

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF ECONOMIC, SMALL BUSINESS DEVELOPMENT, TOURISM AND ENVIRONMENTAL
AFFAIRS**

Free State Provincial Government is an equal opportunity affirmative action employer. We intend to promote representativity (race, gender, and disability) in the province through the filling of these posts, and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

<u>APPLICATIONS</u>	:	Quoting the reference number, applications must be forwarded to the Head of Department: Economic, Small Business Development, Tourism, and Environmental Affairs, Private Bag X20801, Bloemfontein, 9300, or delivered by Hand at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein.
<u>FOR ATTENTION</u>	:	Mesdames. M Parkies/ K Majafa/N. Ramaebebe/ Mr. T. Chaka
<u>CLOSING DATE</u>	:	05 September 2025 at 16:00
<u>NOTE</u>	:	Directions to applicants: Applications must be submitted on a new Z.83 form (applications submitted on the old Z83 forms will not be considered), obtainable from any Public Service Department or on the internet at www.dpsa.gov.za-vacancies and must be accompanied by a recently updated comprehensive CV only (separate application for every vacancy). Applicants are requested to complete the Z83 form properly and in full. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are posted or hand delivered timeously. Candidates who possess foreign qualifications and/or short course certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA), and proof of the level of their qualifications after evaluation will be required when shortlisted. No e-mailed or faxed applications will be considered. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Please take note that communication will only be limited to short-listed candidates. The Department reserves the right not to appoint. Note: Entry level requirements for SMS posts: In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days & Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a requirement for all applicants for SMS posts from 1 April 2020 is successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG). The course is available at the NSG under the name certificate for entry into SMS and the full details can be obtained by following the below link: https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/ . The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Furthermore, all shortlisted candidates including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an integrity (Ethical Conduct) Assessments. All short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment, as well as qualification verification. Successful candidate will be expected to enter into a performance agreement. Successful candidates will be appointed on a probation period of 12 months. Following the interview and the technical exercise, the selection panel will recommend candidates who were shortlisted for SMS posts to attend a generic managerial competency assessment in compliance with the DPSA Directive on the implementation of competency-based assessments. Note: Only shortlisted candidates will be required to submit certified copies of their qualifications. Emailed applications should not exceed 4 MB. Failure to do so will result in your application being disqualified.

MANAGEMENT ECHELON

<u>POST 29/35</u>	:	<u>CHIEF DIRECTOR: INTEGRATED ECONOMIC DEVELOPMENT REF NO: DESTEA 05/08/25</u>
<u>SALARY</u>	:	R1 494 900 per annum (Level 14), (an all-inclusive salary package). The total package includes a 70% basic salary, a state contribution to the Government

		Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Economics or related field. 5 years of experience at a senior managerial level. 7 years or more experience in the economic development environment. Knowledge of the relevant prescripts and legal framework in the Public Service. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Support and promote industrial and sectoral development through collaboration with industrial stakeholders. Facilitate the development of industries in the Free State in collaboration with the Free State Development Corporation and the Maluti a Phofung Special Economic Zone (MAP-SEZ). Ensure coordination of sector-specific development funding. Facilitate the implementation of strategies and projects that improve the competitiveness of identified priority sectors in the Free State provincial plans. Management of resources of the Chief Directorate, i.e., human, asset, and financial resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. M. Nokwequ at (076) 940 6670
	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/36</u>	:	<u>CHIEF DIRECTOR: SMALL BUSINESS DEVELOPMENT REF NO: DESTEA 06/08/25</u>
<u>SALARY</u>	:	R1 494 900 per annum (Level 14), (an all-inclusive salary package). The total package includes a 70 % basic salary, a state contribution to the Government Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Economics / Business Administration or related field. 5 years of experience at a senior managerial level. 7 years or more experience in the economic development environment. Knowledge of the relevant prescripts and legal framework in the Public Service. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Manage Service Centers. Promote and coordinate enterprise development and support within the province. Facilitate the route and access to markets for micro, small, and medium enterprises (MSME) and cooperatives. Provide oversight on ensuring access to enterprise and supplier development programmes in collaboration with private sector partners. Creation of an enabling environment for micro, small, and medium enterprises to access business development support services. Develop and implement policies that would ensure that micro, small, and medium enterprises benefit from state procurement. Ensure the development of the Strategic Plan and APP of the Chief Directorate. Management of resources of the Chief Directorate, i.e., human, asset, and financial resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. M. Nokwequ at (076) 940 6670
	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/37</u>	:	<u>CHIEF DIRECTOR: CORPORATE AFFAIRS REF NO: DESTEA 07/08/25</u>
<u>SALARY</u>	:	R1 494 900 per annum (Level 14), (an all-inclusive salary package). The total package includes a 70% basic salary, a state contribution to the Government Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's degree as recognised by SAQA (NQF 7) in Corporate Communication/ Communication Sciences/ Information Technology or related field. 5 years of experience at a senior managerial level. 7 years or more experience in Communication and/ Information Technology environment. Strong business orientation with broad experience in managing information management and information technology, communication, legal services and proficiency with communications technologies and understanding of copywriting, graphic design, layout and publishing. Knowledge of Government processes and relevant legislation. Computer literacy. A valid driver's license.

