

## DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE



CLOSING DATE/TIME: 17 October 2025 at 16H00

The Department of Public Works and Infrastructure is an equal opportunity, affirmative action employer. The intention is to promote representatively in the Public Service through the filling of these posts and with persons whose appointment will promote representatively, will receive preference. An indication by candidates in this regard will facilitate the processing of applications. If no suitable candidates from the unrepresented groups can be recruited, candidates from the represented groups will be considered. People with disabilities are encouraged to apply. Please note that for positions targeted for people with disabilities, successful candidate will be required to complete the EEA1 form on appointment.

NOTE: Applications must be submitted on the prescribed Z83 application form (obtainable from any Public Service Department or on the DPSA website link: <https://www.dpsa.gov.za/newsroom/psvc/>, which must be signed, initialled and dated by the applicant, and must be accompanied by a detailed curriculum vitae (CV) only. Candidates are not required to submit certified copies of qualifications and related documents on application. Only shortlisted candidates will be required to submit certified copies of qualification and other related documents on or before the date of interview, which should not be older than six months. Should an application be submitted using incorrect/old Z83 application form, such an application will be disqualified. Further take note of the following on completion of Z83 application form: PART A and PART B must be fully completed. PART C - PART G: Noting that there is a limited space provided applicants may refer to CV or indicate. This will be acceptable as long as the CV has been attached and provides the required information. Page 1 of the Z83 application form must be initialled and page 2 signed and dated by the applicant. Failure to comply with the above instructions may result in an application being disqualified. Applicants applying for more than one advertised post must submit separate Z83 application forms and CVs in respect to each post being applied for. Should an application be received where an applicant has applied for more than one posts on the same Z83 application form, the applicant will be considered for the first post indicated on the Z83 application form only. Applications will be received via post/courier services, hand deliveries or email. Late applications will not be considered.

Regulation 57 (c) and 67 (9) of the Public Service Regulations 2016, as amended, requires the executive authority to ensure that he or she is fully satisfied of the claims being made and the finalisation of Personnel Suitability Checks in order to verify claims and check the candidate for purpose of being fit and proper for employment, respectively. Shortlisted candidates must be willing to undergo normal vetting and verification processes.

NOTE: It is the responsibility of all applicants to ensure that foreign qualifications are evaluated by SAQA. Due to large volume of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to shortlisted candidates only. Should you not have heard from us within three months from the closing date, please regard your application as unsuccessful.

Entry level requirements for SMS posts: In terms of the Directive on Human Resource Management and Development on Public Service Professionalisation Volume 1 a requirement for appointment into SMS posts is the successful completion of the Senior Management Pre-Entry programme as endorsed by the National School of Governance (NSG). The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>.

NOTE: For emailed applications, please submit a SINGLE document or ONE ATTACHMENT per application to the email address designated for the specific position. KINDLY NOTE THAT THE EMAILED APPLICATIONS AND ATTACHMENTS SHOULD NOT EXCEED 15MB. It remains the candidate's responsibility to ensure that their application is successfully submitted.

NOTE: It will be expected of the candidate to sign a performance agreement, annually disclose his/her financial interests and be subjected to security clearance

DEPUTY DIRECTOR-GENERAL: PROFESSIONAL SERVICES REF NO: 2025/98

SALARY: R 1 813 182 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum post-graduate qualification NQF level 8 qualification in Public Management/ Administration, Human Resources Management or related field of study as recognised by SAQA. 8 years Senior Management experience in the relevant field. Knowledge: Public Service Regulations / Act, Labour Relations Act,

PFMA, Programme and Project Management, Financial Management prescripts, People Management and Empowerment, Strategic capability and leadership, Client orientation and Customer focus, Cross Cultural Knowledge, Client relations, Knowledge of Built Environment, Skills Development Act and Skills Development Levy Act; Skills Development Strategy; Skills: Effective management skills; Advanced report writing; Advanced communication; Facilitation skills; Strategic planning; Programme and project management skills; Sound analytical and problem identification and solving skills; Diplomacy; Policy formulation; Personal Attributes: Innovative ;Resourceful; Ability to work effectively and efficiently under pressure. Ability to meet tight deadlines whilst delivering excellent results; Ability to communicate at all levels; People orientated; Able to establish and sustain personal, organisational and strategic networks.

**DUTIES:** Oversee the development and implementation of national strategies, norms and standards for the provision capacity building programmes-: Oversee the development and approval of HCI, Engineering and Professional Services programme guidelines, norms & standards and strategies; Oversee the development and implementation of support tools; Provide advice and guidance in various fora in relation to HCI, Engineering and Professional Services programmes; Oversee the development, implementation and maintenance of related policies, procedures and guidelines; Monitor, evaluate and report on the implementation on capacity building programmes. Provide strategic leadership in the provision of capacity building programmes for professional and engineering services .Ensure the maintenance of strategic and operational agreements between Human Resources and Construction Unit. Ensure alignment of programmes to Workplace Skills Plan, Succession planning, and Human Capital needs of the Department. Provide a consulting role with regards to HCI, Engineering and Professional Services capacity building programmes. Ensure the representation of DPW at various stakeholder workshops and meetings; Provide guidance and support to the organisational image, HCI, Engineering and Professional Services trends and direction; Render support to all Government spheres on institutionalisation of capacity building programmes to support infrastructure delivery; Establish institutional capacity to manage public infrastructure programmes; Ensure the establishment and maintenance of partnerships to strengthen and facilitate the provision of professional skills; Oversee the implementation the programmes for skills development; Oversee monitoring, evaluation and reporting on the implementation capacity building programmes. Manage the Branch. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Maintenance of discipline. Management of performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the Branch and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Monitor the budget and expenditures of the Branch: Professional Services.

**ENQUIRIES:** Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

**APPLICATIONS:** All applications for this position must be submitted via email to: [Recruitment25-36@dpw.gov.za](mailto:Recruitment25-36@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

**FOR ATTENTION:** Ms NP Mudau

**CHIEF DIRECTOR: MONITORING AND EVALUATION REF NO: 2025/99**

**SALARY:** R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Head Office (Pretoria)

**REQUIREMENTS:** Minimum undergraduate qualification (NQF 7) in Social Sciences/ Statistics or related field of study. Certificate in monitoring and evaluation will be an added advantage. 5 years senior management experience related to research, monitoring and evaluation and data analysis. Knowledge: Knowledge on Monitoring and evaluation processes; Research methodologies; Knowledge on governmental guidelines ; Public Finance Management Act (PFMA); Policy Framework for the Government-wide Monitoring and Evaluation System; South African Statistical Quality Assessment Framework; National Evaluation Policy Framework (NEPF); Policy imperatives; Strategic Planning Guidelines; Administration of Service Level Agreements; Procurement processes Skills: Effective management skills; Advanced report writing; Advanced communication; Facilitation skills; Strategic planning; Programme and project management skills; Sound analytical and problem identification and solving skills; Diplomacy; Policy formulation; Personal Attributes: Analytical thinking; Innovative; Creative; Solution orientated – ability to design ideas without direction; Excellent management ability; Ability to communicate at all levels; Good inter-personal relationships; People orientated; Ability to work under stressful situations; Highly motivated.

**DUTIES:** Manage the development and implementation of monitoring and evaluation strategy and Policy frameworks; Conduct research on latest trends in the field. Guide the establishment of administration, Accounting and Monitoring and Evaluation systems. Coordinate revision of the project strategy with the stakeholders to ensure an updated and shared understanding of the strategy and information needs. Develop Monitoring and Evaluation Framework. Ensure that strategies and policies are aligned to the departmental strategy. Compile M&E plans based on strategic, Annual Performance Plan and Operational Plans. Ensure an effective and participatory monitoring and evaluation systems is established. Negotiate approval for change to the strategic and processes. Ensure management of performance monitoring and evaluation systems. Identify the areas of objectives, indicators and monitoring. Revise the monitoring

and evaluation plan and systems seeking inputs from respective units. Ensure a detailed specifications are prepared in a timely, objective and transparent manner. Ensure timely decision on corrective actions are made and implemented. Assure that all obligations are adhered to and make efforts to ensure implementation meets project targets. Ensure planning of and participation in the annual review. Monitor implementation of Service Standards and SDIPs. Oversee the evaluation of impact in the Department's business units. Provide estimates of the impact for different demographic groups, gender and age. Develop a system for processes-periodic surveys measuring the impact. Coordinate the department mandatory periodic reports of all business units. Facilitating the commissioning independent evaluation to assess the impact of goods and services delivered by the Department. Ensure compliance of the policies and legislated requirements of accounting. Analyse programme achievements/non-achievements and make recommendations to management on the improvements required to ensure achievement of targets. Manage the Chief Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Chief Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Chief Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-37@dpw.gov.za](mailto:Recruitment25-37@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

CHIEF DIRECTOR: PLANNING AND PRECINCT DEVELOPMENT REF NO: 2025/100

SALARY: R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF Level 7) in Town Planning/City and Regional Planning or related field of study. Registration with SACPLAN as Professional Planner. 5 years relevant senior managerial experience in the field of town planning. Proven experience in the field of town planning including experience with strategic spatial planning. Knowledge: Construction Industry Development Board Act of 2000 and Regulations. Council for Built Environment Act of 2000. Construction Industry. Client relations. PFMA/Treasury Regulations, Practice Notes, Instructions, Circulars. Financial management. Occupational Health and Safety Act of 1993 and Regulations. Preferential Procurement Policy and Framework. Built Environment Industry. Government Immovable Asset Management Act, 2007. geo-spatial referencing. Skills: Advanced report writing; Advanced communication; Language proficiency; Computer utilisation; Analytical thinking; Facilitation skills; Strategic planning; Time management; Programme and project management skills; Conflict management; Sound analytical and problem identification and solving skills; Organising and planning; Policy formulation; Decision making skills; Motivational skills; Numeracy; Advanced interpersonal and diplomacy skills. Personal Attributes: Innovative; Creative; Resourceful; Liaising skills; Effective and efficient under pressure; Ability to meet tight deadlines whilst producing excellent results; People orientated; Able to establish and maintain personal networks; Trustworthy.

