZN Regional Airport Strategy • Oversee and provide strategic leadership for Advancing knowledge and skills in the field of Aerotropolis and Aviation Industry •Technical Economic support and source of information in the development of Aerotropolis •Supervise the Aerotropolis Development Administration, Risk Management and Budgeting processes and Manage human resources.

**SKILLS, TRAINING, AND COMPETENCIES:** The successful candidate must demonstrate in-depth knowledge and understanding of Aerotropolis theory, including how airports become economic growth engines that link logistics, commerce, planning, and community development. Advance knowledge of Aerotropolis and Airport cities development strategy, global value chains, and connectivity of Aerotropolis, business development, and investment attraction around airports. Knowledge of Urban planning and spatial development, including land-use planning, master planning frameworks, and sustainability principles. Economic development principles, including job creation strategies, investment attraction, economic modelling, and regional competitiveness. Public-private partnerships (PPP) and infrastructure financing with respect to how government and private investors align funding and risk. Transport logistics and connectivity planning with intermodal transport (air, road, rail) and logistics infrastructure. Policy, regulatory, and governance frameworks. Strong Knowledge of the KZN Integrated Aerotropolis Strategy, Durban Aerotropolis Master Plan, KZN Regional Airport Strategy; basic understanding of the South African Civil Aviation Authority Regulations (SACAA), International Civil Aviation Organization (ICAO); Knowledge and understanding of the regulatory framework for the Public Service, e.g., the Constitution of the Republic of South Africa, the Public Service Act, the PFMA, Treasury Regulations, the Public Service Regulations, the Basic Conditions of Employment Act (BCEA), the Occupational Health and Safety Act, and the Labour Relations Act, Skills Development Act, Service Delivery Frameworks, policies, and strategies relevant to Aerotropolis development (e.g. National Airports Development Plan, Bilateral Agreements). **Skills:** Strategic leadership and management Skills. Strategic capability, and leadership, problem-solving, and analysis; financial & budgetary management, administration, people management, risk management, corporate planning, decision making; Creative, analytical & innovative thinking, Computer literacy, good report-writing, negotiation, verbal and written communication, research, basic driving, presentation, project management, and ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations.

▪ **TARGET: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

▪ **ENQUIRIES: MS F F PUPUMA: TEL NO: 033 264 2543 / 082 788 8330**

<b>POST TITLE:</b>	<b>DIRECTOR: TRADE AND INVESTMENT PROMOTION</b>
<b>BUSINESS UNIT:</b>	<b>TRADE &amp; SECTOR DEVELOPMENT</b>
<b>SALARY:</b>	<b>R 1 266 714 – 1 492 122 PER ANNUM (All-inclusive salary package to be structured in accordance with the rules of SMS)</b>
<b>SALARY LEVEL:</b>	<b>13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR -TRADE &amp; INVEST 07 /MARCH 2026</b>

**REQUIREMENTS:** The ideal candidate must have: •An appropriate Bachelor of Commerce Degree in Economics, Business Economics, Trade Economics, or Development studies at (NQF level 7) as recognized by SAQA •A minimum of five years' experience at the Middle/ Senior Managerial level and extensive experience in the area of trade and investment promotions. Experience and knowledge of global, provincial, and national trade and investment issues and their implications for the provincial economy are also required. •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 •Promote and facilitate rapid business response to mitigate the risks of business closure and exodus of investors in the province. •Manage and facilitate engagements with social partners to ensure industrial development in the province. •Promote departmental initiatives in relation to multilateral commodity institutions on trade promotion-related initiatives and agreements. •Ensure the development and implementation of trade and investment policies, strategies, and programmes, such as risk and integrity management, operation Sukuma Sakhe/ DDM. •Manage human and financial resources of the Directorate.

**ESSENTIAL KNOWLEDGE, SKILLS, AND COMPETENCIES REQUIRED:**


The successful candidate must have thorough knowledge of the National Industrial Policy Framework, National Trade and Investment policies, and key government initiatives in Trade & Investment. Provincial Industrial Development Strategy (PIDS); National Development Plan. Broad understanding of the public sector environment. Provincial Growth and Development Plan (PGDP), District Growth and Development Plan (DGDP), and Foreign Direct Investment. Good knowledge of the development of strategies and policy implementation according to agreed norms and standards. Knowledge of the Integrated Policy Action Plan (IPAP2) and New Growth Path (NGP). Knowledge and understanding of the regulatory framework for the Public Service, 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, HR Matters, and relevant statutory provisions. Good stakeholder coordination and engagement, Sound research, knowledge management, strategic capability, leadership, problem-solving and analysis, and empowerment. Knowledge and understanding of Employee Performance and Management Systems, knowledge of the Security Management Act, Bill of Rights, Community Outreach, and Public participation. **Skills:** Ability to communicate at all levels, including Provincial Departments, Senior Management, and Private Sector Organizations. •Computer literacy, strategic planning, negotiating skills, programme, 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, 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.

▪ **TARGET: FEMALES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS.**

▪ **ENQUIRIES: MS F F PUPUMA: TEL NO: 033 264 2543 / 082 788 8330**

## DIRECTIONS TO CANDIDATES

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 1<sup>st</sup> of January 2021, obtainable from any Public Service Department or can be downloaded at [www.dpsa.gov.za-vacancies](http://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](http://www.kznonline.gov.za/kznjobs) or submit their Z83 and CV directly to the following email address: [kznjobs@kznedtea.gov.za](mailto:kznjobs@kznedtea.gov.za). All attachments for Email applications must include an application form Z83 and CV only combined in PDF and as one (1) document or attachment, indicating the correct job title and the reference number of the post on the subject line of your email 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](http://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 cover any travel and subsistence costs associated with recruitment processes.

**CLOSING DATE: 24 APRIL 2026** (at 16h00). Applications received after the closing date and time will not be considered.

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