<u>DUTIES</u>	:	Develop and manage effective corporate communication, marketing and public relations programmes in the department. Provide legal opinion and advice to the department on legal matters. Manage information technology, systems and ensure institutional memory (knowledge management) in the department. Provide strategic direction for the Chief Directorate and also ensuring the development of the Annual Performance Plan and report thereof. Management of resources of the Chief Directorate, i.e., human, asset, and financial resources.
<u>ENQUIRIES APPLICATION</u>	:	Dr. M. Nokwe at (076) 940 6670
	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/38</u>	:	<u>DIRECTOR: BIODIVERSITY MANAGEMENT & CONSERVATION REF NO: DESTEA 08/08/25</u>
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Natural Sciences with majors in Botany/ Zoology or related field. Postgraduate Qualification in Botany or Zoology will be an added advantage. 5 years of experience at a middle/senior managerial level. 7 years or more experience in Biodiversity planning and research. Good knowledge of appropriate legislation governing Biodiversity and Protected Areas at the National, Provincial, and Local levels. Knowledge of Project Management will be an added advantage for the candidate to be selected. Computer literacy. A valid driver's license. The following will be an add advantage: Knowledge of Project Management will be an added advantage.
<u>DUTIES</u>	:	Lead a team that provides Scientific Support to Protected Areas managed by the department. Manage a team of Biodiversity Experts employed by the department. Represent the Department in National and International Scientific Bodies. Support the Biodiversity Permit Office. Research Priority Biodiversity Projects. Management of resources of the Directorate, i.e. human, asset, and financial resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. M. Nokwe at (076) 940 6670
	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/39</u>	:	<u>DIRECTOR: ENVIRONMENTAL MANAGEMENT REF NO: DESTEA 09/08/25</u>
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Natural Science, Environmental Science, Environmental Management or related field. 5 years of experience at a middle/senior managerial level. A good knowledge of appropriate legislation governing Waste Management and pollution control, Environmental Impact Assessments, Environmental Compliance and Enforcement activities at National, Provincial and Local level. Computer literacy and a valid driver's license. Registration with EAPASA as a Registered EAP. Minimum of 5 years experience dealing with Environmental Impact Assessments. The following will be an add advantage: Knowledge of Project Management will be an added advantage.
<u>DUTIES</u>	:	Ensure effective environmental impact management. Ensure compliance with environmental legislation. Prevent environmental degradation by ensuring implementation of, amongst others air quality and waste management legislation and policies. Prevent pollution and ensure waste management policies and legislation are implemented. Management of resource of the Directorate, i.e., human, asset and financial resources.
<u>ENQUIRIES</u>	:	Ms. NM Nkoe at 082 040 4195

<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/40</u>	:	<u>DIRECTOR: REGULATORY SYSTEMS AND STAKEHOLDER MANAGEMENT REF NO: DESTEA 10/08/25</u>
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Economics or Business Management 5 years of experience at a middle/senior managerial level. 7 years experience with a role focus on coordination of sector stakeholders and in-depth understanding of the business regulatory management environment. Experience in managing catalytic projects, including developing project plans, allocating resources, and monitoring progress. Understanding of investment promotion and facilitation. Understanding of financial implications related to regulatory compliance and stakeholder management. Computer literacy. A valid driver's license. The following will be an add advantage: Good knowledge of appropriate legislation governing Sector Management. Knowledge of Project Management will be an added advantage.
<u>DUTIES</u>	:	Provide support to fast track and reduce government red tape for the effective implementation of investment project plans. Cultivate and strengthen lasting stakeholder relations for both the department and the province. Facilitate and promote Investment Value Chain in relation to investment projects. Oversee implementation of private sector catalytic projects in the province. Implement departmental programmes arising from Executive Council Resolutions, Budget Bote Injunctions meetings with institutions such as the Department of Trade, Industry and Competition (the dtic) and relevant Public Entities. Contribute to the development of Strategic documents for the Department. Manage resource of the Directorate, i.e., human, asset and financial resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. M. Nokwequ at (076) 940 6670
	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.

