

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

The Department is an equal opportunity organisation and intent to promote equity through the filling of these posts.



- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to email: recruit@dcddt.gov.za
- CLOSING DATE** : 02 May 2025
- NOTE** : Applications must be submitted on a Z83 Form (2021 version), obtainable from <http://www.dpsa.gov.za/dpsa2g/vacancies.asp> and should be accompanied by a recently updated comprehensive Curriculum Vitae. The successful candidates 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. Note: Applications received after the closing date will not be considered. Only e-mailed applications will be considered. Short listed applicants will be required to submit certified copies of all qualifications obtained and will be subjected to verification by the South African Qualifications Authority. Should you be in possession of a foreign qualification; it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered further. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment using the mandated DPSA SMS competency assessment tools. All shortlisted candidates will be subjected to personnel suitability checks, including social media checks, and the successful candidate will have to undergo a full security vetting. No appointment shall be finalised without the relevant candidate producing the pre-entry certificate for SMS (Nyukela). All applicants must declare any conflict or perceived conflict of interest and must disclose membership of Boards and directorships associated with. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CVs submitted will be destroyed after the three (3) months period. The Department complies with the provisions of the Protection of Personal Information Act (POPIA); Act No. 4 of 2013. We will use the personal information provided to us for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for. In the event that your application is unsuccessful, the Department will retain your personal information for internal audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide requested information will render your application null and void. The Department will safeguard the security and confidentiality of all information you shared during the recruitment process. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

MANAGEMENT ECHELON

- POST 13/01** : **DEPUTY DIRECTOR-GENERAL: ADMINISTRATION REF NO: DDGA**
Nature of Appointment: Permanent
The purpose of the post is to lead and oversee the provision of corporate support services to ensure the effective and efficient functioning of the department and achieve operational excellence.
- SALARY** : R1 741 770 per annum (Level 15), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government

CENTRE REQUIREMENTS

Employees' Pension Fund, a medical aid fund and a flexible portion in terms of applicable rules).

- : Pretoria, Hatfield
- : An undergraduate qualification and a postgraduate qualification (NQF level 8) as recognized by the South African Qualifications Authority in Public Administration/Social Services/MBA/Strategic Management/Operations Management/Commerce or relevant field. 8 Years of experience at a senior managerial level and the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on www.thensg.gov.za (submitted prior to appointment). In depth knowledge of the Public Service Act, 1994 as amended, the Public Service Regulations, 2016, as amended, the Public Finance Management Act, 1999 as amended and other financial regulations, Government Policies and Departmental policies and procedures. Skills and Competencies: At an advanced level in Strategic Thinking and Capability, Leadership, Operations Management, Government Administrative Processes, Corporate Governance, Stakeholder Management, ICT and Digital Transformation, Industry Perspective, People Management and Empowerment, Programme and Project Management, Change Management, Financial Management. Must be able to communicate at senior management level (both written and verbal). Ability to meet tight deadlines while delivering excellent results.

DUTIES

- : The successful candidate will: Ensure the review and design of robust policies, processes, procedures and governance structure to enable the delivery of corporate support functions and related strategic and operational initiatives and programmes, lead and monitor the provisioning of human capital management and development services to enable the Department to build a capable workforce, positive culture and productive work environment, oversee the provisioning of legal and legislative drafting services, including related legal compliance and regulatory oversight, lead the development and implementation of communication and marketing strategies, plans and programmes that enhance employee engagement and the image and brand of the Department, oversee the provisioning of digital solutions, technology and services, lead and oversee the provisioning of financial management services to ensure Department's financial health and performance, which support the achievement of strategic goals and objectives, lead and oversee the provisioning of corporate planning, monitoring and reporting services to foster a culture of performance and accountability, lead, facilitate and monitor the provision of security and facilities management services. Strategic functional leadership, manage human and financial resources, drive change and operational excellence and manage compliance.

ENQUIRIES

- : Ms Tania Beukes at 082 477 9895, Ms Nokuthula Khosa Tel No: (012) 427 8000, Ms Rene Naidoo Tel No: (012)427 8141

POST 13/02

- : **DEPUTY DIRECTOR-GENERAL: MEDIA AND CONTENT REF NO: DDGMC**
Nature Of Appointment: Permanent
The purpose of the post is to lead and create an enabling legislative and operational environment to drive the delivery of media and content functions and programmes and provide entity oversight services to ensure performance, financial viability and sustainability.

SALARY

- : R1 741 770 per annum (Level 15), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees' Pension Fund, a medical aid fund and a flexible portion in terms of applicable rules).

