

**NATIONAL TREASURY**

*The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.*

<b><u>APPLICATIONS</u></b>	:	To apply visit: <a href="https://erecruitment.treasury.gov.za/eRecruitment">https://erecruitment.treasury.gov.za/eRecruitment</a>
<b><u>CLOSING DATE</u></b>	:	23 May 2025 at 12:00 am (Midnight)
<b><u>NOTE</u></b>	:	Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83 and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: All shortlisted candidates will be subjected to two assessments. The first assessment will be a technical exercise that intends to test relevant technical elements of the job, while the second assessment will be an integrity (ethical conduct) assessment, the logistics of which will be communicated by the Department. 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 <a href="https://www.thensg.gov.za/training-course/sms-pre-entry-programme/">https://www.thensg.gov.za/training-course/sms-pre-entry-programme/</a> , prior to finalisation of appointment. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to the National Treasury processing your information for Human Resources Management purposes. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. The National Treasury is compliant to the requirements of POPIA.

**MANAGEMENT ECHELON**

<b><u>POST 15/169</u></b>	:	<b><u>CHIEF DIRECTOR: HUMAN RESOURCES MANAGEMENT REF NO: S002/2025</u></b> Division: Corporate Services (CS) Purpose: To provide strategic leadership in human resources development, performance management, talent management, job evaluation, organisational development, change management, employee wellness and labour relations in support of the National Treasury business operations.
<b><u>SALARY</u></b>	:	R1 436 022 - R1 716 933 per annum, (all-inclusive remuneration package)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	A Grade 12 coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in Human Resources Management and related fields, A minimum 5 years' experience at a senior managerial level obtained within a Human Resources Management environment, In-depth knowledge and experience in the implementation of Talent Management Strategies, Knowledge and exposure to Project Management, Knowledge and experience of the broader public service framework on Human Resources Management and Development, Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <a href="https://www.thensg.gov.za/training-course/sms-pre-entry-programme/">https://www.thensg.gov.za/training-course/sms-pre-entry-programme/</a> , prior to finalisation of an appointment.
<b><u>DUTIES</u></b>	:	Human Resources Strategy and Talent Management: Develop and align HR strategy with National Treasury and Corporate Service strategic objectives, Provide guidance on the implementation of the strategy, Review and align the strategy as required by departmental, DPSA and best practice developments, Guide on the development and implementation of the Talent Management Programme and alignment with HR practices, Obtain buy-in and engage stakeholders on the benefits of the programme, Performance Management and Job Evaluation (JE): Develop, review and implement an improved performance management system in the National Treasury that supports a high-performance culture aligned to business objectives, Develop, review and implement a job evaluation system and process that supports retention in line with the objectives of the National Treasury and National Government, Build adequate capacity for the job evaluation panel to effectively dealt with JE matters, Align the job evaluation with other related areas such as organisational development and design, career management and recruitment and selection Labour Relations, Organisational Development (OD), Change Management & Employee Wellness: Facilitate the creation of a workplace environment that is

conducive through a pro-active approach to labour relations, Ensure the effective functioning of the Departmental Bargaining Chamber (DBC) and cordial relations with Organised Labour, Provide appropriate labour relations advice and support to management and staff, Facilitate the development and implementation of organisational development interventions which support a high-performance culture, Develop and review the enhancement of the Change Management Framework pertaining to implementation, Initiate awareness sessions on OD in the National Treasury, Implement a strategic exit interview framework which feeds into mechanisms and processes to improve retention and other HR practices, Develop and review the enhancement and implementation of an approved Wellness Strategy for the National Treasury, Initiate awareness on wellness programmes which support the creation of a safe and enabling working environment, Appoint a service provider with knowledge and experience of a holistic and best practice employee wellness support programmes, Human Resources Development (HRD): Develop, review and facilitate a Human Resources Development Strategy in support of the attainment of the National Treasury's strategic objectives, Develop an approved and implement a HRD infrastructure for National Treasury, Implement HRD interventions and programmes in support of the technical and behavioural competency framework of the National Treasury, Respond to HRD needs of the department including management and leadership development, implementation of a dual career model and graduate development, People Management and Development: Ensure that the Performance and Development is adequately resourced and capacitated to deliver on its mandate, Ensure that all employees have and implement developments plans in line with their developmental areas and career paths, Create a high-performance culture which recognises and rewards excellent performance, Monitor and address areas of under-performance, incapacity and ill-discipline within the National Treasury, Human Resources Service Delivery: Implement a collaborative strategy with regard to service delivery in the National Treasury in attainment of business requirements, Guide on the application of HR Policies and Procedures prior to implementation of any new service offering, Develop and apply a customer- centric service delivery culture within the National Treasury, Monitor the effectiveness of service offerings and align discrepancies, accordingly.

