

**PROVINCIAL ADMINISTRATION: NORTH WEST  
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

- APPLICATIONS** : quoting the relevant reference for the post of Deputy Director: Agricultural Extension and Advisory Services, should be hand delivered to the District Director, Dr Ruth Segomotsi Mompoti District Services, Mini Ga-rona Building Vryburg, for attention of Ms K. Okhaa or e-mail: [Dardrecruitment-DRS@nwpg.gov.za](mailto:Dardrecruitment-DRS@nwpg.gov.za) All other posts should be hand delivered to the Director Human Resource Management, Department of Agriculture and Rural Development, Directorate: Human Resource Management, AgriCentre Building, corner Dr James Moroka and Stadium Road, Mmabatho for the attention of Ms. K. Modiegi or e-mail: [Dardrecruitment-HO@nwpg.gov.za](mailto:Dardrecruitment-HO@nwpg.gov.za)
- CLOSING DATE** : 13 December 2024
- NOTE** : This Department is an equal opportunity and affirmative action employer. It is our intention to promote representatively (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representativity will receive preference. Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at [www.gov.za/documents](http://www.gov.za/documents). The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as three contactable referees. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. No faxed or copied application will be considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The successful candidate must disclose to the Head of Department particulars of all registrable financial interests, sign a performance agreement and employment contract with the Head of Department within three months from the date of assumption of duty and obtain a top secret security clearance. All appointments are subject subjected to personnel suitability checks (criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification, reference checks and security vetting. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competency assessment. The Department reserves the right not to make appointment for the above advertised posts. The successful candidates will enter into an employment contract with the Department that will be reviewed based on performance NB: A pre-entry certificate for SMS must be completed before an appointment For further details, please click on the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. For more information regarding the course please visit the NSG website: [www.thensg.gov.za](http://www.thensg.gov.za).

**MANAGEMENT ECHELON**

- POST 43/129** : **DIRECTORS REF: NWDARD 01/11/24**
- SALARY** : R1 216 824.per annum (All inclusive remuneration package) (Level 13) of which 30% may be structured according to the individual's needs.
- CENTRE** : Rustenburg, Potchefstroom and Vryburg  
Bojanala  
Dr. Kenneth Kaunda and  
Dr. Ruth Segomotsi Mompoti District Services (3 posts)
- REQUIREMENTS** : An appropriate recognized 4 years Bachelor's degree or equivalent qualification in Agricultural Extension (NQF level 7) with at least 8 years' relevant post qualification experience Registration with SACNASP will be an added advantage A minimum of 5 years' experience at Middle/Senior Management level A pre-entry certificate for SMS must be completed before an appointment can be considered Extensive knowledge of the agriculture and rural development sector A good understanding of the farming systems dominant in the Province Technical knowledge in fields of crops, horticulture, livestock production, land care and project management Advanced knowledge of economic and social agricultural issues with a good understanding of the Department and service delivery imperatives Full understanding of Public Finance Management Act (PFMA), Treasury Regulations and Public Service Regulatory Framework Proven experience in financial, people management, project and programme management skills Good written and verbal communication, presentation skills and conflict management skills Good Leadership, monitoring and evaluation, problem solving skills. Computer literacy. Policy analysis and interpretation skills The ability to communicate across all sectors. Willingness to travel and work irregular hours A valid driver's licence.
- DUTIES** : Management of the extension and advisory services to farmers within a district Manage the development and implementation of agricultural related projects Support, advice and coordinate the implementation of Integrated Food Security Strategy of South Africa (IFSS) programmes, Land Care program, farmers settlement and support, infrastructure development, extension services, crop production, livestock development and Extension Recovery Plan (ERP) Establish and maintain partnerships with other departments, municipalities NGO's and farmer organizations Facilitate the integration of the departmental projects with municipal IDPs to

promote intergraded planning and development within the district Develop and implement systems and processes that will ensure departmental goals are achieved in an effective and efficient manner Provide overall leadership and management in the District Ensure the implementation of Departmental priorities within the set Service Delivery Plans Manage the district's financial and human resources.