CENTRE REQUIREMENTS

- : Pretoria, Hatfield
- : An undergraduate qualification and a postgraduate qualification (NQF level 8) as recognized by the South African Qualifications Authority in Engineering/ Technology/ Media Management/ International Relations/Commerce or relevant field. 8 Years of experience at a senior managerial level and the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on www.thensg.gov.za (submitted prior to appointment). An understanding of South Africa's digital broadcasting and audio-visual landscape and policy landscape; ICT, telecommunications and broadcasting industries; global ICT and digital transformation trends. Skills and Competencies: At an advanced level in Strategic Thinking, Leadership, Digital

Strategy, Content Creation, Media Platforms, Communication, Regulatory Compliance, Government and ICT Public Policy, Government Administrative Processes, Corporate Governance, Stakeholder Management, ICT and Digital Transformation, Technology Savvy, Industry Perspective, People Management and Empowerment, Programme and Project Management, Change Management, Financial Management. Excellent communication skills (both written and verbal). Ability to meet tight deadlines while delivering excellent results.

DUTIES

: The successful candidate will: Lead and monitor the development and implementation of a robust policy framework, innovative strategic reforms and Lead and monitor the development and implementation of a robust policy framework, innovative strategic reforms and plans that govern and enable the delivery of transformative audio visual and digital media industry support services; public service media and monitor the performance of the entity to ensure financial viability and sustainability, content classification and online safety policies and strategies to support and ensure a responsible, safe and secure digital environment and content consumption. Oversee review, development and implementation of regulatory framework to monitor policy implementation compliance and impact, lead the development and implementation of robust entity oversight mechanisms to monitor their performance, financial viability and sustainability and business impact, provide technical media and content expertise to shape department's policy and participate in industry, regional and international ICT and related fields forums and ensure that South Africa remains a recognised policy contributor, ensure the review and design of robust business and governance structure to enable the delivery of media and content function, lead the delivery of the functional area strategic initiatives and programmes to drive the achievement of the strategic objectives, enhance departments presence in the industry and relevant platforms and structures. Strategic functional leadership, manage human and financial resources, drive change and operational excellence and manage compliance.

ENQUIRIES

: Ms Tania Beukes at 082 477 9895, Ms Nokuthula Khosa Tel No: (012) 427 8000, Ms Rene Naidoo Tel No: (012)427 8141

POST 13/03

: **DEPUTY DIRECTOR-GENERAL: DIGITAL INFRASTRUCTURE AND TECHNOLOGIES REF NO: DDGIT**

Nature of Appointment: Permanent

The purpose of the post is to lead and create an enabling legislative and operational environment to drive the delivery of digital infrastructure and technology programmes and provide entity oversight services to ensure performance, financial viability and sustainability.

SALARY

: R1 741 770 per annum (Level 15), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees' Pension Fund, a medical aid fund and a flexible portion in terms of applicable rules).

CENTRE REQUIREMENTS

: Pretoria, Hatfield
: An undergraduate qualification and a postgraduate qualification (NQF level 8) as recognized by the South African Qualifications Authority in in Engineering/ Technology/ Economics /Commerce or relevant field. An MBA/MBL or related Post Graduate Business Management qualification will be an added advantage. 8 Years of experience at a senior managerial level and the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on www.thensg.gov.za (submitted prior to appointment). An understanding of South Africa's ICT, digital infrastructure, telecommunications and broadcasting industries; global ICT and digital transformation trends. Experience in the Management of big infrastructure programmes including development of business plans and proposals for investment. Skills and Competencies: At an advanced level in Strategic Thinking, Leadership, Digital Strategy, Government and ICT Public Policy, Government Administrative Processes, Corporate Governance, Stakeholder Management, ICT and Digital Transformation, Technology Savvy, Industry Perspective, People Management and Empowerment, Programme and Project Management, Change Management, Financial Management. Excellent communication skills (both written and verbal). Ability to meet tight deadlines while delivering excellent

