

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.



CLOSING DATE
NOTE

: 06 June 2025 at 12:00 pm (Midday)

: 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 <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, 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**POST 17/42**

: **CHIEF DIRECTOR: SPECIALISED AUDIT SERVICES REF NO: S003/2025**
Division: Office of the Accountant-General (OAG)
Purpose: To provide performance audit and investigative capacity on a broad range of financial management issues and procurement process in all spheres of government (Regulatory).

SALARY
CENTRE
REQUIREMENTS

: R1 436 022 - R1 716 933 per annum, (all-inclusive remuneration package)

: Pretoria

: A Grade 12 coupled with a minimum B. Degree (NQF 7) in Auditing (Internal or External), Forensic Investigation or Risk Management , A CIA (Certified Internal Auditor), CA(SA), Forensic Practitioner - FP (SA) or Certified Fraud Examiner (CFE) will be an added advantage, A minimum 5 years' experience at a senior managerial level (Director) obtained in Auditing, Forensic audits/investigations, In-depth understanding of Business risk and risk management techniques, Knowledge of Internal auditing standards, performance audit standard code of ethics and certification, In-depth knowledge of corporate governance, the role of audit committee, board, and executive and operating management, Knowledge and experience of leading-edge audit department practices, Forensic audit practices, new technologies and audit automation

tools, and experience in business process re-engineering, outsourcing, and co-sourcing, 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 <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

DUTIES

: Rectify breakdown of financial management in all spheres of Government: Develop a flexible risk-based strategic and annual intervention plan, Aligned with financial management objectives, risks or control concerns, Submit plan/ memos to Accountant-General for review and approval, Manage the implementation and execution of the financial management intervention plan, Approve appropriate tasks or projects requested by management and the Accountant-General, Manage in-house staff and external service providers, Assigned skilled auditors to perform engagement, Investigate fraud and corruption in all spheres of Government: Develop a fraud and corruption management framework for all spheres of government, Develop and implement fraud and corruption investigation policy, strategy and methodology, Manage and co-ordinate the execution of forensic investigations (fraud & corruption), Assist clients in developing action plans to address causes of fraud and corruption as identified during investigations and fraud risk assessments, Co-ordinate and monitor actions taken against perpetrators and recovery of losses, Conduct performance audits Evaluate and validate systems financially, their institutional integrity and institutional performance in National, Provincial & Local Government Institutions: Conduct performance audits by evaluating the process/processes by which a government institution (or a component of the institution) achieves its strategic and operational objectives with a view to recommending actions to improve the economy, efficiency and effectiveness of its operations, Evaluate the adequacy and effectiveness of controls in key business processes and related risks (linked to the strategic objectives / risks of a particular government institution), Evaluate internal controls within the information technology system environment; ensure the validity, reliability and security of information (Cyber security/ forensics), the assessment of the information technology system environment, Report on findings and recommend remedial steps where necessary and liaise with other organs of state: Provide accurate reports to relevant stakeholders in respect of: Findings and recommendations on how risks are being managed, Agreed on management action plans, Accountability for the execution of management action plans, Issue periodic reports to the Accountant-General summarizing results of audit activities, report monthly to the Accountant-General on the following: details of the activities for the preceding period, results of the reviews undertaken and finalised during the preceding period, progress against the approved annual intervention plan, including any deviations from the approved plan.

ENQUIRIES APPLICATIONS

: Enquires Only (No applications): Recruitment.Enquiries@treasury.gov.za
: To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>

POST 17/43

: **DIRECTOR: HUMAN RESOURCES SERVICE DELIVERY REF NO: S005/2025**

Division: Corporate Services (CS)

Purpose: To provide strategic leadership and guidance in the provision of an integrated HR approach and to act as a primary point of connection between all internal stakeholders/business units and the overall HR team for the alignment on the HR strategic objectives and implementations of key HR initiatives within the National Treasury

SALARY CENTRE REQUIREMENTS

: R1 216 824 - R1 433 355 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum B. Degree (equivalent to NQF 7) in Human Resources Management/ Business Management/ Public Administration/ HR Business Relations Management, A minimum 5 years' experience at a middle management or senior managerial level obtained within Human Resources Management environment or related field, Knowledge and experience of the Public Service Human Resources Management Legislative Framework, Knowledge and experience of the Public Service Act and Regulations, Business Relations Skills in the HR environment, Knowledge of Human Resources Information and application Systems, Successful completion of the Nyukela Public Service Senior Management Leadership

