

DEPARTMENT OF SOCIAL DEVELOPMENT

It is the intention of the Department to promote fair representation through the filling of these positions. The candidature from the designated groups, especially women and people with disabilities, will be given preference.

OTHER POSTS

<u>POST 31/132</u>	:	<u>SOCIAL WORK MANAGER: SOCIAL WELFARE SERVICES GRADE 1 (X2 POSTS)</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD) Alfred Nzo: District Office, Mount Ayliff Ref No: DSD 01/08/2025 Sarah Baartman: District Office, Makana Ref No: DSD 02/08/2025
<u>CENTRE REQUIREMENTS</u>	:	District Office, Mount Ayliff & Sarah Baartman: District Office, Makana National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker. Minimum of 10 (ten) years appropriate/recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years should be at a Social Work Supervisor level in the Developmental Social Welfare Services' space dealing with Services to Older Persons, Persons with Disabilities, HIV & AIDS and Social Relief. A valid South African driver's license. Competence: Strategic Capacity and Leadership, Programme and Project management, Change Management, Financial Management, People Management and Empowerment, Knowledge Management, Problem Solving and analysis, Client orientation and Customer Focus, Communication and Advanced Computer Literacy. Knowledge and Skills: Expert skills to challenge structural sources of poverty, inequality, oppression, discrimination and exclusion. Expert knowledge and understanding of human behaviour and social systems and skills to intervene at the points where people interact with their environments to promote social well-being. The ability and competence to assist and empower individuals, families, groups, organisations and communities to enhance their social functioning and their problem-solving capacities, prevent and alleviate distress, and use resources effectively in cases where expert knowledge is required. The understanding and ability to provide complex social work services towards protecting people who are vulnerable, at-risk and unable to protect themselves. The ability to compile complex reports.
<u>DUTIES</u>	:	Provide a social work service of the highest, most advanced and specialised nature within (a) defined area(s) of specialisation regarding the care, support, protection and development of vulnerable individuals, groups, families and communities through the relevant programmes in partnership with stakeholders. Management and support to Developmental Social Welfare Services Programmes in line with the legislation, policies, regulatory framework, norms and standards focusing on the following: Services to Older Persons, Persons with Disabilities, HIV & AIDS and Social Relief. Attend to any other matters that could result in, or stem from, social instability in any form. Facilitate the development and planning of programmes and interventions to render a social work service through the efficient, economical and effective utilisation of financial resources. Manage a social work unit to ensure that an efficient and effective social work service is delivered through the efficient and effective utilisation of human resources. Keep up to date with new developments in the social work and management fields. Plan and ensure that social work research and development are undertaken. Undertake complex social work research. Perform and/or ensure that all the administrative functions required in the unit are performed.
<u>ENQUIRIES</u>	:	Alfred Nzo: enquiries may be directed to Mr S Shweni Tel No: (039) 254 0900 Amathole: enquiries may be directed to Ms Z. Habe Tel No: (043) 711 6626 Sarah Baartman: enquiries may be directed to Mr M Sipambo Tel No: (046) 636-1484 e-Recruitment Technical Support: Recruitment@ecdscsd.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/133</u>	:	<u>SOCIAL WORK MANAGER: CHILD CARE PROTECTION GRADE 1 REF NO: DSD 03/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Provincial Office, Bishop

<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years of appropriate/recognisable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level and a South African valid driver's license. Competence: Strategic Capacity and Leadership, Programme and project management, Change Management, Financial Management, People Management and Empowerment, Knowledge Management, Problem Solving and analysis, Client orientation and Customer Focus, Communication. Knowledge and Skills: Knowledge of Children's Act 38 of 2005, White Paper for Social Welfare Services and Social Service Professions Act, Knowledge of Public Service Regulations, Acts, policies and procedures. Knowledge of the Public Finance Management Act (PFMA).
