ANNEXURE I

INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE

The Independent Police Investigative Directorate's (IPID) intention is to promote representatively in terms of race, gender and disability within the Department through the filling of posts. Candidates, whose appointment/promotion/transfer will promote the achievement of gender equity within the IPID, will receive preference.

CLOSING DATE : 06 November 2026

NOTE : Applicants are not required to submit copies of qualifications and other relevant documents on applications but must submit Z83 and a detailed Curriculum Vitae. Applications quoting the correct reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents . Received applications using the incorrect application form (old Z83) will not be considered. Each application for employment form must be fully completed, signed and initialled by the applicant. Failure to sign this form may lead to disqualification of the application during the selection process. A recently updated, comprehensive CV as well as a fully completed and initialled new signed Z83 (Section A, B, C & D are compulsory and section E, F and G are not compulsory if CV it is attached). However, the question related to conditions that prevent re-appointment under Part-F must be answered. Non-RSA Citizens/Permanent Resident Permit Should you be in possession of a foreign qualification; it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) (only when shortlisted). 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, candidates will undergo psychometric assessments to assess cognitive capabilities, behavioral preferences, emotional intelligence and integrity. Furthermore, the requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should indicate on their CV's that they have registered or they have completed the Pre-entry Certificate, which can be accessed using the following link: https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Due to the large number of applications we envisage to receive, applications will not be acknowledged, if you have not been contacted within three (3) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Correspondence will be limited to short-listed candidates only. Therefore, only shortlisted candidate for the post will be required to submit the documents on or before the date of the interview. The successful candidate will have to undergo security vetting. His / her character should be beyond reproach. The appointment is subject to security clearance, verification of qualifications and competency assessment (criminal record, citizenship, credit record checks, qualification verification and employment verification). Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event, that the person has been appointed such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security vetting process. 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. The successful candidates will be appointed on a probation period of 12 months and will be required to sign a performance agreement. The suitable candidate will be selected with the intention of promoting representivity and achieving affirmative action targets as contemplated in the Department's Employment Equity Plan. The Independent Police Investigative Directorate reserves the right to fill or not fill the bellow-mentioned posts.

MANAGEMENT ECHELON

POST 38/174	:	**DIRECTOR: SECURITY & FACILITIIES MANAGEMENT REF NO: Q9/2026/54**
SALARY	:	R1 317 384 per annum, (all-inclusive package)
CENTRE	:	National Office: Pretoria
REQUIREMENTS	:	An Undergraduate qualification (NQF7) in Safety, Physical Security/ Security/ Vetting Management and any related fields. as recognized by SAQA. 5 years of experience at a middle/senior managerial level in Safety / Physical security and security vetting management environment. Driver's license. Knowledge Requirements: Thorough knowledge of security in the following fields is recommended: Physical security, Personnel security, documents security, Communication and investigations security. Knowledge of applicable legislation and legal mandate (MISS, National Strategic Intelligence Act, National Vetting Strategy, etc.). Able to observe human behaviour and interpret the behaviour. Vetting investigation training. Voice stress analysis or polygraph testing. Financial Management training. Skills and Competencies: Strategic capability and Leadership. Good communication Skills. Financial management skills. Change management skills. Client orientation and customer focus. Problem solving and analytical skills. Service delivery innovation.
DUTIES	:	Ensure physical and personnel security in the Department: Ensure the enforcement of physical security and access control. Ensure proper safeguarding of departmental assets. Establish and maintain security registers and other records. Ensure the development and management of a contingency security plan. Manage the implementation of security operating measures (e.g. access control, key control, facilitate threats and risk assessment for the employees of the department, etc.) as well as investigations on security breaches. Ensure information security management in the department: Ensure that document safety systems are developed. Ensure the monitoring and coordination communication of security matters. Ensure compliance with relevant security prescripts such as MISS, Protection of Information Act, etc. Ensure that information security awareness is promoted in the department. Manage the vetting in the department: Ensure vetting filed work investigation is done. Ensure that liaison with SSA (State Security Agency) for the evaluation and issuing of clearance certificates. Ensure that uniform standards for security clearance levels are developed e.g. conduct regular workshops on the application process for security clearance. Manage the team responsible for the provision of security and work management services. Manage the provision of a conducive working environment in terms of the Occupational Health and Safety Act. Manage and ensure effective and efficient of financial, human and physical resources of the Directorate in line with applicable legislation: Ensure development and reporting on the operational plan for the unit. Ensure that identification and development of strategic and operational risks and response plan of the unit. Ensure that people management is effective. Ensure that inputs to the annual report, interim and annual financial statements are provided. Ensure participation in Management Committees of the Department. ensure and oversee effective governance and compliance pertaining to security and work environment management. Ensure overall compliance with SCM prescripts and reporting requirements. Communication with internal/external stakeholders as well as colleagues. Ensure that response letters, email status reports, presentations, memos and submissions are provided. Ensure formal presentations and facilitate discussions at relevant committees/forums are done. Ensure that advise on procedural and related technical matters in respect of security matters and vetting strategies and policies to ensure compliance with regulations provided. Manage the provision of infrastructure maintenance, refreshment and refectory, cleaning and transport services.
ENQUIRIES	:	Ms. NC Netsianda Tel No: (012) 399 0039
APPLICATIONS	:	Independent Police Investigative Directorate, National Office Private Bag X941, Pretoria, 0001 or hand deliver to Benstra Building, 473 Stanza Bopape & Church Street, Arcadia, Pretoria, or email Recruitment10@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail.
FOR ATTENTION	:	Mr. DS Baloyi Tel No: (012) 399 0202
NOTE	:	Employment Equity Target: Women are encouraged to apply