DUTIES

Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

: Strategy Development and Implementation: Develop and implement a Human Resources Service Delivery Strategic implementation plan to fast-track the turn-around time of human resources service offerings pertaining to clients' needs, Provide guidance and lobby internal support on the implementation of the most effective mechanisms and tools to enhance collaboration and cohesion for improved service delivery with regard to implementation of service offerings, Review policies continuously for correct application in business and in alignment with the HR Service Delivery Strategy in accordance with the ever-evolving environment against the backdrop of the needs of clients, Develop, engage and commit on the service level agreements by HR centres of excellence with the HR Service Delivery Directorate. HR Service Delivery: Provide guidance and direction on the effective implementation of HR offerings and services to clients, Implement a collaborative strategy with regard to service delivery provisioning and initiate projects in alignment with business requirements, Verify the correctness of the application of HR Policies and Procedures, continuously, prior to implementation of any new service offering in alignment the relevant policies and procedures, Develop and apply a customer centric service delivery culture within the National Treasury, Monitor the effectiveness of the implementation of service offerings and align discrepancies, accordingly. Stakeholder Engagement: Engage stakeholders through awareness drives on new service offerings and their benefits prior to implementation, Collaborate and enhancing partnerships with specialise business units within HRM to determine, and fast-tracking deliverables and targets for implementation, Align business plans with strategic objectives in achievement of HR objectives and targets, Provide timeous feedback on requests to stakeholder's concerns pertaining to service offering, Ensure that divisional HR Metrics are presented to divisional Exco/Manco and that focused employee matters are proactively raised and attended to. HR Policy and Prescribes Analysis: Align the HR Service delivery objectives with National Treasury annual business plans to conform to business units demands, Influence and obtain buy-in from stakeholders within business on HR initiatives and offerings, Develop and analyse a comprehensive HR feedback analysis desk board portraying service offerings and progress in support of business continuity, Align memoranda on HR offerings and services for the smooth implementation within the broader business, Develop and effectively implement Secondment Guidelines to ensure strategic input to employee engagement and retention, Ensure that Rotations Protocols are in place and serve as employee engagement, development and retention.

ENQUIRIES APPLICATIONS

: Enquires Only (No applications): Recruitment.Enquiries@treasury.gov.za
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POST 17/44

: **DIRECTOR: FACILITIES MANAGEMENT REF NO: S004/2025**

Division: Corporate Services (CS)

Purpose: To plan and provide a strategic support function to the National Treasury facility-related services in compliance with the demands of its stakeholders and other relevant legislative requirements.

SALARY CENTRE REQUIREMENTS

: R1 216 824 - R1 433 355 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 coupled with a minimum degree/advanced diploma (equivalent to NQF level 7) in Administration or Facilities or Project Management or Operations Management. A qualification in Built Environment or Property Management will be an added advantage. A minimum 5 years' experience at a middle management or senior managerial level obtained within in the management of facility related services. Knowledge of the Public Service Framework. Knowledge and experience of property management principles. Knowledge and experience of Accommodation and Office Space Planning. Knowledge of Contract Management and the interpretation and implementation of contracts with suppliers Systems, 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 <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

DUTIES

: Stakeholder Management: Develop and implement a Facilities Management Improvement Programme in line with the operational requirements of the National Treasury. Review stakeholders Service Level Agreements continuously to improve internal and external relationships with stakeholders. Implement an improved problem resolution mechanism within the Facilities Management environment to timeously address concerns. Perform research on stakeholder analysis, identification and engagement in the development of project and business requirements. Support the organization in achieving its strategic objectives by interpret and influence both the external and internal environments and creating positive relationships with stakeholders through the appropriate management of their expectations and agreed objectives. Contract Management: Oversee the contract management portfolio and implement clear guidelines and specifications for execution. Monitor and review Service Level Agreements continuously to improve relationships with stakeholders and maintain service standards. Perform research on best practices in the contract management environment to keep abreast with international practices. Develop guidelines on Contract Management process utilisation and facilitate awareness workshops in the organisation. Accommodation and Space Planning: Plan the allocation of accommodation utilisation and monitor the compliance pertaining to Occupational Health and Safety Standards. Monitor Office Space Planning continuously and optimally exploit available space to meet the needs of internal stakeholders. Interpret the property portfolio and influence the internal environment through the appropriate accommodation management and utilization. Perform research on best practices in accommodation and space planning processes to keep abreast with international practices. Resource Optimisation: Develop and implement relevant policies, procedures and systems to comply with legislative requirements. Enhance the utilisation of facilities through continuous maintenance and interaction with service providers develop and implement a Facilities Operational Plan aligned to Departmental objectives.

ENQUIRIES APPLICATIONS

: Enquires Only (No applications): Recruitment.Enquiries@treasury.gov.za
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POST 17/45

: **DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: S006/2025**
Division: Office of the Director-General (ODG)
Purpose: To provide strategic guidance and align supply chain management processes with the broader Supply Chain framework and interface and synergise accountability performance and compliance of processes and procedures.

