ANNEXURE G

DEPARTMENT OF HEALTH

It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

APPLICATIONS	:	The Director-General, National Department of Health, Private Bag X399, Pretoria, 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to recruitment@health.gov.za quoting the reference number on the subject e-mail.
FOR ATTENTION	:	Ms M Shitiba
CLOSING DATE	:	09 November 2026
NOTE	:	All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment batteries. Assessment for core competencies outlined in the SMS Handbook shall be conducted within one month of the appointment of candidate. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA) Your information will be used solely for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

MANAGEMENT ECHELON

POST 38/149	:	**DIRECTOR: FORENSIC MENTAL HEALTH REF NO: NDOH 82/2026** Chief Directorate: Non-Communicable Diseases, (12 Months Contract Post)
SALARY	:	R1 317 384 per annum, (an all-inclusive remuneration package), (basic salary consist of 70% of total package, the State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to the Senior Management Service guidelines.
CENTRE	:	Pretoria
REQUIREMENTS	:	Grade 12 certificate and an appropriate NQF 7 in Mental Health Related Profession (Medicine, Psychiatric Nursing, Psychology, Occupational Therapy or Social Work) as recognised by SAQA. Registration with a relevant statutory council as a Mental Health Practitioner. Postgraduate qualification in Psychiatry

or another relevant mental health specification will be an advantage. At least five (5) years' experience in middle/senior managerial level in the field involved with forensic mental health. Demonstrable experience in forensic psychiatry/mental health including care, treatment and rehabilitation of State patients and mentally ill prisoners as outlined in the Mental Health Act No 17 of 2002. Evaluation/assessments relating to section 77, 78 and 79 Criminal Procedure Act No 51 of 1977 (as amended), section 11 of the child Justice Act No 75 of 2008. Implementation of Sexual Offences Act. Knowledge in health legislation and health policies, health systems as well as of Clinical Mental Health/psychiatry/psychology, forensic mental health and research. Good communication (verbal and written), facilitation and people management, financial management, leadership, planning and organization, problem solving, human resource management and computer skills (MS Office package). A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES : Process, monitor and ensure compliance of the department with the legislative mandates emanating from the Mental Health Care Act, Criminal Procedure Act, Child Justice Act, and Sexual Offences Act. Develop legislation, policies, guidelines and programmes on forensic mental health services. Develop training programme for psychiatrics and clinical psychologists on the implementation of the legal mandates emanating from the Criminal Procedure and Child Justice Act. Ensure adequate appropriate infrastructure for forensic mental health services. Develop and seek approval for the proposal on a project for increasing beds for mental observations in psychiatric hospitals. Consult provinces on the number of beds required for mental observations in designated psychiatric hospital. Maintain and update information management systems on forensic mental health. Keep and update information management systems for State patients on movements to and from designated psychiatric hospitals. Facilitate intersectoral, interdepartmental and intradepartmental collaboration on issues pertaining to forensic mental health. Serve in the Director-General's Child Justice Committee and the Development Committee (DevComm) of the Criminal Justice system led by the Department of Justice and Constitutional Development. Participate in the Human Rights Commission on issues pertaining to the human rights of involuntarily detained persons.

ENQUIRIES : Ms CM Mongale Tel No: (012) 395 8044

OTHER POSTS

POST 38/150 : **DEPUTY DIRECTOR: SPECIALIST ANALYST - KNOWLEDGE MANAGEMENT REF NO: NDOH 83/2026**
Chief Directorate: Digital Health Systems

SALARY : R932 292 per annum, (an all-inclusive remuneration package), (basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE : Pretoria

REQUIREMENTS : Bachelor of Science Degree (NQF 7) as recognised by SAQA in any of the following scientific fields: Information Science and/or Data Science. Health Economic Sciences or Public Health Research Sciences, Knowledge and Information Management Sciences. At least three (3) years' experience at an ASD level or equivalent level in public health research and analytics in the public, private or academic sectors. Proven experience in implementing knowledge-sharing platforms and repositories, managing digital libraries, and digital document management and facilitating communities of practice and learning networks. Facilitate multi-stakeholder knowledge-exchange initiatives, coordinate stakeholder consultations and engagement activities. Support partnerships for knowledge generation and dissemination. Promote collaboration across digital health ecosystems as well as knowledge of Management Service Delivery Innovation (SDI). Proven experience in managing health-related data and analytics is an added advantage. Good strategic capability and leadership, problem-solving and analysis, client orientation and customer focus, people management and empowerment, programme and project management, financial and change management, resilience and assertiveness, communication (written and verbal), and ethical behaviour skills. Ability to work independently and within a diverse multidisciplinary team. A valid driver's licence.

