

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF ENVIRONMENT**

Department of Environment is an equal opportunity employer and intends to promote equity through filling of these posts. Candidates whose appointment / promotion will promote the achievement of employment equity within the department will receive preference, in particular designated groups (coloured's, Indians, whites and persons with disability.)

- APPLICATIONS** : To apply for the below positions, please submit your application online at <http://professionaljobcentre.gpg.gov.za> or send an email @ GDENVrecruitment@gauteng.gov.za quoting the relevant reference number applications must be submitted on the New Z83 form obtainable from any Public Service Department or on the internet at www.gov.za/documents
- FOR ATTENTION** : Ms. Iris Thanjekwayo at 072 788 2364– Recruitment
- CLOSING DATE** : 24 August 2026. Applications received after the closing date will not be considered.
- NOTE** : Applications with the Old Z83 form will not be considered. A New Z83 form must be fully completed, duly signed and initialed by the applicant. A recent, comprehensive CV, specifying all qualifications and experience, with respective dates must accompany the application form. Applicants are not required to submit copies of qualifications and other relevant documents on application. Only shortlisted candidates will be required to submit certified copies of qualifications obtained and other related documents on or before the day of the interview, following communication from Human Resources and will be subjected to verification by the South African Qualifications Authority. Candidates in possession of a foreign qualification must also provide an evaluation certificate issued by the South African Qualifications Authority (SAQA), at own expense. Failure to submit the requested documents will result in the application not being considered further. Due to the anticipated large volume of responses, correspondence will be limited to shortlisted candidates only. All shortlisted candidates 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 will be an integrity (ethical conduct) assessment. After the pre-entry assessments, an oral interview will be conducted. Suitable candidates will be subjected to personnel suitability checks (criminal record, citizenship, credit record checks, qualification verification and employment verification). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. Candidates will therefore be required to give consent in terms of the POPI Act in order for the Department to conduct the verifications. Information will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for and will not be shared with third parties without prior consent, unless required by law. All applicants must declare any conflict or perceived conflict of interest and must disclose membership on Boards and directorships associated with. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful. The submitted CVs will be destroyed as legislated in the National Archives Act. In the event that your application is unsuccessful, the Department will retain your personal information only for audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide the requested information will result in your application not being considered further. The Department reserves the right not to make an appointment to the advertised post(s). The successful candidate must disclose particulars of all registrable financial interests and sign an employment contract within one month from the date of assumption of duty. A Performance Agreement must be concluded and signed within three months from the date of assumption of duty. Notes for applicants of SMS posts: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://thensg.gov.za/trainingcourse/sms-pre-entry-programme/>, prior to the finalisation of the appointment, is a requirement for all SMS positions. 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.

MANAGEMENT ECHELON

<u>POST 28/81</u>	:	<u>DEPUTY DIRECTOR GENERAL: ENVIRONMENT REF NO: REFS/050134</u> This is a readvertisement; applicants who applied previously are encouraged to reapply.
<u>SALARY</u>	:	R1 885 710 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus post graduate qualification (NQF level 8) in Environmental Science/Management/Natural Science/Business Management/Administration recognized by SAQA. 8 years relevant experience at a senior managerial level. Valid driver's licence. Competencies: Knowledge of Departmental policies and procedures and Government priorities. Understanding of government standard administrative procedures, Knowledge and understanding of PFMA, Treasury Regulation, PSA, PSR, Labour relations etc. Reporting procedures, Information system, SA Constitution and Employment Equity Act, 1998. Interpreting and Evaluating Information, Organizing/maintaining information, communicating information, Computer Literacy, Listening and negotiation, Tact and diplomacy, Discipline, Financial Management. Attributes: Committed, Initiative, Objective, Logical, Proactive and resourceful, Flexible/change orientated, Credible, Loyal and friendly, open-minded, Responsible and accountable. Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and conflict management, People Orientated, Verbal and written communication.
<u>DUTIES</u>	:	Manage the rendering of reactive compliance and enforcement services. Manage compliance monitoring and enforcement services. Manage and administer the provision of compliance, monitoring and enforcement regarding national environmental management biodiversity act. Manage the implementation of environmental impact mitigation to promote sustainable development and a safe healthy environment. Manage the promotion of sustainable development of quality of life by promoting acceptable ambient air quality and manage hazardous substances and other related anthropogenic activities. Manage the implementation of waste management strategies and waste information systems, issue waste authorizations, support local government to render appropriate waste management services and promote waste minimization in Gauteng. Render administrative support to environmental management services. Empower communities to manage natural resources through job creation, skills development and awareness opportunities. Ensure and manage the integration of environmental policy, planning and coordination services. Promote the conservation and sustainable utilization of the province's biological diversity to the benefit and upliftment of the quality of life. Manage and provide biodiversity scientific services. Render administrative support to biodiversity management services. Oversee and ensure discipline. Assess the performance of management. Consolidate and manage of budget for executive support directorate. Authorise, control and monitor the budget and expenditure.
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/82</u>	:	<u>CHIEF FINANCIAL OFFICER: FINANCE REF NO: REFS/050139</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	:	R1 554 696 per annum, (all-inclusive salary package which can be structured according to the individual's needs)
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Grade 12 plus an undergraduate qualification (NQF level 7) as recognised by SAQA in the field of Financial Management. A minimum of five (5) years relevant experience at a senior managerial level. CA qualification will be an added advantage. A valid driver's licence. Competencies: Strategic Capacity and Leadership skills, People Management, Empowerment and Integrity, Financial Management, Change Management, Programme and project Management. Technical Competencies: Advanced financial and analytical