SALARY CENTRE REQUIREMENTS

: R1 216 824 - R1 433 355 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Logistics or Procurement or Supply Chain Management, A minimum of 5 years' experience at a middle management or senior managerial level obtained in the broader Supply Chain management environment, Knowledge and experience of the PFMA, PPPFA and other relevant prescribes, Knowledge of Supply Chain Management Demand Management, Risk and Performance Management processes, Knowledge and experience in Contract Management, Bidding processes and exposure of dealing with Travel Agencies, Knowledge and experience of Procurement or Financial systems, 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 <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

DUTIES

: Develop and implement a Procurement Reform Programme: Provide direction and strategy in the establishment of proper processes and the application thereof in business. Act as custodian for the development and maintenance of Contract Management initiatives. Analyse historical purchasing costs, forecasting future costs of prospective vendors through the Supplier Management process, Implement and maintain the Demand Management process in the National Treasury, Improved turnaround times in terms of payments and bidding processes. Develop and maintain policies, processes and systems for an open and transparent procurement process. Implement Procurement reform in respect to PFMA & PPPFA Acts & regulations: Conduct awareness initiatives and sensitise stakeholders on the impact of the PFMA &

PPPFA have on supply chain management in business, Develop and implement PFMA & PPPFA guidelines for easy reference on all Procurement processes, Initiate the implementation of SCM policy reforms and compliance, Initiate research and benchmark exercises on supply chain best practices with DPSA and other stakeholders. Supply Chain Management: Coordinate the utilisation of SCM resources by optimally consulting with stakeholders on the redress of service delivery improvements, Conduct strategic planning sessions to key stakeholders and establish the development of the SCM vision, strategic objectives and business plan in conjunction with the broader Departmental plan, Develop and implement a balance score card for the assessment of the performance of SCM stakeholders, Oversee the functions of all bid committees and advice on corrective action. Stakeholder Engagement: Evaluate service delivery initiatives against stakeholders and other business demands and outputs, Consult with strategic partners and build relationships with key business stakeholders on service delivery initiatives, Monitor supplier and stakeholder performance in the Supply Chain Management environment in compliance with set processes and procedures, Identify risks pertaining to Supply Chain Management and implement processes and procedures to mitigate risk factors. Travel Co-ordination & Management: Initiate meetings with travel agencies and other relevant stakeholders on issues of mutual concern. Negotiate market related deals on road and air travel with relevant stakeholders on behalf of the National Treasury. Monitor outputs and identify gaps for remedial action on agreed deliverables of contracted travel agency.

ENQUIRIES
APPLICATIONS

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OTHER POSTS

POST 17/46

: **DEPUTY DIRECTOR: STRATEGIC SOURCING AND ACQUISITION REF NO: S007/2025**

Division: Office of the Director-General (ODG)

Purpose: To develop, review and implement the strategic sourcing strategies in compliance with relevant policies, and perform research on spend analysis in the development of a supply base on the categories of goods and services identified in government's spending portfolio, and identifying leverage points in the reduction of costs and increased benefits and commodities. Administer and manage the bidding process for good and services.

SALARY
CENTRE
REQUIREMENTS

: R896 436 - R1 055 958 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF 6)/ B. Degree (equivalent to NQF 7) in Logistics or Procurement or Supply Chain Management (SCM) or Public Management, A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in Acquisition or Bid management within the Supply Chain Management environment, Experience in drafting and the analyses of commercial contracts and service level agreements, Knowledge and experience of regulations pertaining to the broader SCM legislative framework.

DUTIES

: Demand Management: Collaborate information from business units to design and develop the demand management and procurement plans, Monitor available budgets in conjunction with stakeholders and advice on estimated commitments, Verify submissions for correctness and in compliance with prescribed legislative prerequisites, Evaluate the appropriateness of transactions in terms of the PPPFA, its regulations other related legislations for compliance, Manage procurement plans and report progress as per prescripts. Bids Management: Compile draft business plans for engagement with stakeholders and manage the bidding process. Refine bid specifications, terms of reference, integrate the evaluation and assessment criteria and develop special conditions for bids, Coordinate the bid specification, evaluation and bid adjudication committee meetings. Ensure bidding procedures and prescripts are adhered to, Maintain the bid register and report to management. Strategic Sourcing: Compile spend analyses process to identify high spend commodities and categorise items for sourcing strategies to enhance business effectiveness, Identify key sourcing reviews and evaluate its impact on the business to sensitise the market on the needs of business, Initiate the capacity building process on identifiable categorised items and develop a projection plan on business perception, Develop and implement strategic sourcing

policies, processes and procedures, Initiate awareness on strategic sourcing and promote implementation of strategic sourcing practices within the broader business. Stakeholders Engagement: Forge business relationships and networking with suppliers to improve and widen sourcing items per category, Update stakeholders on the latest trends applied in strategic sourcing in compliance with the Financial Management Reporting framework. Provide progress reports on the approved procurement plan, bids. Consult with stakeholders and engage on risk factors of procurement.

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