<u>DUTIES</u>	:	Develop and ensure the implementation of policies, strategic plans and operational plans. Facilitate the implementation of the Children's Act 38 of 2005. Facilitate compliance with child protection services norms and standards. Manage and coordinate the provision of Child Protection Services. Manage and implement the Child Protection Register. Facilitate capacity building of officials and stakeholders on child protection services. Facilitate the development of Child and Youth Care Centre policies. Manage the registration of Child and Youth Care Centres. Facilitate the development and implementation of programmes in Child and Youth Care Centres. Facilitate compliance of Child and Youth Care Centres with norms and standards. Facilitate and manage intersectoral collaboration with key stakeholders. Coordinate provision of child protection services. Facilitate monitoring of child protection services and Child and Youth Care Centres. Manage financial, administrative and related functions.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/134</u>	:	<u>SOCIAL WORK MANAGER: ALTERNATIVE CARE & ADOPTION GRADE 1</u> <u>REF NO: DSD 04/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Provincial Office, Bhisho
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as a Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years of appropriate/recognisable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level and a South African valid driver's license. Competence: Ability to plan, execute, and oversee projects and programmes effectively. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement. Capability to lead, motivate, and manage a team effectively. Expertise in analysing existing policies, developing and formulating new ones to address emerging challenges in alternative care and adoption. Ability to assess the performance of programmes and policies, ensuring they meet set objectives and standards.
<u>DUTIES</u>	:	Develop, formulate, implement, and maintain policies and guidelines pertaining to alternative care and adoption services. Monitor, interpret, and review legislation and policies to ensure they remain relevant and comply with current requirements. Develop proposals to amend or maintain relevant acts and policies and develop new policies where required. Facilitate the development and planning of programmes and interventions to render social work services through efficient, economical, and effective utilisation of financial resources. Coordinate sector activities on alternative care and adoption matters, including liaising with provinces and other stakeholders. Oversee the implementation of alternative care and adoption policies and programmes, ensuring compliance and effectiveness at the provincial level. Research to inform policy and Programme development, staying abreast of new developments in the social work and management fields.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za

<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/135</u>	:	<u>SOCIAL WORK MANAGER: ALTERNATIVE CARE & ADOPTION GRADE 1</u> <u>REF NO: DSD 04/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Provincial Office, Bhisho
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years of appropriate/ recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level and a South African valid driver's license. Competencies: Ability to plan, execute, and oversee projects and programmes effectively. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement. Capability to lead, motivate, and manage a team effectively. Expertise in analysing existing policies, developing and formulating new ones to address emerging challenges in alternative care and adoption. Ability to assess the performance of programmes and policies, ensuring they meet set objectives and standards.
<u>DUTIES</u>	:	Develop, formulate, implement, and maintain policies and guidelines pertaining to alternative care and adoption services. Monitor, interpret, and review legislation and policies to ensure they remain relevant and comply with current requirements. Develop proposals to amend or maintain relevant acts and policies and develop new policies where required. Facilitate the development and planning of programmes and interventions to render social work services through efficient, economical, and effective utilization of financial resources. Coordinate sector activities on alternative care and adoption matters, including liaising with provinces and other stakeholders. Oversee the implementation of alternative care and adoption policies and programmes, ensuring compliance and effectiveness provincially. Conduct research to inform policy and Programme development, staying abreast of new developments in the social work and management fields.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/136</u>	:	<u>SOCIAL WORK MANAGER: FAMILIES GRADE 1 REF NO: DSD 05/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Provincial Office, Bhisho
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years of appropriate/ recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level and a South African valid driver's license. Competence: Ability to plan, execute, and oversee projects effectively. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement. Capability to lead, motivate, and manage a team effectively. Expertise in analysing existing policies, developing and formulating new ones to address emerging challenges in Restorative Services/ Care and Support Services. Ability to assess the performance of programmes and policies, ensuring that they meet set objectives and standards.