**ENQUIRIES** : Ms. R A Dikolomela : (018) 384 3111

#### OTHER POSTS

**POST 43/130** : **DEPUTY DIRECTOR-AGRICULTURAL EXTENSION AND ADVISORY SERVICES REF: NWDARD 03/11/24**

**SALARY** : R849 702.per annum (Level 11) (All-inclusive salary package)  
**CENTRE** : Vryburg  
**REQUIREMENTS** : An appropriate degree/equivalent qualification in the Agricultural field (NQF level 7 ) (A post graduate qualification will be an added advantage) A minimum of six (6) years' experience in agricultural extension and advisory services of which three (3) years must be at Assistant Director level Technical knowledge in the fields of Horticulture, Crops, Livestock production, Land Care and project management An advanced knowledge of economic and social agricultural issues with good understanding of the department and service delivery imperatives Knowledge of the Public Finance Management Act, Treasury regulations and Public Service Regulations and related prescripts Project management, monitoring and evaluation skills Good written and verbal communication, conflict management and leadership skills Computer literacy and good policy analysis and interpretation skills Ability to communicate across all sectors Willingness to travel and work irregular hours A valid driver's licence

**DUTIES** : Management of the extension and advisory services to farmers within a sub-district Manage the development and implementation of Agricultural related projects Support, advice and coordinate the implementation of pillar one of the Integrated Food Security Strategy of South Africa (IFSS), Land Care and Extension Recovery Plan (ERP) Manage the sub-district's financial and human resources Establish and maintain partnerships with other Departments, Municipalities, NGO's and farmer organizations Facilitate the integration of the departmental projects with municipal IDP's to promote integrated planning and development within the sub- district.

**ENQUIRIES** : Mr. T Motsoeneng, tel: 053 – 928 0626

**POST 43/131** : **DEPUTY DIRECTOR- MANAGEMENT ACCOUNTING REF: NWDARD 04/11/24**

**SALARY** : R849 702.per annum (Level 11) All-inclusive salary package  
**CENTRE** : Head Office - Mafikeng  
**REQUIREMENTS** : A recognized three year Bachelor's Degree in Economics/Financial Accounting (NQF level 7) A minimum of six (6) years practical experience in Financial Management Environment of which three (3) years should be at Assistant Director in Financial Management/budget planning environment in government Good verbal and written communication skills In-depth knowledge and understanding of applicable legislation, policies, practices and procedures governing government finances Good command of Microsoft office packages (Excel, PowerPoint and Word) Ability to deal with tight deadlines Have creative and innovative skills ability to plan and coordinate activities within the component Problem solving and decision making skills. Project management skills Understanding of government financial reporting framework Thorough knowledge of governmental financial systems A valid Driver's license. Ability to write reports and submissions as well as compiling presentations.

**DUTIES** : Drive the departmental MTEF and annual budget processes to ensure responsive allocations Co-ordinate and manage the Departmental budget Consolidate and cost all new policy imperatives and proposals properly Co-ordinate the inputs for MTEC hearings to Provincial Treasury Provide secretariat services to the departmental budget committee Check & assess compliance of submissions of all rollover requests Monitor budget implementation and performance against service delivery imperatives. Prepare and analyse the department's In-Year Monitoring reports Prepare consolidated annual and monthly cash flow projections Manage and direct the management accounting staff. Participate in relevant reporting forums. Prepare all management accounting specific schedules for audits and IFS & AFS preparation.

**ENQUIRIES** : Mr G.K Duiker, tel: (018) 384 3106

**POST 43/132** : **LECTURER: HORTICULTURE REF. (NWDARD 05/11//2024)**  
(Re-advert)

**SALARY** : R376 413.per annum (Level 8)  
**CENTRE** : Potchefstroom Agricultural College  
**REQUIREMENTS** : Bachelor's degree in Agriculture (NQF 7) in Plant Production or equivalent qualification specializing in vegetable and fruit production Teaching/ training qualification Honours Degree will be an added advantage A minimum of 2 - 3 years' relevant experience in the specialized area Knowledge of drafting of vegetable and fruit production plans. Minimum of 3 years' experience in higher education and training Knowledge of research methodology Current

