

## DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE



CLOSING DATE: 2026 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.

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.

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

**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: NQF 8 in Real Estate Management Services, Built Environment or related field of study. 8-10 years senior management relevant experience in real estate management services. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances. KNOWLEDGEReal Estate Management, Government policies, Knowledge of the built environment industry; Applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, 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; Parliamentary protocol processes; Linkages with government clusters; Departmental standards and regulations. Change Management. Service Delivery Innovation (SDI). 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; Liaising skills; Ability to effectively and efficiently under pressure; Ability to meet tight deadlines whilst producing excellent results; People orientated; Able to establish and maintain personal networks; Trustworthy; Hard working; Assertive; Highly motivated; Ability to work independently.

**DUTIES:** Oversee the development and review of legislation, strategies, and policies for estate management services - Undertake research on the latest trends and identify policy gaps. Ensure the development and implementation of effective and efficient real estate management processes and standards in the department. Determine and develop strategic intervention mechanisms where there are problems/challenges to implement efficient, effective and uniform procedures and policies. Ensure economic efficiency in the Departments' real estate. Monitor and evaluate quality of real estate management services deliverables and ensure that set standards and measurements. Oversee the development of the strategic framework and management approach to lease management for both freehold and leasehold portfolio. Develop a master plan to manage the freehold and leasehold portfolios of government. Manage the acquisition of properties. Oversee the management of lease contracts. Provide strategic leadership in the management of the State-owned properties-Oversee the management of the acquisition of the State properties. Oversee the management existing properties & vacant land. Oversee the disposal of states' fixed assets process. Manage the Branch-Manage the development and implementation good corporate governance practices. Plan, organise and control activities pertaining to the functions of the branch. Manage all the resources allocated to the unit. 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 Sifiso Mdakane Tel No: 082 929 9885

**APPLICATIONS:** All applications for this position must be submitted only 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: STRATEGIC MANAGEMENT REF NO: 2026/**

**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:** B Degree in Business Management and/or Strategic Management or related field of study. 5 years senior management experience in Strategic Management and Business Analyses. **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. Office Management. Structure and functioning of the Department. Detailed Risk Management and Corporate Governance. **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. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances.

**DUTIES:** Manage the development and implementation of the Strategic Management policies, programmes and guidelines:- Oversee the undertaking of researches on latest developments in the strategic management fraternity; Ensure consultation and sourcing of information on latest strategic management trends; provide professional advice on the development of the strategic management frameworks and strategies; lead and oversee the implementation of the developed strategic management strategy; ensure that the strategy contributes and is aligned to the Departments

strategic objective; Oversee the undertaking of surveys and researches to analyse the department's public image and reputation. Oversee the Departmental strategic planning process:- Manage the compilation of the 5 Year Strategic Plan and Annual Performance Plan of the Department; Oversee the compilation of Annual Operation Plans for Branches; Ensure provision of training to Branches and Business Units on performance information; Ensure provision of technical support to Head Office and Regional Offices on Business Planning processes; Assess and review the implementation and impact of the SP and APP; Ensure alignment of the planning process with the budget and monitoring & evaluation processes with regard to the compilation of the ENE and Annual Report; Provide support to Public Entities with regard to strategic planning; Oversee the provision of knowledge management services:- Oversee the establishment and administration a knowledge management and a learning system. Ensure the provision and maintenance of library services. Oversee and report on PAIA compliance in line with the Promotion of Access to Information Act No. 2 of 2000. Provide access to and advice on knowledge management practice, manage the physical information and statutory resources. Oversee the collaboration with Information Services unit on business intelligence programme for the Department. Oversee the implementation of risk management strategies:- Lead the implementation of risk management plans. Manage the implementation of Business Continuity Strategies. Establish and Implement Compliance Framework. Ensure administration of business analysis programmes. Manage the evaluation of potential risks to the Department. Ensure implementation of strategies to minimise the risks. 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

APPLICATIONS: All applications for this position must be submitted only via email to: 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

REGIONAL MANAGER REF NO: 2026/

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: Nelspruit regional office

REQUIREMENTS: B-Degree (NQF Level 7) in Built Environment or related. 5 years experience in Built environment or related field at SMS level. 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. Public Service Regulation, 2016. Preferential Procurement Policy and Framework.

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; Resourceful; Ability to effectively and efficiently under pressure; Ability to meet tight deadlines whilst producing excellent results. People orientated. Able to establish and maintain personal networks. Trustworthy. Hard working. Driver's licence. Security clearance.

