



## KWAZULU-NATAL PROVINCE

ECONOMIC DEVELOPMENT, TOURISM  
AND ENVIRONMENTAL AFFAIRS  
REPUBLIC OF SOUTH AFRICA

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

<b>BUSINESS UNIT:</b>	<b>ENVIRONMENTAL MANAGEMENT</b>
<b>POST TITLE:</b>	<b>DIRECTOR: COMPLIANCE, MONITORING AND ENFORCEMENT</b>
<b>SALARY:</b>	<b>R 1 216, 824 – R1 433 355.00 PER ANNUM (all-inclusive salary package to be structured in accordance with the rules of SMS) SL 13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR –ENV CME /01FEB 2025</b>

### **REQUIREMENTS:**

The ideal candidate must have •An appropriate Honours or equivalent qualification in Natural Sciences, Environmental Management, Environmental Law, or Environmental Science at (NQF level 7) as recognized by SAQA. •Trained as an Environmental Management Inspector. A Master's Degree/MBA will be an added advantage. •A Minimum of 5 years' experience at the Middle Managerial level and in Environmental Management •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment •a valid code B or above driver's License.

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

The successful candidate must have practical knowledge of Environmental legislation (NEMA), the Criminal Procedure Act, and Specific Environmental Management Acts (SEMA), as well as an understanding of the objectives and provisions of the National Environmental Management Act, 1998, the Environmental Conservation Act, 1989, and subordinate legislation. 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, Promotion of Access to Information Act, Promotion of Administrative Justice, Millennium Development Goals, Sustainable Development Goals, National Development Plan, Provincial Growth and Development Plan, Batho Pele Principles and Service Delivery Frameworks, HR matters and relevant statutory provisions. Good stakeholder coordination and engagement, Sound research, knowledge management, strategic capability and leadership, problem-solving and analysis, and empowerment. Ability to communicate at all levels: Provincial Departments, Senior Management, Private Sector Organizations, •Computer literacy, strategic planning, negotiating skills, Programme and project management, report writing and presentations skills, innovation, change management, financial management. Strategic and leadership, policy analysis and development, Risk management skills, and administration, advanced written and verbal communication, Interpersonal relations; people management, corporate planning, decision making, research, knowledge management, problem-solving and analysis, client orientation, and customer focus.

### **KEY PERFORMANCE AREAS:**

The incumbent will be required to: •Manage and Coordinate compliance monitoring in the Province •Manage and Coordinate enforcement of environmental laws •Manage criminal investigations in

terms of NEMA •Manage the development and implementation of policies • Manage financial & human resources of the Directorate.

**PREFERENCE: FEMALE CANDIDATES AND PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY AND WILL BE GIVEN PREFERENCE.**

<b>ENQUIRIES:</b>	<b>DR B R DLAMINI</b>
<b>TEL NO:</b>	<b>033 264 2643</b>

<b>BUSINESS UNIT:</b>	<b>ENVIRONMENTAL MANAGEMENT</b>
<b>POST TITLE:</b>	<b>DIRECTOR: ENVIRONMENTAL QUALITY MANAGEMENT</b>
<b>SALARY:</b>	<b>R 1 216, 824 – R1 433 355.00 PER ANNUM (all-inclusive salary package to be structured in accordance with the rules of SMS) SL 13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR –ENV QUALITY MANGT /02 FEB 2025</b>

#### **REQUIREMENTS:**

The ideal candidate must have •An appropriate Honours or equivalent qualification in Natural Sciences, Environmental Management, Environmental Law, or Environmental Science at (NQF level 7) as recognized by SAQA. •EAPASA registration. •A Master's Degree/MBA will be an added advantage. •A Minimum of 5 years experience at the Middle Managerial level and in Environmental Management •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon appointment •a valid code B or above driver's License.

