

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF HEALTH**

<u>APPLICATIONS</u>	:	Directions to applicants: Applications must only be done via the online recruitment platform for the Department at: https://ihealth.fshealth.gov.za/e-Recruitment
<u>CLOSING DATE</u>	:	10 October 2025
<u>NOTE</u>	:	Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The application must indicate the correct Job title, the office where the position is advertised and the Reference number as stated in the advert. Failure by the applicant to fully complete the application form will lead to disqualification of the application during the selection process. Applications filled by hand on the Z83 will unfortunately not be considered. Should you be in a possession of foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA Citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or post. Failure to upload and submit all the requested documents will result in the application not being considered during the selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointments.

OTHER POSTS

<u>POST 35/169</u>	:	<u>VICE PRINCIPAL OF NURSING COLLEGE PND 5 REF NO: FSSON 01/2025 (X1 POST)</u>
<u>SALARY</u>	:	R1 155 099 per annum, (all-inclusive package), OSD
<u>CENTRE</u>	:	Free State School of Nursing – Rectors Office: Bloemfontein
<u>REQUIREMENTS</u>	:	Basic qualification accredited with the South African Nursing Council in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Post basic qualification in Nursing Education and Nursing Administration registered with the South African Nursing Council (SANC). SAQA recognized NQF Level 9 Master's degree in nursing. A Diploma in any post basic nursing qualification. Shortlisted candidates will be required to submit current proof of registration with the South African Nursing Council as Professional Nurse. A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the South African Nursing Council (SANC) in General Nursing. At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification. Minimum of 5 year's management experience of which three (3) years of that experience must be as a Head of Department in Nursing Education Institution. In-depth knowledge and understanding of curriculum development. Knowledge of major nursing education legislations, policies and other government policies. Experience and knowledge of a diversity of teaching strategic and classroom practices. Have experience in financial management, budget and revenue management, including conditional grants and policy development, thorough understanding of PFMA and other related prescripts. Strategic capability and leadership. Change management. Programme and Project management skills.

Financial and Human Resources Management. Policy development and quality assurance. Transformational leadership skills with the ability to engage in transformation and respond to the political imperatives of government as it relates to Nursing Education and Training. Good interpersonal skill and ability to work under pressure and work irregular hours. Skilled in research development and coordination, including academic activities, policy development and quality assurance. Must be proficient in the following competencies and skills sets: Analytical assessment and evaluation; Computer and Writing; Strategic Capability and Leadership; Programme and Project Management; Human Resource Management and Planning; Financial Management and Budget Planning and Forecasting; Change Management, Communications and Stakeholder Management; Research, Policy Development and Quality Assurance. Good interpersonal skills and diversity management.

DUTIES

: To monitor implementation of a range of Nursing Education and Training programmes (undergraduate and post graduate). Lead academic oversight committee. Analyse monitoring reports to ensure oversight committees are updated on developments in the institution. Contribute to strategic and operational planning of the institution and monitor operational planning at the campuses/learning centres. Monitor and evaluate quality management of programme implementation including assessment at the institution evaluate quality management of programme implementation including assessment at the institution. Monitor full-time technical and management support to the campuses. Establish, maintain and ensure a good working relationship within the College/Department and relevant stakeholders. Monitor the development, implementation and delivery of the curriculum including research. Collaborate with internal and external stakeholders and build a sound relationship within the institution. Participate in the Development, implementation and monitoring of Policies, guidelines and Standard Operating Procedures. Facilitate and implement Quality Assurance and Risk Management programs. Development of Learning programs and material. Co-ordinate academic related activities and programs. Facilitate academic forum meetings and activities. Co-ordinate and manage assessments and Examination processes. Adhere to Nursing Education and training prescripts and other related legislative mandates. Skilled in research development and coordination, including academic activities, policy development and quality assurance. Conduct relevant research. Must be able to contribute to the paradigm shift in Nursing Education for health service delivery and universal access.

