

## NATIONAL TREASURY

*The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling of these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.*



**CLOSING DATE** : 11 September 2023 at 12:00 am (Midnight)

**NOTE** : The National Treasury utilises an e-Recruitment system, effective from 7 April 2021, which means all applicants must login/register to apply for positions as we no longer accept applications via email or hand delivered/post. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83 and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentations will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application however certification will be required prior to attending the interview. Please note: 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. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), not negotiable. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts or to put on hold a position and/or to re-advertise a post. The National Treasury is compliant to the requirements of POPIA.

## MANAGEMENT ECHELON

**POST 30/51** : **DIRECTOR: FINANCIAL SECTOR REGULATION AND LEGISLATION REF NO: S088/2023**  
 Division: Office of The Director-General (ODG)  
 Purpose: To draft and scrutinise financial sector legislation and support its legislative processes and comment on draft legislation impacting on financial sector legislation and advise on interpretation of financial sector legislation.

**SALARY** : R1 162 200 per annum, (all-inclusive remuneration package)

**CENTRE** : Pretoria

**REQUIREMENTS** : A Grade 12 is required, coupled with a minimum LLB degree (equivalent to an NQF level 8). A LLM degree and certificate/s on legislative drafting courses will be an added advantage. A minimum of 5 years' experience at a middle management level (Deputy Director) obtained in a legal environment. A minimum of 5 years' experience obtained in legislative drafting. A minimum of 5 years' experience in constitutional and administrative law and statutory interpretation. Knowledge and experience of financial sector related legislation (e.g., banks, insurance, pension, financial markets, credit ratings, foreign exchange, and financial service providers), and Experience of the Executive's and Parliament's processes for considering draft legislation. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

**DUTIES** : Drafting Financial Sector Regulation Legislation: Provide guidance on legislative processes and participate in policy processes requiring reflection or entrenchment in legislation. Draft and scrutinise Bills. Assist with legal aspects

of socio-economic impact assessments of draft Bills. Prepare documentation required for processing of draft Bills and participate in these processes. Prepare legal instruments required for the commencement of Acts. Comment on Draft Legislation relating to Financial Sector: Provide inputs on draft Bills initiated by other national departments during various stages of legislative processes. Draft and Scrutinise Subordinate Legislation on the Financial Sector: Draft and scrutinise regulations and other legal instruments to be made by the Minister of Finance. Provide inputs on draft regulations and other legal instruments initiated by other national departments submitted to the National Treasury. Review Financial Sector Legislation: Audit legislation for adherence to best practices and other primary legislation of the National Treasury. Assess legislative requirements against government's policy objectives and initiate reviews of legislation. Interpretation of Financial Sector Legislation: Advise on the interpretation of legislation.

**ENQUIRIES** : enquiries only (No applications): [Recruitment.Enquiries@treasury.gov.za](mailto:Recruitment.Enquiries@treasury.gov.za)  
**APPLICATIONS** : To apply visit:  
<https://erecruitment.treasury.gov.za/eRecruitment/#/browseJobs>

**POST 30/52** : **DIRECTOR: FISCAL INTERGOVERNMENTAL LEGISLATION REF NO: S089/2023**  
 Division: Office of The Director-General (ODG)  
 Purpose: To draft and scrutinise fiscal and intergovernmental legislation and support its legislative processes, to comment on draft legislation impacting on fiscal and intergovernmental legislation and advise on interpretation of fiscal and intergovernmental legislation.

**SALARY** : R1 162 200 per annum, (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Grade 12 is required, coupled with a minimum LLB degree (equivalent to an NQF level 8). A LLM degree and certificate/s on legislative drafting courses will be an added advantage. A minimum of 5 years' experience at a middle management level (Deputy Director) obtained in a legal environment. A minimum of 5 years' experience obtained in legislative drafting. A minimum of 5 years' experience in constitutional and administrative law and statutory interpretation. Knowledge of fiscal and intergovernmental legislation and budget processes. Experience in the Executive's and Parliament's processes for considering draft legislation. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

**DUTIES** : Drafting of Fiscal and Intergovernmental Legislation: Provide guidance on legislative processes and participate in policy processes requiring reflection or entrenchment in legislation. Draft and scrutinise Bills. Assist with legal aspects of socio-economic impact assessments of draft Bills. Prepare documentation required for the processing of Bills and participate in these processes. Prepare legal instruments required for the commencement of Acts. Comment on Draft Fiscal and Intergovernmental Legislation: Provide inputs on draft Bills initiated by other national departments during the various stages of the legislative processes. Draft Subordinate Fiscal and Intergovernmental: Draft and scrutinise regulations and other legal instruments to be made by the Minister of Finance. Provide inputs on draft regulations and other legal instruments initiated by other national departments submitted to the National Treasury. Review Fiscal and Intergovernmental legislation: Audit legislation for adherence to best practice and other primary legislation of the National Treasury. Assess legislative requirements against government's policy objectives and initiate reviews of legislation. Interpretation of Fiscal and Intergovernmental Legislation: Advise on the interpretation of legislation.

