CLOSING DATE: 02 October 2026 at 16H00

The Department of Public Works and Infrastructure is a merit based and equal opportunity employer. The intention is to embed excellence and diversity in the Public Service through the filling of these posts and with persons whose appointment will drive the vision of the department to turn South Africa into a construction site, and to use public assets for public good. Women and People with disabilities are encouraged to apply.

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/. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Note: For emailed applications, please submit a single PDF document or one attachment per application to the email address designated on 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 using the required single pdf document. Encrypted document will not be accepted. All though an email application option is available, applicants are encouraged to hand deliver their application. **IMPORTANT:** Applicants must submit a separate application for each post applied for, clearly indicating the correct reference number and post title on each application. Applicants who apply for more than one post must submit a separate application for each post. Failure to comply with this requirement may result in the application not being considered.

Head Office (Pretoria) Applications: The Director-General, Department of Public Works, Private Bag x65, Pretoria, 0001 or Hand deliver at CGO Building, Corner Bosman and Madiba Street, Pretoria. For attention: Ms NP Mudau

CHIEF FINANCIAL OFFICER (DEPUTY DIRECTOR-GENERAL LEVEL) REF NO: 2026/326

SALARY: All-inclusive salary package of R1 885 710.00 per annum (Total package to be structured in accordance with the rules of the Senior Management Services (70% of package), the State's contribution to the Government

Employees Pension Fund (13% of Package) and a flexible portion that may be structured in terms of applicable rules)
NOTE: All shortlisted candidates will be subjected to a compulsory technical or competency-based exercise that intends to test the relevant technical elements of the job as part of the interview process. Following the technical exercise and the interview, the selection committee will identify up to a maximum of three (3) top scoring candidates to undergo psychometric assessments.
It will be expected of the successful candidate to sign a Performance Agreement, be subjected to Top Secret Security Clearance and annually disclose his/her financial interests
CENTRE: Head Office (Pretoria)
JOB PURPOSE: To provide strategic and business leadership to the DPW and PMTE finance and supply chain management divisions to achieve their mission and strategic outcomes.
REQUIREMENTS: A minimum qualification at NQF level 8 as recognised by the SAQA in Financial Management or related field of study. 8 years of experience at a senior managerial level in Finance Management. Registration as a chartered accountant will be an added advantage. 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, 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 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, Assertive, Ability to work independently, Team player. Willing to adapt work schedule in accordance with professional requirements.
DUTIES: Provide strategic leadership in the development, implementation and maintenance of Finance policies, directives, guidelines and strategic plans: Undertake research on latest finance trends. Collate all relevant information and infuse them in Finance strategic policy. Source financial policies, guidelines and directives from the National Treasury. Advise and monitor the implementation of National Treasury policies and guidelines in the Department's Strategic Plan. Evaluate and monitor compliance to Medium Term Expenditure Framework. Ensure that the department's strategic objectives are aligned to regulations (particular on finance). Undertake the effective monitoring and evaluation of department's financial policies. Oversee all financial operations, including accounting, budgeting, forecasting, and financial reporting: Oversee the collation of components budgets. Ensure that the department's expenditure is in accordance with budget vote. Ensure that effective and appropriate steps are put in place to prevent unauthorised, irregular and fruitless expenditure. Prepare and present reports to the Executing Authority on budget irregularities. Prepare Departments' budget vote statements. Ensure that budget management complies at all times to the PFMA and MTEF. Ensure that financial reports/statements adhere to applicable financial standards. Manage the implementation of the department trading entity's financial strategies: Develop guidelines and strategies to manage the effective implementation of budget devolution initiatives and strategies. Oversee and monitor the implementation of the developed guidelines and strategies. Support the Director-General and management in the execution of their functions in terms of PFMA and Treasury Regulations: Establish and maintain effective and efficient financial, risk and internal control systems. Ensure the effective, efficient, economical and transparent use of Department's financial resources. Manage Department's working capital efficiently and economically; monitor the preparation and keep full and proper records on Department's financial affairs. Monitor the settling of all contractual obligations and collection of monies owing to the Department. Advise the Minister, Director General and Heads of Departments on financial management related policies. Monitor the implementation of policies on the management and writing off of damaged and lost assets; act as a link between the Department, National Treasury, Financial Institutions and relevant stakeholders. Represent the department in financial related matters. Manage the Branch: Plan, organise and control activities pertaining to the functions of the branch; Develop and manage the operational plan of the Branch 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 Branch.
ENQUIRIES: Mr S Mdakane, Tel (082) 929 9885
Email applications for this position must be email to: Recruitment26-72@dpw.gov.za