DUTIES: Lead and oversee the development and the reviewing of strategies, process and procedures for the regional office:- Undertake research on latest trends. Ensure the development and implementation of effective and efficient strategies, processes and procedures. Ensure that all strategies 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 processes. Monitor and ensure compliance with applicable policies, processes and procedures. Oversee the maintenance of properties, property management and construction management services within the regional office:- Manage facilities management contracts. Manage the maintenance of facilities across the region. Ensure the implementation of Occupational Health and Safety Act. Manage the leased and state-owned activities. Ensure effective disposal of assets. Manage the construction and refurbishment of state buildings.

Oversee the immovable assets register and user demand management services within the regional office:- Manage the development of accurate and complete registry for immovable assets. Manage the relations between the department and user departments on the provision of accommodation.

Oversee the coordination and implementation of Expanded Public Works Programmes-: Manage the coordination and provision of support to regional and municipal EPWP programmes. Establish partnerships with relevant stakeholders in support of EPWP. Provide strategic leadership and overall management of support functions of the region -: Manage the implementation of human resources services, such as recruitment, performance management, training and development services as well as labour relations interventions. Manage the interpretation legal concepts and other precepts applicable to the region. Manage the information technology services. Manage administration functions in the region. Ensure the provision of sound and effective financial management and supply chain services within the Region -: Manage and report regularly on budget and cash flows activities of the Region. Manage the implementation of the PFMA and other relevant legislation. Ensure that client needs are met within budget constraints. Ensure procurement complies with PFMA and PPPFA.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885

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FOR ATTENTION: Ms NP Mudau

DIRECTOR: HR PLANNING AND RECRUITMENT REF NO:2026/

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: NQF 7 in Human Resource Management or related field of study. 5 years MMS/SMS in the HR Planning and recruitment or related. KNOWLEDGE: Standards, practices, processes and procedures related to HR Recruitment. Structure and functioning of the Department. Employment Equity Plan of the Department. PERSAL. Public Service Act and Regulations. Employment Equity Act. Basic Conditions of Employment Act. Codes of Remuneration. Public Finance Management Act. Conflict management. Project management. SKILLS: Executive management skills. Excellent communication. Report writing skills. Research methodologies. Financial administration. Organising and planning. Advanced computer literacy. Numeracy. Analytical thinking. Advanced interpersonal and diplomacy skills. Programme and project management. Time management. Decision making skills. Conflict management. Negotiation skills. Motivational skills. Influencing skills. Co-ordination skills

PERSONAL ATTRIBUTES : Innovative. Creative. Resourceful. Energetic. Trustworthy. Hardworking. Assertive. Highly motivated. People orientated. Ability to work independently. Able to establish and maintain personal networks. Ability to communicate at all levels, particularly at an executive level. Ability to meet tight deadlines whilst delivering excellent results. Ability to work effectively and efficiently under pressure. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances.

DUTIES: Manage the development and maintenance of HR planning and Recruitment policies, strategies and procedures-: Undertake research on the latest developments in professional guidelines, legislations and standards. Develop and review HR policies, procedures, and guidelines related to HR planning, recruitment, transfers and temporary employment in line with applicable prescripts and the Department's strategic objectives. Lead the development and execution of comprehensive HR planning and recruitment strategies. Manage the development of the retention strategy and policy. Monitor the implementation and ensure compliance with applicable policies and Directives. Manage the Recruitment and Selection processes-: Manage the development and maintenance of a recruitment plan. Ensure communication of the recruitment plan to the relevant managers. Manage end-to-end recruitment and selection processes in compliance with the Public Service Act, Public Service Regulations, DPSA directives and relevant labour legislation. Manage the recruitment of advertisement agencies. Represent human resource in interviews of designated management position. Represent the Department in key meetings/fora with internal and external stakeholders. Provide professional support and advice on recruitment to line managers. Ensure transparent, fair, and equitable recruitment processes that promote representativity and employment equity targets. Manage HR Planning process and Employment Equity Standards-: Manage the establishment of HR Planning Committee. Oversee the in-house audit review processes and alignment of structures. Oversee the identification and forecasting of existing and future human resources needs. Manage detailed information on transfers and/or reallocations of positions between departments. Oversee consultations with relevant stakeholders on planning and formulation of the HR Plan. Ensure that the HR Plan is approved and submitted to DPSA within prescribed timeframes. Ensure implementation of HR plan and submission of implementation reports to DPSA within prescribed timeframes. Ensure the implementation of retention strategy within the Department. Manage the development of employment equity plan in consultation with relevant stakeholders. Manage the implementation of Departmental EE Plan. Oversee the coordination of quarterly EE forums. Oversee the submission of EE reports to the Department of Labour within

