

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE  
DEPARTMENT OF HEALTH**

*This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.*

<b><u>CLOSING DATE</u></b>	:	19 September 2025
<b><u>NOTE</u></b>	:	Applications must be submitted on the new prescribed application form Z83 of the Public Service Act, obtainable from any Public Service Department or any Public Service Administration website. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only shortlisted candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the Northern Cape Department of Health. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, residential address, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan. For all SMS positions, the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government. The SMS Pre-Entry Certificate is required prior to appointment. For more details on the pre-entry course visit: <a href="https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme">https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme</a>

**MANAGEMENT ECHELON**

<b><u>POST 31/295</u></b>	:	<b><u>DIRECTOR: MANAGEMENT ACCOUNTING REF NO: NCDOH 92/2025</u></b> Job Purpose: To Manage and provide management accounting services.
<b><u>SALARY</u></b>	:	R1 266 714 per annum (Level 13), (all-inclusive package)
<b><u>CENTRE</u></b>	:	Provincial Office, Kimberley
<b><u>REQUIREMENTS</u></b>	:	Degree in Financial Accounting and/or related NQF7 qualification as recognised by SAQA. A minimum of 5 years' experience at middle management/snr management. Successful completion of the pre-entry certificate for SMS as offered by the National School of Government (NSG) A valid B (08) driver's licence is an inherent requirement. Competency Profile: Knowledge of financial and public service legislation and regulations; the Public Service Act and Regulations, the PFMA the PPPFA and applicable auditing standards, Treasury Regulations and the Promotion of Access to Information Act. Knowledge of BAS, PERSAL, Vulindlela and other financial systems. Proven project management experience. Excellent understanding of strategic roles and capabilities. Knowledge of business strategic planning, resource allocation and human resources management. Ability to link financial and nonfinancial performance. Sound knowledge of risk management, corporate governance and internal controls. Communication skills, Analytical skills and Development skills. Policy and strategy development. Good interpersonal skills. Demonstration of good leadership. Understanding and knowledge of advanced Microsoft Excel and PowerPoint. Report-writing and analytical skills, good planning and decision-making skills.

- DUTIES** : Manage the management of Accounting functions as per the Public Finance Management Act and Treasury Regulations to ensure sound financial management planning, budgeting and expenditure management. Strengthen control environment, internal controls and legislative compliance. Strengthen the process around revenue and debt collection. Institutionalize Risk Management within the Department through implementing actions plans, reporting and monitoring. Audit improvement plan implementation and coordination of year end process. Assist the Chief Financial Officer in the development and implementation of policies and procedures.
- ENQUIRIES** : Mr GV Tsholo Tel No: (053) 830 0506
- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to [nhealthhr@ncpg.gov.za](mailto:nhealthhr@ncpg.gov.za). All applicants must complete an application register when an application is hand delivered.

#### OTHER POST

- POST 31/296** : **ENVIRONMENTAL HEALTH PRACTITIONER REF NO: NCDOH 93/2025**
- SALARY** :  
Grade 1: R397 233 per annum  
Grade 2: R463 941 per annum  
Grade 3: R543 099 per annum
- CENTRE** : Robert Mangaliso Sobukwe Hospital
- REQUIREMENTS** : A Bachelor's Degree/National Diploma or equivalent NQF 6 qualification in Environmental Health. Must have completed one-year community service as an Environmental Health Practitioner. Registration with HPCSA as an Environmental Health Practitioner. **Grade 1:** None experience, after registration with the Health Professional Council of South Africa as an Environmental Health Practitioner. **Grade 2:** Minimum of 10 years relevant experience after registration with the Health Professional Council as an environmental health practitioner, in respect of RSA qualified employees who performed community service in South Africa, Minimum of 11 years relevant experience after registration with the Health Professional Council (HPCSA) in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 3:** Minimum of 20 years relevant experience after registration with the Health Professional Council as an environmental health practitioner, in respect of RSA qualified employees who performed community service in South Africa, Minimum of 21 years relevant experience after registration with the Health Professional Council (HPCSA) in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Competencies: Thorough knowledge of the Environmental Health programme and objectives. Good communication skills (written and verbal) well as computer literacy. Must have interpersonal relations. Adherence to the Batho Pele principles. Must have problem-solving, decision-making and ability to work in a multi-disciplinary team. Knowledge: National Health Act, Environmental Health norms and standard as well relevant prescripts.
- DUTIES** : Monitor the health care waste management at Robert Mangaliso Sobukwe Hospital. Assist in the maintenance of pest control. Assist in the water monitoring. Perform inspection on the provision of food and general hygiene in the institution. Assist the hospital mortuary with the safe disposal of the deceased. Conduct awareness and training on health and hygiene issues. Ensure safe use of chemicals within the institution. Inspection of baggage, cargo, container, conveyances, good and postal parcels for compliance with relevant health regulations and legislation. Provide communicable diseases control excluding immunization. Provide general administrative duties. Compile weekly and monthly statistics as well as when required. Engage with relevant stakeholders.
- ENQUIRIES** : Ms. A Paulsen Tel No: (053) 802 2253
- APPLICATIONS** : Please note applications can be hand delivered to the front reception of Robert Mangaliso Sobukwe Hospital, Admin Building, 3rd Floor HR Registry or email to [rmshhr@ncpg.gov.za](mailto:rmshhr@ncpg.gov.za). All applicants must complete an application register when an application is hand delivered.