<u>DUTIES</u>	:	Provide strategic leadership and management in the delivery of social work services focused on the care, support, protection, and development of families. Including overseeing programs related to family preservation, parenting support, and interventions addressing family-related challenges. Manage and coordinate family-focused social work programs, ensuring that they align with national policies and effectively address community needs. Engage with various stakeholders, including government departments, non- governmental organizations, and community groups, to facilitate integrated service delivery. Ensure the effective implementation of policies related to family services,

		monitoring compliance and evaluating outcomes. Oversee the efficient utilization of human and financial resources within the family services unit. Develop and implement monitoring and evaluation frameworks to assess the impact of family services programs.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdscsd.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/137</u>	:	<u>SOCIAL WORK MANAGER: CHILDREN SERVICES, GRADE 1 REF NO: DSD 06/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	OR Tambo: District Office, Mthatha
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as a Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years appropriate/ recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must have been at Supervisory level in Children Services – Child services programmes. A valid South African driver's license. Competence: Ability to plan, execute, and oversee projects effectively. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement. Capability to lead, motivate, and manage a team effectively. Expertise in analysing existing policies and developing new ones to address emerging challenges in Children's Services. Ability to assess the performance of programmes and policies, ensuring they meet set objectives and standards.
<u>DUTIES</u>	:	Manage and coordinate child-focused social work programs, ensuring they align with national policies and effectively address community needs. Engage with various stakeholders, including government departments, non-governmental organisations, and community groups, to facilitate integrated service delivery. Ensure the effective implementation of policies related to child services, monitoring compliance and evaluating outcomes. Oversee the efficient utilisation of human and financial resources within the child services unit. Develop and implement monitoring and evaluation frameworks to assess the impact of child services programs.
<u>ENQUIRIES</u>	:	Or Tambo enquiries may be directed to Ms Z Dlanjwa Tel No: (047) 531 2504. e-Recruitment Technical Support: Recruitment@ecdscsd.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/138</u>	:	<u>SOCIAL WORK MANAGER: NPO GRADE 1 REF NO: DSD 07/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Sarah Baartman: District Office, Makanda
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as a Social Worker (submitted only when shortlisted). Minimum of 10 (ten) years of appropriate/ recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level. Extensive experience working within NPO Management. Computer literacy. A valid South African driver's license. Competence: Comprehensive understanding of service delivery programmes (core) of the department. Comprehensive understanding of the NPO Sector and legislations; NPO Act, PFA, PFMA and other relevant legislations. Ability to interact with the sector in all service delivery areas of the department. Understanding of the Transfer Management process in line with the related Policy and Core Service programs. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement.
<u>DUTIES</u>	:	To ensure that social work services delivered by NPOs are effectively managed, monitored, and aligned with national policies and standards. This includes overseeing the registration, funding, and compliance of NPOs to promote social development and well-being. Manage the registration and compliance processes of NPOs, ensuring adherence to relevant legislation and policies. Oversee the allocation and monitoring of funds to NPOs, ensuring

		effective utilization and accountability. Implement and monitor policies related to NPO operations, ensuring they align with national social development goals. Collaborate with various stakeholders, including government departments, NPOs, and community groups, to facilitate integrated service delivery. Develop and implement frameworks to assess the performance and impact of NPOs in delivering social services. Manage the Audit process linked to the Transfer Management process and follow up on Audit conclusions. Support the districts in the disbursement processes.
<u>ENQUIRIES</u>	:	Sarah Baartman: enquiries may be directed to Mr M Sipambo Tel No: (046) 636-1484. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/139</u>	:	<u>SOCIAL WORK POLICY MANAGER: SOCIAL RELIEF OF DISTRESS SERVICES GRADE 1 REF NO: DSD 08/08/2025</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
	:	Provincial Office, Bisho
	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker. Minimum of 10 (ten) years of appropriate/recognizable experience in Social Work after registration as a Social Worker with the SACSSP, of which 5 years must be at the Social Work Supervisory level and a South African valid driver's license. Competence: Ability to plan, execute, and oversee projects effectively. Efficient in setting goals, developing strategies, and outlining tasks and schedules to accomplish objectives. Proficient in both verbal and written communication, essential for policy development and stakeholder engagement. Capability to lead, motivate, and manage a team effectively. Expertise in analysing existing policies and developing new ones to address emerging challenges in Communities. Ability to assess the performance of programmes and policies, ensuring they meet set objectives and standards.