DUTIES: Provide strategic leadership in the development and implementation of frameworks, strategies and policies for integrated Planning and Precinct Development. Ensure the development, updating and effective implementation of frameworks, strategies and policies in support of relevant legislation including Spatial Planning and Land Use Management Act (SPLUMA). Ensure that Planning and Precinct Development strategies and policies contribute to key National priorities and DWPI strategic objectives. Ensure spatial coordination, integration and alignment of Planning and Precinct Development frameworks, strategies and policies at a National, Provincial and Local Government level. Identify challenges for effective and efficient implementation of frameworks, strategies and policies. Develop mechanisms for intervention to address challenges. Monitor and ensure compliance with applicable policies, processes and procedures. Oversee implementation of the Strategic Spatial Framework through spatial targeting of settlements for national government accommodation in the urban and rural space. Update the Strategic Spatial Framework towards integrated planning in the urban and rural space. Oversee investment in accommodation infrastructure supporting an integrated government project pipeline that is aligned to the objectives of the national spatial development agenda. Ensure that the DPWI value chain is informed by the Strategic Spatial Framework as the baseline for planning and implementation of government accommodation. Oversee the planning and implementation of Integrated Government Precinct Development Plans supporting Smart City Principles towards spatial transformation and social justice in the urban and rural space. Oversee the sustainable planning and development of Integrated Government Precinct Development Plans supporting Smart City Principles consistent with the DPWI business process. Provide guidance and strategic input for the prioritisation of projects. Establish and maintain relations with stakeholders at a National, Provincial and Local Government level and client departments. Manage the Chief Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Management of performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the chief directorate and report on progress as required. Compile and

submit all required administrative reports. Serve on transverse task teams as required. Quality control of work delivered by employees. Monitor the budget and expenditures of the Chief Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-38@dpw.gov.za](mailto:Recruitment25-38@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

CHIEF DIRECTOR: LOGISTICS, MOVABLE ASSETS, RISK AND PERFORMANCE MANAGEMENT REF NO: 2025/101

SALARY: R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 7) in Supply Chain Management/ Public Management/ Administration, Law or related field of study. 5 years' experience in supply chain Management at senior management level. Willing to adapt work schedule in accordance with professional requirements. Knowledge: Strategic Planning; Strategic Knowledge Management; Business analyses and risk management; Change management and organisational development; Extensive knowledge of department strategic objective; In-depth knowledge of government protocol processes; Development and implementation of strategies; Public Finance Management Act; Supply Chain Management; Financial and budget administration processes and systems; Public Service Regulations; Treasury Regulations and directives (MTEF, ENE and Adjustment Estimates; Government Budget Systems and procedures; Government Financial Systems ( PERSAL, PMIS, WCS, LOGIS and BAS Skills : Executive management skills; Sound analytical and problem identification and solving skills; Language proficiency; Advanced report writing; Organising and planning; Computer utilisation; Policy formulation; Negotiation skills; Advanced communication (verbal and written); Advanced interpersonal and diplomacy skills; Time management; Decision making skills; Conflict management; Motivational skills; Programme and project management skills Personal Attributes: Innovative; Resourceful; Ability to work effectively and efficiently under sustained pressure; Ability to meet tight deadlines whilst delivering excellent results; People orientated; Trustworthy; Assertive; Ability to work independently; Team player.

DUTIES: Manage the development, implementation and maintenance of SCM policies, norm & standards, directives and guidelines. Undertake research on latest SCM management trends. Source SCM policies, guidelines and directives from the National Treasury. Advise and monitor the implementation of National Treasury policies and guidelines. Evaluate and monitor compliance to Medium Term Expenditure Framework. Ensure that the department's strategic objectives are aligned to regulations. Undertake the effective monitoring and evaluation of department's SCM policies. Manage the provision of logistical support services and the implementation of effective records management. Oversee the management of Departmental transport which include, ministerial transport, subsidised transport and. fleet transport. Manage the provision of effective records management systems and archives in line with National Archive Act guidelines and prescripts. Oversee the provision of goods and services. Develop and manage contract management systems including the strategic management of supplier relationships. Ensure compliance with Treasury Regulations on the processing of invoices within 30 days. Manage and control movable assets and maintain accurate and complete movable assets register. Manage the lifecycle of movable assets. Manage the development of movable acquisition, maintenance and disposal plans. Oversee the strategic and annual movable assets management planning. Manage financial reporting on movable assets. Develop and oversee the implementation of Monitoring, Performance, Risk Management and Reporting function. Ensure that performance standards and targets are set. Monitor compliance with SCM regulatory framework. Evaluate performance. Ensure the responsibility for managing SCM performance information is included in individual performance agreements. Ensure reporting on SCM information such as procurement plans, exemptions, request for condonations, deviations from normal procurement processes, expansions and variations of contracts, expenditure on all contracts, tenders awarded including tender amounts and procurement spend. Manage the SCM performance review standards and processes. Establish and implement the risk management plan for supply chain management services to identify, assess and mitigate risk. Ensure that the SCM Risk register is maintained. Manage Audit Action Plans. Ensure optimum system utilisation. Manage the Chief Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Monitor the budget and expenditures of the Chief Directorate. Management of performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the chief directorate and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Quality control of work delivered by employees.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-39@dpw.gov.za](mailto:Recruitment25-39@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

CHIEF DIRECTOR: ENGINEERING SERVICES REF NO: 2025/102

SALARY: R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum Bachelor of Science degree or Bachelor's degree in Engineering or relevant field of study. A minimum of 5 years senior management experience in engineering field. Compulsory registration with a professional council. Knowledge: Engineering best practice Project Management; Extensive knowledge of all engineering aspects of the building and construction environment; Public Finance Management Act; Occupational Health and Safety Act; Supply Chain Management; Contract Management. Skills: Decision making; Team leadership; Analytical skills; Creativity; Self-management; Financial management Communication; Computer literacy; Planning and organising; Negotiation skills; Problem solving and analysis. Personal Attributes: Programme and project management; Engineering design and analysis knowledge; Research and development; Computer aided engineering applications; Knowledge of legal compliance; Technical report writing; Creating high performance culture; Networking; Engineering and professional judgment.

DUTIES: Oversee the development of engineering plans, processes, and procedures. Oversee the development and maintenance of professional best practice parameters and quality standards and manuals and guideline on professional standards. Monitor and ensure the implementation and continuous adherence to professional guideline and standards. Manage approvals or audits on new engineering designs according to design principles or theory. Ensure engineering design efforts and integration across disciplines to ensure seamless integration with current technology. Oversee budget and timelines for engineering projects. Promote and enforce a safe and healthy work environment in accordance with applicable legislation and company policies and procedures. Drive continuous improvement of processes, quality and cost to maintain profitability and competitiveness. Oversee the maintenance of engineering operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Ensure engineering maintenance standards, specifications and service levels in accordance with Departmental objectives to ensure optimum operational availability. Monitor maintenance efficiencies according to departmental goals to direct or redirect engineering services. Ensure and monitor compliance with standard operating procedures. Provide expert advice on electrical safety and risk management. Ensure compliance with OHSA, legal and environmental requirements. Manage cost efficiency of engineering projects and life cycle costing. Manage and provide technical operational advice on **water and waste water** treatment purification service to client departments. Oversee the implementation of Water Act within the department. Manage the implementation and maintenance of the Water and Waste Water Plants. Apply research findings to help minimise the environmental impacts of pollution, erosion, and other problems. Research ways to improve water conservation and preservation. Evaluate the feasibility of water-related projects, such as irrigation systems and waste treatment facilities. Manage the Chief Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-40@dpw.gov.za](mailto:Recruitment25-40@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

CHIEF DIRECTOR: REVENUE AND DEBT MANAGEMENT REF NO: 2025/103

SALARY: R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 07) in Economics and Financial management/Accounting or related field of study. 5 years senior management experience in financial accounting environment. KNOWLEDGE: Public Finance Management Act, SAGE, Activity-based costing, Treasury Regulations, Government Budgeting Procedures, Supply Chain Management, General Reporting Accounting Practice (GRAP), General Accepted Accounting Practice (GAAP), Financial directives and procedures, MS Office – Word, Excel & Power Point and Basic research and information gathering. SKILLS:

Managerial skills, Report writing, Accounts and numeric skills, Analytical thinking,organising and planning. Ability to work under stressful conditions.