prescribed timeframes. **Manage Temporary Employment and Horizontal Transfers**:- Oversee the compilation of submissions and appointments of temporary employees. Ensure compliance with legislation, Treasury regulations, and departmental policies regarding contract duration, renewals and terminations. Ensure assessment of transfer requests to ensure they meet requirements. Provide guidance to line managers and employees on transfer procedures and requirements. Ensure approval of documentation for transfers. Manage the Directorate. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Maintenance of discipline. Manage performance and development of employees. 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

**APPLICATIONS:** All applications for this position must be submitted only 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

**DIRECTOR: REAL ESTATE MANAGEMENT SERVICES (X2 POSTS) REF NO: 2026/**

**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:** Umtata regional office

**CENTRE:** Mmabatho regional office

**REQUIREMENTS:** NQF Level 7 in Real Estate Management. 5 years middle/senior management experience in Real Estate Management. **KNOWLEDGE:** Public Finance Management Act. Government Budget systems and procedures. Government Financial Systems. Financial administration; Procurement directives and procedures; Programme and project planning; Real Estate Management. State Land Disposal Act. Market research; Property economics; Reporting procedures. **SKILLS:** 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. Decision making. Project management skills. Effective communication

**PERSONAL ATTRIBUTES :** Creative; Dedicated; Approachable; Hard-working; Trustworthy; Ability to communicate at all levels. Analytical thinking. Willing to adapt work schedule in accordance with office requirements.

**DUTIES:** Manage the implementation and monitoring of real estate management guidelines, processes, standards and strategies:- Undertake research on the latest developments in professional guidelines, legislations and standards. Identify real estate management trends and opportunities for businesses processes improvement. Make recommendations for changes and improvements to existing immovable asset management guidelines, standards, policies and procedures. Manage the implementation of guidelines, standards, policies, procedures and strategies and related prescripts. Ensure the development and implementation of support tools. Monitor the implementation and ensure compliance with applicable policies and legislation. Ensure the implementation of sound effective and efficient internal control system. **Manage the implementation of guidelines, standards, policies, procedures and strategies and related prescripts.** Ensure the development and implementation of support tools. Monitor the implementation and ensure compliance with applicable policies and legislation. Ensure the implementation of sound effective and efficient internal control system. **Manage the maintenance process and function ability of leased properties.** Ensure effective administration and performance of buildings for client satisfaction. Manage property portfolios. Ensure that buildings are user-friendly and accessible. Establish and maintain sound client relationships. **Manage acquisition and the disposal of states' fixed assets**:- Establish availability of funds for client departments. Ensure optimal procurement practices for all properties. Make findings regarding offices and procured accommodation. Manage and facilitate the process of identifying superfluous properties to be disposed. Manage the prioritisation of assets to be disposed. Develop and implement strategies to guide the disposal of state immovable properties. Establish the ownership of properties to be disposed. Ensure that all property disposals do not infringe with the National Land Reform Programme. Manage the transfer of ownership of immovable assets disposed. Ensure compliance to departmental policies on disposal.

**Manage state properties (Including vacant land)**:- Ensure effective and efficient utilisation of State property. Ensure proper maintenance of State property. Direct preparation of financial reports on status of property (e.g. occupancy rates). Monitor maintenance of vacant and unimproved state property. Ensure security for vacant properties. Supervise property maintenance operations. Ensure the implementation of reconditioning of unimproved properties. Manage the periodic inventory of building contents and property condition. Ensure completeness of contractual documentation for contractors. Monitor and ensure property compliance with local regulations and laws. **Management of private tenants**:- Manage private tenants occupying State-owned property. Supervise preparation processes of rental agreements.

