

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF PROVINCIAL TREASURY**

The Northern Cape Provincial Administration is an equal opportunity, affirmative action Employer. The Employment Equity Plan of the Department shall inform the employment decision. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s). Women and persons with disabilities are encouraged to apply.

APPLICATIONS

: Applications quoting the relevant reference number, should be forwarded as follows: The Deputy Director: Human Resource Management, Post To: Department of Northern Cape Provincial Treasury, Private Bag X5054, Kimberley, 8300 or Hand Deliver to: Metlife Towers Building, Cnr Knight & Stead, 7th Floor, Post Office Building, Kimberley, or Email Online applications should be emailed to specific e-mail addresses under each post. Applications: E-mail: Ncpt-HR@ncpg.gov.za

FOR ATTENTION

: Ms. SB. Louw

CLOSING DATE

: 18 September 2026

NOTE

: SMS Posts: In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days & Minimum Entry Requirements for SMS, a requirement for all applicants for SMS posts from 1 April 2020 is a successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG). The course is available at the NSG under the name "Certificate for entry into SMS" and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>. The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Furthermore, candidates shortlisted for the SMS posts will be subjected to a technical exercise and a compulsory competency-based assessment. The successful candidate will be appointed subject to positive results of the security clearance process and the verification of educational qualification certificates. Appointment of these positions will be provisional, pending the issue of security clearance. Fingerprints will be taken on the day of the interview. The social media accounts of shortlisted applicants may be accessed. The successful candidate will sign the performance agreement and employment contract within three months from the date of assumption of duty. It will also be required that the successful candidate declare to the EA particulars of all registrable financial interests. Applications submitted using the incorrect (old) Z83 form will not be considered. Further note that the new Z83 form must be completed in full and signed in order for the applicant to be considered. The new employment (Z83) form can be downloaded at www.dpsa.gov.za-vacancies or obtained at any government department. Applicants are not required to submit/attach copies of qualifications and other relevant documents on application but must submit the new (Z83) form and detailed curriculum vitae only. The provision of certified documents will only be required from shortlisted candidates for submission on or before the day of the interview. Shortlisted applicants will be subjected to qualification verification, reference checking, security screening and vetting. Non-RSA Citizens/Permanent Resident Permit Holders will be required to submit a copy of their Permanent Residence Permits only if shortlisted. In instances where applicants are in possession of a foreign qualification, it is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and only submit proof of such evaluation upon being shortlisted for a post. Correspondence will be limited to successful candidates only. The successful candidate will be appointed subject to positive results of the security clearance process and the verification of educational qualification certificates. Appointment of these positions will be provisional, pending the issue of security clearance. Fingerprints will be taken on the day of the interview. The social media accounts of shortlisted applicants may be accessed. The successful candidate will sign the performance agreement and employment contract within three months from the date of assumption of duty. It will also be required that the successful candidate declare to the EA particulars of all registrable financial interests. Short-listed candidates will be expected to avail themselves at the Department's convenience. The department reserves the right not to make appointments to the advertised posts. 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. 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.

OTHER POST

<u>POST 32/313</u>	:	<u>PROVINCIAL AUDIT COMMITTEE MEMBER REF NO: NCPT/2026/23</u> The Northern Cape Provincial Treasury invites applications from suitably qualified candidates to serve as Audit Committee Members on the following Cluster Audit Committees: Term: Three-year contract
<u>SALARY CENTRE</u>	:	In accordance with National Treasury and SAICA guidelines Kimberley Cluster 1 (Oversight over): Department of Education Department of Roads and Public Works Department of Economic Development and Tourism Northern Cape Economic Development, Trade and Investment Promotion Agency Northern Cape Gambling and Liquor Board Cluster 2 (Oversight over): Department of Health Department of Social Development Department of Transport, Safety and Liaison Cluster 3 (Oversight over): Department of Agriculture, Environmental Affairs, Rural Development and Land Reform Department of Cooperative Governance, Human Settlements and Traditional Affairs Department of Sport, Arts and Culture McGregor Museum Cluster 4 (Oversight over): Office of the Premier Provincial Treasury Joint Audit Committee Chairperson (Oversight over): Cluster Audit Committees Please note that some of the listed public entities may be delisted or merged.
<u>REQUIREMENTS</u>	:	A Degree (NQF Level 7) in Human Resource Management, Legal, Accounting, Finance, IT, Auditing, Risk Management, Internal Control, Governance, or a related field. A minimum of five (5) years' executive management experience in any of the above-mentioned fields. Proven experience in participating in governance structures. Ability to dedicate sufficient time to Audit Committee responsibilities Skills & Knowledge: Information technology and communication acumen. Analytical and problem-solving skills. Strong communication and interpersonal skills. Planning and organisational skills. Project management and report writing skills. Knowledge of the PFMA, its Regulations, Modified Cash Standards, GRAP, and relevant National Treasury practice notes. Understanding of the roles of Internal and External Auditors. Knowledge of the Public Service Regulatory Framework.
<u>DUTIES</u>	:	The Audit Committee serves as an independent advisory body to assist departments and public entities in fulfilling their oversight responsibilities relating to internal control, risk management, and governance. Responsibilities include: Assisting the Accounting Officer in the effective execution of their duties. Performing functions as outlined in the Audit Committee Charter. Attending and participating in at least four (4) meetings per annum (primarily virtual)
<u>ENQUIRIES</u>	:	Ms A Naidoo at 063 691 9929 ANaidoo@ncpt.gov.za