<u>DUTIES</u>	:	To ensure that policies for rendering social work services, particularly those related to social relief of distress, are developed, implemented, and maintained. This includes managing a social work policy unit to ensure that the required legislative policies and procedures are developed through the efficient and effective utilization of human resources. Develop, implement, and maintain social work policies related to social relief. Monitor, interpret, and review legislation, policies, and procedures to determine their relevance and compliance with current requirements. Engage in general consultation with stakeholders and advise subordinates regarding the social work policy to be implemented. Manage a Social Relief of Distress unit, ensuring personnel are recruited and retained within budgetary constraints, and that sound employment relations are maintained. Manage the performance and conduct of subordinates within the Social Relief of Distress Unit. Ensure that subordinates are trained and developed to deliver work of the required standard, including providing mentorship and guidance. Establish, implement, and maintain efficient and effective communication arrangements in the unit. Ensure that subordinates maintain their professional registration as required. develop and manage the business plan of the unit and report on progress as required. Manage the general performance of the unit, including effective and efficient utilisation of the budget allocated for the provision of Social Relief of Distress Services. Keep up to date with new developments in the social work and management fields by studying professional journals and publications.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59 e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/140</u>	:	<u>COMMUNITY DEVELOPMENT MANAGER: SUSTAINABLE LIVELIHOODS GRADE 1 REF NO: DSD 09/08/2025</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
	:	Provincial Office, Bisho
	:	An appropriate three-year tertiary qualification in Community Development/Social Science/Developmental Studies or a related field. A minimum of 10 years of recognizable experience in Community Development after obtaining the required qualification, of which 5 years must have been at a Supervisory level in Community Development. A valid South African driver's

		license is required. Competence: Extensive understanding of theories and systems in community development, sustainable livelihoods approaches, and relevant legislation and policies. Strong leadership, communication, and organizational skills. Ability to manage resources effectively, conduct complex research, and work collaboratively with various stakeholders.
<u>DUTIES</u>	:	To lead and manage the identification, planning, and implementation of integrated community development programs that promote sustainable livelihoods. This involves collaborating with stakeholders to empower communities through initiatives that enhance economic opportunities and social well-being. Design and oversee community development programs aimed at fostering sustainable livelihoods, ensuring alignment with national policies and community needs. Collaborate with government departments, non-governmental organizations, and community groups to facilitate integrated service delivery and resource mobilization. Ensure the effective application of policies related to sustainable livelihoods, monitoring compliance and evaluating outcomes. Oversee the efficient utilization of human and financial resources within the sustainable livelihood unit. Develop and implement frameworks to assess the impact of sustainable livelihoods programs, making data-driven adjustments as necessary.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/141</u>	:	<u>COMMUNITY DEVELOPMENT MANAGER: WOMEN DEVELOPMENT GRADE 1 REF NO: DSD 10/08/2025</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	Provincial Office, Bisho
<u>REQUIREMENTS</u>	:	An appropriate three-year tertiary qualification in Community Development/Social Science/Developmental Studies or a related field. A minimum of 10 years of recognizable experience in Community Development after obtaining the required qualification, of which 5 years must have been at a Supervisory level in Community Development. A valid South African driver's license is required. Competence: Extensive understanding of legislation and policies governing women's development, including gender equality frameworks. strong leadership, communication, and organizational skills. Ability to manage resources effectively and work collaboratively with various stakeholders.
<u>DUTIES</u>	:	To manage the identification, planning, and implementation of integrated and transformative social development programs aimed at empowering women. This includes facilitating partnerships with key stakeholders to promote gender equality and sustainable livelihoods. Oversee the delivery of women-focused community development programs, ensuring alignment with national policies and effective community impact. Engage with various stakeholders, including government departments, non-governmental organizations, and community groups, to facilitate integrated service delivery. Ensure the effective implementation of policies related to women's development, monitoring compliance and evaluating outcomes. Oversee the efficient utilization of human and financial resources within the women's development unit. Develop and implement monitoring and evaluation frameworks to assess the impact of women's development programs.