ENQUIRIES

: Mrs M.E Royi Acting Principal: Free State School of Nursing Email: RoiME@fshealth.gov.za Cell: 064 609 9040

APPLICATIONS

: to be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 35/170

: **PRINCIPAL/CAMPUS HEAD (SINGLE CAMPUS PND 5) (X3 POSTS)**

SALARY CENTRE

: R1 155 099 per annum, (all-inclusive package), OSD
: Location: Free State School of Nursing, Northern Campus – Welkom Ref No: FSSON 02/2025
Location: Free State School of Nursing, Southern Campus – Bloemfontein Ref No: FSSON 03/2025
Location: Free State School of Nursing, Eastern Campus – Qwa Qwa Ref No: FSSON 04/2025

REQUIREMENTS

: Basic qualification accredited with the South African Nursing Council in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Post basic qualification in Nursing Education and Nursing Administration registered with the South African Nursing Council (SANC). SAQA recognized NQF Level 9 Master's degree in nursing. A Diploma in any post basic nursing qualification. Shortlisted candidates will be required to submit current proof of registration with the South African Nursing Council as Professional Nurse. A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the South African Nursing Council (SANC) in General Nursing. At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification. Minimum of 5 year's management experience of which three (3) years of that experience must be as a Head of Department in Nursing Education Institution. In-depth knowledge and understanding of curriculum development. Knowledge of major

nursing education legislations, policies and other government policies. Experience and knowledge of a diversity of teaching strategic and classroom practices. Have experience in financial management, budget and revenue management, including conditional grants and policy development, thorough understanding of PFMA and other related prescripts. Strategic capability and leadership. Change management. Programme and Project management skills. Financial and Human Resources Management. Policy development and quality assurance. Transformational leadership skills with the ability to engage in transformation and respond to the political imperatives of government as it relates to Nursing Education and Training. Good interpersonal skill and ability to work under pressure and work irregular hours. Skilled in research development and coordination, including academic activities, policy development and quality assurance. Must be proficient in the following competencies and skills sets: - Analytical assessment and evaluation; Computer and Writing; Strategic Capability and Leadership; Programme and Project Management; Human Resource Management and Planning; Financial Management and Budget Planning and Forecasting; Change Management, Communications and Stakeholder Management; Research, Policy Development and Quality Assurance. Good interpersonal skills and diversity management.

DUTIES

: Plan and monitor the implementation of a range of Nursing Education and Training programmes. Lead academic oversight committees. Oversee and facilitate participatory processes for strategic, operational and integrated development planning for the institution. Ensure sound financial management and practices. Human Resource management and development, supply chain management, asset management, transport and facility management. Ensure continued empowerment and well-being of staff and students. Monitor the development, implementation and delivery of the curriculum including research. Collaborate with internal and external stakeholders and build a sound relationship within the institution. Participate in the Development, implementation and monitoring of Policies, guidelines and Standard Operating Procedures. Ensure continued empowerment and well-being of staff and students. Adhere to Nursing Education and training prescripts and other related legislative mandates. Skilled in research development and coordination, including academic activities, policy development and quality assurance. Conduct relevant research. Must be able to contribute to the paradigm shift in Nursing Education for health service delivery and universal access. Commitment to Nursing Education, Training and Practice. Ensure quality assurance and change management in the implementation of all teaching and learning programmes and student competencies. Co-ordinate and monitor Community Based Education (CBE) and work-integrate learning (WIL) at campus and sub-campus. Contribute to strategic and operational planning of the institution and monitor operational planning at the campuses/learning centres. Monitor and evaluate quality management of programme implementation including assessment at the institution. Collate regular institutional performance reports and coordinate governance structures meetings. Supervise and monitor implementation of policies, programmes, acts and regulations with regard to Nursing. Advice on and facilitate the implementation of the Nursing Act and other relevant legislation. Plans and implements student clinical accompaniment and will be responsible for theoretical and clinical instruction and evaluation of students.

ENQUIRIES

: Mrs M.E Royi Acting Principal: Free State School of Nursing Email: RoyiME@fshealth.gov.za Cell: 064 609 9040

APPLICATIONS

: to be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>.