DUTIES: Oversee the implementation of the development of the reviewing of legislation, strategies, and policies for revenue and debt management: - Undertake research on latest developments. Ensure the development and implementation of effective and efficient acts, strategies and policies in line with applicable prescripts. Ensure that all revenue and debt management policies contribute to the departments` strategic objectives. Determine and develop strategic intervention mechanisms where there are problems/ challenges to implement efficient, effective and uniform

procedures and policies. Ensure that the budget framework is in line with Medium Term Expenditure Framework. Ensure effective management of the invoicing and revenue collection system:- Manage billing regarding validity, completeness and accuracy. Manage monthly billing to clients/debtors. Ensure compliance and implementation of PFMA and Treasury Regulations. Analyse the departmental financial and general operating information. Manage the process of monitoring, forecasting and projection of billings. Monitor and provide support to regions regarding billing and leasing issues. Implement measures that will enhance revenue collection. Ensure effective management of debtor's system:- Ensure all debtors are recorded and receive monthly statements. Manage the recovery of debts. Ensure follow ups are made (demand letters) with clients. Ensure monthly reconciliation are performed. Ensure compliance and implementation of PFMA and Treasury Regulations. Manage and monitor the debtors and all suspense accounts. Ensure effective communication with stakeholders and client departments on matters relating to invoicing, revenue and clients relationship:- Provide information and advice on services rendered by the PMTE (leases, capital budget & municipal services). Negotiate the payments of debts. Liaise with clients on over and under payments. Communicate with regards to non-payment of services and advance payments. Present National Treasury guidelines and processes on billing clients. Ensure reporting and accountability in line with applicable prescripts. Provide the required financial reports. Ensure that financial statements disclosure is inclusive of all related parties. Coordinate audit queries for the unit. Manage of the Chief Directorate:- Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Maintenance of discipline. Management of performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the chief directorate and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Quality control of work delivered by employees. Monitor the budget and expenditures of the Chief Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-41@dpw.gov.za](mailto:Recruitment25-41@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

CHIEF DIRECTOR: EXECUTIVE SUPPORT REF NO: 2025/104

SALARY: R 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF Level 7 in Public Management, Public Administration/ Management Science. 5 years relevant experience at a senior managerial level. KNOWLEDGE: Applicable legislation, norms and standards related to the built environment industry, including the PFMA, Treasury Instructions, PSA, PSR and MISS Act, Functioning of national, provincial and local government, Fundamental economics, Structure and functioning of the Department, Parliamentary protocol processes, Linkages with government clusters and Departmental standards and regulations. SKILLS: Executive management skills, Sound analytical and problem identification and solving skills, Advanced report writing, Strategic management, Financial management, Computer literacy, Advanced interpersonal and diplomacy skills, Programme and project management, Decision making skills, Conflict management, Negotiation skills and Motivational skills.

DUTIES: Engage and interact with the Ministry regarding Cabinet, parliament and Cluster related issues:- Coordinate responses to parliament questions and other strategic issues. Render advice and support regarding the development and submission of the strategic documents to the DG and Ministry. Present the Office of the DG in executive management processes:- Represent and participate in structures and processes as directed by the DG. Participate in TMC, MANCO and HOD Public Works processes to provide advice on strategic issues. Participate and ensure representation and manage and assess reports of FOSAD or related committees on behalf of the DG. Provide strategic advice regarding MINMEC and NEDLAC issues. Coordinate, integrate and support the involvement of the Department in Cluster activities. Lobby, advise and interact with professional bodies of the built environment. Participate in the National Bid Committee. Manage strategic, corporate and operational issues and provide advice to the office of the DG:- Participate in the strategic planning processes. Facilitate the development of annual performance plans and operational plans. Undertake environmental assessments and provide strategic advice and support regarding departmental service delivery. Manage the administration of the Office of the DG:- Re-engineer management processes and co-ordinate management review processes related to the Office. Review, determine the impact and provide comments regarding departmental and external submissions addressed to the DG. Assess audit reports and ensure that the Department is providing value for money. Support the analysis and interpretation of built industry norms and standards. Support the preparation of presentation to be made by the DG to key stakeholders. Direct the diary of the DG. Approve administrative matters related to senior managers who report directly to the DG as required; Develop and direct the administrative framework regarding finances, human resources, operations and logistical requirements.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-62@dpw.gov.za](mailto:Recruitment25-62@dpw.gov.za)

or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.  
FOR ATTENTION: Ms NP Mudau

#### REGIONAL MANAGER (CHIEF DIRECTOR LEVEL) (X 2 POSTS)

**SALARY:** All-inclusive salary package of 1 494 900 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Cape Town Regional Office Ref No:2025/105 A

Polokwane Regional Office Ref No: 2025/105 B

**REQUIREMENTS:** Minimum undergraduate qualification (NQF Level 7) in the Property/ Built Environment discipline or Management Science/ Behavioural Science or Law coupled with 5 years relevant experience at senior management level. Extensive experience in property management, asset investment management and the built environment.

**KNOWLEDGE:** Property management, the Public Finance Management Act, Government budget procedures/timeframes (MTEF), financial management and administration, Project management, Construction regulations, Financial administration processes and systems, the Public Service Act, Public service regulations, Financial manual and Treasury regulations. **SKILLS:** Construction management, Financial management, Client/customer relations, Intergovernmental relations, People management, Presentation, Competency in policy analysis and development, Negotiation, Communication, Management skills in general, Advanced report-writing, Planning and organising, Diplomacy, Policy analysis and development, Problem solving, Presentation and Budgeting.

**DUTIES:** Take responsibility for the overall management of the Regional office. Effectively manage the capital and maintenance budget to promote Black Economic Empowerment. Support development and empowerment initiatives of Government and DPW in particular. Effectively implement construction projects on behalf of client departments. Provide office accommodation to client Departments. Participate in intergovernmental forums and regularly review programmes and report on progress. Ensure financial management of the Region. Develop, review and implement the Region's Business plan in line with the strategic plan. Ensure implementation of the departmental strategic plan in the Regional office. Manage the implementation of the Department's operational programmes, which entail service delivery improvement, Expanded Public Works Programmes, Client/customer and stakeholder relations, property management, people management and financial management.

**ENQUIRIES:** Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

**APPLICATIONS:** All applications for the position of Ref No 2025/105 A must be submitted via email to: [Recruitment25-42@dpw.gov.za](mailto:Recruitment25-42@dpw.gov.za) and Ref No 2025/105 B must be submitted to [Recruitment25-63@dpw.gov.za](mailto:Recruitment25-63@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

#### DIRECTOR: IAR ACCOUNTING AND VERIFICATION REF NO: 2025/106

**SALARY:** R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Head Office (Pretoria)

**REQUIREMENTS:** Minimum undergraduate qualification (NQF 7) in Real Estate Management, Commerce or related field of study. A minimum of 5 years relevant middle/senior management experience in the relevant field. **Knowledge:** Public Finance Management Act; Financial administration; Procurement directives and procedures; Programme and project planning; Market research; Property economics; Reporting procedures; GIAMA; DISPOSAL ACT; BBBEE; GRAP; Treasury Regulations; The PIE Act; The Squatters Act. **Skills:** Strategic capability and leadership; Programme and project management; Information and Knowledge management; People Management and empowerment ;Problem solving and change management; Policy analysis and development; Client orientation and customer focus; Service delivery innovation; Financial management; Communication (verbal and written); Computer literacy; Stakeholder management; Planning and coordination; Presentation and facilitation; Quality management. **Personal Attributes:** Innovative; Creative; Resourceful; Ability to work effectively and efficiently under pressure; ability to meet tight deadline whilst delivering excellent results; Ability to communicate at all levels, participate at an executive level; People orientated; Able to establish and maintain personal networks; Trustworthy; Assertive; Hard-working; Highly motivated; Ability to work independently.

**DUTIES:** Manage the design and implementation of Immovable Asset Register management (IARM) policies and procedures. Keep abreast with IARM latest developments. Manage the design and implementation of IAR policies and procedures in line with the Department's strategic objectives. Monitor the compliance of capitalisation, de-recognition, impairment and all other accounting for Immovable Assets with the GRAP, PFMA and GIAMA requirements. Liaise with technical and other units that inform GRAP compliance. Ensure communication of policies with stakeholders and monitor implementation thereof. Ensure timely IAR reporting and management of key stakeholder expectations/ customer requirements. Develop and maintain a registers, including acquisitions, maintenance management, transfers and valuations. Ensure billing, lease and other customer transaction initiation information is appropriately managed in



the register. Ensure all improvements to state property are appropriately identified and recorded in the IAR. Ensure the existence and accurate valuation of state assets reflected in the IAR through periodic verification, condition and impairment assessments. Manage the planning and execution of asset verification. Continuously assess the condition of state facilities to inform Immovable Asset Management (IAM) investment decisions. Investigate and report on variances. Make necessary recommendations to resolve discrepancies. Ensure credibility of information in the Immovable Asset Register (IAR) through continuous verification and updating information in accordance with the mandatory requirements. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Manage performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Quality control of work delivered by employees. Monitor the budget and expenditures of the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-44@dpw.gov.za](mailto:Recruitment25-44@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: MANAGEMENT ACCOUNTING REF NO: 2025/107

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 07) in Financial Management/ Financial Accounting/ Auditing or related field of study. 5 years' experience in Finance environment at MMS/ SMS level. Knowledge: Public Finance Management Act; National Department of Treasury regulations, guidelines and directives; Departments' Reconciliation processes; Understanding of Governments financial delegations; Management of governments departments chart of accounts; Government Budget systems and procedures; Government Financial Systems; Supply Chain Management; Financial prescripts (GAAP and GRAP). Skills: Project management; Communication; Time management; Planning and organizing; Problem solving; Interpersonal and diplomacy; Ability to conduct research and gathering of information; Ability to work on specific timeframes; Report writing; Management skills; Numeric skills. Personal Attributes: Creative; Dedicated; Approachable; Hard-working; Trustworthy; Ability to communicate at all level; Ability to work under stressful situation and under pressure; Analytical thinking.