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

The successful candidate must have Practical knowledge of the Environmental Impact Assessment process and good working knowledge of Environmental Legislation and policies. Knowledge and understanding of the environmental impact hierarchy and Regulations; Practical knowledge of Air Quality Management and associated policies; Practical knowledge of Pollution and Waste Management; Sound understanding of other integrated environmental management tools. Understanding the objectives and provisions of the National Environmental Management Act, 1998, and subordinate legislation. 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, Promotion of Access to Information Act, Promotion of Administrative Justice, Millennium Development Goals, Sustainable Development Goals, National Development Plan, Provincial Growth and Development Plan, Batho Pele Principles and Service Delivery Frameworks, HR matters and relevant statutory provisions. Good stakeholder coordination and engagement, Sound research, knowledge management, strategic capability and leadership, problem-solving and analysis, and empowerment. Ability to communicate at all levels: Provincial Departments, Senior Management, Private Sector Organizations, •Computer literacy, strategic planning, negotiating skills, Programme and project management, report writing and presentations skills, innovation, change management, financial management. Strategic and leadership, policy analysis and development, Risk management skills, and administration, advanced written and verbal communication, Interpersonal relations;

people management, corporate planning, decision making, research, knowledge management, problem-solving and analysis, client orientation, and customer focus.

**KEY PERFORMANCE AREAS:**

The incumbent will be required to: •Manage Environmental Impact Management in the province  
•Promote Air Quality Management in the province •Manage pollution and waste management in the province •Manage the development and implementation of policies •Manage financial & human resources of the Directorate.

**PREFERENCE: FEMALE CANDIDATES AND PEOPLE WITH DISABILITIES WHO MEET THE REQUIREMENTS ARE ENCOURAGED TO APPLY AND WILL BE GIVEN PREFERENCE.**

<b>ENQUIRIES:</b>	<b>DR B R DLAMINI</b>
<b>TEL NO:</b>	<b>033 264 2643</b>

<b>BUSINESS UNIT:</b>	<b>TRADE &amp; SECTOR DEVELOPMENT</b>
<b>POST TITLE:</b>	<b>DIRECTOR: TRADE AND INVESTMENT SERVICES</b>
<b>SALARY:</b>	<b>R 1 216, 824 – R1 433 355.00 PER ANNUM (All-inclusive salary package to be Structured in accordance with the rules of SMS) SL 13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR -TRADE &amp; INVEST 03 /FEB 2025</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 Managerial level and practical work 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.

**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 the area of trade & investment. National Maritime Transport Policy; 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). Good knowledge of the development of strategies and policy implementation according to agreed norms and standards. 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. Knowledge of the National Development Plan and the Provincial Growth and Development Plan, Industrial Development Strategy, Integrated Policy Action Plan (IPAP2, New Growth Path (NGP), and Provincial Growth and Development Strategy. Ability to communicate at all levels including Provincial Departments, Senior Management, and Private Sector Organizations. Knowledge and understanding of the regulatory framework for the Public Service e.g., the 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, 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. 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.

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

The successful candidate will be required to • Manage and facilitate engagements with social partners to ensure industrial development in the province. •Manage and facilitate the structuring of institutional formations to promote economic growth and transformation •Manage and facilitate capacity building and empowerment initiatives in the Trade and Investment arena value chains. Facilitate the promotion of foreign direct investment into the province, support and facilitate industry business retention and expansion measures and initiatives •Promote and facilitate rapid business response to mitigate the risks of business closure and exodus of investors in the province. •Manage and facilitate improved coordination between government and private sector entities involved in trade and logistics •Formulate, develop, and implement strategies to stimulate the province as a trade and logistics gateway to Africa/World including identification of high-impact projects •Manage human and financial resource of the directorate.

**PREFERENCE: FEMALE CANDIDATES AND PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY AND WILL BE GIVEN PREFERENCE.**

<b>ENQUIRIES:</b>	<b>MS F PUPUMA</b>
<b>TEL NO:</b>	<b>082 788 8330</b>

<b>BUSINESS UNIT:</b>	<b>CORPORATE SERVICES</b>
<b>POST TITLE:</b>	<b>DIRECTOR: SECURITY SERVICES</b>
<b>SALARY:</b>	<b>R 1 216, 824 – R1 433 355.00 PER ANNUM (all-inclusive salary package to be structured in accordance with the rules of SMS) SL 13</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DIR –SECURITY /04 2025</b>

#### **REQUIREMENTS:**

The ideal candidate must have •An appropriate Bachelor's Degree or equivalent qualification in Safety and Security Management disciplines / Policing / Public Management/ Public Administration at NQF level 7 as recognized by SAQA. •A minimum of five years of managerial experience at the Middle Managerial/Senior Managerial level in safety/security management and administration, or a related field. •Completion of Nyukela Certificate for entry into the SMS (Senior Management Service) upon

appointment •A valid driver's licence. •Successful candidates will need to obtain a positive security clearance.