		skills and innovativeness. Adequate financial management and extensive knowledge of Supply Chain Management in the Public Service. Strong managerial and communication skills (written and verbal). Thorough knowledge of the Financial Prescripts of the Public Service and Supply Chain Management. Attributes: Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and Analysis, Client Orientation and Customer Focus, Communication.
<u>DUTIES</u>	:	Ensure effective compilation of accurate financial statements. Manage revenue efficiently and effectively by developing and implementing appropriate processes. Ensure that internal procedures and control measures are in place. Compile and accurate departmental annual budget, MTEF budget, and maintaining effective standard chart of accounts for the department. Provide value adding report to management and external stakeholders timeously. Monitor the operation of accounting systems, controls and procedures to ensure the integrity of financial information and administration. Monitor the provision of financial reporting processes and provide recommendations and advice to address significant variances. Ensure proper financial reporting requirements as required in terms of financial management legislation such as PFMA, Treasury Regulations, DORA etc. Provide and oversee the overall management and monitoring regarding supply chain compliance. Manage the provisioning of asset management services. Manage the provisioning of logistical and transport services. Manage and facilitate the demand, acquisition and contract management. Manage and conduct compliance Audit. Coordinate and facilitate forensic investigation. Facilitate the conducting of performance Audits. Provide support service to the internal Audit committee. Follow up on the Audits queries. Research and keep abreast of breast practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with the Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the chief directorate. Manage the development and coordination of service delivery improvement plan. Oversee and ensure provision of coaching, disciplining and mentoring of staff to improve performance. Manage the performance of staff and ensure assessment of their performance. Consolidate and manage of budget in the chief directorate. Authorise, control and monitor the budget and expenditure. Manage the compilation of various reports and statistics. Manage leave in the chief directorate.
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/83</u>	:	<u>CHIEF DIRECTOR: COMPLIANCE AND ENFORCEMENT REF NO: REFS/050140</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	:	R1 554 696 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus an undergraduate qualification in Law, Environmental Law, Natural Science or relevant qualification (NQF level 7) within the related field as recognized by SAQA. A minimum of five (5) years relevant experience at a senior managerial level within compliance and monitoring sector. Experience in the field of Environment. Valid driver's licence. Competencies: Knowledge of Environmental Management, Environment, Management authorization support, Environmental impact Assessment regulations, Environmental management systems, Understanding of Environmental Management issues in relation to authorizations as well as applicable legal requirements and processes. Understanding of government standard administrative procedures, Proven Leadership and Management, Coordination skills, Organisational and planning, Relationship Management, Stakeholder engagement, Programme and Project Management, Financial Management, Change management. Knowledge Management, Service Delivery Innovation (SDI Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus, Innovative and proactive. Attributes: Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and Analysis, Client Orientation and Customer Focus, Communication.