DUTIES: Manage the development, implementation and maintenance of sound budget management policies and procedures. Undertake detailed research on matters pertaining to budget management. Oversee the implementation of prescripts. Ensure that inputs and development contribute to the overall business objectives of the department. Ensure that sound internal controls and reporting systems are in place. Monitor adherence to all internal control measure. Facilitate the compilation of training manuals on budget planning and control. Ensure effective management of budget planning and control. Manage the collection and collation of budget inputs for budget planning and control. Manage the forecasting of cash flows. Analyse inputs related to Medium Term Expenditure Framework. Oversee allocation of budgets according to components and financial years. Ensure that departmental expenditure is in accordance with its budget allocations. Ensure effective monitoring and reporting on budget related matters. Assist with monitoring of fund transfers from National Treasury. Undertake quarterly reviews on the management of budget allocated to components. Compile detailed reports that will contribute to the compilation of Annual Financial Statements. Manage the directorate. Manage all the resources allocated to the directorate. Develop and maintain continuous communication with stakeholders. Facilitate capacity building initiatives. Oversee timely resolution of audit queries. Serve on transverse task teams as required. Compile and present reports on the functioning of the directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-45@dpw.gov.za](mailto:Recruitment25-45@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: CHEMICAL & WATER CARE/ HYDROLOGY REF NO: 2025/108

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 7) in Water Care /Water Utilisation/ Water Quality Management or related field of study. 5 years' experience at MMS/ SMS level in water services. Compulsory registration with SACNASP. Knowledge: National Water Act; Water Services Act; National Environmental Management Act; Waste Environmental Management Act; Environmental Conservation Act; Public Finance Management Act; Occupational



Health and Safety Act; Public Regulations; Public Service Act; Best practices within the Water Management. Skills: Ability to undertake critical review/analysis and provide technical advice; Financial administration; Effective verbal communication; Advanced technical report writing; Organisation and planning; Relationship management; Programme and project management; Problem solving skills; Decision making skills; Motivational skills; Negotiation skills. Personal Attributes: Analytical thinking; Innovative; Solution orientated – ability to design ideas without direction; Ability to work under stressful situations; Ability to communicate at all levels; People orientated; Hard-working.

DUTIES: Manage the operation and maintenance of water care facilities. Ensure compliance with policies, guidelines and national water act within the department. Ensure that all water and wastewater plants are registered in terms on the Water Act. Manage water care facilities inspection services. Oversee water testing laboratory. Ensure compliance with policies and regulations pertaining to the operation of water testing laboratory. Oversee the participation of DPWI laboratories in SABS proficiency testing scheme. Oversee the throughput in all DPWI water testing laboratories. Provide technical advisory services on water services. Develop, implement and monitor the execution of water technology related policies. Manage the investigation and advice on best practice and guidelines on water purification. Provide technical support with the assessment of water and wastewater treatment plants and safety management programmes. Ensure compliance with applicable legislation and regulatory requirements on water and wastewater treatment plants. Ensure management of projects and service providers. Oversee the development of Service Level Agreements. Ensure that the delivery of projects is within scheduled timeframes and financial allocations.

Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-46@dpw.gov.za](mailto:Recruitment25-46@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: EPWP PROVINCIAL ROADS PROGRAMMES REF NO: 2025/109

SSALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 7) in Civil Engineering, Construction Management or related field of study. 5-year years' experience at MMS/ SMS level in the relevant field. Knowledge: Expanded Public Works Programme; Programme and Project Management; Civil Engineering; Construction Industry; Structure and functioning of the Department and Government; Labour-intensive construction methods; Programme Design; Stakeholder Management; PFMA, Treasury Regulations, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act and other Government prescripts; Structure and functioning of the Department; Departmental standards and regulations. Skills: Research; Analytical thinking; Computer literacy; Effective communication (verbal and written); Relationship management; Project Management; Programme and project management; Design skills; Interpersonal and diplomacy skills; Problem solving skills; Decision making skills; Motivational skills. Personal Attributes: Resourceful; Creative; People orientated; Trustworthy; Assertive; Hard-working; Self-motivated; Ability to work independently.

DUTIES: Manage the Scaling up of EPWP in Roads sector. Develop and formulate strategy on efficient management of programme. Assist in identifying areas that need upgrading. Manage relationships with external stakeholders, especially dot, national treasury and the presidency. Increase on labour-intensity of government road infrastructure activities. Assistance to municipalities with the planning, design and implementation of local labour-intensive road construction and maintenance programmes. Plan and design labour intensive road construction and maintenance programmes in the provinces. Assistance on the planning and design of labour-intensive road construction and maintenance programmes in the provinces. Ensure that work is carried out according to EPWP policies and guidelines. Ensure that process will reach the proposed deadline on time. Compile and submit updated reports on progress and management of large projects model. Manage the project planning. Brief stakeholders on well-defined needs and project scope. Perform project planning activities. Manage and control project designs. Manage and control project budget and expenditure. Perform Project Cost Management. Perform Project Programming (critical path analysis, precedence diagram and Gantt Charts). Generate progress reports. Manage the Directorate. Maintenance of discipline. Management of performance and development. Undertake Human Resource and other related administrative functions. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the sub-directorate and report on progress as required. Develop implement and maintain processes to ensure proper control of work. Compile and submit all required administrative reports. Serve on transverse task teams as required. Procurement and asset management for the sub directorate. Planning and allocate work. Quality control of work delivered by employees. Functional technical advice and guidance.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-47@dpw.gov.za](mailto:Recruitment25-47@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: GREEN BUILDING REF NO: 2025/110

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification/ B Degree/ NQF 7 Qualification in Built Environment/ Environmental Studies or relevant field. 5 years relevant middle/senior management experience. Drivers' license. A Professional Engineering registration will serve as an added advantage. Certificate in funding and trade or related certification. Must be prepared to travel. Willing to adapt to working schedule in accordance with office requirements. Knowledge: Must be prepared to travel. Willing to adapt to working schedule in accordance with office requirements. Skills: Project Management; Planning and Organising; Support Fund Raising; Systems Thinking; Financial Management; Computer Literacy; Problem solving; Leadership; Analytical thinking; Numeric skills; Decision making; Advanced communication; Conflict management; Interpersonal skills; Time management; Motivational skills. Personal Attributes: Innovative; Resourceful; Solution orientated; Ability to work under stressful situations; Highly motivated; Trustworthy; Punctuality; Assertive; Hard-working; Ability to work independently.

DUTIES: Manage the development of Public Works Green Building strategies, policies and procedures. Manage research on latest green building design (energy, waste and water efficiency) trends. Ensure development of effective and efficient strategies, policies and procedures aligned to relevant government prescripts. Ensure that all Green Building policies contribute to the Department's strategic objectives i.e. Socio economic imperatives. Ensure identification of Green Technologies and Management Systems for Implementation in DPW property portfolio. Ensure compliance with applicable processes and procedures. Develop initiatives to quantify greenhouse gas emissions in Government buildings. Oversee the built environment's contribution towards achieving objectives of Government sustainable building prescripts i.e. Climate Change Response White Paper, Energy Efficiency Strategy, Water Management Act, National Environmental Management Waste Act. Manage the implementation of Green Building rating and certification initiatives and contribute towards retrofitting and Green Building/Green Precincts projects. Establish, monitor and report on Green Building initiatives for new and established facilities aligned with the Green Building Star rating certification of the Green Building Council of South Africa. Coordinate the process of obtaining Energy Performance Certificate for DPWI facilities, contributing to energy efficiency goals, conducting energy data verification, Manage entire Green Building rating compliance and documentation process. Conduct performance benchmarks to identify levels of green building achievement for both capital improvement projects and facilities management efforts. Establish the requirements that facilities should meet to be certifiable and monitor on an on-going basis the performance of the portfolio. Effectively communicate the Green Building Requirements for state owned and leased buildings. Contribute towards local designation of Green Building materials and consumables – to balance with international technologies. Coordinate the execution and verification of performance goals. Manage the establishment and implementation of Water Efficiency initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing water efficient and sustainable initiatives. Oversee implementation of applicable strategies, policies and procedures. Oversee analysis on cost and resource savings in water. Oversee water audits and waste water management studies. Provide accurate water efficiency data. Ensure oversight and support to Regional teams and Service Providers undertaking water audits, metering, leak detection, and technology installations. Manage monitoring, verification, and reporting on achieved water savings. Manage initiatives aimed at identifying and managing alternative sources of water and water harvesting initiatives. Manage the establishment and implementation of energy efficiency and Renewable Energy initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing energy efficient and sustainable initiatives. Manage audits of the energy performance of existing buildings, use data to provide insight into the design energy efficiency improvements. Develop funding and delivery mechanism and roll-out PPP projects on renewable energy projects. Report on relevant key performance measures. measure and predict the effects of improved building covers on energy consumption. Create energy-efficiency models in conformance with program guidelines. Review construction documents and make recommendations for energy efficiency improvements. Manage the implementation of Energy efficiency initiatives. Manage various inter- governmental cooperation on energy efficiency and renewable energy. Ensure alignment of government building energy mix with Integrated Resource Plan (IRP) championed by Department of Energy. Manage the establishment and implementation of Waste Management initiatives. Oversee collaboration with internal and external stakeholders with a vision toward developing and implementing sustainable waste management initiatives. Oversee the implementation of the waste hierarchy strategy of reduce, re-use and recycle. Help minimise waste during construction and introduce best practises in waste management post occupancy. Oversee analysis on cost and resource savings in waste management. Manage awareness campaigns on waste management in built environment. Management of the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to

meet performance expectations. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Management of performance and development of staff. Plan and allocate work. Quality control of work delivered by employees. Maintenance of discipline. Compile and submit all required administrative reports. Monitor the budget and expenditures within the directorate. Serve on transverse task teams as required.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-48@dpw.gov.za](mailto:Recruitment25-48@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: SCM CONTRACT MANAGEMENT REF NO: 2025/111

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF Level 7/ B Degree in SCM/Procurement or in the related field of study. 5 years middle/senior management experience in SCM. Knowledge: Public Finance Management Act; Public Service Regulations; National Treasury regulations, guidelines and directives (MTEF, ENE); preferential procurement policy ; Government supply chain management framework; Government Budget systems and procedures; Government Financial Systems; Financial prescripts (GAAP and GRAP) Skills: Planning and organizing; Problem solving; Interpersonal and diplomacy; Ability to conduct research and gathering of information; Ability to work on specific time-frames; Report writing; Management skills; Numeric skills; Decision making; Project management skills; Effective communication; Personal Attributes: Creative; Dedicated; Approachable; Hard-working; Trustworthy; Ability to communicate at all levels; Analytical thinking.