Ensure timeous collection of rates. Manage grievances related to rentals. **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

APPLICATIONS: All applications for Umtata must be submitted only via email to: [Recruitment25-36@dpw.gov.za](mailto:Recruitment25-36@dpw.gov.za) and All applications for Mmabatho regional office must be submitted only 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

DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: 2026/

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: B Degree (NQF Level 7) in SCM/Procurement or in the related field. 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 timeframes, 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 moveable assets. Manage financial reporting processes on movable assets. Management of the 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 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

APPLICATIONS: All applications for this position must be submitted only 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

DIRECTOR: PROGRAMME MANAGEMENT REF NO: 2026/

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: NQF 7 in Built Environment, or economics. 5 years middle / senior management relevant experience in the relevant field. KNOWLEDGE: Programme and project management. Sound knowledge and understanding of Infrastructure development, legislation, regulations and various procurement funding models including in PPPs. Quality Management. Business Management. Public Financial Management Act. Strategic Management. Monitoring and evaluation methods. Government functioning. Client relations. SKILLS: Strategic capability and leadership. 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; Liaising skills; Ability to effectively and efficiently under pressure; Ability to meet tight deadlines whilst producing excellent results; People orientated; Able to establish and maintain personal networks; Trustworthy; Hard working; Assertive; Highly motivated; Ability to work independently. Willingness to adapt work schedule in accordance with professional requirement. Extensive travel will be required for this position and the candidate must hold a valid driver's licence.

DUTIES: Manage the Strategic Projects and Programmes in programmatic approach :- Develop strategies to attract investor and funding models related to assets and infrastructure development and enhancement. Project identification for State Asset Optimisation Programme (SAOP), specification and scope development. Facilitate concept and design development for PMO projects. Conduct research, analysis and feasibility studies. Drafting of contractual documents but not limited to Memoranda of Agreements / Understanding, Service Level Agreements and Project Execution Plans. Support all programmes and projects within PMO. Development of the Infrastructure Programme Management Plans (IPMPs) in accordance with IDMS :- Assist with IMDS implementation. Assist with Establishing initiatives on Business Improvement and SOPs. Provide information to stakeholders in support of the Business Improvement; Develop communications and marketing strategies to be used. Collate programmes status reports on the achievement of intended goals and objectives. Management of processes and MOAs for Implementing Agents. Manage the implementation of IDMS and standardised processes and procedures :- Coordinate the review of current business processes. Facilitate the development of the new business process. Assist with the roll out of the implementation of the new business processes. 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. Maintain conducive professional relationships with stakeholders and clients. 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

APPLICATIONS: All applications for this position must be submitted only 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

DIRECTOR: EPWP PROGRAMME MANAGER REF NO: 2026/

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: Cape town regional office

**REQUIREMENTS:** B Degree (NQF7) in Social Sciences or related qualification. 5 years middle/senior management experience in the field. Willing to adapt work schedule in accordance with professional requirements. **KNOWLEDGE:** Programme and project management, Appropriate labour-intensive technologies, Government functioning, Engineering / construction industry, Civil engineering, Contracting, Design, SAQA / NQF framework, Political, social, environmental and economic context of the EPWP. **SKILLS:** Strategic management, Management skills, Financial management, Tender processes, Effective communication (verbal and written), Proficiency in the local indigenous language, Numeracy, Relationship management, Interpersonal and diplomacy skills, Problem solving skills, Decision making skills, Motivational skills, Negotiation skills, Computer skills. **PERSONAL ATTRIBUTES:** Analytical thinking, Innovative, Creative, Solution orientated – ability to design ideas without direction, Ability to work under stressful situations, Ability to communicate at all levels, including political office bearers, People orientated, Hard -working, Highly motivated

**DUTIES:** Manage the co-ordination and support provincial / regional and municipal EPWP programmes: Identify and prioritise EPWP programmes and projects. Develop EPWP plans. Initiate and implement EPWP programmes and projects. Provide technical advice, assistance and support to EPWP programmes across all sectors. Provide support to the labour-intensive contractor learnership programme. Allocate financial resources to programmes and projects. Assess EPWP programmes progress to ensure compliance with targets and objectives. Provide scope of recommendations / interventions to improve the EPWP. Attend meetings with Senior Programme Managers to obtain advice and support, and to report progress. Establish partnerships with relevant provincial / regional and municipal stakeholders: Undertake initiatives to involve departments, municipalities and other stakeholders in EPWP programmes across all sectors. Liaise with programme implementing bodies to conceptualise and implement EPWP programmes and projects. Establish partnerships with other departments, contractor and consultant organisations, MEC's, mayors and councillors, municipalities and other stakeholders involved in EPWP programmes across all sectors. Provide support to provincial / regional and municipal programme implementing bodies: Provide guidelines regarding the implementation of EPWP programmes. Design interventions to address local capacity constraints in the implementation of the EPWP. Develop and implement a provincial / regional and local communication and marketing and strategy: Develop a communication and marketing strategy and scope of initiatives to communicate and market the EPWP. Ensure awareness of the goals, activities and successes of the EPWP. Manage the Directorate: Establish and maintain appropriate internal controls and reporting systems to meet performance expectations. Maintain of discipline. 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. 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