POST 38/175	:	**DIRECTOR: RISK AND INTEGRITY STREGNTHENING REF NO: Q9/2026/55**
SALARY	:	R1 317 384 per annum, (all-inclusive package)
CENTRE	:	National Office: Pretoria
REQUIREMENTS	:	An Undergraduate qualification (NQF7) as recognized by SAQA in Risk Management/ Internal Auditing/ Economics/ Accounting. Registration with IRMSA or Institute of Internal Auditors (SA). 5 years of experience at a middle/senior managerial level in risk and integrity management environment. A valid driver's license. Knowledge Requirements: Sound working knowledge of the legislative requirements relating to Enterprise Risk Management. Good understanding of integrated Risk Management principles and practices such as: Corporate Governance (King IV); Public Sector Risk Management Framework; Public Finance Management Act; Public Service Regulations; COSO ERM Framework; ISO 31 000 Frameworks; Code of Ethics and their incorporation into various business processes; Fraud and Risk Assessment Methodologies and the Public Service Code of Conduct. Knowledge of the ISO 22301 Framework; the ISO 22313 Framework; the Good Practice Guideline on Business Continuity Management, and the Treasury and Public Service Regulations. Skills and Competencies: Strong leadership skills. Good communication skills. Conflict Management skills. Computer literacy language skills. Analytical skills. Strategic capability and Leadership. Good communication Skills. Financial management skills. Change management skills. Client orientation and customer focus. Problem solving and analytical skills. Service delivery innovation.
DUTIES	:	Manage the development of risk management strategies, systems (methodologies, models and tools etc.), policies and annual risk management plan. Manage, implement, review and improve the risk management framework: Ensure studies and analysis are undertaken to identify risks to establish the internal and external organisational context. Manage the facilitation and advice on the risk management assessment process. Manage, monitor and review the identified risk response activities. Ensure departmental risk profile is developed (ensure that the risk register is maintained). Ensure reports are compiled as required. Manage the institutionalization of risk management: Manage the risk management philosophy and ensure the culture is embedded in the organization. Manage the capacity development (inform, guide and advise employees on risk management matters). Ensure governance and compliance with Oversight Committee(s) resolutions and policy directives/regulations. Ensure effective Enterprise Risk Management and conduct strategic and operational risk assessments. Establish and implement Compliance Frameworks: Manage the organisational compliance framework, compliance universe, and compliance risk. Ensure the development and implementation of Risk and Compliance Policies and Procedures in line with IPID's mandate. Manage the provision of advice on good corporate governance initiatives. Ensure the review of the application of processes and procedures to facilitate the maintenance of good corporate governance. Ensure submission of financial disclosures by IPID employees. Ensure compliance to Sec 30 of PSA in terms of other remunerative work. Ensure promotion to ethical culture and maintaining organisational integrity. Monitor IPID compliance levels with laws and regulations. Development of combined assurance model. Manage and implement the anti-corruption, fraud prevention and ethics management in line with relevant legislation, policies and regulations. Manage the implementation of Business Continuity. Establish a Business Continuity Management (BCM): Establish a Business Continuity Management (BCM) framework and policy that includes crisis management strategy and plans. Test and maintain the Business Continuity Plans. Provide support to the Executive on Business Continuity Strategies. Conduct Business Impact Analysis. Management of resources: Effective and efficient management of Human Resource. Effective and efficient management of Financial Resource. Effective and efficient management of Equipment/Assets.
ENQUIRIES	:	Ms. A Mphago Tel No: (012) 399 0039
APPLICATIONS	:	Independent Police Investigative Directorate, National Office Private Bag X941, Pretoria, 0001 or hand deliver to Benstra Building, 473 Stanza Bopape & Church Street, Arcadia, Pretoria, or email Recruitment22@ipid.gov.za (Please indicate the post name and reference number on the subject line) when applying through e-mail.
FOR ATTENTION	:	Mr. DS Baloyi Tel No: (012) 399 0202

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