DUTIES: Manage the development, review and maintenance of contract management policies, strategies and procedures. Undertake research on latest trends in the area of responsibility. Manage the development and implementation of effective and efficient procedures, strategies and policies in line with applicable prescripts. Determine and develop strategic intervention mechanisms where there are problems/ challenges to implement efficient, effective and uniform procedures and policies. Monitor and ensure compliance with applicable policies and procedures. Ensure the implementation of sound effective and efficient internal control system. Ensure provision of effective contract management, administrative services and compliance. Ensure that every contract should be managed throughout the Contract Life Cycle in accordance with the Contract Management Framework (CMF), General Conditions of Contract (GCC), Departmental Guidelines of Contract Management and Service Level Agreement (SLA) / Memorandum of Agreement (MoA). Ensure that the SCM Unit takes responsibility for Contract Administration and Supply Chain Performance in conjunction with the Project Managers. Ensure that SCM notify the branches of contract expiry to decide whether to renew / extend the contract or to re-advertise the requirement. Oversee the issuing of letters to service providers to propose remedies to address the poor performance and unsatisfactory Services and Goods. Oversee the submission of contract and bids register. Ensure contract administration and receipt of signed SLA. Ensure monitoring of supplier performance. Ensure that the Project Manager takes responsibility for day-to-day management and monitoring of a contract in line with the contractual conditions. Ensure that the project managers monitor the contractor performance according to the stipulations of the contract in delivering the Goods or Services on time, in the correct quantity and to the required standard. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-49@dpw.gov.za](mailto:Recruitment25-49@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: CONSTRUCTION SECTOR ANALYSIS REF NO: 2025/112

ALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF 7 in Law/ Built Environment/ Policy Development or in the related field of study. 5 years relevant MMS/SMS experience. Knowledge: Policy analysis and development; Interpretation of statutes and legislative analysis; Research methodologies; Knowledge on governmental guidelines;

Skills Development Act; Public Finance Management Act; Statistical analysis; Policy imperatives; Construction Management; Administration of Service Level Agreements; Procurement processes. Skills: Project management; Analytical ability; Report writing; Policy analysis skills; Strategic thinking; Presentation and training; Interpersonal and diplomacy skills; Database management (programming queries); Numeracy; Communication; Problem solving skills; Decision making skills; Motivational skills. Personal Attributes: Analytical thinking; Innovative; Creative; Solution orientated – ability to design ideas without direction; Excellent management ability; Ability to communicate at all levels; Good inter-personal relationships; People orientated; Ability to work under stressful situations; Highly motivated.

DUTIES: Manage the development and review of the directorate construction sector analysis policy frameworks and strategies. Undertake research on the latest developments in professional guidelines, legislations and standards. Lead the development and execution of comprehensive construction sector analysis strategies. Ensure that all construction sector analysis policies, guidelines and standards are developed in line with applicable prescripts and are aligned to the Department's strategic objective. Monitor the implementation and ensure compliance with applicable policies and Directives. Manage the analysis of construction sector and identify possible policy options. Conduct an environmental scan. Survey the best practices. Manage the identification of policy gaps. Manage the consultation process with relevant stakeholder. Analyse and collate relevant information from case law. Manage the analysis of applicable circulars, journals and legal documents and formulate policy proposals. Manage the integration process with other Departments and the implementation of construction policies. Facilitate policy integration with DPW Public Entities. Ensure the management, regulation and transformation of the professions within the Construction Industry. Advise and evaluate the construction policy Industry programmes. Ensure submission of draft policies for approval by delegated authority. Ensure communication of approved policies. Ensure application of approved policies. Monitor the compliance with approved policies and construction regulations. Foster a construction policy community of practice through sharing research and other information (benchmarking). Establish best practice partnerships with various stakeholders in the construction industry, local and international. Contribute to the competitiveness of the construction sector. Maintain sound relationships with various stakeholders. Promote public sector capacity building in collaboration with various institutions. Partake in harmonisation of policies for the construction industry. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Manage the budget allocated to the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-50@dpw.gov.za](mailto:Recruitment25-50@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: AFRICAN CO-OPERATION REF NO: 2025/113

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF 7 in International Relation/ Public Administration/ Management or related field of study. 5 years relevant MMS/SMS experience. Willing to adapt work schedule. Security clearance. Knowledge: Strategic management processes; Business planning processes; Applicable legislation, norms and standards related to the management of foreign relations; Public Finance Management Act, Treasury Regulations, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act; Functioning of national, provincial and local government; Fundamental economics; Structure and functioning of the Department; Linkages with government clusters; Departmental standards and regulations. Skills: Effective communication (verbal and written); language proficiency; report writing; financial administration; organising and planning; computer literacy; basic numeracy; advanced interpersonal and diplomacy skills; general office management and organisational skills; project management; time management; problem solving skills; decision making skills; motivational skills; influencing skills. Personal Attributes: Analytical thinking; innovative; creative; resourceful; self-reliant; energetic; helpful; ability to work under stressful situations; ability to communicate at all levels; people orientated; able to establish and maintain personal networks; assertive; hard-working; self-motivated; ability to work independently. DUTIES: Manage the development and review of policies, strategies and frameworks to support the international relations focusing on African partnerships and research on relevant legislations and framework. Participate in optional analysis processes for the department's participation in the African boundary. Manage information collection processes for the development of African Cooperation business plans, policies and guidelines. Ensure formulation or review of policies and guidelines based on related best practices and prescripts. Manage the development, implementation and maintenance of operational plans and programmes. Manage strategic development processes for the department's participation in the African boundary. Ensure the articulation of strategic goals and objectives into operational and support plans and programmes. Ensure that the policies, guidelines and standards are aligned to the Department's

strategic objective. Ensure that all policies and guidelines are communicated to all relevant stakeholders and interested parties. Monitor and ensure compliance to relevant legislative prescripts and policies within area of responsibility. Manage the planning of Departments participation and provide feedbacks on international engagements in Multi and Bilateral issues. Provide strategic processes and plans on the department's participation in Multi and Bilateral issues. Facilitate and participate in international Multi and Bilateral discussion forums and conferences. Develop and implement intervention and problem solving mechanism on multi and bilateral related issues. Undertake a continuous review, monitoring and evaluation of the Departments participation in multi and bilateral processes. Collate and present progress reports on participation in African Cooperation. Establish and maintain effective global stakeholder relations. Establish and maintain international and local networks and cordial relations with foreign and special projects stakeholders. Develop and maintain an effective communications strategy with all stakeholders on the development department's global participation. Ensure effective distribution of information to interested stakeholders. Support the department on international information sharing initiatives. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-51@dpw.gov.za](mailto:Recruitment25-51@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: QUANTITY SURVEYING REF NO: 2025/114

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF level 7 in Quantity Surveying. A minimum of 5 years relevant experience on MMS/SMS level. Registration with the Quantity Surveying Professional body. Driver's licence. Knowledge: Quantity surveying policies and standards; Occupational and health and safety standards; Contract management; Quantity surveying methods and practices; Preferential Procurement Policy and Framework; Black Economic Empowerment Act; Change Management; Supply Chain Management Act; Occupational and health standards; PFMA; Property Industry; Construction Industry; Transformation Management; Built environment. Skills: Advanced report writing; Advanced communication; Language proficiency; Computer utilisation; Analytical thinking; Facilitation skills; Strategic planning; Time management; Programme and project management skills; Conflict management; Sound analytical and problem identification and solving skills; Organising and planning; Policy formulation; Decision making skills; Motivational skills; Numeracy; Advanced interpersonal and diplomacy skills. Personal Attributes: Innovative; Creative; Resourceful; Ability to work effectively and efficiently under pressure; ability to meet tight deadline whilst delivering excellent results; Ability to communicate at all levels, participate at an executive level; People orientated; Able to establish and maintain personal networks; Trustworthy; Assertive; Hard-working; Highly motivated; Ability to work independently.

DUTIES: Manage the development, review and maintenance of quantity surveying related policies, strategies and procedures. Undertake research on latest trends. Manage the development and implementation of effective and efficient procedures, strategies and policies in line with applicable prescripts. Ensure that all quantity surveying policies contribute to the departments' strategic objectives. Determine and develop strategic intervention mechanisms where there are problems/ challenges to implement efficient, effective and uniform procedures and policies. Develop service delivery standards that will culminate into service delivery agreement. Monitor and ensure compliance with applicable policies and procedures. Ensure preparation of cost plans to enable design teams to produce practical designs for construction projects, which involve liaising with architects, engineers and subcontractors. Manage the preparation of cost analysis based on the architectural drawings, engineering estimates, materials required, and labour involved. Participate in compilation of building budget. Monitor expenditure to ensure compliance with budget. Ensure preparation of cost estimates on design changes. Manage the auditing and certifying of appointed consultants' fees claims. Interpret conditions of contract, fee scales and agreements. Ensure development and maintenance of building cost database. Prepare reports on projected building costs. Manage the implementation of quantity surveying plans to assist with planned construction projects. Manage the preparation of tender and contract documents, including bills of quantities. Evaluate tenders from contractors and subcontractors and, where appropriate. Manage the review of construction plans and preparation of quantity requirements. Scrutinise maintenance and material costs, as well as contracts to ensure the best deals. Prepare reports, analysis, contracts, budgets, risk assessment, and other documents. Advise managers and clients on improvements and new strategies. Ensure documentation of any changes in design and updating budgets. Establish and maintain professional relationships with external and internal stakeholders. Manage the directorate. Ensure that the directorate complies with the Medium-Term Expenditure Framework. Manage the effective

and efficient implementation and maintenance of risk management processes on immovable property. Undertake key account management of immovable properties entrusted with the directorate. Maintain conducive professional relationships with stakeholders and clients. Establish and maintain good working relations with all stakeholders and client departments. Control and manage human, financial and physical assets attached to the directorate. Provide strategic and management reports.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-52@dpw.gov.za](mailto:Recruitment25-52@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: PROPERTY MANAGEMENT (EXISTING PROPERTY) REF NO: 2025/115

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF LEVEL 7) in Real Estate Management or Property OR related field. 5 years relevant experience on SMS/MMS level. Ability to adapt in accordance with office requirements. Knowledge: Public Finance Management Act. Financial administration; Procurement directives and procedures; Programme and project planning; Market research; Property economics; Reporting procedures; GIAMA; DISPOSAL ACT; BBBEE; Treasury Regulations; The PIE Act; The Squatters Act. Skills: Analytical thinking; Communication skills; Interpersonal skills; Problem solving skills; Organising and planning; Financial Management; Advanced report writing; Computer utilization. Negotiation skills; Strategic planning; Time management; Programme and project management skills; People management; Policy formulation; Decision making skills. Personal Attributes: Goal and solution orientated; Analytical thinking; People and client orientated; Innovative; Ability to work under stressful conditions.