**APPLICATIONS:** All applications for this position must be submitted only via email to: 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

**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

**DIRECTOR:** STRATEGIC SUPPORT OFFICE OF THE DG REF NO: 2026/

**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:** NQF level 7 in Business Management and/or Strategic Management or related field of study; 5 years relevant experience at a middle/senior management level. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances. **KNOWLEDGE:** Strategic management processes, Business planning processes, Applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, 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:** Management skills, Sound analytical and problem identification and solving skills, Marketing and liaison, Advanced communication, Language proficiency, Advanced report writing, Research methodologies, Financial administration, Financial analyses, Organising and planning, Computer literacy,

Numeracy, Advanced interpersonal skills, Programme and project management, Time management, Decision making skills, Conflict management, Motivational skills, Influencing skills

**PERSONAL ATTRIBUTES:** Innovative, Creative, Resourceful, Ability to work effectively and efficiently under sustained pressure, Ability to meet tight deadlines whilst delivering excellent results; Ability to communicate at all levels, particularly at an executive level, People orientated, Able to establish and maintain personal networks, Trustworthy, Assertive, highly motivated, Ability to work independently.

**DUTIES:** Ensure effective development and implementation of the strategic business planning processes:- Undertake scenario planning and develop forecast projections. Facilitate and manage the process in the development of the national strategic plan for the Department. Ensure the articulation of strategic goals and objectives into operational and support plans and programmes. Ensure alignment and integration with the Departmental budgetary process. Provide strategic business planning support:- Assist in the development of operational plans and programmes. Support the implementation and assessment of strategic processes. Develop systems to coordinate the flow of correspondence between all relevant role players. Manage all incoming and outgoing strategic documents. Partake in the development of the Department's policy statement. Ensure effective assessment and review of the implementation and impact of the strategic management process:- Conduct corporate performance reviews of organisational performance. Undertake ongoing monitoring and evaluation of the Department's programme reviews. Monitor and evaluate the impact of strategic interventions. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation.

Manage the 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. Serve as formal communication channel with stakeholders on departmental matters. Manage the co-ordination and administration of ODG operations. Monitor the budget and expenditures.

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

**APPLICATIONS:** All applications for this position must be submitted only via email to: 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

**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

**DIRECTOR: EPWP BENEFICIARY TRAINING - PARTNERSHIP SUPPORT REF NO: 2025/**

**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:** B.Degree/NQF 7 in Human Resource Management/Development/Public Management/admin Sociology, Psychology, Education, Behavioural Sciences or related field of study. 5 years' relevant MMS/SMS experience. Willing to adapt work schedule in accordance with professional requirements. Valid driver's licence. Ability to travel extensively. **KNOWLEDGE:** Expanded Public Works Programme, Government Job Creation Policies, Programme and Project Management, Training and Enterprise Development, Labour-Intensive methods of construction, Stakeholder Management, Functioning of national, provincial and local government, Monitoring and Evaluation methods, Strategic management processes, Applicable legislation, norms and standards related to the management EPWP, 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, SAQA / NQF framework. **SKILLS:** Management skills, Client Orientation and Customer Focus, People Management and Empowerment, Programme and Project Management, Sound analytical and problem identification and solving skills, Numerical, Advanced interpersonal and diplomacy skills, Decision making, Strategic Capability and Leadership, Financial Management, Change Management, Communication, Computer Literacy, Policy Development Decision Making, Conflict Management, Motivational. **PERSONAL ATTRIBUTES:** Resourceful, Creative, People orientated, Trustworthy, Assertive, Hard-working, Self-motivated, Ability to work independently