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**POST 30/53**

**DIRECTOR: ORGANISATIONAL DEVELOPMENT REF NO: S080/2023**

Division: Corporate Services (CS)

Purpose: To establish and sustain an organisational and change process for the National Treasury that supports the human capital in accomplishing business goals and engage clients in contributing an organisational culture which recognise and value individual and team contributions.

**SALARY**

: R1 162 200 per annum, (all-inclusive remuneration package)

**CENTRE**

: Pretoria

**REQUIREMENTS**

: A Grade 12 is required coupled with a minimum Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Human Resources Management or Industrial and Organisational Psychology or Business Administration or Public Administration or Management Services or Organisation and Work Study or Production Management or Operations Management. A minimum of 5 years' experience at a middle management level (Deputy Director) obtained in organisational development (OD), systems, and change management interventions. Knowledge of strategic planning and facilitation of change. Experience in consulting and facilitation of management of change in OD, organisational design. Experience of mapping, matching and placing of business processes. Experience in the organisational methodology alignment and enhancement. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

**DUTIES**

: OD Strategy Development and Implementation: Design and implement an OD Strategy/ Plan for the National Treasury. Translate OD strategy content into concrete processes in support of the National Treasury's objectives. Implement and support strategic interventions that enable HR to meet the strategic demands of business through Organisational Development and Change Management interventions. Provide consultation and facilitation on organisational design and implementation. Facilitate strategy development workshops to increase awareness within business. Initiate and conduct environmental surveys analyse the organisational development effectiveness in terms of structures, culture, value, norms and standards. Organisational Design, Development and Change: Integrate strategic values and vision in the organisational development and change objectives. Promote the assimilation of organisational effectiveness and change management within business through education, awareness, partnership, and consultation with stakeholders. Facilitate organisational values and the creation of a unique organisational culture. Promote change leadership and transitional processes in National Treasury. Develop diagnostic tools, e.g., diagnostic surveys, employee engagement, productivity measurement and improvement, and HR metrics in the establishment of a prudent organisational development enabler. Create a catalogue of systems to promote the advocacy of change and its benefits to the organisation. Initiate the development and alignment of an organisational structure and design process in line with DPSA requirements. Stay abreast of changes pertaining to organisational effectiveness through benchmarking, research, and interventions in the enhancement of organisational effectiveness. Develop and research best practices on organisational systems enhancement and tools for and improved and sustainable organisational platform. Culture and Organisational Transformation: Develop and implement culture and value alignment process to improve cultural collaboration and the support of future organisational transformation. Identify NT values and align NT people behind those NT values and the behavioural changes required to best live out these values. Develop climate shaping process to ensure appropriate balance between desired organisational / divisional culture. Utilise culture / climate diagnostic tools to assess culture and to determine progress towards the achievement of desired organisational culture. Develop and implement suitable transformation strategies to respond to internal and external challenges. Ensure compliance with Employment Equity legislation, including diversity and persons with disabilities (PWD). Wellness Governance and Employee Relations Programmes: Responsible for the strategic development, management, implementation and evaluation of all the wellness programmes. Manage the implementation of the employee wellness framework and create culture of health and wealth within the National Treasury. Provides Senior Leadership to development, implementation and management of employee relations

programs and National Treasury specific labour relations matters. Ensure that NT culture is proactive to ensure harmonious employee relations. Stakeholder Engagement, Research and Benchmarking: Utilise team effectiveness and teambuilding interventions to identify areas of team dysfunction across divisions and to partner with these teams to build sustainable high-performance infrastructure. Provide catalogue of organisational development interventions to support team effectiveness as a critical component of business effectiveness. Develop and align OD methodologies for business in partnerships with relevant stakeholders. Keep abreast of latest trends and engage recognised institutions pertaining to OD processes, systems, and tools. Initiate a National Treasury enabled employee engagement survey Employee Engagement: Engage internal clients and gather relevant information on issues of mutual concern. Escalate matters emanating from the engagement survey to relevant stakeholders for consideration and implementation.

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**POST 30/54** : **DIRECTOR: MULTILATERAL DEVELOPMENT BANKS REF NO: S084/2023**  
 Division: International and Regional Economic Policy (IREP)  
 Purpose: To manage South Africa's relationship and work-programme with Multilateral Development Banks (MDBs) and develop policy recommendations on issues related to the International Development Finance Architecture.

