

**CLOSING DATE** : 06 February 2026 @ 16:00  
**NOTE** : Applications must be submitted on the prescribed Z83 form, obtainable from any Public Service Department. The Z83 form must be completed in full and signed by the applicant. All applications must be accompanied by a comprehensive CV only. Communication from the HR of the department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. Applications must be submitted on or before the closing date. E-mailed applications may be submitted, subject to subsequent verification. Applications must be submitted to the address mentioned in the advertisement. All shortlisted candidates will be subjected to personnel suitability checks. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment, the logistics of which will be communicated by the department. Nominated candidates must attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Applicants are respectfully informed that if no notification on appointment is received within 4 months of the closing date, they must accept that their application was unsuccessful. Applications from persons with disabilities are welcomed.

#### **MANAGEMENT ECHELON**

**POST 02/233** : **HEAD OF DEPARTMENT: DEPARTMENT OF ECONOMIC DEVELOPMENT, SMALL BUSINESS, TOURISM AND ECONOMIC AFFAIRS REF NO: HOD-DESTEA**  
(5-year employment contract position)

**SALARY** : R1 813 182 per annum (Level 15), all-inclusive remuneration package, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, homeowner's allowance and medical aid assistance. This appointment is subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations.

**CENTRE REQUIREMENTS** : Bloemfontein (DESTEA)  
The candidate must be in possession of a post graduate qualification (NQF level 8) in Economics/Business Administration or any equivalent qualifications as recognized by SAQA as well as 10 years of experience at a senior managerial level. Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>). Individual applicants are expected to pay for the course. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.

**DUTIES** : Give strategic direction and monitor the effective and efficient functioning of the department in terms of PSA,1994 (as amended) and the PSR including effective utilization and training of staff, maintenance of discipline, promotion of sound labour relations and proper use and care of state property, effective HRM, and performance and development of officials, including: Internal Audit; Promote good governance; Corporate Services: Ensure availability of skilled, health and motivated workforce; Financial Management Services: Provide financial administration support; Risk Management: Provide enterprise risk management services; and Minimum Information Security Standard (MISS) and overall accountability for security at the Department. To function as the Accounting Officer of the Department in terms of Public Finance Management

Act and Treasury Regulations, including: Convene departmental budget meetings and provide strategic direction and oversight for the department; and Ensure that allocations are in line with objectives of different departmental programs set to provide services as required. In addition also perform the following administrative responsibilities, including: Ensure the effective implementation of Government Policies in the relevant areas of responsibility of the department mentioned and the Public Service as well as Provincial and National legislation relevant to the Portfolio; Provide the MEC with sufficient information and advice to enable a sound and informed decision; and Ensure development and implementation of a Strategic and Annual Performance Plan for the department in support of the implementation of the priorities and objectives of the department. Oversee the enhancement of economic development, small business growth, development and sustainability in the province and ensure- provision of economic development programmes and services; Provision of the integrated economic, trade and sector development services; Management and provision of business regulatory and consumer affairs services within the Province and Provide and oversight role for the Provincial State-Owned Entities. Overseeing the adequate planning, growth, development and transformation of the Provincial Tourism Industry, including: Strengthen strategic partnerships for Tourism Development; Ensure facilitation and promotion of tourism for transformation of the sector within the Province and manage the departmental resorts for the benefit of attracting wide range of tourists; and Ensure development, implementation and execution of the departmental tourism strategic marketing plans in order to attract potential customer and retain existing ones. Oversee the implementation of air quality, biodiversity, Climate change, Compliance, Environmental impact, Protected areas, Pollution control, and waste management, including: Ensure the regulations and management of all bio-diversity, protected areas and conservation matters in a manner that facilitates sustainable economic growth and development in the Province; and Ensure regulation, management and provision of environmental management services in the Province through facilitation of skills development, employment creation and infrastructure development.