OTHER POSTS

<u>POST 29/41</u>	:	<u>DEPUTY DIRECTOR: HUMAN RESOURCE PROVISIONING REF NO: DESTEA 11/08/25</u>
<u>SALARY</u>	:	R896 436 per annum (Level 11), (an all-inclusive salary package). The total package includes 75% or 70% basic salary, a state contribution to the Government Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelor's Degree as recognised by SAQA in Human Resource Management/ Public Management or related field. 7 years and more experience in Human Resource Management of which 5 years should be at the junior management level. Excellent knowledge of all public service statutory and regulatory requirements w.r.t Human Resource Management. Good knowledge of recruitment, PERSAL, and HR Administration. Ability to interpret and apply Acts, Regulations and Directives and Policies. Experience in developing and executing comprehensive HR Policies. Good communication skills and strong presentation skills. Ability to manage HR data and provide rigorous analysis of that data. Experience in planning, organizing, and monitoring a large volume of HR activities and managing a team with a high-volume workload. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Develop, implement, and maintain Human Resource Provisioning (Recruitment and Selection, transfers, promotions, terminations, and staff establishment) policies and strategies. Quality assurance of all documents, statistics, and PERSAL transactions before sign-off. Authorise and approve all PERSAL transactions. Ensure that PERSAL systems and processes are in place to enable HR support on employee benefits. Effective management of

compensation framework and records management. Manage the leave reconciliation every quarter (leave in general), housing, injury on duty, and resettlement. Oversee the PILIR administration process. Oversee Human Resource Records Management System in line with the National Archives Act (HR registry and messenger services). Ensure the effective implementation and maintenance of the file plan process. Manage the preparation and provision of responses to audit queries related to HR document management. Manage the process of recruitment and selection. Provide expert advice to the panel during the interviews. Ensure that the panel approval is obtained for the interview process. Manage the process of employment screening in terms of verification of qualifications, criminal records, etc. Oversee the coordination of competency assessments for Senior Managers. Oversee the submission of /recommended candidates are submitted to the relevant authority in line with the approved delegations of authority. Monitor the reference checks for approved candidates relating to appointments. Monitor the reference checks or approved candidates relating to appointments. Develop and monitor the system of Employee Exit (Termination) within the Department. Monitor the implementation of an effective system of receiving, and recording processing of Employee Exit. Prepare Employee Exit reports. Monitor the communication of revised national resolutions and directives regulating the interpretations and implementation of Employee Exit. Prepare and respond to questions and audit queries on the administration of Employee Exit. Manage the Operational Plan of the Unit. Management of resources of the Sub-directorate, i.e., human, asset, and financial resources.

<u>ENQUIRIES</u>	:	Ms. MP Tlale at (082) 379 3412
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/42</u>	:	<u>DEPUTY DIRECTOR: INDUSTRIAL DEVELOPMENT REF NO: DESTEA 12/08/25</u>
<u>SALARY</u>	:	R896 436 per annum (Level 11), (an all-inclusive salary package). The total package includes 75% or 70% basic salary, a state contribution to the Government Employee Pension Fund, and a flexible portion that may be structured in terms of the applicable guidelines
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Economics/ Finance/ Business Administration or Public Management with majors in Public Finance/ Public Sector Economics. 5 years or more experience in Economic Development with focus on Industrialization development, special economic zones and Industrial Parks of which 3 years should be at the junior management level. Knowledge of relevant legislation and regulations. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Support long-term industrial and economic development. Develop new special economic zones/industrial regions/parks and strengths existing ones. Create an appropriate environment for foreign direct and domestic investment. Ensure the formulation of policies and a clear framework for the development, operation, and management of SEZ. Build-up and downstream linkages in strategic value chains. Manage the resources of the sub-directorate which includes the budget personnel and assets.
<u>ENQUIRIES</u>	:	Ms P Nqgeza at (076) 884 9556
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/43</u>	:	<u>RESERVE MANAGERS: TUSSEN DIE RIVIERE NATURE RESERVE CALEDON NATURE RESERVE MARIA MOROKA NATURE RESERVE</u>
<u>SALARY</u>	:	R612 480 per annum, (OSD). Appropriate salary will be determined by the relevant experience according to the regulatory framework based on OSD.
<u>CENTRE</u>	:	Tussen Die Riviere NR, Ref No: DESTEA 13/08/25 Caledon NR, Ref No: DESTEA 14/08/25 Maria Moroka NR, Ref No: DESTEA 15/08/25
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Conservation / Wildlife / Environmental Management/ Environmental Sciences. A minimum 5 years' experience in Nature Conservation. Knowledge of relevant legislation,