POST 35/171

: **VICE PRINCIPAL – NURSING COLLEGE: ACADEMIC PLANNING UNIT – PND 4 REF NO: FSSON 05/2025 (X1 POST)**

SALARY

: R1 028 091 per annum, (all-inclusive package), OSD

CENTRE

: Free State School of Nursing: Academic Planning Unit-Bloemfontein

REQUIREMENTS

: National Diploma/ Bachelor's Degree in Nursing that leads to registration as professional nurse with SANC. Post basic qualification in Nursing Education after registration as a professional nurse which allows registrations as Nursing Educator with SANC. Post basic qualification in Community Nursing, Psychiatry, Midwifery, and Nursing Science. Masters in Nursing or related field. A minimum of 10 years appropriate and relevant experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. 6 years of

		the period referred above must be appropriate/recognizable experience in Nursing Education after obtaining the 1-year post-basic qualification in nursing education. 3 – 5 years management experience in the nursing education facility/environment. Knowledge of labour issues related to nursing. People management skills and ability to work as part of a team. Policy development and analysis, research as well as understanding of current nursing education issues. Applied strategic thinking. Programme and project management skills. Communication and information management skills. Budget and financial management skills. Ability to work independently and work irregular hours.
<u>DUTIES</u>	:	Oversee the implementation of the Nursing Strategy for the College. Manage the development, implementation, monitoring and evaluation of policies related to education and training of nurses. Monitor the development, implementation, and delivery of the curriculum. Facilitate quality of areas of students' placement for work integrated learning. Promote continuing professional development for nurse educators. Provide management support to the Multi-campus and sub-campus. Compile strategic, operational, quarterly, and annual reports in collaboration with the Vice Principal and College Principal. Ensure sound financial management practices. The incumbent of the post co-ordinates and manages the exam hub of the entire school, develops and manages the selection process and criteria and ensures compliance of FSSON with external stakeholders like SANC and CHE. The Academic Planning Head also develops, manages and implements new curriculum and programs as required by CHE and SAQA. Facilitate and implement Quality Assurance and Risk Management programs. Development of Learning programs and material. Co-ordinate academic related activities and programs. Facilitate academic forum meetings and activities. Co-ordinate and manage assessments and Examination processes. Supervise staff and management of Student Data and Systems. Facilitate effective and efficient implementation of College Policies in all disciplines within the campus and sub-campus. Oversee clinical allocation of learner's in the identified and approved clinical facilities for all the relevant disciplines. Facilitate a research culture for both academics and students to promote evidence-based teaching and learning. Monitor the development, implementation and delivery of the curriculum including research. Collaborate with internal and external stakeholders and build a sound relationship within the department. Plan, prepare and implement initiatives towards campus accreditation for the new nursing programs. Supervises staff and manages staff development and enhancement.
<u>ENQUIRIES</u>	:	Mrs M.E Royi Acting Principal: Free State School of Nursing Email: RoyiME@fshealth.gov.za Cell: 064 609 9040
<u>APPLICATIONS</u>	:	to be done at: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 35/172</u>	:	<u>HEAD OF ACADEMIC DEPARTMENT – PND 3 REF NO: FSSON 06/2025 (X1 POST)</u>
<u>SALARY</u>	:	R713 253 per annum, (OSD)
<u>CENTRE</u>	:	Free State School of Nursing, Southern Campus – Bloemfontein
<u>REQUIREMENTS</u>	:	Basic qualification accredited with SANC that allows registration as a professional nurse. (SANC issued receipts to be attached). Post basic qualification in Nursing education registered with SANC. A minimum of 9 years appropriate/recognizable nursing experience after registration as professional nurse with SANC in General Nursing. 5 years of the period referred to above must be appropriate/recognizable experience in Nursing Education after obtaining post-basic qualification. Good understanding and experience of classroom teaching including Community Based and problem-based approach. Ability to identify gaps in the implementation of the curriculum in the specified discipline. Presentation skills. Computer literacy. Ability to develop and prepare teaching methods and techniques. Willingness to travel and a valid driver's licence.
<u>DUTIES</u>	:	Coordinate the provision of nursing education and training of student nurses. Manage and oversee allocated academic programs which might include Mental Health program. Manage clinical learning exposure to students between college and clinical areas. Develop and ensure implementation of quality assurance programs. Collaborate with other stakeholders and build a sound relationship within the department. Management of both academic and strategic activities for the campus. Ensure quality assurance matters, change and quality management. Monitor compliance to set standard as laid by SANC, CHE, SAQA and DHET. Facilitate effective and efficient implementation of

