



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

<b>BUSINESS UNIT</b>	<b>:</b>	<b>HUMAN RESOURCE DEVELOPMENT</b>
<b>POST</b>	<b>:</b>	<b>ASSISTANT DIRECTOR: EMPLOYEE HEALTH &amp; WELLNESS PROGRAMME</b>
<b>SALARY NOTCH</b>	<b>:</b>	<b>R 444 036.00 – R 532 602.00 PER ANNUM</b>
<b>SALARY LEVEL</b>	<b>:</b>	<b>09</b>
<b>CENTRE</b>	<b>:</b>	<b>HEAD OFFICE</b>
<b>REFERENCE</b>	<b>:</b>	<b>AD – EHW 01/OCT 2024</b>

## **REQUIREMENTS**

The ideal candidate must have an appropriate three (3) year National Diploma/ Bachelor's Degree in Health and Wellness, Employee Wellness, Occupational Health, Social Work (BSW), Public Health, Psychology at (NQF level 6/7) as recognized by SAQA. A minimum of Three (3) years' experience in Health and Wellness, Employee Wellness, Occupational Health, Social Work, Public Health or Psychology environment. A valid driver's license.

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

**The successful candidate must have:** - An in-depth knowledge and an understanding of Health and Wellness Principles; Public Health Knowledge; COIDA Act; Social Work and Community Engagement; Employee Wellness and Occupational Health; knowledge of the regulatory framework for the Public Service e.g. Constitution of the Republic of South Africa; Knowledge of the Constitution; Public Service Regulations and the Public Service Code of Conduct; Public Service Act; Knowledge of Service Delivery (Batho Pele); Policy on Incapacity leave & ill-health retirement (PILLIR); Public Finance Management Act; Labour Relations Act; Employee Performance & Management System; Knowledge of Basic Conditions of Employment Act; Project Management Principles; Promotion of Access to Information Act; and Service Delivery Frameworks. **Candidates should demonstrate excellent Skills in:** - Communications Skills (Verbal & Written Skills; Interpersonal Relations Skills; Teamwork & Collaboration skills; Legal & Ethical Standards skills; Report writing skills; People & Diversity Management; Sound Planning & Organising Skills; Facilitation skills; Presentation skills; Language proficiency skills; Computer skills; Analytical thinking; Financial management; People management; Project Management skills; Research skills; Problem solving and analysing skills; Organizational skills; driving skills. **Personal attributes:** Honesty; Punctuality; Team work; Innovative; Independent; Time frame driven; Working under pressure; Proactive; Culturally sensitive; Confidentiality; Integrity; Reliability; Commitment; Caring and Supportive; ability to work unsupervised.

## **KEY PERFORMANCE AREAS:**

The successful candidate will be required to: ▪ Provide HIV, TB and STI Management Services; ▪ Provide Health and Productivity Management; ▪ Provide Occupational Health and Safety Management; ▪ Provide Wellness Management; Provide administrative support services Coordinate and facilitate public service orientation/induction programmes; ▪ Provide advice and guidance and input to policy.

**ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT. PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY.**

**ENQUIRIES : MS. C. LEONARD**  
**TEL NO : 060 881 4526**  
**CLOSING DATE : 01 NOVEMBER 2024**

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**BUSINESS UNIT : HUMAN RESOURCE MANAGEMENT & DEVELOPMENT**  
**POST TITLE : HR PRACTITIONER: HR INFORMATION & SYSTEMS ADMINISTRATION**  
**SALARY NOTCH : R 308 154 – R 362 994 PER ANNUM**  
**SALARY LEVEL : 07**  
**CENTRE : HEAD OFFICE: PIETERMARITZBURG**  
**REFERENCE : HRP – HR ISA 02/OCT 2024**

#### **REQUIREMENTS**

The ideal candidate must be in possession of an appropriate Bachelor's Degree/National Diploma in Human Resource Management /Public Administration/ Management or equivalent qualification (and PERSAL Certificates on PERSAL Introduction Course and PERSAL Establishment Control Course. A minimum of three (3) years' experience in HR Information and Systems Administration/ establishment control environment.

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

The successful candidate must have a Sound Knowledge of a variety of aspects such as: Knowledge on establishment and HR Prescripts; PERSAL; Public Service Regulations; Public Service Code of Conduct; Public Service Act; Knowledge of the Constitution; Basic Conditions of Employment Act; Public Service Act; PFMA; ▪ Knowledge of Service Delivery (Batho Pele); Administrative procedures and systems; Departmental Policy and Procedures. PERSAL Policy; Treasury Regulations. Candidates should demonstrate excellent Skills in: Good Communication skills (written and verbal); Computer Skills; Numeracy Skills; Training Skills; Presentation Skills; Analytical Thinking; Language proficiency; Conflict Management; Coordination; Planning and Organising skills; Time Management. ▪ Ability to work independently and as a team member; Ability to work under pressure; Ability to meet deadlines; self-driven, motivated, results oriented and professional.

#### **KEY PERFORMANCE AREAS:**

The successful candidate will be required to: ▪ Maintain establishment and Persal records; ▪Provide HRM&D Information to the Directorates; ▪ Render Persal help desk services; and ▪Conduct establishment audits and Persal clean up.


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**THIS POST IS ONLY OPEN TO PEOPLE RESIDING IN KWAZULU-NATAL.**

**ENQUIRIES : MS S. BISHOP**  
**TEL NO : 033 – 264 2574**  
**CLOSING DATE : 01 NOVEMBER 2024**

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#### **DIRECTIONS TO APPLICANTS:**

1. 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. 

2. 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.
3. 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.
4. Shortlisted candidates will be required to 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 Qualification Authority (SAQA). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).
5. 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.
6. Shortlisted candidates may be required to undergo a competency test.
7. "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@kznredtea.gov.za](mailto:kznjobs@kznredtea.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](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 HARDCOPY APPLICATION AS DIRECTED.

MARINE BUILDING 22 DOROTHY NYEMBE, STREET, 8TH FLOOR, DURBAN	CALDER HOUSE 217 BURGER STR, PIETERMARITZBURG 3200	46 BISSET STREET, PORT SHEPSTONE
TRIGON PLACE 139a, MARGARET STREET, IXOPO	GREENVILLE BUILDING CORNER OF LINK ROAD AND R102, GREENVILLE BUILDING	94 MURCHISON STREET, LADYSMITH, 3370
43 HARDING STREET, NEW CASTLE	26 BEACONSFIELD STREET, OFFICE ENTRANCE 3, DUNDEE	LEGISLATURE BUILDING 2ND FLOOR, LEGISLATURE BUILDING, KING DINUZULU HIGHWAY, ULUNDI
MZOLOLO AVENUE, MKUZE, 3969	ALOE LOOP AVENUE, NEXT TO UNISA BUILDING, VELD EN VLEI, RICHARDSBAY, 3900	LOT 55D KIEPERSOL STREET, RIVERVIEW ROAD, MTUBATUBA

8. 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 on the vacancy box provided for the attention of Ms Nondumiso Buthelezi / Mr Sipho Zangwa.
9. Candidates are discouraged from sending their applications through registered mail as the Department will not take responsibility for the non-collection of those applications.
10. 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.
11. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. 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 be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
12. 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>.

**CLOSING DATE: 01 NOVEMBER 2024**

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