

## ANNEXURE A

### DEPARTMENT OF AGRICULTURE (DOA)

**CLOSING DATE** : 14 April 2026 at 16:00  
**NOTE** : To apply, submit a completed Z83 form and detailed Curriculum Vitae (PDF document to a maximum of 10 megabytes) via e-mail or hand delivery. The Department will not be held responsible for server delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) where necessary and service certificates to support senior management experience to Human Resources before the interviews, including South African Qualifications Authority (SAQA) evaluation reports for foreign qualifications. Failure to comply will result in disqualification. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. Shortlisted applicants for the advertised vacancies will undergo two pre-entry assessments: a practical assessment and an integrity assessment, both of which form part of the selection criteria after the interview, the selection committee will recommend candidates for a generic management competency assessment, as per the Department of public Service and Administration (DPSA) directives. The assessment will evaluate candidates' managerial competencies using standardised tools. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Due to high volumes, the Department will not acknowledge receipt of applications. Communication will be limited to shortlisted candidates only. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DOA is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

### MANAGEMENT ECHELON

**POST 11/01** : **DEPUTY DIRECTOR-GENERAL: FOOD SECURITY AND AGRARIAN REFORM REF NO: 3/3/1/66/2025**  
Branch: Food Security And Agrarian Reform

**SALARY** : R1 813 182 per annum (Level 15) (All-inclusive package) The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).

**CENTRE** : Gauteng: (Pretoria)

## **REQUIREMENTS**

: Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Honours / Postgraduate Diploma (NQF 8) in Agricultural Studies / Agricultural Economics. Eight (8) years' experience at a senior managerial level. Job Related Knowledge: Applicants must have sound knowledge and understanding of the following: Knowledge and understanding of all relevant legislation and regulations that govern the Public Service including the Public Financial Management Act and Treasury Regulations, the Public Service Act, the Labour Relations Act etc. Understanding of the South African government imperatives, priorities and sector requirements (especially with regards to capacity development, agrarian reform and food security matters). Knowledge of Government policies and priorities in terms of food security. Knowledge and understating of the food security systems in the country. Knowledge and understanding of international laws, agreements and commitments and their impact on food security. Knowledge and understanding of the Southern African Development Community, African Union and United Nations activities around matters related to food security. Understanding of social development and poverty aspects affecting the country. Understanding of health and nutrition matters. Understanding of rural and small farmers issues and requirements. Knowledge and understanding of the white paper on the transformation of the Public Service (Batho Pele). Job Related Skills: Financial management. Strategic Capability and Leadership. Programme and Project management. Knowledge management. Service Delivery Innovation. Problem Solving and Analysis. People management and Empowerment. Client Orientation and Customer Focus. Communication. Honesty and Integrity. Change management. Extended working hours. Travel (Including international travel).

## **DUTIES**

: Provide national frameworks to promote sustainable household food security programmes. Improve on the production systems of subsistence producer/farmers in the agricultural sector to achieve food security and improve livelihoods. Support the production systems of smallholder producers/farmers in the agricultural sector to achieve food security and sustainable livelihoods. Facilitate the provision of engineering services, inputs, implements & infrastructure support. Oversee partnerships with other national and international stakeholders involved in the food security initiatives. Develop and provide strategic support to Land Reform beneficiaries. Develop norms and standards to guide support on land reform and other land beneficiaries. Provide Strategic support on land reform farms value chain. Coordinate land development support on acquired land. Facilitate the provision of the Department of Agriculture (DoA) education and Training in support of sustainable growth and equitable participation in the sector. Facilitate and support education and training skills in the Sector. Promote development of centres of excellence on sector skills training. Develop, manage and coordinate sector transformation policy and strategy in line with government objectives for DoA. Provide national extension support services. Develop norms and standards for extension and advisory services. Set norms and standards for all service providers, extension officers (standard equipment and offices) level of training and qualifications. Monitor and evaluate the implementation of norms and standards in extension and advisory services. Coordinate the implementation and monitoring of the national extension recovery plan in consultation with Provincial Departments of Agriculture (PDA's). Develop and assess the effectiveness of various extension and advisory service delivery methodologies or approaches relevant for the sector. Provide sound development finance services for development of DoA programmes. Promote the development of DoA financing programmes. Facilitate and manage sector development funding. Facilitate the development of funding instruments. Prove a national policy framework for development financing. Coordinate the development of national policy and facilitate the implementation of financing programmes. Facilitate the development finance initiatives within DoA. Provide strategic direction and guidance with regards to the management of resources within the Branch. Provide support to the Minister and Director-General (DG) in relation to the development of solutions for challenges specific to the Branch, to ensure delivery of the Branch related key result areas (including playing a direct role regarding inputs into strategy, being accountable for relevant inputs to parliamentary committee meetings, cluster meetings, implementation of the sector plan, etc.). Articulate the Departmental Strategy consistent with the Medium-Term Strategy Framework (MTSF) and relevant to the Branch's programmes and support the DG in leading the implementation thereof. Ensure