		such as the National Environmental Management: Biodiversity Act, 2004 (NEMBA) and other relevant government policies regulating biodiversity conservation, including the sustainable use of natural resources and protected species. Computer literacy. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Manage the infrastructure to ensure the functional utilization, maintenance and development of the Protected Areas. Preserve the biodiversity of the Reserve to ensure the continued livelihood thereof. Manage risks and security aspects on the Reserve. Manage internal and external relationship with all interested and affected stakeholders to the Reserve. Perform and manage administrative and related functions. Manage resource of the Reserve, i.e., human, asset and financial resources.
<u>ENQUIRIES</u>	:	Ms. K. Mocwaledi at (060) 968 3186
<u>NOTE</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/44</u>	:	<u>ENVIRONMENTAL OFFICER CONTROL GRADE A: CLIMATE CHANGE</u> <u>REF NO: DESTEA 16/08/25</u>
<u>SALARY</u>	:	R612 480 – R700 620 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Natural or Environmental Science/ Environmental Management/ Geography/ Climate Change/ Renewable Energy Studies. A minimum 5 years post-qualification experience in Climate Change environment or related field. Knowledge of relevant government regulations and Environmental legislation, Frameworks, Policies and Strategies, including the Climate Change Act. Knowledge of Policy development processes and implementation. Well-developed communication and reporting skills; planning and coordination skills; good interpersonal relations. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Provide support on development and implementation of climate change related policies, strategies and plans. Implement climate change response programmes. Update, monitor, and report on climate change action programmes. Provide support to municipal and sector departments on their climate change response programmes. Coordinate climate change forum sessions, follow-up on stakeholder commitments and climate response action in the province. Facilitate development of Just transition plans and energy projects with various stakeholders. Liaise and form partnerships with public and private sectors to address climate change impacts. Ensure capacity building, training, and awareness of climate change at municipal and community levels. Manage the resources of the Division, i.e. human, asset, and financial resources.
<u>ENQUIRIES</u>	:	Ms. NM Nkoe at (082) 040 4195
<u>NOTE</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/45</u>	:	<u>ASSISTANT DIRECTOR: SERVICE CENTRES AND LED (MANGAUNG)</u> <u>REF NO: DESTEA 17/08/25</u>
<u>SALARY</u>	:	R468 459 per annum. (Level 09)
<u>CENTRE</u>	:	Mangaung
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Economics/ Business Economics/ Business Administration. A minimum 5 experience within small enterprise development sector. Computer literacy. A valid driver's license. The following will be an add advantage: Good understanding and knowledge of the prescripts governing the enterprise development sector. The successful candidate to demonstrate the following competencies/skills; customer oriented, project Management, financial and business acumen, team player and have good interpersonal skills, attention to detail.
<u>DUTIES</u>	:	Coordinate and facilitate the implementation of small business support initiatives/project plans; provide inputs into the development of the implementation plan and implement it, coordinate the resources for the implementation of small business initiatives/project, monitor and evaluate the progress of the initiatives/projects, provide the feedback report, conduct research and site visits. Support appropriate environment for Micro, Small, and

		Medium Enterprises (MSME) and Cooperatives; provide advice on appropriate business models, provide advice on suitable operational models, facilitate retention and expansion of existing small enterprises through access to funding, provide the feedback reports/ monitoring reports on the developments and performance of the enterprises after intervention. Provide inputs in the development of departmental small business support programme policies, review departmental small business support programme policies, gather information relevant to the policy development, link MSME with relevant stakeholders according to the process flow and handover to Sector and Industrial Development. Manage the resources of the Centre, i.e. human, asset and financial resources.
<u>ENQUIRIES</u>	:	Mr. M Sehularo at (082) 202 4376
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/46</u>	:	<u>ASSISTANT DIRECTOR: SERVICE CENTRES AND LED (XHARIEP) REF NO: DESTEA 18/08/25</u>
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Xhariep
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Economics/ Business Economics/ Business Administration. A minimum 5 experience within small enterprise development sector. Computer literacy. A valid driver's license. The following will be an add advantage: Good understanding and knowledge of the prescripts governing the enterprise development sector. The successful candidate to demonstrate the following competencies/skills; customer oriented, project Management, financial and business acumen, team player and have good interpersonal skills, attention to detail.
<u>DUTIES</u>	:	Coordinate and facilitate the implementation of small business support initiatives/project plans; provide inputs into the development of the implementation plan and implement it, coordinate the resources for the implementation of small business initiatives/project, monitor and evaluate the progress of the initiatives/projects, provide the feedback report, conduct research and site visits. Support appropriate environment for Micro, Small, and Medium Enterprises (MSME) and Cooperatives; provide advice on appropriate business models, provide advice on suitable operational models, facilitate retention and expansion of existing small enterprises through access to funding, provide the feedback reports/ monitoring reports on the developments and performance of the enterprises after intervention. Provide inputs in the development of departmental small business support programme policies, review departmental small business support programme policies, gather information relevant to the policy development, link MSME with relevant stakeholders according to the process flow and handover to Sector and Industrial Development. Manage the resources of the Centre, i.e. human, asset and financial resources.
<u>ENQUIRIES</u>	:	Mr. M Sehularo at (082) 202 4376
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/47</u>	:	<u>ASSISTANT DIRECTOR: STRATEGIC PLANNING REF NO: DESTEA 19/08/25</u>
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Public Management or related field. 3 – 5 years' experience in strategic planning. Knowledge of the relevant prescripts and legal framework in the Public Service. Computer literacy. Project Management a Supervision of officials and other resources within the division. and management information system administration experience. A valid driver's license.
<u>DUTIES</u>	:	Develop, maintain and/or facilitate the successful implementation of the Department's strategic planning policy and/or implementation strategy. Facilitate strategic planning workshops in the Department towards the development and/or review of the Department's 5-Year Strategic Plan, 3-Year Annual Performance Plan and Annual Operational Plans in line with the