**ENQUIRIES** : Enquiries Only (No applications): [Recruitment.Enquiries@treasury.gov.za](mailto:Recruitment.Enquiries@treasury.gov.za)

#### **OTHER POSTS**

**POST 15/170** : **BUDGET ANALYST: PUBLIC FINANCE REF NO: S034/2024**

Division: Public Finance Division (PF)

Purpose: To provide fiscal and public financial management analysis; monitor, review and evaluate spending plans, service delivery trends and national policy proposals to measure allocative efficiency, spending effectiveness and value for money and assist in the management of National Treasury's relations with stakeholders in national departments and State-Owned Entities (SOEs).

Re-Advertisement The post is re-advertised, applicants who previously applied need not to re-apply.

**SALARY**  
**CENTRE**  
**REQUIREMENTS**

: R582 444 per annum, (excluding benefits)

: Pretoria

: A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Economic Sciences or Finance or Development Studies or Social Sciences or Public Administration, A minimum 3 years' experience obtained in policy development; policy analysis processes as well as public finance processes, e.g., MTEF and PFMA, Knowledge of the South African Public Financial Management System and the application of the related legislated framework e.g. the Public Finance Management Act, Treasury Regulations and the Division of Revenue Act, where applicable.

**DUTIES**

: Monitor Budgets, financial management and service delivery outputs: Assist with the monitoring of compliance to the prescripts of the PFMA and Treasury Regulations, Assist with the monitoring of the achievement of output targets from a variety of sources, Analyse departmental MTEC submissions and assist in compiling recommendations to MTEC and MinComBud, Assist with the analysis of budgets and expenditure. Policy analysis and support: Assist with provision of policy analysis and advice to the Finance Ministry and National Treasury, Assist in the contribution and compilation of budget documentation, e.g. Medium-Term Budget Policy Statement, Budget Review, Intergovernmental Fiscal Review and Estimates of National Expenditure, Conduct research that will support policy advice and development. Budgetary analysis and interpretation: Conduct analyses and provide recommendations on client departments' budget submissions, Evaluate budgets in accordance with strategic business plans, and provide recommendations, Provide accuracy and quality in the publication of budget information. Expenditure monitoring and evaluation through data and report analysis: Compile expenditure reports and evaluations, Provide inputs on expenditure reports pertaining to client Departments, Provide analysis of quarterly and annual reports.

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**POST 15/171**

**: ASSISTANT DIRECTOR: STRATEGIC PROCUREMENT REF NO: S050/2024**

Division: Chief Procurement Office (OCPO)

Purpose: To provide strategic procurement support services to improve the performance and efficiency of the State procurement system including value for money and leveraged benefits.

Re-Advertisement The post is re-advertised, applicants who previously applied are encouraged to re-apply.

**SALARY**

**:** R582 444 per annum, (excluding benefits)

**CENTRE**

**:** Pretoria

**REQUIREMENTS**

**:** A Grade 12 is required coupled with a minimum National Diploma( equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in any of the following disciplines: Supply Chain Management/ Logistics/ Purchasing / Commerce, A minimum 3 years' experience obtained in the supply chain management environment, Knowledge of strategic procurement , Knowledge of the broader public service SCM legislative framework, Experience of data gathering and analysis, Knowledge of project management.

**DUTIES**

**:** Strategy and Policy: Contribute to the design, development and maintenance of a strategic procurement framework including: national guidelines, processes and standards for strategic procurement, and a strategic procurement monitoring and evaluation system, Assist with the dissemination of the strategic procurement framework of government, Provide input into the development of strategic procurement-related government policy, norms, standards, frameworks and guidelines. Stakeholder Management: Engage stakeholders and facilitate and coordinate the development and implementation of strategic procurement strategies and plans, Engage with public sector-specific strategic and external partners to support the development and implementation of strategic procurement strategies and plans. Products and Services Management: Collaborate on the design and development of strategic procurement strategies for government department-specific products and services, Contribute to and assist with the design and development of strategic procurement strategies for universal products and services across government spheres, Assist with the design and development of strategic procurement work plans for: Client engagement: Monitoring and evaluation; Perform and manage analyses on commodity spend, market and industry, suppliers, specification and demand, total cost of ownership and any other matter as may be required. Service Delivery: Assist with the scoping and analysis of demand management plans, budget documents, procurement plans, AG reports, and grant allocations (annually; as required); Analyse information sources for the identification of key strategic procurement project opportunities for targeting based on: the importance of the commodity/service to achieve service delivery, and the complexity of the supply market, Contribute to the identification and recommendation of new and alternative solutions to strategic procurement services; Contribute to the client environment and strategic procurement-related reports and diagnostics, Conduct research, and contribute to the development and proposal of strategic procurement solutions for identified strategic procurement projects (client centric / commodity centric) including: strategic procurement best-practices: strategic procurement spend analysis and research: strategic procurement recommendations: strategic procurement recommendations facilitation and implementation.

**ENQUIRIES**

**:** Enquiries Only (No applications): [Recruitment.Enquiries@treasury.gov.za](mailto:Recruitment.Enquiries@treasury.gov.za)