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

The successful candidate must have an in-depth knowledge and understanding of the Security-related Acts and policies; Communication and Protocol; Protection of Information Act; Private Security Industry Regulatory Act; Criminal Procedure Act; National Strategic Intelligence Act; and Government Regulations related to the security industry related to VIP Protection. Knowledge of government Regulations related to Security investigations. Knowledge of security functions and security management. Relevant legislation related to public security, including the Minimum Information Security Standards (MISS) Act; disciplinary procedures and what constitutes unprofessional conduct; Departmental business processes; National information security policy; risk and threat management; safety and security management and administration, including security auditing; physical security measures; contingency planning; occupational health and safety; personnel security; document security; surveillance; information technology security; fire regulations and fire protection; and communication security (cryptography); security vetting; security breaches and investigations. Knowledge and understanding of the regulatory framework for the Public Service e.g. Public Service Act, Public Finance Management Act (PFMA), Treasury Regulations, Public Service Regulations, Labour Relations Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks. Knowledge of Departmental Policy and Procedures. Knowledge of implementing policies. Proven ability to communicate at all levels including National Departments, Provincial Departments, HOD, Senior Management, OTP, Departmental personnel, Members of the Ministry, Other departments; Members of the public; and Security organizations (NIA, SAPS, and Security companies providing service to the Department – through the Manager: Security and Risk Management) including the 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.

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

The successful candidate will be required to •Manage and facilitate the implementation of security measures in the Department •Manage Implementation of security and advisory services •Ensure that the Minimum Information Security Standard (MISS) document is implemented in the Department. •Manage effective and proficient VIP Protection for the MEC. •Review stakeholders' Service Level Agreements continuously to improve internal and external relationships with stakeholders •Manage the development and implementation of specific line functions and all public service policies, strategies, and programs such as Risk and Integrity Management, Operation Vula Fund, Operation Sukuma Sakhe/DDM. •Manage human, financial, and asset resources of the Directorate

**PREFERENCE: FEMALE CANDIDATES AND PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY AND WILL BE GIVEN PREFERENCE.**

<b>ENQUIRIES:</b>	<b>MR S P KHANYI</b>
<b>TEL NO:</b>	<b>083 401 9209</b>

<b>BUSINESS UNIT:</b>	<b>MONITORING AND EVALUATION</b>
<b>POST TITLE:</b>	<b>DEPUTY DIRECTOR: MONITORING AND EVALUATION</b>
<b>SALARY:</b>	<b>R 849 702 – R1 000 908.00 PER ANNUM (All-inclusive salary package to be Structured in accordance with the rules of MMS) (SL 11)</b>
<b>CENTRE:</b>	<b>HEAD OFFICE: PIETERMARITZBURG</b>
<b>REFERENCE:</b>	<b>DD- M &amp; E 05/FEB 2025</b>

## **REQUIREMENTS**

The ideal candidate must have an appropriate Bachelor's Degree/ Three-year National Diploma in Social Sciences, Research, Economic Sciences, Development studies, Monitoring and Evaluation, and/or Statistics at NQF level 6/7 as recognized by SAQA. •A minimum of 3 years of Junior Management experience in a Monitoring and Evaluation environment. •A valid driver's licence.

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

The successful candidate must have a thorough knowledge and experience of the performance information, monitoring, and evaluation policies, practices, tools, and frameworks. Knowledge and experience in social science research methods. Knowledge and experience of the different monitoring and evaluation methodologies, Knowledge and experience of data and information analysis, and report writing. Broad understanding of the public sector environment • Understanding of the government's medium-term development plan, Operations Management Framework, and District Growth and Development Plan. • Knowledge of the National Development Plan and the Provincial Growth and Development Plan • Broad knowledge and experience in strategic and annual planning processes, program, and project management. Understanding of the KZN economy, regional and local economic development, and stakeholder management. Good understanding of the regulatory framework for the Public Service e.g. Public Service Act, PFMA, Public Service Regulations, Labour Relations Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, Skills Development Act, and Treasury Regulations, Constitution of the Republic of South Africa, Employee Performance Management System, policies, and procedures. Solid understanding and experience in the application of the National Evaluation Policy Framework [NEPF], the Policy framework for the Government-wide Monitoring and Evaluation System [ GWM&E], and the Framework for Managing Programme Performance Information [FMPPI] •Proven ability to communicate at all government levels and across various structures and spheres • Analytical thinking, Advanced quantitative/statistical forecasting and analysis, good report writing, time management, good communication skills, presentation, and facilitation, demonstrable technical expertise, creativity, conflict resolution, and negotiation skills, strong interpersonal relations, Computer literacy with strong orientation on Excel. Ability to work under pressure, ability to maintain confidentiality, Commitment, and reliability. Professionalism, Honesty, Innovative, and Integrity.