		provisions of Treasury Regulations and/or national and/or provincial formats. Improve the capacity of the Department on matters related to strategic and operational planning. Facilitate the implementation of the Departmental Strategic Plan and Annual Performance Plan. Represent the Department in national and/or provincial meetings on matters related to strategic and operational planning.
<u>ENQUIRIES</u>	:	Mr D Hagen at (071) 624 65 31
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/48</u>	:	<u>ASSISTANT DIRECTOR: ICT SUPPORT REF NO: DESTEA 20/08/25</u>
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Information Technology/ Computer Science/ Information Technology Management and Computer Engineering/ Informatics/ Business Applications. A minimum 5 years' experience within ICT environment. Knowledge of government micro policies relating to ICT. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Identify the business needs, costs and benefits of implementing a computing solutions. Diverse and document business requirements based on the clients' s anticipated requirements. Develop a quality management programme to identify whether the client's specification are met. Provide inputs on the development of the IT Strategy and business plan. Provide project management service which include the management of service providers. Prepare and provide systems documentation (user manuals for the training) and provide post-delivery support to the users. Manage the resources of the division, i.e. human, asset and financial resources.
<u>ENQUIRIES</u>	:	Mr. M. Mphapang at (072)-274 1734
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/49</u>	:	<u>RISK MANAGEMENT PRACTITIONER REF NO: DESTEA 21/08/25</u>
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree in Risk Management / Internal Audit or related field. 3 – 5 years' experience in Risk Management processes. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Assist with the development and implementation of the following on the departmental risk management: Risk Management Strategy, Management Policy and Plan. Assist with the development of Risk Management processes to ensure compliance to the Risk Management Framework. Maintain and update risk registers to determine the effectiveness of progress concerning Risk Management in the department. Assist with the promotion of a risk management culture and capacity in the department. Assist with the review of the implementation of Risk Management processes to ensure compliance in the department. Coordinate Risk Committee meetings and drafting quarterly Risk Committee reports. Implement Risk Management processes to ensure compliance to the Risk Management Plan.
<u>ENQUIRIES</u>	:	Ms C Mahlaba at (076) 093 1822
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/50</u>	:	<u>PLANNING ADVISOR: ECONOMIC STRATEGIC PLANNING REF NO: DESTEA 22/08/25</u>
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Economics/ Business Economics. A minimum 5 years' experience within Economic Planning environment. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Align economic policies to the Provincial priorities; Align the Local Economic Development Strategies with the Free State Growth and Development Strategy

		(FSGDS), Ensure implementation of the Free State Economic Reconstruction and Recovery Plan at local municipalities. Ensure that interventions programmes are adaptive to economic changes; facilitate capacity building interventions through District and Provincial Local (LED) Forums, provide support to municipalities on developing Ease of Doing business plans to local municipalities. Develop and maintain intersectoral liaison strategies; facilitate LED strategy reviews at local municipalities, Provide guidance to municipalities on Integrated Development Plans (IDPs). Contribute to the development of the policies; manage allocated expenditure in line with the budget, manage allocated assets and resources in line with the policies. Manage the resources of the Division, i.e. human, asset and financial resources.
<u>ENQUIRIES</u>	:	Mr. T. Lekutle at (071) 604 9048
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying
<u>POST 29/51</u>	:	<u>BIODIVERSITY OFFICER PRODUCTION GRADE A: BIODIVERSITY COMPLIANCE AND MONITORING (X2 POSTS)</u>
<u>SALARY</u>	:	R343 842 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE</u>	:	Bloemfontein Ref No: DESTEA 23/08/25 Thabo-Mofutsanyana Ref No: DESTEA 24/08/25
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's degree/ National Diploma as recognised by SAQA in Conservation/ Wildlife/ Environmental Management/ Environmental Sciences/ Law. Knowledge of relevant legislation, such as the National Environmental Management: Biodiversity Act, 2004 (NEMBA) and other relevant government policies regulating biodiversity conservation, including the sustainable use of natural resources and protected species. Computer literacy. A valid driver's license. The following will be an add advantage: Experience in investigations.
<u>DUTIES</u>	:	Render proactive Compliance Monitoring which would include the following; verify adherence to environmental requirements, review of conditions contained in the permit, conduct site inspections, prepare report/submission of finding and determine further actions required. Conduct proactive Sector Compliance Inspections. Provide inputs on compliance checklists, policies/guidelines/frameworks and operational manuals. Render reactive Compliance Monitoring which would include the following: attend to reactive inspections (when illegal activity/breach of conditions have been identified), respond to complaints and investigate incidents, consult with relevant environmental experts and legal representatives of transgressors, gather information, analyse and make recommendations. Conduct Compliance Enforcement operations which would include the following: (prosecutions) administrative enforcement; assist with the drafting of pre-directives, compliance notices and guilt fines, civil and / criminal enforcement; apply for court interdict (in consultation with legal services / State Attorney), compile a docket and refer the matter to the Department of Public Prosecutions, drafting of affidavit, provide evidence in court when required, advocate cooperative governance in dealing with enforcement issues (SAPS, NPA, DWAF, Municipalities etc), provide inputs on comments on appeal/submissions received in terms of compliance notices. Participate in Compliance Promotion / Awareness which would include the following: Promoting environmental rights and justice (participation in sector specific forums), liaison with stakeholders, NGO's and civil society, review of information and data, provide information/support to the Advisory component in conducting compliance awareness workshops, facilitate in-house training. Perform all administrative and related functions which would include the following: contribute to the compilation of reports as required, control assets allocated to projects, provide inputs into manuals and guidelines and comply with the Public Service prescripts. Manage resource of the Directorate, i.e. asset and financial resource.
<u>ENQUIRIES</u>	:	Mr. L. Garekoe at (082) 656 1917
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>NOTE</u>	:	NB: The successful candidate will be expected to work long hours and travel extensively.