<u>ENQUIRIES</u>	:	Mr. Y Singqandu Tel No: (043) 605 5042/59. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/142</u>	:	<u>COMMUNITY DEVELOPMENT MANAGER GRADE 1 (X2 POSTS)</u>
<u>SALARY</u>	:	R970 686 – R1 109 877 per annum, (OSD), all-inclusive remuneration package OR Tambo: District Office, Mthatha Ref No: DSD 11/08/2025 Alfred Nzo: District Office, Mount Ayliff Ref No: DSD 12/08/2025
<u>CENTRE</u>	:	OR Tambo: District Office, Mthatha & Alfred Nzo: District Office, Mount Ayliff
<u>REQUIREMENTS</u>	:	An appropriate three-year tertiary qualification in Community Development/Social Science/Developmental Studies or a related field. A minimum of 10 years of recognizable experience in Community Development after obtaining the required qualification, of which 5 years must have been at a Supervisory level in Community Development. A valid South African driver's license is required. Competence: Extensive understanding of theories and

		systems in community development, including knowledge of individual and group behaviour, community dynamics, and current legislation. Strong leadership, communication, and organizational skills. Ability to manage resources effectively and work collaboratively with various stakeholders.
<u>DUTIES</u>	:	To manage the identification, planning, and implementation of integrated and transformative social development programs delivered by the unit or sub-directorate in partnership with key stakeholders. The aim is to empower human and social capital through a community development approach towards sustainable livelihoods. Oversee the delivery of community development programs, ensuring they align with national policies and effectively address community needs. Engage with various stakeholders, including government departments, non-governmental organizations, and community groups, to facilitate integrated service delivery. Ensure the effective implementation of policies related to community development, monitoring compliance and evaluating outcomes. Oversee the efficient utilization of human and financial resources within the community development unit. Develop and implement monitoring and evaluation frameworks to assess the impact of community development programs.
<u>ENQUIRIES</u>	:	OR Tambo: enquiries may be directed to Ms Z Dlanjwa, Tel No: (047) 531 2504 Alfred Nzo: enquiries may be directed to Mr S Shweni Tel No: (039) 254 0900 e-Recruitment Technical Support: Recruitment@ecdsd.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/143</u>	:	<u>PSYCHOLOGIST GRADE 1 REF NO: DSD 13/08/2025</u>
<u>SALARY</u>	:	R872 709 – R957 300 per annum, all-inclusive remuneration package, (OSD)
<u>CENTRE</u>	:	NMM: Ernest Malgas Treatment Centre, New Brighton
<u>REQUIREMENTS</u>	:	Master's degree in psychology (Clinical) recognised by SAQA. Registration with the Health Professions Council of South Africa (HPCSA) as a Psychologist in the relevant category. Current Annual Practicing Certificate with the HPCSA. Competence: Knowledge of legislation and policies relevant to the practice of Psychology in the public sector (Mental Health Care Act 17 of 2002, Prevention and Treatment of Substance Abuse Act 70 of 2008, Children's Act 38 of 2005 and relevant Amendments, etc.). Expertise in clinical psychology intervention. Understanding of multi-disciplinary approaches to service delivery. Knowledge of psychometric assessments and therapeutic interventions. Excellent report-writing, case management, and counselling skills. Ability to work with vulnerable groups. Strong communication and interpersonal skills. Computer literacy.
<u>DUTIES</u>	:	Conduct psychological assessments, diagnostics, and interventions for clients of the Department (children, families, adults). Provide therapeutic services (individual, group, family therapy) for clients referred. Undertaking psychometric testing where required.
<u>ENQUIRIES</u>	:	NMM: Enquiries may be directed to Ms L. Thompson Tel No: (041) 406-5899 e-Recruitment Technical Support: Recruitment@ecdsd.gov.za
<u>NOTE</u>	:	EE: Target: Coloured /White Male with disabilities
<u>POST 31/144</u>	:	<u>CHIEF PROFESSIONAL NURSE GRADE 1 REF NO: DSD 14/08/2025</u>
<u>SALARY</u>	:	R549 192 – R629 121 per annum, (OSD)
<u>CENTRE</u>	:	BCM: Silver Crown Old Age Home, East London
<u>REQUIREMENTS</u>	:	Basic qualification accredited with the South African Nursing Council (SANC) in terms of Government Notice 425 (i.e., diploma/degree in Nursing — equivalent to NQF Level 6/7). A minimum of 7 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC. Current annual registration with SANC. Competence: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks. Good knowledge of public service policies, clinical guidelines, and quality assurance practices. Ability to develop and implement nursing care standards. Excellent understanding of infection prevention and control, occupational health, and patient safety. Good communication and interpersonal skills. Supervisory and leadership skills. Computer literacy is an advantage.