DUTIES: Manage the development implementation and maintenance of property management policies, procedures and strategies. Manage the development, implementation and maintenance of property management policies, procedures and frameworks. Ensure compliance with related prescripts, delegations and property legislation. Communicate all property management policies and procedures to relevant stakeholders. Ensure proper property management governance processes and internal control measures. Develop and implement risk management strategy. Undertake research on current best practices in relation to property management. Manage the property disposal process. Identify superfluous properties to be disposed off. Ensure the prioritisation of disposals per identified targets as outlined in the disposal implementation plan. Ensure the inclusion of EPWP principles as part of the disposal condition when disposed assets are developed or refurbished by the long-term tenants or purchasers. Ensure that all property disposals do not infringe with the National Land Reform Programme. Manage the transfer of ownership of disposed property. Manage the implementation of other forms of disposals, in line with the approved disposal framework to curb vandalism and illegal occupation. Ensure the disposal of immovable assets to the best value for money to the state. Inspect the properties for potential re-use and determine disposal strategy. Market and advertise vacant surplus properties to attract a large pool of potential tenants and minimise vacancies. Ensure physical security on vacant surplus state-owned properties. Maintain a database of vacant immovable assets. Manage illegally occupied properties. Oversee the management of vacant surplus properties for revenue generation purposes. Market and advertise vacant surplus properties to attract a large pool of potential tenants and minimise vacancies. Choose the most suitable tenant from the pool of tenants who would have indicated their interest in the advertised property. Ensure physical security on vacant surplus state-owned properties. Manage illegally occupied properties. Implement proper administration of other forms of disposals, in line with the approved disposal framework to curb vandalism and illegal occupation. Provide guidance towards enhancing effective and efficient state property management. Manage the development and implementation of appropriate tools to collect data for vesting. Ensure economic efficiency in the Departments' leasehold portfolio in line with market trends. Advice on solutions for increasing efficacy and long-term profitability. Ensure that state properties are optimally maintained. Ensure existence of remedial steps to collect revenue in case of non-payment. Regularly review and monitor arrear rentals to mitigate against non-payment of rental. Manage the Property Management Directorate. Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Manage and monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-53@dpw.gov.za](mailto:Recruitment25-53@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: PROPERTY MANAGEMENT (VACANT LAND) REF NO: 2025/116

**SALARY:** R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Head Office (Pretoria)

**REQUIREMENTS:** Minimum undergraduate qualification (NQF LEVEL 7) in Real Estate Management or Property or related field. 5 years relevant experience on SMS/MMS level. Ability to adapt in accordance with office requirements. Knowledge: Public Finance Management Act; Financial administration; Procurement directives and procedures; Programme and project planning; Market research; Property economics; Reporting procedures; GIAMA; DISPOSAL ACT; BBBEE; Treasury Regulations; The PIE Act; The Squatters Act. Skills: Analytical thinking; Communication skills; Interpersonal skills; Problem solving skills; Organising and planning; Financial Management; Advanced report writing; Negotiation skills; Strategic planning; Programme and project management skills; People management; Policy formulation; Decision making skills. Personal Attributes: Goal and solution orientated; analytical thinking; People and client orientated; Innovative; Ability to work under stressful conditions.

**DUTIES:** Manage the development, implementation and maintenance of property management policies, procedures and strategies: Manage the development, implementation and maintenance of property management policies, procedures and frameworks. Ensure compliance with related prescripts, delegations and property legislation. Communicate all property management policies and procedures to relevant stakeholders. Ensure proper property management governance processes and internal control measures. Develop and implement risk management strategy. Undertake research on current best practices in relation to property management. Manage the property disposal process. Identify superfluous properties to be disposed off. Ensure the prioritisation of disposals per identified targets as outlined in the disposal implementation plan. Ensure the inclusion of EPWP principles as part of the disposal condition when disposed assets are developed or refurbished by the long-term tenants or purchasers. Ensure that all property disposals do not infringe with the National Land Reform Programme. Manage the transfer of ownership of disposed property. Manage the implementation of proper administration of other forms of disposals, in line with the approved disposal framework to curb vandalism and illegal occupation. Ensure the disposal of immovable assets to the best value for money to the state. Inspect the properties for potential re-use and determine disposal strategy. Market and advertise vacant surplus properties to attract a large pool of potential tenants and minimise vacancies. Ensure physical security on vacant surplus state-owned properties. Maintain a database of vacant immovable assets. Manage illegally occupied properties. Oversee the management of vacant surplus land for revenue generation purposes. Market and advertise vacant surplus properties to attract a large pool of potential tenants and minimise vacancies. Choose the most suitable tenant from the pool of tenants who would have indicated their interest in the advertised property. Ensure physical security on vacant surplus state-owned properties. Manage illegally occupied properties. Implement proper administration of other forms of disposals, in line with the approved disposal framework to curb vandalism and illegal occupation. Provide guidance towards enhancing effective and efficient state property management. Manage the development and implementation of appropriate tools to collect data for vesting. Ensure economic efficiency in the Departments' leasehold portfolio in line with market trends. Advice on solutions for increasing efficacy and long-term profitability. Ensure that state properties are optimally maintained. Ensure existence of remedial steps to collect revenue in case of non-payment. Regularly review and monitor arrear rentals to mitigate against non-payment of rental. Manage the Property Management Directorate. Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Manage and monitor the budget and expenditures for the Directorate.

**ENQUIRIES:** Mr Sifiso Mdakane Tel No: 082 929 9885

**APPLICATIONS:** All applications for this position must be submitted via email to: [Recruitment25-54@dpw.gov.za](mailto:Recruitment25-54@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

**FOR ATTENTION:** Ms NP Mudau

**DIRECTOR:** SUPPLY CHAIN MANAGEMENT REF NO: 2025/117

**SALARY:** R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Bloemfontein Regional Office

**REQUIREMENTS:** Minimum undergraduate qualification/ B Degree (NQF 7) in Public Management/ Administration, Supply Chain Management/ Procurement, Law or in the related field of study. 5 years middle/senior management experience in SCM. Willing to adapt work schedule in accordance with office requirements. Knowledge: Public Finance Management Act; Public Service Regulations; National Treasury regulations, guidelines and directives (MTEF, ENE); preferential procurement policy; Government supply chain management framework; Government Budget systems and procedures; Government Financial Systems; Financial prescripts (GAAP and GRAP). Skills: Planning and organizing; Problem solving; Interpersonal and diplomacy; Ability to conduct research and gathering of information; Ability to work



on specific time-frames; Report writing; Management skills; Numeric skills; Decision making; Project management skills; Effective communication. Personal Attributes: Creative; Dedicated; Approachable; Hard-working; Trustworthy; Ability to communicate at all levels; Analytical thinking.

**DUTIES:** Manage the implementation and monitoring of SCM guidelines, processes, standards and strategies. Undertake research on the latest developments in professional guidelines, legislations and standards. Identify SCM trends and opportunities for businesses processes improvement. Make recommendations for changes and improvements to existing SCM guidelines, standards, policies and procedures. Manage the implementation of SCM guidelines, standards, policies, procedures and strategies and related treasury prescripts. Ensure the development and implementation of support tools. Monitor the implementation and ensure compliance with applicable policies and Directives. Ensure the implementation of sound effective and efficient internal control system. Manage and control the demand function in relation to goods and services, infrastructure demand and property demand. Identify preference points system and appropriate goals per commodity in terms of preferential procurement policy objectives and Preferential Procurement Regulations. Manage the process of collating procurement requirements for the units. Manage the compilation of a procurement plan for the regional office. Oversee, coordinate, and advise on the process of drafting specifications/terms of reference and special condition of contract. Manage and control the acquisition function in relation to goods and services, infrastructure demand and property demand in the regional office. Oversee the utilization of the Central supplier Database in the bid/quotation processes. Control and oversee a compliant execution of the bid/quotation processes. Ensure that integrity of all procurement functions is maintained. Manage the establishment of the bid specification, bid evaluation and bid adjudication committees. Oversee the proper functioning of the committees. Chair the Sub-Bid Adjudication Committee meetings. Report on the performance of the committees. Manage contracts by ensuring supplier compliance and performance is monitored, managed and reported for corrective measures. Manage the logistical support services. Manage the procurement of assets, supplies and services. Manage the vehicle fleet. Manage transport and travelling services. Manage auxiliary services and Archives. Establish and manage service level agreements with service providers. Manage and control the movable assets and maintain accurate and complete movable asset register. Ensure implementation of monitoring controls and procedures for movement of assets. Implement effective systems of movable assets verification within the Region. Maintain the movable assets register on the system. Compile moveable asset acquisition, disposal and maintenance plans. Ensure that maintenance information is registered on systems. Manage and monitor the warranties and guarantees of moveable assets. Ensure that maintenance information is registered on systems. Ensure the effective and efficient disposal of movable assets. Manage financial reporting processes on movable assets. Management of the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Maintenance of discipline; Management of performance and development; Establish implement and maintain efficient and effective communication arrangements; Develop and manage the operational plan of the directorate and report on progress as required; Compile and submit all required administrative reports; Serve on transverse task teams as required; Quality control of work delivered by employees; Monitor the budget and expenditures on Financial accounting directorate.