<u>POST 29/52</u>	:	<u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: WASTE MANAGEMENT REF NO: DESTEA 25/08/25</u>
<u>SALARY</u>	:	R343 842 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelors' Degree in Natural/ Physical Science/ Environmental Management or related field. Minimum of 1 year experience within the waste management and pollution control environment. Knowledge of NEM:WA and environmental legislation. Good communication and report writing skills are essential. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Contribute towards the implementation of environmental policies, legislation, protocols, regulations and guidelines. Ensure the responsible management of waste in the province. Promote, facilitate and implement strategies for cleaner production technology. Administer, implement and enforce statutory obligations with regards to waste, storage, treatment and disposal facility permitting. Perform all administrative and related functions.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms. NM Nkoe at (082) 040 4195
	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>NOTE</u>	:	NB: The successful candidate will be expected to work long hours and travel extensively.
<u>POST 29/53</u>	:	<u>ENVIRONMENTAL OFFICER PRODUCTION GR A: COMPLIANCE MONITORING REF NO: DESTEA 26/08/25 (X2 POSTS)</u>
<u>SALARY</u>	:	R343 842 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein
	:	An appropriate Bachelors' Degree as recognised by SAQA in Environmental Science/ Management or Geography or related field. Minimum 1 year experience in environmental management. Knowledge of relevant government regulations. Computer literacy. A valid driver's license. Experience in handling a Sec 24G application, an EIA application and registered at least as a EAP Candidate with EAPASA will be an added advantage.
<u>DUTIES</u>	:	Plan, coordinate, and render compliance monitoring which would include planning for inspection and audits, ensuring the implementation of monitoring activities and verifications of reports, and determining further actions to be taken. Participate and assist in compliance and enforcement activities which may include, amongst others, undertaking investigations of complaints and/or transgressions, a compilation of administrative notices and directives, etc. Assist in determining further actions to be taken regarding administrative/ criminal prosecution; determine what type of enforcement measures to be applied - administrative/ civil/ criminal; advocate cooperative governance in dealing with enforcement issues (National Prosecuting Authority [NPA], South African Police Services (SAPS), Department of Water and Sanitation (DWS), Municipalities, etc.) and participate in law enforcement operations, subject to Environmental Management Inspector (EMI) designation. Plan and participate in compliance promotion/ awareness/ workshops which amongst others would include the promotion of environmental rights and justice etc. Render support to the Environmental Education and Awareness component in conducting compliance awareness workshops, and the Environmental Impact Assessment (EIA) component at the Environmental Management Committee for decision-making. Attend to all assigned emergency cases reported to the Department within legislated time frames.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms N Nkoe at (082) 974 3839
	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>NOTE</u>	:	NB: The successful candidate will be expected to work long hours and travel extensively