		college policies, both in theory and clinical platforms. Plan and organize own work and manage training programs in order to meet training outcomes as determined by the curriculum. Perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. Manage the teaching of clinical nursing practice in accordance with the scope of practice. Supervise staff and oversee the supervision of students.
<u>ENQUIRIES</u>	:	Mrs M.M Modikoe Acting Campus Principal: FSSON Southern campus RaleieMM@fshealth.gov.za Cell: 079 490 8208
<u>APPLICATIONS</u>	:	to be done at: https://ihealth.fshealth.gov.za/e-Recruitment .
<u>POST 35/173</u>	:	<u>HEAD OF HOSPITAL SCHOOL: SUB-CAMPUS – PND 3 REF NO: FSSON 07/2025 (X1 POST)</u>
<u>SALARY</u>	:	R713 253 per annum, (OSD)
<u>CENTRE</u>	:	Free State School of Nursing, Northern Campus – Boitumelo Hospital School
<u>REQUIREMENTS</u>	:	Basic qualification accredited with SANC that allows registration as a professional nurse. (SANC issued receipts to be attached). Post basic qualification in Nursing education and Mental Health (Psychiatry) registered with SANC. A minimum of 9 years appropriate/recognizable nursing experience after registration as professional nurse with SANC in General Nursing. 5 years of the period referred to above must be appropriate/recognizable experience in Nursing Education after obtaining post-basic qualification. Good understanding and experience of classroom teaching including Community Based and problem-based approach. Ability to identify gaps in the implementation of the curriculum in the specified discipline. Presentation skills. Computer literacy. Ability to develop and prepare teaching methods and techniques. Willingness to travel and a valid driver's licence.
<u>DUTIES</u>	:	Coordinate the provision of nursing education and training of student nurses. Manage clinical learning exposure to students between college and clinical areas. Develop and ensure implementation of quality assurance programs. Collaborate with other stakeholders and build a sound relationship within the department. Management of both academic and strategic activities for the sub campus. Ensure quality assurance matters, change and quality management. Monitor compliance to set standard as laid by SANC, CHE, SAQA and DHET. Facilitate effective and efficient implementation of college policies, both in theory and clinical platforms. Plan and organize own work and manage training programs in order to meet training outcomes as determined by the curriculum. Perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. Manage the teaching of clinical nursing practice in accordance with the scope of practice. Supervise staff and oversee the supervision of students.
<u>ENQUIRIES</u>	:	Mrs G.N Adonis-Magobolo Acting Campus Principal: FSSON Northern campus MagoboloGN@fshealth.gov.za Cell: 066 444 6474
<u>APPLICATIONS</u>	:	To be done at: https://ihealth.fshealth.gov.za/e-Recruitment .
<u>POST 35/174</u>	:	<u>COUNCILLOR GRADE 1 REF NO: FSSON 11/2025</u>
<u>SALARY</u>	:	R712 599 per annum, (OSD)
<u>CENTRE</u>	:	Free State School of Nursing, Northern Campus – Welkom
<u>REQUIREMENTS</u>	:	Appropriate degree that allows registration with the Health Professional Council of South Africa (HPCSA) as Councilor or Psychometrist. Driver's License. Current or valid registration with HPCSA as a Councillor or Psychometrist. Computer literacy. 3-5 years relevant Counselling or Psychometric experience. Good communication skills. Problem solving skills. Good interpersonal skills. The successful candidate should be prepared to work after hours when needed or during emergencies.
<u>DUTIES</u>	:	Provide counselling and psychological services to affected students and staff. Monitor and evaluate behaviour and conducted of consulted students. Provide emotional support and guidance to students and staff. Liaise with student's parents and guardians regarding their emotional state affecting their academic progress. Assist the campus selection committee with the selection of prospective students. Any additional Counselling or Psychometric tasks that might be required.
<u>ENQUIRIES</u>	:	Mrs G.N Adonis-Magobolo Acting Campus Principal: FSSON Northern campus MagoboloGN@fshealth.gov.za Cell: 066 444 6474
<u>APPLICATIONS</u>	:	to be done at: https://ihealth.fshealth.gov.za/e-Recruitment