<u>DUTIES</u>	:	Provide comprehensive, quality, and specialized nursing care in accordance with the scope of practice and nursing standards. Implement nursing care interventions based on the assessed needs of individuals, groups, and communities. Ensure adherence to clinical protocols, infection prevention, and

		patient safety guidelines. Ensure compliance with National Core Standards, Batho Pele Principles, and Quality Assurance standards. Monitor and evaluate the implementation of quality improvement initiatives. Participate in clinical audits and manage identified gaps. Maintain accurate nursing records and ensure proper reporting and documentation. Monitor and manage the utilization of human, financial, and physical resources in the unit. Participate in budget planning and ensure optimal use of allocated resources.
<u>ENQUIRIES</u>	:	BCM: enquiries may be directed to Ms P. Gqabantshi Tel No: (043) 705-5675. e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Indian/White Male with disabilities
<u>POST 31/145</u>	:	<u>SOCIAL WORK SUPERVISOR GRADE 1 (X6 POSTS)</u>
<u>SALARY</u>	:	R477 564 – R561 378 annum, (OSD) Sarah Baartman: Steytleville Service Delivery Centre Ref No: DSD 15/08/2025 Chris Hani: Enoch Mgijima, Queenstown Ref No: DSD 16/08/2025 Chris Hani: Intsika Yethu, Cofimvaba Ref No: DSD 17/08/2025 BCM: Bisho CYCC Ref No: DSD 18/08/2025 BCM: King Williams Town LSO Ref No: DSD 19/08/2025 Alfred Nzo: Ntabankulu Ref No: DSD 20/08/2025
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker. Minimum of 7 (seven) years of appropriate experience in Social Work after registration as a Social Worker with the SACSSP. A valid South African driver's license. Competence: Communication: Must demonstrate effective communication at all levels, be able to adapt content according to the recipient and compile complex reports. Teamwork and collaboration: Must be able to manage and work effectively within teams, including social work teams, multi-disciplinary teams and multi- sectoral teams. Valuing Diversity: Must be able to manage and work effectively at a supervisory level with persons of diverse intellectual, cultural, racial or religious differences. Planning and organizing: Must be able to plan, organize and prioritize own work and work of the work unit/ group and to ensure proper social services. Computer literacy: Must demonstrate basic computer literacy as a support tool to enhance service delivery. Understanding social work values and principles: Must demonstrate social work values and the principles of human rights and social justice. Trustworthiness: Must be able to build a positive relationship of trust with all stakeholders. Problem solving: Must be able to solve problems and apply critical thinking.
<u>DUTIES</u>	:	Understanding social dynamics: Must ensure that supervisees challenge structural sources of poverty, inequality, oppression, discrimination and exclusion. Understanding human behaviour and social systems: Must have knowledge and understanding of more complex and advanced human behaviour and social systems. Social work Intervention: Must ensure that supervisees intervene efficiently and effectively at points where people interact with their environments in order to promote social well-being. Social empowerment: Must ensure that supervisees assist, advocate and empower individuals, families, groups, organizations and communities to enhance their social functioning and their problem-solving capacities, prevent and alleviate problems.