**DUTIES:** Manage the development of plans, strategies and guidelines for DPWI and ensure compliance with applicable frameworks: Conduct feasibility and option analysis studies and research. Determine, define and develop training scope and management plan. Develop and implement training programme processes and systems. Undertake research to

develop frameworks. Consult with relevant stakeholders for inputs. Ensure that strategies, plans and guidelines are developed/reviewed in line with applicable prescripts and are aligned to the government's strategic objective. Promote the development of norms and standards. Establish interventions to ensure effective implementation of the programmes. Leverage funding between communities, stakeholders, implementing bodies and donors. Conclude strategic partnerships to promote enterprise development. Manage the coordination of EPWP training delivery capacity support within the province: Build and maintain EPWP networks and contacts on training with stakeholders and implementing bodies. Ensure development and maintenance of sound relationship with stakeholders. Promote and encourage participation and inputs from national, municipal, provincial and other institutions; Set-up and lead governance arrangements and structures. Promote EPWP training development and develop communications and marketing strategies. Enhance and ensure a positive communication profile for EPWP within the province. Participate and represent EPWP in key training forums. Intervene and address challenges in training. Manage communication and feedback processes between the EPWP Branch, public bodies and training support organisations. Support the training initiatives of sector programmes. Facilitate as a trainer on EPWP training interventions. Provide support in the process of developing and maintaining training programs. Manage EPWP reporting and monitor data integrity within the province: Monitor the implementation and compliance with the guidelines. Develop information management and reporting tools to manage the capturing, collation, merging, validating and maintenance of EPWP training data. Manage the collating of programmes status reports on the achievement of intended goals and objectives. Analyse of the EPWP training performance data on an ongoing basis and prepare all quarterly and annual performance reports to various stakeholders. Continuously monitoring the system performance to identify areas of improvements, and work with management to prioritise business and information needs and then define new processes for improvement. Ensure that the EPWP training Team has access rights and other relevant functionalities of the EPWP Reporting System – Training Application. Ensure compiling and reporting of quarterly reports and assist with its collections. Intervene and support public bodies in terms of reporting challenges. Verify quarterly performance reports for monitoring performance. Support and oversee interventions for ensuring data quality. Escalate and provide an interface between the Monitoring & Evaluation units and reporting public bodies. Oversee the coordination and management of sustainable livelihoods interventions. Manage the coordination of training support initiatives for EPWP participants. Oversee the implementation (planning, preparation, recruitment, implementation and monitoring) of enterprise development support initiatives by training managers. Implement training development initiatives. Manage the 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. Monitor the budget and expenditures for the Directorate. Managing the all the resources i.e. financial, human resources of the Directorate. in line with the departmental policies

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885

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FOR ATTENTION: Ms NP Mudau

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.

DIRECTOR: STRATEGIC SUPPORT - OFFICE OF THE SENIOR EXECUTIVE OFFICER: PMTE REF NO: 2025

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: NQF level 7 in Business Management and/or Strategic Management or related field of study; 5 years relevant experience at a middle/senior management level. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances.

KNOWLEDGE: Strategic management processes, Business planning processes, Applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, Public Service Act, Public Service Regulations and the Minimum Information Security Standards (MISS) Act, functioning of national, provincial and local government, Fundamentals of Economics, Structure and functioning of the Department, Linkages with government clusters, Departmental standards and regulations. SKILLS: Management skills, Sound analytical and problem identification and solving skills, Marketing and liaison, Advanced communication, Language proficiency, Advanced report writing, Research methodologies, financial administration, financial analyses, Organising and planning, Computer literacy, Numeracy, Advanced interpersonal skills, Programme and project

management, Time management, Decision making skills, Conflict management, Motivational skills, Influencing skills. PERSONAL ATTRIBUTES: Innovative, Creative, Resourceful, Ability to work effectively and efficiently under sustained pressure, Ability to meet tight deadlines whilst delivering excellent results, Ability to communicate at all levels, particularly at an executive level, People orientated, Able to establish and maintain personal networks, Trustworthy, Assertive, highly motivated, Ability to work independently

DUTIES: Ensure effective development and implementation of the strategic business planning processes PMTE: Undertake scenario planning and develop forecast projections. Facilitate and manage the process in the development of the national strategic plan for the Department. Ensure the articulation of strategic goals and objectives into operational and support plans and programmes. Ensure alignment and integration with the Departmental budgetary process. Provide strategic business planning support PMTE branches: Assist in the development of operational plans and programmes. Support the implementation and assessment of strategic processes. Develop systems to coordinate the flow of correspondence between all relevant role players. Manage all incoming and outgoing strategic documents. Partake in the development of the Department's policy statement. Ensure effective assessment and review of the implementation and impact of the strategic management process: Conduct corporate performance reviews of organisational performance. Undertake ongoing monitoring and evaluation of the Department's programme reviews. Monitor and evaluate the impact of strategic interventions. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation. Manage the 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. Serve as formal communication channel with stakeholders on PMTE matters. Manage the co-ordination and administration of PMTE operations. Monitor the budget and expenditures.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885

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FOR ATTENTION: Ms NP Mudau

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.