- registration with SACNASP will be an added advantage Valid unendorsed motor vehicle driver's license \*Sound communication and presentation skills Computer Literacy (MS Office)
- DUTIES** : Plan, prepare and present theoretical and practical lectures Development of class activities to ensure learner oriented learning Plan, prepare, and implement activities for practical presentations, demonstrations etc. Prepare and procure relevant material, inputs and equipment for practical Compile assignments, class tests and bulk question memoranda Design practical assessment instruments and rubrics to ensure unbiased assessment Literature review and material development Develop, review and update existing material Provide inputs for curriculum development Management of administrative tasks
- ENQUIRIES** : Mr T Aphane, tel: 018 285 0700
- POST 43/133** : **LECTURER: MONOGASTRIC REF. (NWDARD 06/11/24)**  
(Re-advert)
- SALARY** : R376 413.per annum (Level 8)
- CENTRE** : Potchefstroom Agricultural College
- REQUIREMENTS** : Bachelor's degree in Agriculture (NQF7) in Animal Production or equivalent qualification Teaching/ training qualification Honours Degree will be an added advantage A minimum of 3 years' relevant experience in the specialized area Minimum of 3 years' experience in higher education and training Knowledge of research methodology Current registration with SACNASP will be an added advantage Valid unendorsed motor vehicle driver's license Sound communication and presentation skills Computer Literacy (MS Office)
- DUTIES** : Plan, prepare and present theoretical and practical lectures Development of class activities to ensure learner oriented learning Plan, prepare, and implement activities for practical presentations, demonstrations etc. Prepare and procure relevant material, inputs and equipment for practical Compile assignments, class tests and bulk question memoranda Design practical assessment instruments and rubrics to ensure unbiased assessment Literature review and material development Develop, review and update existing material Provide inputs for curriculum development Management of administrative tasks
- ENQUIRIES** : Mr MS Moneoang, Tel: 018 285 0700

#### **DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT**

***This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representivity (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representivity will receive preference. An indication in this regard will facilitate the processing of applications.***

- APPLICATIONS** : The Head of Department, Department of Community Safety and Transport Management, Private Bag x19, MMABATHO, 2735 Office No. 105, 1<sup>st</sup> Floor, Tirelo Building, Cnr Albert Luthuli Drive and Dr. James Moroka Drive, for Attention Kegomoditswe Makaota Office NO. 0182008258 or email to [CSTMrecruitment@nwpg.gov.za](mailto:CSTMrecruitment@nwpg.gov.za)
- CLOSING DATE** : 06 December 2024 at 15H30
- NOTE** : Compliance Note: Applications must be submitted on the improved Z83, approved to be utilized with effect 01 January 2021, which must be fully completed and compulsory to be signed and dated. Should the applicant/s use incorrect application form for employment (Z83), the application/s will not be considered for selection purposes (disqualified). The Z83 must be accompanied by detailed Curriculum Vitae with at least three (3) names of referees with current contact details. Subjects of relevant qualification/s should be mentioned in the CV. Applicants are requested to complete the Z83 form properly and in full. Sections A, B, C and D are compulsory, and Sections E, F and G do not need to be completed if a detailed CV covering the Sections mentioned is attached, however question related to conditions that prevent re-appointment under Part F is compulsory. Applicants are not submitting copies//proof/certificates/attachments/drivers licence/qualifications on application, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. The employment application form (Z83) is obtainable at any National or Provincial Department, and it is accessible on the DPSA web-site, [www.dpsa.gov.za](http://www.dpsa.gov.za). Failure to submit or comply with the requested documents will result in the application not being considered. Should the applicant fail to submit or not comply with the requested documents, or not meet minimum requirements of the job as per the post advertised, this will result in the employment application not being considered. Qualifications of shortlisted candidates will be verified with SAQA. Persons in possession of a foreign qualification must furnish this Department with an evaluation certificate from the South African Qualification Authority (SAQA). Positions requiring tertiary qualification/s must be accompanied by copies of academic record/transcript(s). Candidates must indicate the number of the post/reference number in their applications. Candidates requiring additional information regarding an advertised post must direct their queries to the person reflected as enquiries below the post applied for. Applications should be forwarded in time to the department since applications received after the closing date indicated below will as a rule not be accepted. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. The Department reserves the right not to make appointments and correspondence will be limited to shortlisted candidates only. Personnel suitability check records will be verified. Applicants must

disclose if she/he is not a Director/Shareholder of a company or conducting any Business with organ of State. They must also disclose or inform whether he/she is performing any additional remunerative work outside his /her normal duties. All appointments are subjected to a positive qualifications verification as well as security clearance. SMS appointments are also subjected to SMS competency assessment as a DPSA requirement. All shortlisted candidates for SMS posts and positions with requisite skills will be subjected to a technical exercise that intends to test relevant technical elements of the job. Applicants who do not possess SMS Pre-Entry Certificate shall be considered for shortlisting and interviews, but cannot be appointed before they successfully obtain the certificate. (SMS Pre-Entry Programme) is offered by the National School of government, information can be accessed via this link: <https://www.thensg.gov.za>. The appointee to SMS post must be in possession of such, prior to taking up the post.