- results. Experience in managing complex operations, grant funding scheme and private-public partnership programmes.
- DUTIES** : The successful candidate will: Lead and monitor the development and implementation of a robust policy framework, innovative strategic reforms and plans that govern and enable the delivery of rapid deployment operations programmes; digital infrastructure programmes; radio communication programmes; cybersecurity and internet governance services and broadband services and initiatives. Oversee review, development and implementation of regulatory framework to monitor policy implementation compliance and impact, lead the development and implementation of robust entity oversight mechanisms to monitor their performance, financial viability and sustainability and business impact, provide technical ICT and digital transformation expertise to shape department's policy and participate in industry, regional and international ICT and related fields forums and ensure that South Africa remains a recognised policy contributor. Lead the delivery of the functional area strategic initiatives and programmes to drive the achievement of the strategic objectives, including investment partnership programmes, develop funding strategies and business cases for funding. Strategic functional leadership, manage human and financial resources, drive change and operational excellence and manage compliance.
- ENQUIRIES** : Ms Tania Beukes at 082 477 9895, Ms Nokuthula Khosa Tel No: (012) 427 8000, Ms Rene Naidoo Tel No: (012)427 8141
- POST 13/04** : **DIRECTOR: IT BUSINESS SOLUTIONS REF NO: DIRITIBS**
Nature of Appointment: Permanent
The purpose of the post is to manage and drive the implementation of IT Solution Delivery Services.
- SALARY** : R1 216 824 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees' Pension Fund, a medical aid fund and a flexible portion in terms of applicable rules).
- CENTRE REQUIREMENTS** : Pretoria, Hatfield
: An undergraduate qualification (NQF level 7) as recognized by the South African Qualifications Authority in Information Technology / Systems Engineering / Computer Science or relevant field. 5 Years of experience at middle/senior managerial level and the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on www.thensg.gov.za (submitted prior to appointment). Relevant accreditation such as CRISC/CISA/ITIL/CITM/ CISSP/CGEIT. Skills and Competencies: At an advanced level in IT Solution Development and Integration, Software Design & Release Management, Software Engineering, User Interface Design, Digital Automation, People Management and Empowerment, Programme and Project Management, IT Change Management, Financial Management.
- DUTIES** : The successful candidate will manage and drive the design, review and implementation of IT governance framework, policies, standards, principles and procedures. Align departmental IT alignment strategy with overall business goals and IT objectives. Analyse business requirements and constraints on IT solutions, solutions deployment risks and impact, and validate IT services/ solutions requirements. Design and manage solution deployment strategies, standards, policies and business solutions based innovative and cloud-based technologies, IT software and ensure that all systems and applications comply with established architecture standards, security protocols and technical design authority. Conduct demand planning, manage solution deployment processes and continually explore and assess options for value-add. Conduct periodic reviews and updates of coding procedures and reviews. Conduct quality assurance, manage the integration of solution designs and components and assess and perform IT service/solution and remediation. Monitor to ensure that business solutions are designed, implemented, and integrated to support business requirements. Strategic Functional Leadership, Manage human resources, Manage financial resources, driving change and operational excellence and manage compliance.
- ENQUIRIES** : Ms Tania Beukes at 082 477 9895, Ms Nokuthula Khosa Tel No: (012) 427 8000, Ms Rene Naidoo Tel No: (012)427 8141

POST 13/05 : **DIRECTOR: IT INFRASTRUCTURE AND SERVICE OPERATIONS REF NO: DIRITISO**
Nature of Appointment: Permanent
The purpose of the post is to manage and drive the implementation of IT Service Delivery Operations.

SALARY : R1 216 824 per annum (Level 13), (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Pension Fund, a medical fund and a flexible portion in terms of applicable rules).

CENTRE REQUIREMENTS : Pretoria, Hatfield
: An undergraduate qualification (NQF level 7) as recognized by the South African Qualifications Authority in Information Technology / Systems Engineering / Computer Science or relevant field. 5 Years of experience at middle/senior managerial level and the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on www.thensg.gov.za (submitted prior to appointment). Relevant accreditation such as CISA/ITIL/CITM/ CISSP/COBIT. Skills and Competencies: At an advanced level in IT Service Management, IT Operations Management, IT Service Desk Management, IT Service Catalogue Management, IT Network Management, IT Infrastructure, Systems Administration, Database Administration, People Management and Empowerment, Programme and Project Management, IT Change Management, Financial Management.

DUTIES : The successful candidate will manage and drive the design and review of IT governance framework, policies, standards, principles and procedures. Develop and implement a comprehensive infrastructure strategy aligned with business objectives and ensure the infrastructure strategy supports organizational goals and technology requirements. Define, negotiate, and manage service levels to meet expectations in driving IT infrastructure performance, capacity, security, and recovery. Manage, configure, maintain and upgrade networks, and monitor network performance (capacity, security, availability, utilization, throughput, latency) and test for weaknesses. Manage the installation and integrate new server hardware and applications and monitor third-party applications. Build database systems and perform tests to ensure data security, privacy and integrity. Drive database systems of high availability and quality and ensure secure and efficient utilization of cloud services. Manage database performance, implement changes as required and enforce database policies, procedures and standards. Manage interface between employees and IT to ensure proper event, incidents, problems and requests management. Strategic Functional Leadership, Manage human resources, Manage financial resources, driving change and operational excellence and manage compliance.

ENQUIRIES : Ms Tania Beukes at 082 477 9895, Ms Nokuthula Khosa Tel No: (012) 427 8000, Ms Rene Naidoo Tel No: (012)427 8141