



The South African Police Service hereby invites unemployed graduates who conform to the requirements for a twelve (12) months Graduate Recruitment Scheme at **Free State Province**. The Graduate Recruitment Scheme is part of the National Human Resource Development Strategy and the National Skills Development Strategy.

Generic requirements:

Be a South African citizen;

*Must be in possession of National Senior Certificate or equivalent (NCV L4)

*Must have no previous criminal conviction(s) or case(s) pending;

*Applicants must be unemployed, never employed in field of the advertised post and never participated in an internship programme relevant to the field of the post;

* Applicants must be residents of the Province where the post is advertised

*Applicants are restricted to apply for only three (3) posts and complete separate application forms for each post reference number.

Intern categories with minimum requirements:

Graduate Intern: Tertiary Qualification is required

Student Intern: Practical experience required by the Tertiary Institution in order for learners to finalise their qualification ((letter from the Institution not older than two (2) years must be attached).

NB: STIPEND FOR EACH CATEGORY WILL BE DETERMINED BY THE DIVISIONAL COMMISSIONER HUMAN RESOURCE DEVELOPMENT: SOUTH AFRICAN POLICE SERVICE.

PROVINCIAL LEVEL: FREE STATE

The following posts are advertised for consideration in terms of the Graduate Recruitment Scheme in the South African Police Service.

Post : Graduate Interns (4 Posts)

Section : Social work

**Location : Parkweg
Provincial EHW
Mangaung
Welkom**

Ref No: FS INT 1/2025

FS INT 2/2025

FS INT 3/2025

FS INT 4/2025

Additional Requirements:

*Be in possession of a NQF level 7 Degree/ Honours Degree in Social Work/Psychology /Bsoc recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level, must be registered with the South African Council for Social Service Professions and proof of Current registration must be attached.

Core Function:

*Render a comprehensive occupational social work service to the client system by means of Social Work Services, Proactive interventions (programmes, education, information, etc.) Attend Social work restoration interventions. Present awareness programmes and information session. Facilitate health and wellness programmes.

Post : Graduate Interns (2 Posts)

Section : Legal Services

Location : Bloemfontein Provincial Office: Legal

Ref No: FSINT 5/2025

Additional Requirements:

*Be in possession of a LLB /BProc Degree /BA Law recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level.

Core Function:

*Perform both Labour and Civil Litigations. Be able to perform disciplinary processes, Arbitration and Labour court reviews. Assist with all civil court processes. Representation for Claims by the State and claims against the State. Render Legal Support services with regards to interpretation of Litigations. Deliver legal support in respect of support functions and crime investigation cases. Legal advice to support crime projects and special operations.

Post : Graduate Artisan interns (5 Posts)

Section : TMS

Location : Bloemfontein (2 Posts)

Welkom

Harrismith (2 Posts)

Ref No: FS INT 10/2025

FS INT 11/2025

FS INT 12/2025

Additional Requirements:

*Be in possession of a Degree/Diploma in Electrical Engineering (Light Current) recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level.

Core Function:

*Assist with installation, testing, Maintenance, and refurbishment of Radio communication equipment including CCTV & Access Control System.

Post : Graduate Administrative Interns (2 Posts)

Section : Human Resource Management

Location : Provincial HRM

Provincial HRD

Ref No: FS INT 13/2025

FS INT 14/2025

Additional Requirements

*Be in a possession of an applicable three (3) year National Diploma/ Degree in Human resource Management/ Public Management/ Business Administration recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage.

Core Functions

*Assist with performing general administration. Manage confidential documents. Administer brought forward files and coordinated target dates for correspondences. Capturing of leave registers and personal files. General filling of all HRM Correspondence. Taking minutes at HRM meetings.

Post : Graduate Intern (2 Posts)

Section : Expenditure, Budget and Accounting

Location : Provincial office: Finance

Ref No: FS INT 15/2025

Additional Requirements:

*Be in possession of a Diploma /Degree B. Com Accounting, Cost and Management Accounting, Financial Management and Auditing recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage.

Core Function:

*Assist with the Processing of claims and Standing Advances. Administer the budget and coordination of the expenditure of the business unit. Administer and monitor financial claims, payments, standing advances debts and administrative processes. Assist with overtime remunerations and allowances. Check telephone accounts and payments thereof. Compile and submit Early Warning system (EWS).

Post : Graduate Intern (2 Posts)
Section : Supply Chain Management
Location : Provincial Supply Chain

Ref No: FS INT 16/2025

Additional Requirements:

8Be in possession of a Diploma /Degree in Supply Chain Management/Logistics/Procurement Management recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage.

Core Function:

*Assist with compiling day-to-day maintenance reports on maintenance of vehicles, offices, and all SAPS properties in the business unit. Ensure vehicle logbooks are completed and up to date. Assist with all Demand Management and MGP-related tasks.*Assist with Acquisition Management and obtain and update the supplier`s database.*Administer all logistical matters.

Post : Graduate interns (2 Posts)
Section : Organizational Development & Strategic Development
Location : Provincial Office

Ref No: FSINT 17/2025

Additional Requirements

*Be in possession of a Degree/ Diploma in work study/ Organizational Development/ Strategic management/ Project Management and Risk Management recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage.