#### **OTHER POSTS**

- POST 43/134** : **ADMINISTRATIVE SUPPORT AND CO-ORDINATION OFFICER REF 21/2024/25**  
Directorate: Office Of the Executive Authority
- SALARY** : R849 702.per annum. The inclusive remuneration package consists of a basic salary, contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract
- CENTRE REQUIREMENTS** : Head Office - Mahikeng  
Grade 12 certificate or equivalent plus appropriate National Diploma/ Bachelor's Degree /NQF 6 in Public Administration/Public Management/Business Administration/Local Government or any other relevant qualification. A minimum of three (3) – five (5) years administrative experience of which three (03) must be at Assistant Director/Junior Management level. A valid driver`s licence. Knowledge And Skills: Broad knowledge and understanding of the functional areas covered by the executive authority`s portfolio. Working knowledge of the political and parliamentary processes in South Africa. Proven management competencies. Knowledge of Cabinet Administration. Knowledge of Public Service Regulatory Framework. Project Management. Communication Skills (Verbal and Written). Negotiation skills. Report writing. Presentation skills. Computer literacy. Problem solving skills.
- DUTIES** : Manage the administrative and coordination activities within the office of the Executive authority. Manage the procurement and maintenance of equipment's and administer the budget in the office of the executive authority. Manage the Logistical support in the office of the executive authority for meetings and related activities. Render a Cabinet/Executive council support service to the executive authority. Liaise with internal and external role-players matters relating to the Portfolio of the Executive authority. Ensure quality control of the work delivered and managing the distribution of documents and submissions to the relevant Legislature and standing/portfolio committees. Provide operational leadership for administrative support services in the office Executive Authority (EA). Plan, coordinate, organise and facilitate provision of registry and all frontline and customer care services. Plan, coordinate and provide general supervision of the employees in the office of the executive authority. Assist office of the Executive Authority with role playing on stakeholder service.
- ENQUIRIES** : Mr Koonyaditse Tel.no.018 200 8010

#### **OFFICE OF THE PREMIER**

- APPLICATIONS** : Applications must be submitted online, or hand delivered at the Directorate of Human Resource Management, Second Floor, Ga-rona Building, Mmabatho. All attachments for online must including the Z83 and CV only be in PDF format only as one document, indicated the correct job title and the reference number of the post on the subject line of your e-mail. Use the correct e-mail address associated with the post. Failure to do so, your application will be disqualified.
- CLOSING DATE** : 06 December 2024
- NOTE** : All applications must indicate the correct reference number. The Office of the Premier is an equal employment opportunity and affirmative action employer, and it is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability. In terms of the employment equity plan for the Office, preference will be given to People with Disabilities, Youth, and Females for these posts. Applications must be accompanied by fully completed New Z83 form (81/971431) obtainable from any Public Service Department. Sections A, B, C and D are compulsory; Sections E, F and G do not need to be completed if a detailed CV providing the required information is attached. However, the question related to conditions that prevent re-appointment under Part F is compulsory. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit ONLY Z83 and detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees. The communication from the HR department regarding the requirements for certified documents will be limited to shortlisted candidates. Therefore, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interview following communication from HR. Failure to submit the requested documents will result in your application not being considered. Shortlisted candidates will be subjected to practical exercise

and integrity assessment. Incomplete Z83, Late and faxed applications will not be considered. Communication will be limited to shortlisted candidates only. The successful candidates for the advertised positions will be required to undergo personnel suitability checks, which includes criminal records, citizenship, financial checks, qualifications, and previous employment (Reference checks). It is the responsibility of the applicant to make sure that the South African Qualifications Authority evaluates foreign qualifications, and the evaluation certificate will be required on or before the day of the interview following communication from HR. If you do not hear from the Office, three months from the date of the advertisement consider your application unsuccessful. Shortlisted candidates for senior management posts will be subjected to a technical assessment and the selected interviewed candidates will be subjected to two-day competency assessments. No appointment to an SMS post shall be approved without the recommended candidate producing a Certificate of completion for the Nyukela Programme (SMS Pre-Entry Programme) offered by the National School of Government which can be accessed via this link: <https://www.thensg.gov.za>. Candidates who previously applied for this re-advertised positions are encouraged to re-apply if they are still interested.