DEPUTY DIRECTOR-GENERAL: REAL ESTATE MANAGEMENT SERVICES REF NO: 2026/327

SALARY: All-inclusive package of R1 885 710.00 per annum (Total package to be structured in accordance with the rules of the Senior Management Services (70% of package), the State's contribution to the Government Employees Pension Fund (13% of Package) and a flexible portion that may be structured in terms of applicable rules)
NOTE: All shortlisted candidates will be subjected to a compulsory technical or competency-based exercise that intends to test the relevant technical elements of the job as part of the interview process. Following the technical

exercise and the interview, the selection committee will identify up to a maximum of three (3) top scoring candidates to undergo psychometric assessments.
It will be expected of the successful candidate to sign a Performance Agreement, be subjected to Top Secret Security Clearance and annually disclose his/her financial interests
CENTRE: Head Office (Pretoria)
REQUIREMENTS: A minimum NQF 08 qualification as recognised by SAQA, in or directly relevant to immovable asset management, real estate management, property or lease management or the built environment, 8 years of experience at a senior managerial level in real estate management, property investment, or related property functions. An NQF 09 qualification or higher and more than 08 years direct senior management experience as specified will be an added advantage. Leadership & Delivery: a proven and demonstrated track record of orchestrating multidisciplinary professional teams within complex infrastructure delivery and immovable asset management environments; possesses a deep-seated mastery of the entire asset lifecycle, from strategic inception and acquisition to maintenance, optimisation, and disposal, with a proven ability to translate high-level departmental mandates into tangible business outcomes and long-term strategic objectives. Other added advantage: relevant professional registration in built sector or property related field, and private sector property management or immovable asset management experience. Licensing: possession of a valid, unencumbered driver's licence. Vetting & Compliance: the successful candidate will be required to undergo and maintain a formal security clearance. Professional Agility: the ability and willingness to adjust work hours and schedules to meet critical professional requirements and urgent organisational imperatives. Knowledge: professional understanding of real estate and property management, including acquisition, disposal, leasing, contract management, maintenance, servitudes and property investment; legislative frameworks including PFMA, Treasury Regulations, OHS Act, Public Service Act and Regulations, MISS, and relevant built-environment norms and standards; government structures and intergovernmental linkages across national, provincial and local spheres; applied commercial law principles relevant to property transactions; corporate governance, risk management and financial oversight; human resource management, labour relations and organisational change management; service delivery innovation, transformation frameworks and empowerment policies (B-BBEE, SMME, women and disability inclusion). SKILLS: strategic capability and leadership at executive level; programme and project management of large property portfolios; people management, empowerment and talent development; financial management and resource optimisation; advanced problem-solving, business transformation and change management; high-level communication, negotiation and stakeholder management skills; policy development, analysis and implementation; contract management, quality assurance and operational coordination. Personal Attributes: innovative, forward-thinking and solutions-driven; high resilience, able to manage complexity under pressure; strong professional judgement and integrity; confident, influential and able to establish high-trust relationships; highly motivated, decisive and able to work independently where required; excellent leadership presence with the ability to inspire and direct large teams.
DUTIES: Strategic Leadership of Real Estate Management Services: translate the departmental vision into a coherent branch strategy, structure and operational plan; provide executive leadership to ensure the branch delivers on its mandate for real estate, portfolio, asset lifecycle and property investment management; lead the development and implementation of strategies, policies and systems that ensure effective, efficient and compliant management of immovable assets. Real Estate Portfolio Management and Asset Performance: oversee the full property lifecycle, including acquisition, disposal, leasing, estates, servitudes and maintenance of immovable assets; ensure optimal utilisation, economic efficiency and sustainability of the national property portfolio; direct the development and maintenance of the Immovable Asset Register and property information systems; lead the creation of a master plan for managing both freehold and leasehold government property portfolios. Oversight of Leasing, Contracts and Property Transactions: ensure timely and compliant management of lease contracts, including renewals, terminations, rent reviews and cost optimisation; oversee acquisition and disposal processes, ensuring legal compliance, transparency and alignment with national priorities; provide executive governance over creditor management, debtor recovery and contract performance within the portfolio. Governance, Compliance and Organisational Performance: ensure adherence to PFMA requirements, Treasury Instructions, governance frameworks and built-environment standards; establish and maintain internal controls, risk management systems and monitoring mechanisms to ensure integrity of operations; evaluate branch performance against strategic objectives and implement corrective measures to drive continuous improvement; champion organisational transformation, change initiatives and service delivery improvement programmes. Branch Leadership, People Management and Resource Stewardship: provide visionary leadership to the Branch, ensuring a motivated, skilled, high-performing workforce; manage the performance, development, labour relations and wellbeing of staff in accordance with HR frameworks and SMS requirements; manage the branch budget, ensuring financial prudence, accountability and alignment with strategic priorities; oversee administrative reporting, communication systems, audit responses and quality assurance processes. Research, Policy Development and Industry Intelligence: lead research into property market trends, built-environment innovations and emerging risks; identify policy gaps and drive the development or review of legislation, policy frameworks and norms and standards; ensure that branch practices remain future-focused, efficient, integrated and responsive to the needs of government.
ENQUIRIES: Mr Sifiso Mdakane at 082 929 9885
Email applications for this position must be email to: Recruitment26-73@dpw.gov.za