Core Functions:

*Conduct and implement professional scientific work-study methods related to investigations for the Free State Province. Conduct, maintain and implement feasible impact studies and business process re-engineering interventions for the Province. Generate and maintain the fixed establishment for the province. Maintain and update the geographical information system (GIS-NPIS) in the Province. Manage the compilation of the annual performance plan. Ensure compilation of quarterly report and provide feedback to role players. Compile the Annual Report.

Post : Graduate Intern (15 Posts)
Section : Cimag
Location : Parkweg
Botshabelo
Boithuso
Odendaalsrus
Thabong
Welkom
Virginia
Kroonstad
Tumahole
Sasolburg
Zamdela
Bethlehem
Phuthaditjhaba
Bloemspuit
Wesselsbron

Ref No: FS INT 18/2025

FS INT 19/2025

FS INT 20/2025

FS INT 21/2025

FS INT 22/2025

FS INT 23/2025

FS INT 24/2025

FS INT 25/2025

FS INT 26/2025

FS INT 27/2025

FS INT 28/2025

FS INT 29/2025

FS INT 30/2025

FS INT 31/2025

FS INT 32/2025

Additional Requirements:

*Be in a possession of a Degree/Diploma in Criminology/Policing recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage or expert in the scientific study of criminals. Data analysis module/ course will be an added advantage.

Core Function:

*Study of crime around the station precinct. Study the causes of crime around the station precinct. Study the impact/effects of crimes in the area. Analyse the data determined why the crime was committed and find a way to predict. Detect and prevent further criminal behaviour.

Post	Student Administrative Interns	
Section	: Human Resource Management	
Location	: Ladybrand	Ref No: FS INT 33/2025
	Namahadi	FS INT 32/2025
	Harrismith	FS INT 33/2025
	Virginia	FS INT 34/2025
	Parkweg	FS INT 35/2025
	Bloemspruit	FS INT 37/2025
	Henneman	FS INT 38/2025
	Bohlokong	FS INT 39/2025
	Bronville	FS INT 40/2025

Additional requirements

*Be in possession of N6 in HRM/Management Assistant/ Public Management/ Office Management (18 Months) theoretical studies at a TVET/ Other college and in need of practical experience to obtain qualification.

Core Functions

*Assist with handling and maintaining all HRM/administrative-related functions. Update leave registers and leave the system. Process leave applications. Maintain a filling system. Assist with nominations call-up instructions with regard to training and skills development of members. Ensure that the training committee convenes. Receive and register disciplinary and grievance inquiries. Maintain all HRM registers. Receive and process transfer applications. Assist with the PEP process and verify information on the Persal/ Persap system. Assist with recruitment and selection processes. Process service termination and ill health documentation. Assist with all admin-related functions including registry and archive functions.

Post	: Student intern	
Section	: Mechanical Services: SAPS Garages (5 Posts)	
Location	: Parkweg Garage (2 Posts)	Ref No: FS INT 6/2025
	Thaba Nchu Garage	FS INT 7/2025
	Ladybrand Garage	FS INT 8/2025
	Welkom Garage	FS INT 9/2025

Additional Requirements:

*Be in possession of N2 in Motor Mechanic/Mechanical Engineering or N3 in Motor Mechanic/Mechanical Engineering/ NCV level 4 in Motor Mechanic/ Diesel mechanic Policing recorded on the National Learner Record Database (NLRD) on at least an NQF 6 or higher. Computer literacy will be an added advantage

Core Function:

*Perform quality and cost effective repairs and maintenance of SAPS vehicles. Ensure a clean and safe working environment. Diagnose strip and determine the parts required for services and repairs. Complete parts request list for the parts required per vehicle. Complete job card with regards to work done and actual time taken. Ensure safe keeping of tools and equipment. Comply with the occupational health and safety Act (Act 83 of 1995).

GENERAL:

- Only the official Application Form for the Graduate Recruitment Scheme (**available on the SAPS website**) will be accepted. All instructions on the application form must be adhered to. Failure to do so may result in the rejection of the application.
- **The post particulars and reference number of the post must be correctly specified on the Application Form.**
- An updated Curriculum Vitae must be submitted together with the application form.
- **Uncertified copies of an applicant's ID document, National Senior Certificate and all post-school educational qualifications with a statement of results obtained must also be submitted and attached to every application.** No faxed or e-mailed applications will be considered.
- Applications must be posted/hand delivered timeously. Late applications will not be accepted or considered. The closing date for all applications is **2025-09-18**.
- All short-listed candidates will be subjected to fingerprint screening.
- All short-listed candidates will undergo a personal interview. Short-listed applicants may be subjected to vetting.
- Correspondence will be conducted with successful candidates only. If you have not been contacted within 4 months after the closing date of this advertisement, please accept that your application was unsuccessful.
- The South African Police Service is under no obligation to fill a post after advertisement thereof.
- Recommended candidates will be expected to sign a 12 months Internship Contract.
- Graduate Recruitment Scheme in the SAPS may not be regarded as a guarantee for automatic absorption for permanent appointment.

Applications Must Be Posted To:**ATT: SGT Thota/ P: HRC Motho**

Private Bag X20501

BLOEMFONTEIN

9300

Hand Delivered To:**SGT Thota/ P: HRC Motho**TAB Building (3rd Floor)

Corner Charles and East Burger Str

BLOEMFONTEIN

9300

Enquiries Can Be Directed To:**SGT Thota/ PO Motho (051) 411 7846/39****We welcome applications from persons with disAbilities**