DUTIES : Establish and maintain an effective knowledge management framework that supports the digital health units' objectives. Develop and implement the digital health unit's knowledge management strategy. Establish knowledge management standards and procedures. Define knowledge governance structures and roles. Preserve institutional knowledge and critical information assets. Capture tacit and explicit knowledge from projects, programs, and subject matter experts. Develop and maintain knowledge repositories. Promote a culture of knowledge exchange within the digital health unit and other clusters within the NDoH. Facilitate communities of practice and learning networks. Organise knowledge-sharing events, webinars, and workshops. Develop collaboration platforms and knowledge-sharing tools. Ensure effective management of digital knowledge platforms and resources. Manage knowledge management systems, portals, and repositories. Maintain content taxonomy, metadata, and classification standards. Transform evidence and research into actionable knowledge for decision-making. Synthesise research findings, policy documents, and technical reports. Develop evidence briefs, summaries, and knowledge products. Support dissemination of research outcomes. Foster collaboration and knowledge exchange with internal and external stakeholders. Build relationships with healthcare, academic, research, and technology partners. Facilitate multi-stakeholder knowledge exchange initiatives as well as coordinate stakeholder consultations and engagement activities.

ENQUIRIES : Ms Elbie Vosloo at: Elbie.Vosloo@health.gov.za

POST 38/151 : **DEPUTY DIRECTOR: BUSINESS PROCESS ANALYST REF NO: NDOH 84/2026**
Chief Directorate: Digital Health Information Systems

SALARY : R932 292 per annum, (basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 certificate and an appropriate Bachelor's Degree (NQF 7) in Information Systems/ Business Analytisis / Business Process Management/ Informatics or Computer Science as recognised by SAQA. At least three (3) years' experience at Assistant Director or equivalent level in business Analysis, Business Process Management, business process improvement or system analysis. Proven Experience in requirements elicitation, analysis and documentation; business process modelling and re-engineering; functional requirements; user stories; acceptance criteria; business use cases and process flows. Knowledge and application of recognised Business Analysis frameworks and practices such as BABOK. Relevant Business Analysis certification will be advantageous. Knowledge of business process improvement methodologies and an understanding of Agile delivery, systems development and Enterprise Architecture principles. Experience with SQL and BI reporting will be advantageous. Basic understanding of the health sector, with knowledge of the South African Digital Health and NHI environment being advantageous. Good communication (verbal and written). Proven stakeholder engagement, facilitation, analytical, problem-solving, communication and people management skills. Basic understanding of the health sector, with knowledge of the South African Digital Health and NHI environment being advantageous. Knowledge of applicable public-sector legislation and governance requirements. A valid driver's license.

DUTIES : Lead the development, analysis, optimisation and standardisation of business processes to support digital health transformation. Develop and implement the Business Process Management (BPM) strategy, framework, methodologies and standards for Digital Health systems. Ensure digital health solutions are aligned with business needs and support effective service delivery. Oversee the development and quality assurance of Business Requirements Specifications, Functional Requirements Specifications, user stories and acceptance criteria. Provide governance and stakeholder leadership to ensure compliance with departmental and digital health standards. Establish and monitor compliance with Business Analysis standards, Digital Health governance frameworks, Enterprise Architecture and departmental policies. Manage the business process analysis function and drive continuous improvement. Develop operational plans, monitor performance indicators and report on programme performance and progress to the Director. Provide

leadership in the identification, management and monitoring of risks and audit matters. Develop, implement and monitor the Directorate's risk management plan and risk register.

ENQUIRIES : Mr S Jali Tel No: (012) 395 8068

POST 38/152 : **ASSISTANT DIRECTOR: ENVIRONMENTAL HEALTH REF NO: DOH 85/2026**
Chief Directorate: Environmental Health and Communicable Diseases

SALARY : R664 410 per annum, as per OSD.
CENTRE : Pretoria
REQUIREMENTS : An NQF level 6 qualification in Environmental Health and Registration with Health Professions Council of South Africa (HPCSA) as an Environmental Health Practitioner. An NFQ 7 qualification in Environmental Health will be an advantage. Registration with HPCSA as an Environmental Health Practitioner and in good standing. At least five (5) years' appropriate experience after registration with HPCSA, of which three years must be appropriate experience in Management (i.e. Chief Environmental Practitioner or equivalent). Knowledge of related legislation applicable to port health and environmental health, policy development, port health matters, project and stakeholder management as well as knowledge of International Health Regulations, 2005. Good communication (verbal and written), research/analysis, planning, organizing, report writing, presentation, problem solving and computer (MS Office package) skills. Must be willing to work overtime and travel extensively. A valid driver's license.
DUTIES : Provide support in the development and revision of Port Health policies, legislation, norms and standards, guidelines and strategies. Conduct stakeholder engagements and consultations on developed policy documentation. Assist in undertaking Socio Economic Impact Assessment processes, where applicable. Assist in conducting capacity building on developed regulations, guidelines and norms and standards. Support the provision of technical support to Points of Entry. Identify and coordinate capacity building to strengthen the provision of port health services. Develop training manuals, schedule and assist in conducting training on the various legislation and norms and standards. Provide technical support for the implementation of policies, legislation, norms and standards and guidelines. Provide support on the issuance of human remains import and export permits. Support PoE in strengthening emergency preparedness and response activities. Support compliance with Port Health Services with domestic and international requirements. Provide technical support to Points of Entry to facilitate compliance with domestic and international requirements. Participate in cross border projects and initiatives to strengthen cross border coordination and collaboration. Support stakeholder engagements and representation in Committees on Port Health matters. Map and engage with relevant stakeholders on matters relating to environmental and port health. Actively participate in National coordination structures and other key collaborative structures to ensure prioritization of port health issues and reports. Coordinate and participate in awareness raising campaigns in observance of environmental health and other health calendar days. Provide inputs or comments on documents related to environmental health matters.