<u>DUTIES</u>	:	Manage and provide strategic leadership to the Chief Directorate and contribute to the relevant programmes and responsibilities within the Chief Directorate. Oversee the management and provision of reactive compliance and enforcement services. Oversee the provision of compliance monitoring and enforcement services. Manage and administer the provision of compliance, monitoring and enforcement with regard to national environmental management biodiversity act. Ensure effective management of teams and programmes within the department that monitor and promote compliance with environmental legislation across the different environmental sectors, including waste and pollution, air quality and biodiversity management Monitor and promote compliance with the National Environmental Management Biodiversity Act (NEMBA) 2004 and other related regulations. Oversee resources (Human, Financial, Equipment/Assets)
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/84</u>	:	<u>CHIEF DIRECTOR: CORPORATE MANAGEMENT SERVICES RREFS/050135</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	:	R1 554 696. per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus an undergraduate qualification (NQF level 7) in Public Management / Administration / Human Resource Management / Industrial Psychology or relevant qualification as recognized by SAQA. A minimum of five (5) years relevant experience at a senior managerial level in corporate services environment. Valid driver's license. Competencies: Knowledge of Departmental policies and procedures and Government priorities, Knowledge and understanding of PFMA, Treasury Regulation, PSA, PSR, Labour relations etc. Reporting procedures, Information system, SA Constitution and Employment Equity Act,1998. Interpreting and Evaluating Information, Organizing/maintaining information, communicating information, Computer Literacy, Listening and negotiation, Tact and diplomacy, Discipline, Financial Management. Attributes: Committed, Initiative, Objective, Logical, Proactive and resourceful, Flexible/change orientated, Credible, Loyal and friendly, open-minded, Responsible and accountable. Good interpersonal relations. Ability to work under pressure and meet deadlines. Ability to work in a team and independently. Strong Management skills. Problem Solving and conflict management, People Orientated, Verbal and written communication.
<u>DUTIES</u>	:	Oversee the provision of legal services in the Department. Manage and oversee the provision of information communication and technology. Manage and monitor the provision of security and facilities services. Ensure the provision of effective and efficient communication services, marketing, stakeholder relations and event management services. Provide strategic direction and oversee the management of human resource management and human resource development. Manage the resources of the Chief Directorate (Human, Financial, Equipment/Assets).
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/85</u>	:	<u>DIRECTOR: RISK ANTI-CORRUPTION & INTEGRITY MANAGEMENT REF NO: REFS/050136</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus an undergraduate qualification (NQF level 7) in Risk Management or related field as recognised by SAQA. A minimum of 5 years relevant experience at middle or senior management level in Risk management environments. a valid driver's licence. Competencies: Leadership, Management, Planning, Organizing, People management, Service Delivery, Communication, Decision Making, Problem solving, Report writing, Teamwork, Risk management, Customer management, Innovation/continuous improvement, Analytical, Negotiations, Computer literacy, Project management, Flexible. Knowledge of Departmental policies and procedures,

Government Priorities, Risk management policies and frameworks, Reporting procedures, Information system, SA Constitution, Employment Equity Act, 1998. Ability to Interpret & Evaluate Information, Verbal and written communication, Organizing/maintaining information, communicating information, Computer Literacy, Problem solving and conflict management, Listening and negotiation, Tact and diplomacy, Teamwork, Discipline, Financial Management. Business acumen, Team Leader, Strategist, Flexible/Change oriented, Problem-solving ability, Responsive, Interpersonal relations, Customer focus, Loyal and friendly, Open-minded, Responsible and accountable.

<u>DUTIES</u>	:	Manage the provision of enterprise risk management services. Conduct strategic risk assessment. Conduct operational risk assessment. Develop and review the risk management strategy. Coordinate monthly progress reporting against the risk register. Develop and monitor the organisational risk management plan. Ensure training of risk officials and risk committee members. Prepare monthly and quarterly reports for risk management committee. Develop and review organisational risk management policy. Manage the implementation, development and monitoring of business continuity plans. Establish BCP governance structures. Develop policies and standards related to disaster recovery. Ensure that business continuity plans are in place. Ensure alignment with regulatory requirements. Promote the implementation of code of conduct and ensure ethical environment. Develop, implement and maintain policies, procedures and systems. Identify risk and threats related to ethical environment. Conduct ethics and integrity awareness for the department. Promote financial disclosure system. Develop and maintain internal anti-corruption systems. Investigate all allegations of fraud and corruption received from internal and external persons. Conduct research on latest fraud and corruption legislation and develop educational programmes. Develop and implement fraud prevention and anti-corruption strategies. Conduct fraud risk assessment. Develop and monitor the fraud prevention plan. Provide strategic direction for the directorate. Research and keep abreast of best practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human/ Finance/Equipment/ Assets). Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Ensure proper spending in line with strategic objectives. Monitor the optimal utilization and functionality of equipment. Evaluate and monitor performance of employees to ensure achievement strategic goal. Manage the human resource development of employees in the directorate. Enhance and maintain employee motivation.
<u>ENQUIRIES</u>	:	Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/86</u>	:	<u>DIRECTOR: INFORMATION COMMUNICATION TECHNOLOGY REF NO: REFS/050137</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	Matric plus undergraduate (NQF Level 7) in ICT / Information Communication Technology / Computer Science / or a relevant ICT-related field as recognised by SAQA. A minimum of 5 years relevant experience at middle or senior management level in ICT management environment. Valid driver's license. Competencies: Knowledge, understanding and implementation of the Department of Public Services (DPSA) State Information Technology Agency (SITA) Act, Information Technology Governance Framework, Internal and External Audits, ICT Risk Management, ICT strategy development, Operational plans Implementation and general administration duties, practices as well as the ability to capture data, operate computer and collecting statistics. Managerial Competencies: Visionary leadership, change management, planning and organising, financial management, people management and development, project management, service delivery innovation. Generic Competencies: Business acumen, customer management, results/quality management, analytical thinking, decision making, innovation and creativity.