DIRECTOR: STRATEGIC PLANNING- STRATEGIC MANAGEMENT REF NO: 2026/

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: B Degree/NQF 7 in Public Administration or related qualification. 5 years Middle management in strategic planning or in the relevant field. Willing to adapt work schedule in accordance with professional requirements and compelling circumstances

KNOWLEDGE: Strategic management processes; business planning processes; applicable legislation, norms and standards related to the built environment industry, including the Public Finance Management Act, Treasury Instructions, 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; Parliamentary protocol processes; linkages with government clusters; Departmental standards and regulations. SKILLS: Executive management skills; sound analytical and problem identification and solving skills; marketing and liaison; advanced communication; language proficiency; advanced report writing; research methodologies; financial administration; financial analyses; organising and planning; computer literacy; numeracy; advanced interpersonal and diplomacy skills; programme and project management; time management; decision making skills; conflict management; negotiation skills; motivational skills; influencing skills. PERSONAL ATTRIBUTES Innovative; creative; resourceful; energetic; helpful; ability to work effectively and efficiently under sustained pressure; ability to meet tight deadlines whilst delivering excellent results; ability to communicate at all levels, particularly 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 and maintenance of the departmental strategic and annual performance and work planning policies and strategies: Undertake research on the latest development of policies, professional guideline and standards; Ensure that all policies, guidelines and standards implemented are aligned to the Department's strategic objective; Develop and implement procedures, tools and systems for effective organisational performance information management and strategic planning; Develop strategies to effectively communicate planning objectives,

developmental performance indicators and performance outcomes to internal and external stakeholders; Monitor and ensure the implementation and continuous adherence to professional guideline and standards. Manage the development, adoption and publishing of the departmental Strategic Plan, APP and Business Plans for the department: Lead the annual planning process for DPW/PMTE. Support top management in strategy formulation, strategic process improvement and communication of strategies to all stakeholders. Coordinate research and data collection initiatives in support of departmental strategic/other planning processes. Undertake scenario planning and develop forecast projections; Develop, maintain and update the strategic information portal for planning purposes. Oversee integration of the strategic planning processes with other processes such as risk management, budget plans, service delivery improvement and audit action plans. Prepare and submit executive reports. Advise DG, DDG and top management on strategic matters relating to internal operations and policy. Ensure the organisational alignment of strategic goals and objectives into operational plans and performance agreements. Manage and coordinate stakeholder input processes. Facilitate the development and maintenance of measurable performance indicators for all departmental planning instruments. Oversee the strategic planning process and planning documents of the public entities and BECPs:- Set out the annual strategic planning process for Public Entities and BECPs. Ensure arrangement of workshops to brief public entities and BECPs on the planning requirements. Attend the strategic planning session of the public entities and BECPs and provide strategic guidance on the sector priorities. Manage a review of the SPs and APPs of the public entities and BECPs in accordance with the Framework for Strategic Plans and Annual Performance Plans. Ensure provision of written feedback and workshop public entities and BECPs on the SPs and APPs submitted to the Department, Participate in the development of core performance indicators for the Public Works Sector: Engage Provinces to commence the process of setting core performance indicators, Coordinate workshop with Provinces (logistics and content), Facilitate the workshop and set core performance indicators and technical indicator descriptions for each Programme, Draft the final set of core performance indicators for approval of the DG and Provincial HOD's, Engage Provinces and resolve any queries. Manage the assessment and review of the implementation and impact of the SP and APP: Oversee corporate performance reviews of organisational performance. Manage the monitoring and evaluation of strategic interventions impact. Ensure provision ongoing support to the Business units. Prepare and submit executive reports. Prepare and submit environmental scanning reports which include policy analysis and interpretation of relevant government policy interpretation. Develop trend analysis of organisational past performance, conduct benchmark of measures, targets and formulate baselines of performance targets per year. Identify performance barriers and conduct root cause analysis. Make recommendations on alternative courses of action incorporating risk management. Manage the 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. Monitor the budget and expenditures for the Directorate.

ENQUIRIES: Mr Sifiso Mdakane Tel No: 082 929 9885

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