synchronization of the deliverables of the Department with those of the Provincial Department of Agriculture and other government entities reporting to the DoA. Develop Service Level Agreement with relevant State-Owned Entities, consistent with the sector priorities. Lead the Branch in the implementation of policy priorities and the realisation of the Branch's strategic objectives – including setting of targets. Mobilise and allocate resources in accordance with the defined priorities. Monitor and evaluate the implementation of projects and ensure appropriate progress tracking, analysis, and reporting. Assume a central coordination role in relation to the functions of the Branch with all stakeholders, including provincial coordination.

**ENQUIRIES** : Ms M K Kgang Tel: (012) 319 7331  
**APPLICATIONS** : Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, ARCADIA, Pretoria, 0002 or by email [DDGFSARrecruit66@nda.gov.za](mailto:DDGFSARrecruit66@nda.gov.za).

**CLOSING DATE** : 14 April 2025

**POST 11/02** : **CHIEF DIRECTOR: NATURAL RESOURCES AND DISASTER MANAGEMENT (REF NO: 3/3/1/78/2025)**  
Branch: Agricultural Production, Biosecurity And Natural Resources Management

**SALARY** : R1 494 900 per annum (Level 14) (All-inclusive package) The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).

**CENTRE** : Gauteng: Pretoria  
**REQUIREMENTS** : Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Bachelor's Degree OR Advance Diploma in Agriculture (NQF 7). Five (5) years' experience at a senior managerial level. Job Related Knowledge: Applicants must have sound knowledge and understanding of the following: knowledge and understanding of International agricultural Trade, WTO-SPS import and Export regulatory systems, WTO-TBT, CBD and other related agreements. Knowledge and understanding of the white paper on the transformation of the public service (Batho-Pele). Knowledge and understanding of all relevant legislation and regulations that govern the Public Service including the Public Financial Management Act and Treasury Regulations, the Public Service Act, the Labour Relations Act etc. knowledge and understanding of : Policies and legislative framework applicable to the sector, Policies and legislative framework applicable to Public Sector administration and Management, Strategies and policies that govern natural Resource management, The sector and key partners/stakeholders within the sector and the imperatives of government with regards to land use and soil management. Job Related Skills: Strategic Capability and Leadership. Programme and Project management. Financial management. Change management. Knowledge management. Service Delivery Innovation. Problem Solving and Analysis. People management and Empowerment. Client Orientation and Customer Focus. Communication. Honesty and Integrity.

**DUTIES** : Provide guidance in the development and revitalization of irrigation water scheme and water use. Facilitate research on the development and revitalization of irrigation water schemes and water use. Ensure the development/review of policies and strategies on the development and revitalization of irrigation water schemes and water use. Support the implementation of policies and strategies on the development and revitalization of irrigation water schemes and water use. Monitor the implementation of relevant policies and strategies. Ensure the evaluation studies on the development and revitalization of irrigation water schemes and water use are conducted. Provide guidance and policy advice to management and key stakeholders on the development and revitalization of irrigation water schemes and water use. Approve and submit reports on the department's efforts with regards to the development and revitalization of irrigation water schemes and water use. Ensure and monitor awareness building and education initiatives on the development and revitalization of irrigation water schemes and water use. participate in relevant national, regional, continental and international structures. Facilitate Climate change mitigation and adaptation, risk and disaster management. Facilitate research on climate change and adaptation, risk and disaster management as it relates to agriculture. Ensure the