<u>ENQUIRIES</u>	:	Sarah Baartman: enquiries may be directed to Mr M Sipambo Tel No: (046) 636-1484 OR Tambo: Enquiries may be directed to Ms Z Dlanjwa Tel No: (047) 531 2504 Chris Hani: enquiries may be directed to Ms Mzinjana Tel No: (045) 8083709 BCM: enquiries may be directed to Ms P. Gqabantshi Tel No: (043) 705-5675 Joe Gqabi: Enquiries may be directed to Ms N. Duba Tel No: (051) 633-1616 Alfred Nzo: Enquiries may be directed to Mr S Shweni Tel No: (039) 254 0900 e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/146</u>	:	<u>COMMUNITY DEVELOPMENT SUPERVISOR GRADE 1 (X2 POSTS)</u>
<u>SALARY</u>	:	R453 201 – R514 470 per annum, (OSD)
<u>CENTRE</u>	:	BCM: Zwelitsha LSO Ref No: DSD 21/08/2025 Amathole: Mbashe LSO, Dutywa Ref No: DSD 22/08/2025

<u>REQUIREMENTS</u>	:	National Senior Certificate plus an appropriate three-year tertiary qualification in Community Development, Development Studies, Social Work, Sociology, Public Administration or equivalent qualification recognised by SAQA. A minimum of 7 years' recognizable experience in Community Development after obtaining the required qualification. A valid South African driver's license. Competence: Financial management: Must be able to make inputs on the budget of the work unit. Communication: Must demonstrate effective communication with various stakeholders and be able to write clear documentation, including reports. Problem solving: Must be able to analyse situations and solve problems. Computer literacy: Must demonstrate basic computer literacy. Planning and organizing: Must be able to plan and organize own work and the work of others. Conflict management: Must be able to handle conflict situations and help others to work through conflicts and find solutions. Trustworthiness: Must have ethical and moral conduct. Developing others: Must be able to mentor, coach and provide continuous support, be able to build a positive relationship of trust with the community and colleagues. Ethics: Must be able to display good guidance and advice to community development practitioners. People management: Must be able to manage the performance and conduct of others. Understanding principles: Must understand and be able to apply the principles applied in community work. Project management: Must be able to plan and manage projects to deliver on time, within cost and at the required quality level. Continuous improvement: Must keep up to date with new developments in the community development field to enhance service delivery. Computer literacy will be an added advantage.
<u>DUTIES</u>	:	Understanding community development programs: Must be able to supervise the identification, facilitation and implementation of integrated community development interventions in partnership with the community and other relevant stakeholders. Knowledge of human behaviour and social systems: Must have knowledge and understanding of human behaviour and social systems. Understanding community dynamics: Must have knowledge and understanding of the inter-relations within community structures, dynamics of the community and current legislation to enable interventions. Networking and establishing partnerships: Must ensure that there is communication and coordination with all relevant role players, internal and external (e.g. in departments/provinces, NGOs, local community structures. Community development research: Must be able to conduct research relating to community development work. Managing community projects: Must be able to manage and coordinate community development projects. Understanding community development legislation: Must be able to implement policies and legislation related to community development.
<u>ENQUIRIES</u>	:	Sarah Baartman enquiries may be directed to Mr M Sipambo Tel No: (046) 636-1484 BCM: enquiries may be directed to Ms P. Kula Tel No: (043) 705-5675 Amathole Enquiries may be directed to Ms Z. Habe Tel No: (043) 711 6626 e-Recruitment Technical Support: Recruitment@ecdsc.gov.za
<u>NOTE</u>	:	EE: Target: Coloured/White Male with disabilities
<u>POST 31/147</u>	:	<u>SOCIAL WORKER GRADE 1 (X5 POSTS)</u>
<u>SALARY CENTRE</u>	:	R325 200 – R382 374 per annum, (OSD) Amathole, Peddie LSO Ref No: DSD 23/07/2025 NMM: Walmer LSO Ref No: DSD 24/08/2025 NMM: Uitenhage Ref No: DSD 25/08/2025 OR Tambo: Flagstaff SDP Ref No: DSD 26/08/2025 OR Tambo: Tsolo SDP Ref No: DSD 27/08/2025
<u>REQUIREMENTS</u>	:	National Senior Certificate plus Bachelor of Social Work. Latest proof of registration with the South African Council for Social Service Professions (SACSSP) as Social Worker must be submitted on the interview day. A valid driver's license is a prerequisite; however, successful candidates who are not in possession of a driver's license will be required to submit proof within six (6) months from the date of assumption of duty. Competence: Communication: Must be able to exchange information in a clear and concise manner with clients and supervisors, including report writing. Teamwork and collaboration: Must be able to work effectively within teams, including social work teams and multidisciplinary teams. Valuing diversity: Must be able to work effectively, cooperatively, and amicably with persons of diverse intellectual, cultural, racial or religious differences. Planning and organizing: Must be able to plan and

	organize own work. Computer literacy: Must demonstrate basic computer literacy as a support tool to enhance service delivery. Trustworthiness: Must be able to build a positive relationship of trust with colleagues and clients. Empathy: Must demonstrate compassion, be able to respect and build positive relationships with clients. Understanding social work values and principles: Must demonstrate social work values and the principles of human rights and social justice. Developing others: Must be able to develop, coach and foster long-term learning of others.