ENQUIRIES : Ms P Masilela Tel No: (012) 395 8520

POST 38/153 : **ASSISTANT DIRECTOR: ENVIRONMENTAL HEALTH REF NO: DOH 86/2026**
Chief Directorate: Environmental Health and Communicable Diseases

SALARY : R664 410 per annum, as per OSD.
CENTRE : Pretoria
REQUIREMENTS : An NQF level 6 qualification in Environmental Health and Registration with Health Professions Council of South Africa (HPCSA) as an Environmental Health Practitioner. An NFQ 7 qualification in Environmental Health will be an advantage. Registration with HPCSA as an Environmental Health Practitioner and in good standing. At least five (5) years' appropriate experience after registration with HPCSA, of which three years must be appropriate experience in Management (i.e. Chief Environmental Practitioner or equivalent). Knowledge of South African environment and health related legislation applicable to environmental health, policy making processes of monitoring and

evaluation systems. Good communication (verbal and written), research/analysis, planning, organizing, administrative, project and financial management and computer (MS Office package) skills. Must be willing to work overtime and travel extensively. A valid driver's license.

DUTIES : Develop environmental health related policies, guidelines, plans, norms and standards and procedures. Ensure the development of strategies and guidelines Food Control, Management of the disposal of the Dead and Prevention of Communicable Diseases. Provide capacity to provinces and municipalities on related existing and newly promulgated legislation and norms and standards and on implementation of surveillance of premises, food control, management of the disposal of the dead and environmental health surveillance programmes. Participate in intergovernmental activities to ensure integration and consideration of human health aspects in other government sectors' policies, plans and programmes. Collaborate with relevant stakeholders on matters relating to the programmes. Provide technical support to and capacitate provinces and municipalities on implementation of the national policies. Monitor and evaluate the implementation of environmental and municipal health services. Coordination of environmental health events management and disaster management activities and programs implemented by provinces and municipalities.

ENQUIRIES : Mr D Nkuna Tel No: (012) 395 9732

POST 38/154 : **SECRETARY REF NO: NDOH 87/2026**
Directorate: Hospital Facilities Planning

SALARY : R237 453 per annum, (plus competitive benefits)
CENTRE : Pretoria
REQUIREMENTS : A Grade 12 (NQF 4) with typing as a subject or related training course / qualification that will enable the person to perform the work satisfactorily. Knowledge and experience in general office and provisioning administration. Knowledge and experience in Microsoft office and knowledge of departmental procedures regarding finances and budgeting. Good telephone etiquette, computer literacy, organisational and planning, high level of reliability and good communication (written and verbal) skills. Ability to act with tact and discretion.

DUTIES : Provides a secretarial/ receptionist support service manager: Receives and screen telephones calls, receive visitors and refer enquiries to the appropriate officials. Manages the Manager's diary, appointments, meetings and arrangements, including coordinating venues and virtual meetings. Arrange and coordinate meetings, workshops, stakeholder engagements, including agendas, meeting packs, minutes and action registers where required. Receive, records, distribute and track correspondence, submissions, memoranda and other official documents. Provides a clerical support in the preparation, formatting, filing, copying and distribution of letters, reports, submissions and presentations. Maintains effective electronic and physical filing systems, registers and records, ensuring that information is secure, confidential and readily accessible. Liaise with travel agencies and relevant officials to arrange official travel and accommodation and verifies travel documentation and arrangements. Assist with travel claims, office resource and other administrative and logistical arrangements as required. Coordinates communication and follows up on outstanding matters, information, documentation and actions on behalf of the Manager. Provides administrative support to the Directorate in dealing with internal and external stakeholders, including provincial departments and other government institutions. Remains up to update with and applies relevant Public Service and departmental legislation, prescripts, policies, procedures and guidelines applicable to the work environment.

ENQUIRIES : Mr Exley Louters Tel No: (012) 395 9629