<u>POST 29/54</u>	:	<u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: ENVIRONMENTAL IMPACT ASSESSMENT (EIA) REF NO: DESTEA 27/08/25</u>
<u>SALARY</u>	:	R343 842 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelors' Degree as recognised by SAQA in Natural/ Physical Science/ Environmental Science/Management or related field. Minimum 1 years' experience in environmental management good communication and report writing skills are essential. Computer literacy. A valid driver's license. The following will be an add advantage: At least having handled a minimum of 2 EIA applications. Registered at least as a EAP Candidate with EAPASA.
<u>DUTIES</u>	:	Handle EIA application(s). Provide technical and procedural advice to stakeholders and applicants. Attend Environmental Management Committee (EMC) meetings as required for project presentations and technical advice. Develop environmental advice notes to relevant stakeholders as and when required. Conduct site inspections, draft and recommend environmental authorization for submission and decision-making by the relevant delegated authority, etc. Provide technical/procedural advice which would include gather/ compile/disseminate relevant information on State of the Environment reporting, provide information to internal clients to enable effective and efficient cross-functioning of integrated environmental management, etc. Perform all administrative and procedure required for the effective and efficient operation Impact Assessment.
<u>ENQUIRIES</u>	:	Ms. NM Nkoe at (082)040 4195
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/55</u>	:	<u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: EDUCATION AND AWARENESS: FEZILE DABI REF NO: DESTEA 28/08/25</u>
<u>SALARY</u>	:	R343 842 per annum, (OSD). Appropriate salary will be determined according to the regulatory framework based on OSD.
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's degree as recognised by SAQA in Environmental Management or Natural Science or related field. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Promotion of Environmental Education for Sustainable Development (ESD) by amongst others Implementing environmental education programs to assist with the integration of Environmental Education in formal education structures (schools, SETA, ABET, higher education etc). Identify and implement environmental capacity building programs for the general public and relevant stakeholders (informal). Develop and implement community based natural resource management and environmental action projects for sustainable development. To initiate, implement and monitor Environmental school Programs & projects and where the programs or initiatives are on-going, provide the technical support. Promote and implement community environmental awareness and Education programs, liaise with both external and internal stakeholders and build sectoral/professional network in your area of responsibility. Perform all administrative and related functions.
<u>ENQUIRIES</u>	:	Ms. NM Nkoe at (082)040 4195
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/56</u>	:	<u>OCCUPATIONAL HEALTH & SAFETY PRACTITIONER REF NO: DESTEA 29/08/25</u>
<u>SALARY</u>	:	R325 101 per annum (Level 07)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's degree/ Diploma as recognised by SAQA in Occupational Health and Safety Occupational Hygiene/ Safety Management/ Environmental Health. SAMTRAC Certificate is essential. Atleast two years' experience in dealing with SHERQ Management under employee Health and Wellness Programme (EHWP) is essential. Registration with EAPA-SA Professional Association. Knowledge of the EHWP Strategic Framework. In-

		depth knowledge of OHS legislation and regulations, particularly the Occupational Health and Safety Act (OHSA) in South Africa. Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Develop and ensure implementation of the requirements of the SHERQ Management Pillar that is inclusive of Occupational Health and Safety Act, Act 85 of 1993 and other OHS related policies. Administer the implementation of the ISO Assessment Series Certification process, which include OHSAS 18001. Hazard identification and risk management. Incident investigations. Conduct health and safety inspections and ensure compliance with OHS standards. Communicate all safety related matters to employees and related stakeholders. Ensure availability of Occupational Health and Safety equipment and maintenance thereof. Develop and put in place plans to deal with natural perils and disaster i.e Contingency Plans, Emergency Procedures, Evacuation Procedures and Fire Drills. Identify SHE hazards and risks trends within the department and provide mitigation measures.
<u>ENQUIRIES</u>	:	Ms. B. Molefe at (072)-5942857
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment3@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/57</u>	:	<u>ORGANISATIONAL DEVELOPMENT PRACTITIONER REF NO: DESTEA 30/08/25</u>
<u>SALARY</u>	:	R325 101 per annum (Level 07)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree/ Diploma as recognised by SAQA in Organizational Development Management /Work-Study Management/ Management Services/ HRM. Good management skills (Presentation & interviewing skills). Computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Develop and maintain organogram in line with the strategic plan. Conduct business process re-engineering investigations. Undertake efficiency promotion. Evaluate jobs in the Department/ Province. Provide and assist in the development of job descriptions. Undertake administrative functions required.
<u>ENQUIRIES</u>	:	Mr. T Selemela at (082) 449 4690
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment4@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.
<u>POST 29/58</u>	:	<u>TRADE OFFICER: SERVICE CENTRES AND LED (PHUTHADITJHABA) REF NO: DESTEA 31/08/25</u>
<u>SALARY</u>	:	R325 101 per annum (Level 07)
<u>CENTRE</u>	:	Qwaqwa
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree as recognised by SAQA in Economics/ Business Management/ Management. Computer literacy. A valid driver's license. The following will be an add advantage: Good understanding and knowledge of the prescripts governing the enterprise development sector. The successful candidate to demonstrate the following competencies/skills; customer oriented, project Management, financial and business acumen, team player and have good interpersonal skills, attention to detail.
<u>DUTIES</u>	:	Identify the areas that require intervention for the department and externally. Provide relevant strategic direction and business advisory services to existing small and medium enterprises. Provide support to small business with regard to linking them with markets, financial institutions and business development service providers (BDS's for capacity building). Monitor and evaluate the improvement of business position. Contribute to the development or amendment of policies that will address the needs and concerns identified during the company visits. Compile reports on businesses that were linked with markets, financial institutions and business development service providers and advice thereof. Business Development Support.
<u>ENQUIRIES</u>	:	Ms. R. Booi at (082) 454 0131
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment4@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.