<u>DUTIES</u>	: Understanding social dynamics: Must be able to challenge structural sources of poverty, inequality, oppression, discrimination and exclusion. Understanding human behaviour and social systems: Must have knowledge and understanding of human behaviour and social systems Social Work Intervention: Must be able to intervene at the points where people interact with their environment in order to promote social wellbeing. Social empowerment: Must be able to assist and empower individuals, families, groups, organizations and communities to enhance their social functioning and their problem-solving capabilities. Social support: Must be able to promote, restore, maintain and enhance the functioning of individuals, families, groups and communities by enabling them to accomplish tasks, prevent and alleviate distress and use resources effectively. Protecting vulnerable individuals: Must understand and be able to provide social work services towards protecting people who are vulnerable, at risk and unable to protect themselves. Understanding social work legislation: Must demonstrate an understanding of social work policies, legislation and related legal and ethical social work practices.
<u>ENQUIRIES</u>	: Amathole Enquiries may be directed to Ms Z. Habe Tel No: (043) 711 6626 OR Tambo Enquiries may be directed to Ms Z Dlanjwa Tel No: (047) 531 2504 NMM Enquiries may be directed to Ms L. Thompson Tel No: (041) 406-5899 or Ms P Tsuputse Tel No: (051) 633-1609 e-Recruitment Technical Support: Recruitment@ecdsd.gov.za
<u>NOTE</u>	: EE: Target: Coloured/White Male with disabilities
<u>POST 31/148</u>	: <u>COMMUNITY DEVELOPMENT PRACTITIONER GRADE 1 (X3 POSTS)</u>
<u>SALARY CENTRE</u>	: R278 169 – R324 960 per annum, (OSD) : NMM: Motherwell Service Office Ref No: DSD 28/08/2025 Alfred Nzo: Mbizana LSO Ref No: DSD 29/08/2025 Alfred Nzo: Matatiele- (Maluti SO) Ref No: DSD 30/08/2025
<u>REQUIREMENTS</u>	: National Senior Certificate plus a three-year tertiary qualification in community development or any appropriate three-year tertiary qualification. Competence: Impact and influence: Must be able to influence individuals and groups to participate in their self-empowerment ventures. Planning and organizing: Must be able to plan and organize own work effectively. Presentation skills: Must be able to conduct presentations to various community development structures. Communication: Must demonstrate effective communication with various stakeholders and be able to write clear documentation. Computer literacy: Must demonstrate basic computer literacy. Empathy: Must be able to respect and build positive relationships with the community. Trustworthiness: Must be able to build a positive relationship of trust with the community. Honesty: Must be principled and true to oneself and others. Teamwork and collaboration: Must be able to work cooperatively with others, be part of a team. Understanding principles: Must understand the principles applied in community work.
<u>DUTIES</u>	: Apply knowledge of human behavior and social systems to guide community development work. Utilize legislation to design and support interventions where people interact with their environments, promoting self-empowerment. Provide basic counseling services and empower communities to address social challenges. Conduct research relating to community development practices to inform evidence-based interventions. Facilitate, identify, plan, and implement community development programs and interventions. Manage and coordinate community development projects to ensure efficiency and impact. Analyse and interpret the inter-relations within community structures and community dynamics to guide action. Liaise and interact with various community development structures to strengthen collaboration and establish sustainable partnerships. Implement policies and legislation related to community development to ensure compliance and effectiveness.
<u>ENQUIRIES</u>	: NMM enquiries may be directed to Ms L. Thompson Tel No: (041) 406-5899, Alfred Nzo enquiries may be directed to Mr S Shweni Tel No: (039) 254 0900, e-Recruitment Technical Support: Recruitment@ecdsd.gov.za