

## DEPARTMENT OF SOCIAL DEVELOPMENT

*It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of this post and candidates whose transfer/promotion/appointment will promote representivity will receive preference.*

- APPLICATIONS** : Please forward your application, quoting the relevant reference number, to the Director-General, Department of Social Development, Private Bag X901, Pretoria, 0001. Physical Address: HSRC Building, 134 Pretorius Street. In the event of hand delivery of applications, applicants must sign an application register book as proof of submission. E-mail applications must be sent to the following email addresses: For Deputy Director-General: Welfare Services Post – eRecruit.DDGWS@dsd.gov.za and Chief Financial Officer Post – eRecruit.CFO@dsd.gov.za.
- FOR ATTENTION** : Ms P Sebatjane
- CLOSING DATE** : 06 September 2024
- NOTE** : Curriculum vitae with a detailed description of duties, the names of two referees and copies of qualifications and identity document must accompany your signed application for employment (Z83). Short listed candidates for a post will be required to submit certified documents on the date of the interview. Applicants are advised that from 1 January 2021, a new application for employment (Z83) form is effective and must be completed in full, failure to use the new Z83 will result in disqualification. The new form can be downloaded online at [www.dpsa.gov.za-vacancies](http://www.dpsa.gov.za-vacancies). Applicants applying for SMS posts are required to successfully complete the Certificate for entry into the SMS and full details can be sourced by following the link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. SMS pre-entry certificate is submitted prior to appointment is not a requirement for shortlisting. Applicants are expected to pay for the course and may enroll for it at a cost of R400.00. The duration of the course is 120 hours. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to 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. The successful candidate will sign an annual performance agreement, complete a financial disclosure form and will also be required to undergo a security clearance. Candidates nominated for posts on salary levels 2 - 12 may be subjected to a competency assessment during the selection process. If the candidate is applying for an OSD post, certificates of service must be submitted on the date of the interview. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Personnel suitability checks will be conducted on short-listed candidates and the appointment is subject to positive outcomes of the checks. Correspondence will be limited to shortlisted candidates only. Applications received after the closing date will not be taken into consideration. If you have not been contacted within three months after the closing date of this advertisement, please accept that your application was unsuccessful. Candidates requiring additional information regarding the advertised post may direct their enquiries to the person as indicated above. Internal applicants must submit and register their employment applications at the register book in the DSD reception area for the attention of Ms P Sebatjane. DSD reserves the right to cancel the filling/ not to fill a vacancy that was advertised during any stage of the recruitment process.

## MANAGEMENT ECHELON

- POST 30/115** : **DEPUTY DIRECTOR-GENERAL: WELFARE SERVICES REF NO: P1/B/2024**  
Branch: Welfare Services
- SALARY** : R1 741 770 per annum, total cost-to-employer package. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be

**CENTRE REQUIREMENTS**

structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.

: HSRC Building, Pretoria  
: A post graduate qualification at NQF level 8 as recognized by SAQA in Social Sciences, Social Work or Development Studies PLUS a minimum of 8 years' experience at senior managerial level. Registration with the relevant professional body will be an added advantage. Knowledge of the Constitution of South Africa. Knowledge of employment related legislations; Public Service regulations and legislative framework and PFMA and Treasury Regulations. Knowledge of and understanding of the public services. Knowledge and understanding in policy development. Knowledge of White Paper on Persons with disabilities (WPRPD); White Paper on Social Welfare; Children's Act, 2005 (Act No. 38 2005, as amended) and Social Service Professions Act 110 of 1978, as amended. Knowledge and understanding of Social Welfare services, related policies, legislations, frameworks, norms and standards. Knowledge of White Paper for Social Development; Fund-Raising Act; Older Persons Act; Prevention of and Treatment of Drug Dependency Act; Prevention of and Treatment of Substance Abuse Act and Victim Support Service Bill. Knowledge on regulations of action for Children in South African. Knowledge of National Strategic Plan on Gender Base Violence and Femicide. Knowledge of Domestic Violence Act. Knowledge of King IV Report for Corporate Governance. Competencies needed: Strategic capability and leadership. Financial Management. Change Management. Programme and project management. People management and empowerment. Knowledge management. Policy development. Service delivery innovation. Problem-solving and analysis. Client orientation and customer focus. Communication skills. Attributes: Ability to initiate and support organisational transformation and change. Ability to explore and implement new ways of delivering service. Ability to provide vision, set organisational direction and inspire others to deliver on the organisational mandate. Ability to work together with civil society, business, academia and the international community.