DEPUTY DIRECTOR-GENERAL: POLICY RESEARCH & REGULATION REF NO: 2026/328

SALARY: All-inclusive package of R1 885 710.00 per annum (Total package to be structured in accordance with the rules of the Senior Management Services (70% of package), the State's contribution to the Government Employees Pension Fund (13% of Package) and a flexible portion that may be structured in terms of applicable rules)

NOTE: All shortlisted candidates will be subjected to a compulsory technical or competency-based exercise that intends to test the relevant technical elements of the job as part of the interview process. Following the technical exercise and the interview, the selection committee will identify up to a maximum of three (3) top scoring candidates to undergo psychometric assessments.

It will be expected of the successful candidate to sign a Performance Agreement, be subjected to Top Secret Security Clearance and annually disclose his/her financial interests

CENTRE: Head Office (Pretoria)

REQUIREMENTS: A minimum NQF level 08 qualification as recognised by SAQA in or directly related to the Built Environment, Property Management, Law, Policy Research and Development or Development Studies as recognised by SAQA; 8 years of experience at a senior managerial level in the relevant field; extensive experience in research and policy development. KNOWLEDGE: Functioning of national, provincial and local government; fundamental economics; financial management; EPWP goals and objectives; employment creation strategies; appropriate labour-intensive technologies and skills development strategies. SKILLS: Strategic management; executive management skills; tender processes; effective communication (verbal and written); marketing and liaison; programme and project management; relationship management; influencing skills; negotiation. PERSONAL ATTRIBUTES: Solution orientated; ability to design ideas without direction; ability to work under stressful situations; ability to communicate at all levels, including with political office bearers.

DUTIES: Provide strategic leadership in the development and implementation of legislation, strategies, and policies for the Branch: commission researches on latest trends, ensure the development and implementation of effective and efficient acts, strategies and policies, ensure that all branch policies are in line with the department's strategic objectives, determine and develop strategic intervention mechanisms where there are problems/challenges to implement efficient, effective and uniform procedures and policies, and ensure that the budget framework is in line with the Medium Term Expenditure Framework. Develop and implement regulatory framework aimed at addressing the transformation, growth and development of the construction industry: provide strategic leadership in the development of building regulations, norms and standards, research, develop, monitor and review construction sector policies, establish best practice partnerships with various stakeholders in the construction industry (local and international), facilitate policy integration with DPW Public Entities, oversee the development of policies within the Department, and regulate the property industry to promote transformation, growth and development. Promote uniformity and best practice in immovable asset management in the public sector: research, develop, monitor and review policies and regulations, establish best practice partnerships with various stakeholders in the property industry (local and international), provide support to Immovable Asset Management, and oversee the development of policies within the Department. Develop and manage the implementation of international relation framework: manage, integrate and coordinate international relations, identify and articulate issues of strategic significance to the department, and develop international relations framework. Manage the Policy Research and Regulation Branch: establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations, develop and manage the operational plan of the Branch 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, and manage and monitor the budget and expenditures for the Branch.

ENQUIRIES: Mr S Mdakane, Tel. 082 929 9885.

Email applications for this position must be email to: Recruitment26-74@dpw.gov.za