<u>POST 35/175</u>	:	<u>LECTURERS: PND 1/2 (X12 POSTS)</u>
<u>SALARY</u>	:	R476 367 – R559 548 per annum, (OSD) R583 989 – R766 686 per annum, (OSD)
<u>CENTRE</u>	:	Free State School of Nursing, Northern Campus – Welkom Ref No: FSSON 08/2025 (X4 Posts) Free State School of Nursing, Southern Campus – Bloemfontein Ref No: FSSON 09/2025 (X5 Posts) Free State School of Nursing, Eastern Campus – Qwa Qwa Ref No: FSSON 10/2025 (X3 Posts)
<u>REQUIREMENTS</u>	:	PND 1: Basic qualification (Diploma/Degree) accredited with SANC that allows registration with SANC as a professional nurse. (SANC issued receipts to be attached). Post basic qualification in Nursing Education registered with SANC. A minimum of 4 years appropriate/ recognizable nursing experience after registration as Professional Nurse with SANC in General Nursing. Driver's License. Presentation skills and ability to offer tuition to students. PND 2: Basic qualification (Diploma/Degree) accredited with SANC that allows registration with SANC as a professional nurse. (SANC issued receipts to be attached). Post basic qualification in Nursing Education registered with SANC. A minimum of 14 years appropriate/recognizable nursing experience after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate recognizable experience in Nursing Education after obtaining the post-basic qualification in Nursing education. Driver's License. Presentation skills and ability to offer tuition to students.
<u>DUTIES</u>	:	Provide education and training for student nurses. Co-ordinate clinical learning exposure to students between college and clinical areas. Support the mission and promote the image of FSSON. Implement assessment strategies to determine learner's competencies. Exercise control over students. Provide Occupational Health services to FSSON Staff and students. Manage and monitor proper utilisation of human, financial and physical resources. Plan and organise own work and manage training programs in order to meet training outcomes as per job description. Facilitate classroom teaching and learning in the campus. Facilitate clinical allocation of learners in the identified and approved clinical facilities for the specific discipline. Facilitate and monitor community-based education at the campus level.
<u>ENQUIRIES</u>	:	PND1/2 Northern Campus – Welkom Mrs G.N Adonis-Magobolo Acting Campus Principal: FSSON Northern campus MagoboloGN@fshealth.gov.za Cell: 066 444 6474 Eastern Campus – Qwa Qwa Mrs M.L Mzizi Acting Campus Principal: FSSON Eastern campus MziziML@fshealth.gov.za Cell: 066 444 2295 Southern Campus – Bloemfontein Mrs M.M Modikoe Acting Campus Principal: FSSON Southern campus RaleieMM@fshealth.gov.za Cell: 079 490 8208
<u>APPLICATIONS</u>	:	to be done at: https://ihealth.fshealth.gov.za/e-Recruitment

DEPARTMENT OF TREASURY

The Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention 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>	:	Applications, quoting the relevant reference, should be forwarded as follows: The Deputy Director: Human Resources Management, Free State Provincial Treasury, Private Bag X 20537, Bloemfontein, 9300. Attention: Ms. N Mokotso, Fidel Castro Building, applications that are hand delivered must be brought to the foyer of Fidel Castro Building where they must be placed in the appropriately marked box at: Security, Ground Floor, Fidel Castro Building, Cnr. Markgraaff and Miriam Makeba Streets, Bloemfontein. Applications may also be e-mailed to recruitment@treasury.fs.gov.za
<u>FOR ATTENTION</u>	:	Ms. N Mokotso
<u>CLOSING DATE</u>	:	10 October 2025
<u>NOTE</u>	:	Directions to applicants: Applications must be submitted on the new Z.83 form (Updated version that came into effect on 1 January 2021), obtainable from any Public Service Department and must only be accompanied by a detailed Curriculum Vitae (Subjects of relevant qualification(s) should be mentioned in the CV). The Curriculum Vitae should be specific regarding previous positions occupied and the start date and end date of the position(s) should be indicated.