<u>POST 29/59</u>	:	<u>ASSET MANAGEMENT PRACTITIONER REF NO: DESTEA 32/08/25</u>
<u>SALARY</u>	:	R325 101 per annum (Level 07)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree/ Diploma as recognised by SAQA in Accounting, Finance, Auditing or related field. Good verbal and written communication skills. Computer Literacy (Microsoft Excel and Microsoft Word). Good interpersonal skills. A valid driver's license. The following will be an add advantage: Knowledge of LOGIS system and relevant legislations governing Supply Chain Management.
<u>DUTIES</u>	:	Execute periodic asset spot-checks to update manual and electronic asset records of the allocated chief-users as per the attached list. Mark all the Departmental assets with bar-code. Conduct thorough investigations on all discrepancies identified after reconciliation of physical asset verification. Accurately complete and capture log 4 to update asset records on LOGIS. Facilitate that LOG 11 forms before any asset movements are done are duly completed to update asset records. Open and safely keep asset files according to approved filing systems. Be actively involved during stocktaking process especially at chief-users allocated. Ensure that asset records of all allocated chief-users are always updated. Be fully capacitated to use all relevant LOGIS selections to update asset records on LOGIS.
<u>ENQUIRIES</u>	:	Mr. J Motsetse at (079) 525 5111
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment4@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying.

DEPARTMENT OF HUMAN SETTLEMENTS

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representatively will receive preference.

<u>APPLICATIONS</u>	:	Head: Human Settlements, Human Resource Management Directorate. P.O Box 247, Bloemfontein, 9300 OR Applications that are hand delivered must be brought to the foyer of OR Tambo House where they must be placed in the appropriately marked box at: Security Ground Floor, OR Tambo House, St. Andrews Street, Bloemfontein. No applications will be accepted by staff in offices in the building. OR Candidates may apply via email: recruit@fshs.gov.za (on Subject of email kindly specify the rank and reference number of the position you are applying for).
<u>CLOSING DATE</u>	:	05 September 2025 Time: 16H00
<u>NOTE</u>	:	Directions to applicants: Applications must be submitted on the new prescribed form Z.83, obtainable from any Public Service Department or on the internet at http://www.info.gov.za . The Z83 should be completed in a manner that allows the selection committee to assess the application based on the information on the form. Applicants are not required to submit copies of qualification and other relevant documents on application but must submit the Z.83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or prior the interview following communication. If the certified copies contradict the details on the CV or Z.83 form, the candidate will automatically be disqualified and removed from the shortlist. Should the applicant possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) (only when shortlisted). Failure to submit the requested documents will result in the application not being considered. Applicants must indicate the reference number of the vacancy in their application. Should an applicant wish to apply for more than one post, separate applications must be submitted for each post applied for. Applications received after closing date and those that do not comply with these instructions will not be considered. Candidates requiring additional information regarding the advertised post should direct their inquiries to the relevant person as indicated in the advertisement. Note: shortlisted candidates will be subject to criminal record check, citizenship verification, financial /asset record check, qualification /study verification and previous employment verification. Faxed or late applications will NOT be accepted. If you are not contacted within 4 months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Applicants must be South African citizens residing in the

Free State, must be unemployed and must have never participated in a Public Service Internship programme previously.

**INTERNSHIP PROGRAMME FOR 2025/2027
(24 MONTHS)**

OTHER POSTS

POST 29/60 : **GRADUATE INTERSHIP PROGRAMME: LEGAL SERVICE REF NO: HS 07/2025 (X2 POSTS)**

STIPEND : R7 450.62 per month
CENTRE : Bloemfontein
REQUIREMENTS : A minimum qualification at NQF Level 7 in Law or LLB
ENQUIRIES : Mr. V. Rajuili at (072) 098 9442

POST 29/61 : **GRADUATE INTERNSHIP PROGRAMME: TECHNICAL SERVICE REF NO: HS 08/2025 (X3 POSTS)**

STIPEND : R7 450.62 per month
CENTRE : Bloemfontein
REQUIREMENTS : A minimum qualification at NQF Level 6 in Civil Engineering / Construction Management / Town planning / Technical related
ENQUIRIES : Ms. Z Mayisela at (082) 322 8707