**ENQUIRIES** : Dr. M. Phera, Director General at 082 3315 188, E-mail: [molefinyana.phera@fspremier.gov.za](mailto:molefinyana.phera@fspremier.gov.za)

**POST 02/234** : **HEAD OF DEPARTMENT: PROVINCIAL TREASURY REF NO: HOD-TREASURY**  
(5-year employment contract position)

**SALARY** : R1 813 182 per annum (Level 15), all-inclusive remuneration package, Plus a 10% non-pensionable Head of Department allowance. The remuneration package consists of the basic salary, the Government's contribution to the Government Employee Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion, and which may include a 13th cheque, motor car allowance, homeowner's allowance and medical aid assistance. This appointment is subject to the signing of an employment contract, not exceeding a term of five years, a security clearance of top secret, a competency assessment and an annual performance agreement. The successful candidate will be required to disclose his/her financial interests in accordance with the prescribed regulations.

**CENTRE REQUIREMENTS** : Bloemfontein (Treasury)  
The candidate must be in possession of a relevant postgraduate qualification (NQF level 8) as well as 10 years of relevant experience at a senior managerial level. Knowledge of PFMA, MFMA, Treasury Regulation, Public Service Act and Public Service Regulations. Potential applicants for posts in the Senior Management Service as well as existing SMS members who will progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>). Individual applicants are expected to pay for the course. The duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.

**DUTIES** : Ensure sound financial management in the department and full compliance with Section 38, 39 and 40 of the Public Finance Management Act 1 of 1999, including: Convene MTEC bilateral meetings with Departments and provide

strategic direction and oversight for provincial MTEF budget process; Ensure that MTEF allocations to provincial departments are in line with service delivery improvement, provincial growth initiatives and fiscal policy; Obtaining of approval for MTEF budget from Mincom Bud and Legislature; Tabling of provincial budget, Appropriation Bill and budget statements by due deadline; and Provide strategic financial direction to provincial infrastructure planning and delivery. Provision of strategic financial leadership in the province which includes budgeting, promoting and enforcing transparency and effective management in respect of revenue, expenditure, assets, liabilities in departments including entities thereby ensuring provincial resources are spent efficiently, effectively and economically, including: Review policy framework for new SCM policy initiatives in respect of cooperatives programmes, as well as BBBEE procurement targets for provincial departments; Allocate appropriate resources for programmes within MTEF budget Framework; Monitor implementation of provincial SCM plans in departments to ensure achievement of provincial procurement policy objectives; and Monitor performance against quarterly and annual targets. Ensure compliance with key legislative, regulatory and policy requirements applicable to the departments including Treasury and Municipalities, including: Provide strategic leadership to SGMs on policy priorities in areas of financial and fiscal management; Convene regular meetings with SGMs to monitor progress; Report progress and policy implications to and Legislature on regular basis; Chair fora such as Economic Technical Cluster of Legislature, and coordinate provincial programme of action for cluster; and Lead Treasury delegations to national fora such as TCF. Overseeing monitoring compliance on the Municipal Finance Management Act (MFMA), 2003 of delegated municipalities and entities on municipal budgets and performance outcomes in line with sections 5(3) & 5(4) of the MFMA, 2003, including: To ensure the management and implementation of norms and standards (MFMA) services to municipalities in the Free State Province; To undertake and manage the monitoring function as required in terms of section 5 (3 & 4) of the MFMA; Create and sustain a culture of accountability within Free State Municipal Administration on Internal Audit and Risk Management; To manage and ensure that all municipalities in the Free State Province; Comply with the Municipal Finance Management Act and legislation; Ensure planning and management of municipal budget; and To assess and monitor the state of municipal finances and support, guide, advice compliance with best practice financial management in local government sphere and assist in drafting municipal financial recovery plans. Specific capacity building, inter-governmental relations and reporting. Give strategic direction to and monitor the effective and efficient functioning of the department in terms of Public Service Act, 1994 (as amended) and the PSR including effective utilization and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of State property, effective HRM, and performance and development of officials, including: Shared Internal Audit; Promote good governance; Corporate Management Services: Maintain a culture of high performance within the department; Provide Financial Management support services; Provide enterprise risk management services; and Minimum Information Security Standard (MISS) and overall accountability for security at the Department.

**ENQUIRIES** : Dr. M. Phera, Director General at 082 3315 188, E-mail: [molefinyana.phera@fspremier.gov.za](mailto:molefinyana.phera@fspremier.gov.za)