**ENQUIRIES:** Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

**APPLICATIONS:** All applications for this position must be submitted via email to: [Recruitment25-55@dpw.gov.za](mailto:Recruitment25-55@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

**FOR ATTENTION:** Ms NP Mudau

**DIRECTOR: FACILITIES MANAGEMENT MAINTENANCE (HEAD OFFICE AND REGIONAL) REF NO: 2025/118**

**SALARY:** R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Head Office (Pretoria)

**REQUIREMENTS:** Minimum undergraduate qualification NQF 7 in the Built environment, Real Estate Management or in the related field of study. 5 years relevant Middle/ Senior management experience. Drivers' license. Prepared to travel. Willing to adapt to working schedule in accordance with office requirements. Knowledge: Electrical, Civil and Mechanical Engineering Industry; Construction Industry; National Building Regulations and Standards; Property Management; PFMA; Treasury Regulations. Skills: Computer Literacy; Planning and Organising; Problem solving; Analytical thinking; Numeric skills; Decision making; Advanced communication; Conflict management; Interpersonal skills; Time management; Motivational skills; Project Management. Personal Attributes: Resourceful; Solution orientated; Creative; Ability to work under stressful situations; Highly motivated; Trustworthy; Punctuality; Assertive; Hard-working; Ability to work independently.

**DUTIES:** Manage the development, review and implementation of update policies and strategies related to FM Maintenance. Undertake research on the latest development of policies, professional guideline and standards. Ensure that all policies, guidelines and standards are aligned to the Departments strategic objective. Develop and implement procedures, tools and systems for effective organisational performance, information management and strategic planning. Provide information on facilities maintenance management policies, methods and practices. Develop strategies to effectively communicate planning objectives, developmental performance indicators and performance

outcomes to internal and external stakeholders. Monitor work activities to ensure compliance with established policies and procedures. Manage facilities managements' minor and major maintenance projects. Ensure control of reactive and preventative maintenance services in a timely and cost-efficient manner. Ensure that all stakeholders are given timely and appropriate information about maintenance programs and projects. Oversee the prepare documents for equipment procurement and prepare job specifications. Manage the development and implementation of monitoring of quality standards of all projects. Manage the establishment of schedules and methods for providing facility maintenance services. Identify resource needs. Review needs with appropriate management staff; allocate resources accordingly. Develop and coordinate the implementation of schedule for ongoing planned maintenance across asset portfolio. Manage the documentation of regular facilities inspections. Ensure compliance with health and safety standards. Implement best practice processes to increase efficiency. Management of the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Management of performance and development of staff. Plan and allocate work. Quality control of work delivered by employees. Maintenance of discipline. Compile and submit all required administrative reports. Monitor the budget and expenditures within the directorate. Serve on transverse task teams as required.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-56@dpw.gov.za](mailto:Recruitment25-56@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: GENDER MAINSTREAMING (MONITORING AND EVALUATION) REF NO: 2025/119

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF 7 in Social Sciences or related field of study. 5 years relevant experience at SMS/MMS level. Knowledge: Public Service Regulations; Employment Equity Act; Public Service Act; Public Finance and Management Act; International, Continental, Regional and National; instruments; Administration of Service Level Agreements; National Gender Policy Framework, Constitution). Skills: Public Service Regulations; Employment Equity Act; Public Service Act; Public Finance and Management Act; International, Continental, Regional and National; instruments; Administration of Service Level Agreements; National Gender Policy Framework, Constitution). Personal Attributes: Analytical thinking; Innovative; Good inter-personal relationships; Ability to work effectively and efficiently under pressure; Ability to meet tight deadlines whilst delivering excellent results.

DUTIES: Manage the development and implementation of Gender policies and programmes. Manage the development of policies and frameworks on Gender. Ensure that such formulated policies and frameworks are in line with the department's strategic objectives. Oversee integration of such policies and frameworks in the department. Assess and evaluate the impact of implementation of such policies and frameworks. Compile comprehensive reports on implementation Gender frameworks and policies. Oversee the continuous use and adherence to instruments (international, continental, regional and national) on Gender. Ensure mainstream Gender empowerment programmes into departmental programmes. Provide strategic direction on the implementation of women empowerment programmes. Research and gather information on Gender. Develop and implement strategies to address Gender issues. Monitor Gender interventions within to ensure that they benefit women. Represent DPW in internal and external meetings and workshops interdepartmental committee meetings. Manage departmental the inclusion of women in all the departmental development programmes. Report on departmental Gender status and progress to the Presidency and other monitoring institutions. Manage the implementation and development of capacity building initiatives and advocacy on Gender. Monitor the implementation of an action plan for national events to be hosted within the department. Lobby for women participating in DPW programmes. Engage with DPW public entities on gender related matters. Manage and coordinate the production of training manuals and information booklets. The effective management of the directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Maintenance of discipline. Management of performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Quality control of work delivered by employees. Monitor the budget and expenditures on revenue and debt management directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-57@dpw.gov.za](mailto:Recruitment25-57@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: PROPERTY PERFORMANCE MANAGEMENT (X4 POSTS) (1 DEFENCE, 1 DCS, 1 DAFF & 1 SAPS)  
**(NOTE: APPLICANTS MUST SUBMIT SEPARATE APPLICATION FOR EACH POSITION/REF NO)**

REF NO: 2025/120A – D: PPM (DEFENCE)

REF NO: 2025/120B – D: PPM (DCS)

REF NO: 2025/120C – D: PPM (DAFF)

REF NO: 2025/120D – D: PPM (SAPS)

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF 7 in Real Estate Management/ Built Environment or related field of study. 5 years relevant experience at MMS/SMS level. Ability to adapt in accordance to office requirements. Knowledge: Asset (immovable) Management; Property Management; Government Immovable Asset Management Act, 2007; Public Finance Management Act; Financial administration and management; Property related legislations; Programme and project planning; Research; Treasury Regulations; Public Service Regulation; Skills: Problem Solving; Planning and Organising; Strategic Planning; Time Management; Computer Literacy; Facilitation Skills; Report writing; Feasibility Analysis; Analytical thinking; Good Communication skills; Interpersonal skills. Personal Attributes: Goal and solution orientated; Assertiveness; People and client orientated; Innovative; Ability to work under stressful conditions; Hard working; Ability to communicate at all levels.

DUTIES: Manage the development, implementation and maintenance of property performance management policies and procedures the development and implementation of effective and efficient acts, strategies and policies. Ensure that all Property Performance Management policies contribute to the departments' strategic objectives. Determine and develop strategic intervention mechanisms where there are problems/ challenges to implement efficient, effective and uniform procedures and policies. Ensure compliance with policies and procedures. Manage the development of performance enhancement strategies for performing, non-performing and underperforming to unlock asset potential and ensure return on Investment. Manage the proactive identification of vacant, surplus, underperforming and unserviceable buildings, and propose accommodation solutions for profiling (enhancement strategies). Manage the identification, evaluation and implementation control of risks. Monitor implementation of immovable asset enhancement strategies. Manage the planning for disposal of superfluous properties under the custodianship of DPWI. Ensure optimal utilisation of immovable assets. Liaise with the National Treasury for the approval of the donation of properties to the National Government of RSA. Compile the Custodian Asset Management plan (CAMP) and development of Infrastructure Implementation Plans. Manage the analysis of the UAMPs to develop accommodation. Propose capital & maintenance activities/programmes. Oversee the development of Facilities Performance Assessment Reports (FPAR) to ensure optimal utilisation of assets. Analyse U-AMP and C-AMP for maintenance and Departmental capital programmes for DPWI portfolio. Ensure that the maintenance programme is aligned with budget. Attend to ad hoc funding requests for maintenance. Ensure that the executing unit implements the recommendations of FPAR. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Manage performance and development. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the directorate and report on progress as required. Compile and submit all required administrative reports. Serve on transverse task teams as required. Monitor progress on the budget allocation monthly expenditure reports and exercise intervention measures where necessary.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-58@dpw.gov.za](mailto:Recruitment25-58@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

**DIRECTOR: CIVIL/STRUCTURAL ENGINEERING REF NO: 2025/121**

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification NQF 7 in Civil/Structural Engineering. A minimum of 5 years at MMS/SMS experience in Civil/Structural engineering field. Minimum certificate of entrance to SMS Registration with Engineering Council South Africa. Willing to adapt work schedule in accordance with office requirements. Knowledge: Public Finance Management Act; National Environmental Management Act; Environmental Conservation Act; Occupational Health and Safety Act; Technical knowledge of the civil engineering industry; SANS codes of practice for civil engineering projects; Civil engineering industry manuals, guidelines and standards Best practices within the civil engineering industry; procurement directives and guidelines. Skills: Ability to undertake critical review/analysis and provide technical advice; Financial administration; Organisation and planning; Relationship management; Programme

and project management; Interpersonal and diplomacy skills; Problem solving skills; Decision making skills; Motivational skills; Conflict resolution; Negotiation skill. Personal Attributes: Analytical thinking; Innovative; Solution orientated – ability to design ideas without direction; Ability to work under stressful situations; Ability to communicate at all levels; People orientated.