#### **MANAGEMENT ECHELON**

- POST 43/135** : **DIRECTOR: YOUTH ADVOCACY COORDINATION REF NO: NWP/OOP/2024/12**  
 Job Purpose: To manage and oversee the coordination and mainstreaming of youth development programmes in the province
- SALARY CENTRE REQUIREMENTS** : R1 216 824.per annum (all-inclusive package) (Level 13)  
 : Mmabatho  
 : Three-year tertiary qualification in Public Administration, Social Sciences or Developmental Studies at NQF Level 7 and /or equivalent qualification. Minimum of 5 years of experience at middle/senior management level. 5 years' experience in youth advocacy environment. Knowledge, Skills and Competencies: Relevant government legislation, policies and strategic frameworks; PFMA, LRA and PSA. Strategic capability and leadership, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus and Communication.
- DUTIES** : Coordinate the development of and monitoring the implementation of Provincial Youth Action Plan in line with the Provincial & National Priorities. Promote the mainstreaming of youth development in government programmes. Establishment and maintenance of partnerships with relevant stakeholders. Monitor the sector specific youth catalytic programmes and projects. Management of the Directorate's resources.
- ENQUIRIES APPLICATIONS** : MS. C.N Modise Tel: 018 388 1596  
 : E-Mail: [ooprecruitment2@nwpg.gov.za](mailto:ooprecruitment2@nwpg.gov.za)
- POST 43/136** : **DIRECTOR: OLDER PERSONS AND PERSONS WITH DISABILITIES REF NO: NWP/OOP/2024/13**  
 Job Purpose: To manage and oversee the coordination and mainstreaming of Rights of Persons with Disabilities and of Older Persons in government programmes
- SALARY CENTRE REQUIREMENTS** : R1 216 824.per annum (all-inclusive package) (Level 13)  
 : Mmabatho  
 : Three-year tertiary qualification in Public Administration, Social Sciences or Development Studies at NQF level 7 and /or equivalent qualification. Minimum of 5 years of experience at middle/senior management level. level. 5 years' experience in older persons and persons with disabilities environment. Knowledge, Skills and Competencies: Relevant government legislation, policies, strategic frameworks including the relevant international and regional instruments, agreement and protocols; PFMA, LRA and PSA. Strategic capability and leadership, Programme and project management, financial management, Change management, Knowledge management, Problem solving and analysis, People Management and Empowerment, Client orientation and customer focus and Communication
- DUTIES** : The coordination and development of the Provincial Action Plans for Persons with Disabilities and Older Persons in line with the Provincial & National Priorities. The mainstreaming of the rights of persons with disabilities and of older persons in government programmes. The Provincial Performance Monitoring and Evaluation of the Provincial Action Plans for Persons with Disabilities and Older Persons. Programs for the Rights of Persons with Disabilities and Older persons. Establishment and maintenance of partnerships with relevant stakeholders. Establishment and maintenance of partnerships with relevant stakeholders. Monitor the sector specific catalytic programmes and projects to older persons and persons with disabilities. Management of the Directorate's resources
- ENQUIRIES APPLICATIONS** : Ms. C.N Modise Tel: (018) 388 1596  
 : E-Mail: [ooprecruitment3@nwpg.gov.za](mailto:ooprecruitment3@nwpg.gov.za)
- POST 43/137** : **DIRECTOR: PERFORMANCE MONITORING AND REPORTING REF NO: NWP/OOP/2024/16**  
 Purpose: To manage the Provincial Monitoring, reporting and Evaluation System

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|----------------------------|---|---|
| <b><u>SALARY</u></b>       | : | R1 216 824.per annum (all-inclusive package) (Level 13)   |
| <b><u>CENTRE</u></b>       | : | Mmabatho  |
| <b><u>REQUIREMENTS</u></b> | : | Three-year tertiary qualification in public administration at NQF level 07 or equivalent qualifications. Minimum of 5 years of experience at middle/senior management level. 5 years' experience within the monitoring, reporting and evaluation environment. Knowledge, Skills and Competencies: Knowledge of Government Legislation, Local Government prescripts, PFMA, LRA, PSA and PSR. Strategic capability and leadership skills; People Management and Empowerment skills; Programme and project management Skills; Financial Management skills; Change Management and Knowledge Management skills. Computer skills.   |
| <b><u>DUTIES</u></b>       | : | Institutionalize performance monitoring in the province. Monitor performance reporting in the province. Monitor the implementation of infrastructure projects. Coordinate the implementation of Management Performance Assessment tool (MPAT) self-assessment and improvement. Develop and manage implementation of province wide monitoring and evaluation, frameworks, guidelines and policies, Develop M&E plan that translates PGDS/provincial priorities into measurable indicators and activities. Facilitate/coordinate reporting against provincial priorities, development indicators and Departmental and SOE APP's, On-site verification and monitoring of interventions linked to priorities and Manage and coordinate Cluster Programs |
| <b><u>ENQUIRIES</u></b>    | : | Mr. J. Mawelela Tel: (018) 388 5719   |
| <b><u>APPLICATIONS</u></b> | : | E-Mail: <a href="mailto:ooprecruitment6@nwpg.gov.za">ooprecruitment6@nwpg.gov.za</a>  |