	Technical Competencies: Knowledge of System Development Life Cycle, ICT security management, project management, risk management, database design and administration (SQL, MySQL), data center operations, software development tools, networking principles, IT governance frameworks (COBIT, ITIL, ISO), business analysis, disaster recovery, data analytics and integration solutions. Skills: ICT Regulations and standards (COBIT, ITIL, ISO etc. Business Analysis, Innovative development technologies, DBMS technologies, Project management skills, Information and data Security. Risk assessment and mitigation, Disaster recovery technologies.
<u>DUTIES</u>	: Manage the provision of infrastructure and operational support services. Manage the provision of desktop support services to the Department. Manage the provision of support and maintenance of the servers. Manage the provision of support and maintenance of all the networks. Manage the provision of support and coordination of departmental telecommunication services (telephony, video conferencing etc.). Manage innovative business solutions, development and implementation. Manage the automation and digitization of information and business processes. Manage ICT projects. Manage the provision of reliable, secured, quality information and data analytics through integration of business solutions. Develop and ensure implementation, maintenance, training and provide support business applications. Manage and implement ICT governance and policy frameworks. Provide ICT service management and manage ICT projects. Develop and ensure implementation of ICT policy and ICT security. Develop and facilitate the implementation of IT policies. Ensure ICT continuity and ICT change management. Manage acquisition and management of ICT solutions (Software, Hardware and Goods & Services). Manage ICT service desk 4. Provide strategic direction for the Directorate. Research and keep abreast of the best practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human, Financial, Assets). Manage and ensure proper implementation of budget by monitoring, projection and reporting of expenditure. Consolidate budget and ensure proper spending in line with strategic objectives. Ensure optimal utilization and functionality of equipment/ assets. Evaluate and monitor performance of employees to ensure achievement of Directorate strategic goal. Manage the development of employees in the directorate. Enhance and maintain employee motivation.
<u>ENQUIRIES</u>	: Ms. Iris Thanjekwayo at 072 788 2364
<u>POST 28/87</u>	: <u>DIRECTOR: COMMUNICATIONS REF NO: REFS/050138</u> This is a readvertisement; applicants who applied previously are encouraged to reapply
<u>SALARY</u>	: R1 317 384 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
<u>CENTRE</u>	: Johannesburg (Head Office)
<u>REQUIREMENTS</u>	: Matric plus undergraduate qualification (NQF level 7) in Communications/ Public Relations/ Media Liaison/Journalism as recognized by SAQA. A minimum of five (5) years' relevant experience in middle or senior management level in communications environment. Valid driver's license. Competencies: Knowledge of GPG policies and procedures, Relevant legislation and Public Service Regulations, understanding of expectations of customers, Knowledge of Contracts, Management information, Project management methodologies, Policy development and change management. Knowledge and understanding of Financial Management, Project Management. Planning and Organising, Proactive and resourceful. Attributes: Innovative, Team player and flexible, Client Orientated, Quality orientated, cost conscious, Influential, strategic, Presentation skills, Communication skills, Analytical skills, Leadership skills and report writing skills.
<u>DUTIES</u>	: Manage development, implementation and execution of the department's integrated communications strategy, encompassing internal and external communication, media and social media engagement, stakeholder relations, events, and digital platforms, including the department's internet and intranet. Manage inter-departmental and inter-governmental platforms to ensure aligned, coherent and impactful communication. Manage the department's media liaison function and broader media ecosystem. Lead content strategy,

creation and editorial oversight across all communication platforms. Manage the development and implementation of stakeholder engagement strategies, policies and procedures and overseeing the planning and delivery of departmental campaigns, events, exhibitions and activations. Manage the department's editorial, publications and content programmes, including the coordination and production of statutory and corporate publications. Manage media liaison and monitoring services. Oversee content distribution across traditional, digital and social media platforms, as well as governance. Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Manage resources (Human/ Finance/Equipment/ Assets).

Ms. Iris Thanjekwayo at 072 788 2364

ENQUIRIES

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