**DUTIES:** Manage the development, implementation and maintenance of Civil/Structural engineering related policies, guideline and professional standards. Develop evaluation criteria that will serve to measure progress and effectiveness of departmental Civil/Structural engineering operations. Develop and maintain professional best practice parameters and quality standards and manuals and guideline on professional standards. Monitor and ensure the implementation and continuous adherence to policies and procedures, as well as professional and industry-specific standards and regulations. Provide technical consulting services for the operation on engineering related matters to minimise possible engineering risks. Manage the design, planning and implementation of engineering projects. Perform audits on engineering designs and approve according to design principles or theory. Manage design efforts and integration across disciplines to ensure seamless integration with current technology. Analyse technology, resources and market demand, to plan and assess the feasibility of projects. Oversee production, quality assurance, quality control, testing and maintenance as required. Verify compliance with plans, industry and project standards, building codes, legal requirements and more. Monitor progress against project schedules and budgets and recommend allocation of resources as required to accomplish goals. Manage the maintenance of engineering operational effectiveness. Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels to ensure optimum operational availability. Monitor maintenance efficiencies according to departmental goals to direct or redirect engineering services. Manage Civil/Structural engineering operations budget. Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organisational needs and objectives. Manage the commercial value add of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. Manage the Civil/Structural Engineering Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Directorate and report on progress as required. Manage performance and development of employees. Establish, implement and maintain efficient and effective communication arrangements. Compile and submit all required administrative reports. Quality control of work delivered by employees. Monitor the budget and expenditures for the Directorate.

**ENQUIRIES:** Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

**APPLICATIONS:** All applications for this position must be submitted via email to: [Recruitment25-59@dpw.gov.za](mailto:Recruitment25-59@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

**FOR ATTENTION:** Ms NP Mudau

**DIRECTOR: USER DEMAND MANAGEMENT (BCOCC) REF NO: 2025/122**

**SALARY:** R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

**CENTRE:** Head Office (Pretoria)

**REQUIREMENTS:** Minimum undergraduate qualification (NQF 7) in Public Management/ Administration/ Business Administration/ Law/ Real Estate Management and Town and Regional Planning. 5 years Middle/Senior Management experience in the relevant field. **KNOWLEDGE:** DPWI Asset Management Policies, Government Immovable Asset Management Act (GIAMA), Program and Project Management, Property Charter, Expropriation Bill, Land Development Act, Supply Chain Management Framework, Circulars, and Directives, Public Finance Management Act (PFMA), Treasury Regulations, Preferential Procurement Policy Framework Act, Broad-Based Black Economic Empowerment Act (B-BBEE), Occupational Health and Safety Act (OHSA), Public Service Act and Public Service Regulations and other relevant legislation, Real Estate Management. **SKILLS:** Strategic capability and leadership, People management and empowerment, Program and project management, Financial management, Change management, Client Orientation and Customer focus, Advanced interpersonal and diplomacy skills, Advanced Computer skills, Analytical thinking, Strategic planning, Conflict management, Problem identification and solving ability, Motivational skills and Policy formulation.

**DUTIES:** Manage the development, review and maintenance of User Demand Management policies, strategies and procedures-: Manage the development, review, and maintenance of User Demand Management policies, strategies, and procedures, ensuring alignment with legislative prescripts and departmental strategic objectives. Contribute to the review and development of policies, procedures, and governance frameworks, where necessary. Lead strategic interventions to address challenges in uniform policy implementation. Ensure that the Users Asset Management Plans (UAMPs) are developed in line with GIAMA and other relevant prescripts-: Supervise the development, review, and submission of User Asset Management Plans (UAMPs) by User Departments to ensure compliance, while delivering

ongoing support and technical guidance. Facilitate UAMP training, compilation of portfolio report to inform feasibility studies, property trend research, and risk mitigation measures. Escalate non-compliance in UAMP submission through formal executive channels. Manage the oversight of infrastructure planning and budgeting:- Oversee user engagement in infrastructure budget meetings, re-allocations and allocation processes for current and upcoming financial years. Align infrastructure initiatives with client needs and departmental priorities through coordinated feasibility studies, trend research and risk mitigation plans. Ensure the timely processing and recommendation of Procurement Instructions (PIs) and Pre-Design Information Requests (PDIRs) based on Demand Management Plans, to support project feasibility and implementation. Analyse and resolve user demand issues promptly while monitoring and implementing measures to ensure efficient and effective service delivery. Manage client relationships and integrated planning and co-ordination :- Lead the development and finalisation of service delivery standards and Service Level Agreements (SLAs) with client departments to formalize service commitments. Manage client engagement through portfolio reporting, bilateral forums, task teams, and oversight meetings, fostering strong collaborative relationships. Facilitate and direct accommodation needs assessments and feasibility studies, promoting alignment with government precinct development and Smart City principles to enhance client satisfaction and operational efficiencies. Manage the Directorate:- Manage the Directorate's business plan deliverables, administrative budget monitoring, performance management of officials and quality assurance to ensure compliance with departmental and legislative requirements. Address audit and parliamentary queries, maintain risk registers, certify payments, and ensure timely submission of administrative documentation. Establish and maintain robust internal controls, reporting, and communication systems to meet performance expectations. Lead staff development and serve on transversal task teams.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/ Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-60@dpw.gov.za](mailto:Recruitment25-60@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau

DIRECTOR: FINANCE REF NO: 2025/123

SALARY: R 1 266 714 per annum, (all-inclusive package), (total package to be structured in accordance with the rules of the Senior Management Services).

CENTRE: Head Office (Pretoria)

REQUIREMENTS: Minimum undergraduate qualification (NQF 7) in Financial Accounting/ Financial Management/Auditing or related field of study. 5 years' management experience in Accrual based accounting principles at MMS / SMS level. KNOWLEDGE: Public Finance Management Act, Public Service Regulations, National Treasury regulations, guidelines and directives (MTEF, ENE), preferential procurement policy, Government supply chain management framework, Government Budget systems and procedures, Government Financial Systems and Financial prescripts (GAAP and GRAP). SKILLS: Planning and organizing, Problem solving, Interpersonal and diplomacy, Ability to conduct research and gathering of information, Ability to work on specific time-frames, Report writing, Management skills, Numeric skills, Ability to communicate at all levels and Analytical thinking.

DUTIES: Manage the implementation and monitoring of financial guidelines, processes, standards and strategies:- Undertake research on the latest developments in professional guidelines, legislations and standards. Identify financial trends and opportunities for businesses processes improvement. Make recommendations for changes and improvements to existing financial guidelines, standards, policies and procedures. Manage the implementation of financial guidelines, standards, policies, procedures and strategies and related treasury prescripts. Ensure the development and implementation of support tools. Provide advice and guidance in various fora in relation to the financial guidelines. Monitor the implementation and ensure compliance with applicable policies and Directives. Ensure the implementation of sound effective and efficient internal control system. Manage the budget and planning function for the region:- Undertake detailed researches on matters pertaining to budget management. Manage the collation of budget inputs for budget planning and control. Analyse inputs related to Medium Term Expenditure Framework. Monitor fund transfers from National Treasury. Manage allocation of budgets according to components and financial years. Undertake quarterly reviews on the management of budget allocated to components. Ensure that Regional expenditure is in accordance with its budget allocations. Ensure that operational plans are aligned to the budget and strategic objectives. Regularly report on budget and cash-flow. Manage financial accounting and reporting services for the region:- Manage account receivable and accounts payable. Manage and coordinate the compilation of financial statements (interim and annual). Manage bookkeeping and financial accounting services. Ensure the accuracy of allocation journals, receipts and payments. Manage the verification of payment interfaces. Ensure the timely reconciliation and clearing of control accounts. Ensure that invoice payments within the region are processed within 30 days in line with Treasury Regulations. Oversee timely production of reports. Implement a dashboard for tracking and resolution of queries from suppliers. Manage property payments and revenues:- Ensure effective implementation of the property expenditure management system. Manage property revenues; Ensure effectiveness of the Property Asset Register. Manage the authorisation of creditors' payments and customer master file. Manage litigation and/or arbitration related to property payments and revenue. Maintain a sound financial governance and processes and ensure the implementation of measures for improving audit outcomes:- Prevent and detect the irregular expenditure, fruitless and

wasteful expenditure and unauthorised expenditure. Ensure that the register is updated with all reported cases of irregular expenditure, Fruitless expenditure, unauthorized expenditure, lost, stolen and damaged assets. Monitor adherence to all internal policies and practices. Review management report and implement audit plan. Ensure regular progress report on the audit plan. Ensure effective document control and safeguard of source documents. Ensure that reconciliation, journals and payments are fully supported. Ensure timeous and accurate response to the Auditor General. Management of the Directorate-: Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations; Maintenance of discipline; Management of performance and development; Establish implement and maintain efficient and effective communication arrangements; Develop and manage the operational plan of the directorate and report on progress as required; Compile and submit all required administrative reports; Serve on transverse task teams as required; Quality control of work delivered by employees; Monitor the budget and expenditures on Financial accounting directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885/Mr Chance Zaba Tel No: 083 633 8575

APPLICATIONS: All applications for this position must be submitted via email to: [Recruitment25-61@dpw.gov.za](mailto:Recruitment25-61@dpw.gov.za) or posted to The Director-General, Department of Public Works, Private Bag X65, Pretoria, 0001 or Hand Delivered to CGO Building, Corner Bosman and Madiba Street, Pretoria.

FOR ATTENTION: Ms NP Mudau