

## DEPARTMENT OF HOME AFFAIRS



**CLOSING DATE** : 21 November 2025

**NOTE** : Applications must be submitted online at <https://erecruitment.dha.gov.za> sent to the correct address specified at the bottom of the posts, on or before the closing date, accompanied by a fully completed Application for Employment Form (New Z83, effective from 1 January 2021), obtainable at [www.dpsa.gov.za](http://www.dpsa.gov.za), citing the correct post number and job title, and a comprehensive CV (citing the start and end date dd/mm/yy), job title, duties performed and exit reason for each employment period to be considered, as well as the details of at least two contactable employment references (as recent as possible), regardless of online or manual submission. Shortlisted candidates are required to submit a copy of their ID document, a valid driver's license (if specified as a job requirement), relevant educational qualifications / RPL certificates / Academic Transcripts of completed qualifications, and Acting letters as directed. Furthermore, applicants who possess (a) foreign qualification(s), are required to submit the evaluated results of such qualifications, as received from the South African Qualifications Authority (SAQA); will be subjected to an interview, various relevant tests and assessments, and employment suitability checks (credit, criminal, citizenship, qualifications, and employment references including verification of exit reasons, and conducting business with State). Once appointed, serving of a prescribed probation period, and obtaining of a security clearance appropriate to the post, will be required. Correspondence between the Department and candidates will be limited to shortlisted candidates, only.

## OTHER POSTS

**POST 41/82** : **SPECIALIST CYBER SECURITY ENGINEER REF NO: HRMC 48/25/1 (X2 POSTS)**  
 Directorate: Information System Security  
 (This is a re-advertisement, Candidates who have previously applied, and are still interested, are kindly requested to re-apply).

**SALARY** : R896 436 - R1 055 958 per annum (Level 11), an all-inclusive salary package

**CENTRE** : Head Office: Tshwane

**REQUIREMENTS** : An undergraduate qualification in Information Technology, Computer Science, Computer Engineering at NQF level 6 as recognized by SAQA. 5 Years' experience in an IS Security environment. Extensive experience in Cyber Security or Security Systems engineering. Knowledge and experience in the application of GITO requirements and Frameworks. Knowledge of the State Information Technology Agency Act 88 of 1988. Knowledge of Infrastructure Monitoring, Orchestration and SIEM tools. Knowledge of IT Security industry certifications, such as Certified Information Systems Security Professionals (CISSP), Certified Ethical Hacker (CEH). Extensive knowledge of networks, including all related components and communication protocols. Knowledge of the e-Government Policy Framework consultation paper developed by GITO. Knowledge and understanding of PAIA and POPIA, MISS the information Security Framework (ISO17799), National Strategic Intelligence Act and Draft Electronic Transactions Bill. Understanding of defence in depth strategies and how security devices are deployed. Knowledge of server hardening on multiple platforms. Knowledge and understanding of all relevant public service and Departmental Legislative Frameworks, as well as Government Structures. Excellent abilities and experience in project management, project optimization, and the use of online systems. A valid drivers' license. Willingness to travel and work extended hours. Required skills and competencies: Strategic capability and leadership. Service delivery innovation, client orientation and customer focus. People management and empowerment. Web services security. Threat hunting. Ability to translate Technology into English. Engineering and Technology. Program and project management. Ability to instill appropriate processes and systems, as well as enabling technology, to support the Directorate in efficiently and effectively managing the required work. Support

**DUTIES**

digital transformation. Excellent verbal and written communication, as well as report writing and presentation skills. Problem-solving and analysis. Influencing, networking, conflict management and resolution skills. Knowledge and Information management. Decision-making and initiating action. Planning, organising and time management. Expenditure management. Computer literacy. Patriotism, Honesty, Integrity and Accountability.

: The successful candidates will be responsible for, amongst others, the following specific tasks: Analyse and identify threats and vulnerabilities for infrastructure, systems, processes and procedures. Coordinate and implement Cyber-Security monitoring, analysis and incident response. Lead the development, communication and implementation of a security applications strategy and framework. Establish and maintain technical and non-technical security controls in line with relevant (IS) security requirements. Co-ordinate and enforce system development processes and provide security engineering and consulting services across the Department. Implement information security as a fundamental element of technology architecture. Develop and implement security solutions for DHA's data and systems. Research, design and advocate new technologies, architecture and security products. Ensure the integration of all security solutions within and across each domain. Develop a security product strategy and roadmap. Develop, implement and maintain Information System Security Service-Catalogue, Policies, Procedures and Standards. Implement Security protocols and measures to respond to security incidents. Develop and manage cyber threat monitoring, SIEM solutions, and incident detection systems. Implement security best practices across on premise, cloud (AWS/Azure), hybrid environment. Ensure successful business transformation. Foster effective partnerships with all stakeholders. Implement governance processes, frameworks, policies, procedures, and manage risks.

**ENQUIRIES  
APPLICATIONS**

: Head Office: Ms T Rakgoale Tel No: (012) 406 2808  
: Applications compliant with the "Directions to Applicants" above, must be submitted online at <https://erecruitment.dha.gov.za> or [isrecruitment@dha.gov.za](mailto:isrecruitment@dha.gov.za)

**POST 41/83**

: **SPECIALIST: NETWORK CONTROLLER REF NO: HRMC 48/25/2 (X2 POSTS)**

Branch: Information Services

Chief Directorate: IS Infrastructure Management

(This is a re-advertisement, Candidates who have previously applied, and are still interested, are kindly requested to re-apply).

**SALARY  
CENTRE  
REQUIREMENTS**

: R896 436 - R1 055 958 per annum (Level 11), an all-inclusive salary package  
: Headquarters: Head Office, Tshwane  
: An undergraduate qualification in Information Technology, Computer Science, Information Systems or Computer Engineering at an NQF level 6 as recognised by SAQA. 3 Years' experience at an Assistant Director or an equivalent level in the Information Technology environment. Experience in designing and implementing network subnets and VLAN's, Access lists, Secure Virtual Private Networks and network security. Knowledge of Network administration. In-depth technical knowledge of network switching and routing. Knowledge of the Public Service Regulatory Framework. Knowledge of the State Information Technology Agency Act 88 of 1998. Understanding of the Departmental Legislation and Prescripts. Knowledge of National Strategic Intelligence Act and the Draft Electronic Transaction Bill. Required skills and competencies: Management and Leadership. Service delivery innovation, client orientation and customer focus. People management and empowerment. Financial Management. Program and project management. Change management. Ability to instill appropriate processes and systems, as well as enabling technology, to support the Department in efficiently and effectively managing the required work. Support with digital transformation. Innovation. Excellent verbal and written communication, as well as presentation skills. Problem-solving and analysis. Influencing, networking, conflict management and negotiation skills. Knowledge and Information management. Decision making and initiating action. Planning, organising and time management. Coaching and facilitating. Computer literacy. Patriotism, Honesty and Integrity.

**DUTIES**

: The successful candidate will be responsible for, amongst others, the following specific tasks: Develop and implement network strategies and plans. Implement and manage LAN and WAN (VPN) environment including telephony (VOIP) for the entire Department. Connect systems and servers related to