**DUTIES**

:  
: Oversee, manage and report on the development, review and implementation of policies, legislations and frameworks related to Welfare Services and programmes. Oversee, manage and report in the development and implementation of programmes related to children, older persons and families. Oversee, manage and report in the development and implementation of social crime prevention, gender-based violence, diversion programme and anti-substance abuse programmes. Oversee, manage and report on the provision of programmes and strategies pertaining to HIV and AIDS, TB and burdens of diseases. Oversee, manage and coordinate the implementation of advocacy and compliance for the rights of children. Oversee, manage and report on the budget, human resources and performance of the branch in line with the regulations and prescripts.

**ENQUIRIES NOTE**

: Mr D Chinappan Tel No: (012) 312 7504  
: In terms of the Department's employment equity targets, Coloured and White males and African, Coloured and White females as well as persons with disabilities are encouraged to apply.

**POST 30/116**

: **CHIEF FINANCIAL OFFICER REF NO: P1/C/2024**  
Branch: Financial Management Services

**SALARY**

: R1 741 770 per annum, total cost-to employer package. This inclusive remuneration package consists of a basic salary, the states' contribution to the Government Employees Pension Fund and a flexible portion that may be structured i.t.o. the applicable rules. The successful candidate will be required to enter into a performance agreement and to sign an employment contract.

**CENTRE REQUIREMENTS**

: HSRC Building, Pretoria  
: A qualification at NQF level 8 as recognised by SAQA in Finance, Accounting Economics or Commerce PLUS a minimum of 8 years' experience at a senior managerial level. Registration with relevant financial professional bodies. Knowledge of Public Finance Management Act, Treasury Regulations, and other finance and supply chain management policies, prescripts and guidelines. Knowledge of the Public Service Act and Regulations. Knowledge of public management and administration principles. Knowledge of White Paper on Transformation of Public Service. Knowledge of MACRO and MICRO policies such as DORA, MTSF, NDP, MTEF etc. Knowledge of MISS. Knowledge of financial prescripts of the Public Service, costing methodologies

and performance measurement. Knowledge of GRAP/GAAP, IAPS, PPF Act and MTEF. Knowledge of accounting systems such as BAS, LOGIS and PERSAL. Knowledge of King IV Report for Corporate Governance. Knowledge of financial risk management practices. Competencies needed: Programme and Project management. People management and empowerment. Financial management and financial accounting. Communication (written and verbal). Client orientation and customer focus. Analytical. Strategic and conceptual orientation. Strategic capability and leadership. Computer literacy. Change management. Knowledge of Information Management. Problem solving. Service delivery innovation. Monitoring and evaluation. Stakeholder management. Presentation, facilitation and coordination. Influencing. Strong numerical analysis. Personal Attributes: Good interpersonal relations. Ability to work under pressure. Innovative and creativity. Ability to work in a team and independently. Adaptability. Independent thinking. Cost consciousness. Honesty and integrity.

**DUTIES**

: Oversee, manage and report on the provision of financial management and administration systems and services. Oversee, manage and report on optimal functioning of the department's internal financial controls and compliance to PFMA, department financial management policies and National treasury regulations and prescripts. Oversee, manage and report on the provision of costing and financial management accounting for the department. Provide financial advisory services to the Accounting Officer and other senior managers in the execution of their functions in terms of the Public Finance Management Act, 1999 and the Treasury Regulations. Oversee, manage and report on the budget, human resources and performance of the branch in line with the set regulations and prescripts.

**ENQUIRIES**  
**NOTE**

: Mr D Chinappan Tel No: (012) 312 7504  
: In terms of the Branch: Financial Management Services' employment equity targets, African and Coloured males and African and Indian females as well as persons with disabilities are encouraged to apply.