



The South African Police Service hereby invites unemployed graduates who conform to the requirements for a twelve-month graduate's scheme programme in **Northern Cape Province**. The graduate scheme programme is part of the National Human Resource 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 in the 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) positions and complete separate application form for each post reference number.

Intern categories:

Graduate Intern: Tertiary Qualification is required.

Student Intern: Practical experience required by the Tertiary Institution 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 as determined by the National Commissioner: South African Police Service

PROVINCIAL LEVEL: NORTHERN CAPE

Post : Graduate Intern (3 Posts)
Section : Operational Crime Analysis
Location : De Aar CIMAC (1 Post)
Roodepan CIMAC (1 Post)
Springbok CIMAC (1 Post)

Ref No: NC INT 01/2025
NC INT 02/2025
NC INT 03/2025

Additional requirement:

* Be in possession of a Degree/Diploma in Criminology/Social Science/Policing. Expert in the scientific study of criminals recorded on the National Learner Record Database (NLRD). Computer literacy will be an added advantage and Data analysis modules/course will be an added advantage.

Core Function:

Assist with: The 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. Analyze the data determined why the crime was committed and find a way to predict, detect and prevent further criminal behavior.

Post : Student Intern Technicians (10 Posts)
Section : Technological Management Services
Location: Kimberley TMS (5 Posts)
Upington TMS (5 Posts)

Ref No: NC INT 04/2025
NC INT 05/2025

Additional Requirements:

*Be in possession of a N6 certificate 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 : Motor Mechanic Intern (6 Posts)
Section : Mechanical Services
Kimberley Garage (2 posts)
De Aar Garage (2 posts)
Kuruman Garage
Springbok Garage

Ref No: NC INT 06/2025
NC INT 07/2025
NC INT 08/2025
NC INT 09/2025

Additional requirement:

*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 recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level.

Core Function:

Assist with: Performing 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 part required per vehicle. Complete job cards with regards to work done and actual time taken. Ensure the safekeeping of tools and equipment. Comply with Occupational Health and Safety Act (Act 83 of 1995).

Post : Graduate Interns (2 Posts)
Section : EHW: Social work Services
Location : Frances Baard District Office
Provincial EHW (quality of life)

Ref No: NCI NT 10/2025
NC INT 11/2025

Additional Requirements:

Be in possession of a NQF level 6 Diploma /Degree in Social Work/Psychology /Bsoc recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level and valid registration with the South African Council of Social Service Professions (SACSSP) and paid-up fees for the 2024/2025 financial year. Must be prepared to work in a multi-disciplinary team and be able to market Social Work Service. Must be medically, physically and mentally fit. Computer literacy, which includes MS Word, MS Power point and MS Office Outlook, will be an added advantage to the applicant.

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
Section : Psychometrist
Location : Provincial Office (Kimberley)

Ref No: NC INT 12/2025

Additional Requirements:

Be in possession of a NQF level 6 Diploma /Degree in Social Work/Psychology /Bsoc/ Honors in Psychology; Registered with the Health Professions Council of South Africa as a Psychometrics or Registered counsellor and submit proof of valid registrations for financial year 2024/2025.

Core Function:

Assist with: Rendering a comprehensive occupational service to the client system by means of Psychological Services, Proactive interventions (programmes, education, information, etc.) Attend Psychological restoration interventions. Present awareness programmes and information session. Facilitate health and wellness programmes. Be able to administer psychological tests. Be able to award counselling on trauma related issues.

Post : Graduate Intern (1 Posts)
Section : Legal Services
Location : Kimberley Provincial Offices

Ref No: NCINT13/2025

Additional Requirements:

Be in possession of a LLB /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 Intern (7 posts)
Section : Administrators
Location : Provincial Flash

Ref No: NC INT 14/2025

Provincial Pro-Active Policing

NC INT 15/2025

Provincial Crime Investigation Services

NC INT 16/2025

Postmasburg Vispol

NC INT 17/2025

Pampierstad Detectives

NC INT 18/2025

Springbok Vispol

NC INT 19/2025

Uptington Detectives

NC INT 20/2025

Additional Requirements:

*Be in possession of a Degree/Diploma in Policing/Administration recorded on the National Learner Record Database (NLRD) or at least an NQF 8 or higher level. Computer literacy will be an added advantage

Core Function:

*Perform a variety of office administrative duties related to the Visible Policing and Detective services. Conduct effective and efficient registration correspondence support. Ensure proper administration and management of files and record keeping. Assist with data capturing on the relevant systems.

Post : Student Intern (10 posts)
Section : Human Resource Management/ Administration

Ref No: NC INT 21/2025

Carnavon

NC INT 22/2025

Calvinia

NC INT 23/2025

Groblershoop

NC INT 24/2025

Kakamas

NC INT 25/2025

Kathu

NC INT 26/2025

Pofadder

NC INT 27/2025

Prieska

NC INT 28/2025

Victoria Wes

NC INT 29/2025

Galeshewe

NC INT 30/2025

Provincial HRD

Additional requirement:

Must have done N6 certificate in HRM/Management Assistant /Public Management /Office Management (18 months) theoretical studies at a TVET / other college and in need practical experience to obtain qualifications.

Core Function:

Handle and maintain all HRM/ Administrative related functions. Update leave registers and leave system. Process leave applications. Maintain a filling system. Assist with nominations and call up instructions with regards to training and skills development of members. Ensure that Training committee convene. Receive and register disciplinary and grievances enquiries. 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 administrative related functions including registry and archive functions.

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 month 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: Col NS Heilbron /LT-Col VK Oliphant / Sgt ST Rathlagane
Private Bag X5001
KIMBERLEY
8301

Hand Delivered To:

ATT: Col NS Heilbron /LT-Col VK Oliphant / Sgt ST Rathlagane
16 Warren Street
De Beers
KIMBERLEY
8301

Enquiries Can Be Directed To

Col NS Heilbron /LT-Col VK Oliphant / Sgt ST Rathlagane
(053) 807 0110/0103/0105

We welcome applications from persons with disAbilities