## **KEY PERFORMANCE AREAS:**

The successful candidate will be required to: •Facilitate and coordinate the reporting of performance information and project monitoring •Facilitate and coordinate the departmental evaluation systems, evaluation plans, and evaluation processes. •Coordinate and monitor performance information audits. •Develop policies and strategies for performance information management and project monitoring systems. •Manage resources of the Sub-Directorate.



**ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT.**

**ENQUIRIES:** MR S ZONDI  
**TEL NO:** 033 264 2524

**BUSINESS UNIT:** CORPORATE SERVICES  
**POST TITLE:** DEPUTY DIRECTOR: SECURITY SERVICES (VIP PROTECTION)  
**SALARY:** R 849 560 – 1 000 908 PER ANNUM (All-inclusive salary package to be Structured in accordance with the rules of MMS) SL11  
**CENTRE:** HEAD OFFICE: PIETERMARITZBURG  
**REFERENCE:** DD - VIP 06/FEB 2025

**REQUIREMENTS:**

The ideal candidate must have an appropriate Bachelor's Degree / Three (3) three-year National Diploma in Security Industry Training (including SAPS/SANDEF/Prisons/ National Intelligence) or a related field at NQF 6/7 as recognized by SAQA. A minimum of three (3) years of Junior Management experience in the Policing or VIP Protection discipline environment •A valid driver's licence.  
•Successful candidates will need to obtain a positive security clearance.

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

The successful candidate must have an in-depth knowledge of VIP Protection principles, techniques, and tools, and how they can be practically applied. Knowledge of Corporate Government, Firearms, and proficiency. An in-depth knowledge and understanding of the Security-related Acts and policies; Communication and Protocol; Protection of Information Act; Private Security Industry Regulatory Act; Criminal Procedure Act; National Strategic Intelligence Act; Government Regulations related to the security industry and investigation. Knowledge of security functions and security management. Relevant legislation related to public security, including the Minimum Information Security Standards (MISS) Act; disciplinary procedures and what constitutes unprofessional conduct; Departmental business processes; risk and threat management; safety and security management and administration, including security auditing; physical security and access control procedures; personnel security; document security; surveillance; information technology security; fire regulations and fire protection; and communication security (cryptography); security vetting; security breaches and investigations. Knowledge and understanding of the regulatory framework for the Public Service e.g. Public Service Act, Public Finance Management Act (PFMA), Treasury Regulations, Public Service Regulations, Labour Relations Act, Basic Conditions of Employment Act, Skills Development Act, Service Delivery Frameworks. Knowledge of Departmental Policy and Procedures. Knowledge of implementing policies. Proven ability to communicate at all levels including National Departments, Provincial Departments, HOD, Senior Management, OTP, Departmental personnel, Members of the Ministry, Other departments; Members of the public; and Security organizations (NIA, SAPS, and Security companies providing service to the Department – through the Manager: Security and Risk Management) including the Private Sector Organizations. •Computer literacy, strategic planning, 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, management and administration, advanced written, and verbal communication, people management, corporate planning, decision

making, research skills, knowledge management, problem-solving and analysis, client orientation, and customer focus.

#### KEY PERFORMANCE AREAS:


The successful candidate will be required to

- Provide effective and efficient management of VIP Protection to the MEC
- Engage with the security structures/institutions in order to ensure maximum safety of the MEC, the community, and staff in events
- Ensure that the office, vehicles, residence, and routes used by the MEC are safe and that precautions are taken to ensure the safety of the MEC
- Develop policies and strategies aimed at improving service delivery
- Manage human, financial, and asset resources of the Unit

**ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT.**

ENQUIRIES:	MR S P KHANYI
TEL NO:	083 401 9209

#### 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 accompany an updated detailed Curriculum Vitae (CV). Dates of starting and leaving employment must be given as DD/MM/YYYY.
4. 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 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 will be required to undergo a competency test/technical exercise.



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@kznedtea.gov.za](mailto: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](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: 17 MARCH 2025**

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