**SALARY** : R1 162 200 per annum, (all-inclusive remuneration package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Grade 12 is required, coupled with a minimum Bachelor's Degree (equivalent to an NQF level 7) in Economics. A minimum of 5 years' experience at a middle management level (Deputy Director or Equivalent) obtained in a financial or a development institution. Knowledge of government's broader policy framework on the development of finance policy. Knowledge and experience of finance policy development and research. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/SMS-pre-entry-programme/>, prior to finalisation of an appointment.

**DUTIES** : Policy Analysis and Development: Review, analyse and comment on Board documents considered at the African Development Bank and the World Bank. Develop recommendations on policy issues for consideration amongst Development Finance stakeholders. Identify and analyse key policy objectives in the policy deliberations of the MDBs, for the formulation of National Treasury positions. Development Finance Policy: Manage the logistical and content preparations for South Africa's participation at the statutory meetings the World Bank and the African Development Bank. Facilitate negotiations and monitoring country engagement strategies of the African Development Bank and the World Bank. Facilitate the acceptance of development finance from the African Development Bank and the World Bank, by liaising with relevant divisions in the National Treasury, National Departments and State-Owned Enterprises, by participating in loan, grant, and technical assistance negotiations and approval, and preparing progress reports on the implementation of programmes and projects. Stakeholder Engagement: Manage the African Development Bank and World Bank programmes and projects in South Africa in close collaboration with their resident country offices and key stakeholders. Manage the relationship with South Africa's Constituency Offices at the African Development Bank and World Bank. Negotiate the allocation and approval of budgets within NT and manage the transfers of South Africa's subscription contributions to the African Development Bank and the World Bank. Benchmarking and Research: Initiate research and benchmarking of policy issues under consideration at the African Development Bank and the World Bank. Consult clients and stakeholders on trends and changes pertaining to the policy environment that impact development finance, and global developmental progress in South Africa. Support research on key policy issues to inform country positions in MDB platforms and contribute to knowledge sharing of development finance developmental ideas and potential impact on South Africa.

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## OTHER POSTS

**POST 30/55** : **SENIOR ECONOMIST: MULTILATERAL DEVELOPMENT BANKS REF NO: S086/2023**

Division: International and Regional Economic Policy (IREP)

Purpose: To support South Africa's relationship and work-programme with Multilateral Development Banks and develop policy recommendations on issues related to the International Development Finance Architecture.

**SALARY**  
**CENTRE**  
**REQUIREMENTS**

: R958 824 per annum, (all-inclusive remuneration package)

: Pretoria

: A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's degree (equivalent to an NQF level 7) in any of the following disciplines: Economics or Political Science. A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained within a development institution or financial environment. Knowledge of policy analysis and formulation of drafting notes for utilization. Knowledge and experience in benchmarking and research with recognized international institutions. Knowledge and experience obtained on a diplomatic level.

**DUTIES**

: Policy Analysis and Development: Review, analyse, and comment on documents considered by the Boards of the African Development Bank and the World Bank, that are of interest to South Africa and that focus on Africa's development. Assist with the development of recommendations on policy issues for consideration amongst Development Finance stakeholders. Identify and analyse key policy objectives in the policy deliberations of the Multilateral Development Banks (MDBs), for the formulation of National Treasury positions. Development of Finance Policy: Support the content and logistical preparations for South Africa's participation at the statutory meetings of the World Bank, the African Development Bank and the Commonwealth. Facilitate negotiations and monitor country engagement strategies of the African Development Bank and the World Bank. Facilitate the acceptance of development finance from the African Development Bank and the World Bank, by liaising with internal stakeholders, National Departments, and State-Owned Enterprises, by participating in loan, grant and technical assistance negotiations and prepare progress reports on the implementation of programmes and projects. Stakeholder Engagement: Assist in managing the African Development Bank and World Bank programmes and projects in South Africa in close collaboration with the Banks' resident country offices and key stakeholders. Assist in managing the relationship with South Africa's Constituency Offices at the African Development Bank and World Bank. Negotiate the allocation and approval of budgets within the National Treasury and manage the transfers of South Africa's subscription contributions to the African Development Bank and the World Bank. Benchmarking and Research: Initiate research and benchmarking of policy issues under consideration at the African Development Bank and the World Bank. Consult clients and stakeholders on trends and changes pertaining to the policy environment that impact development finance and global developmental progress in South Africa. Support research on key policy issues to inform country positions in MDBs platforms and contribute to knowledge sharing of development finance developmental ideas and potential impact on South Africa.

**ENQUIRIES**  
**APPLICATIONS**

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**POST 30/56** : **DEPUTY DIRECTOR: PARLIAMENTARY AND CABINET SUPPORT REF NO: S033/2023**

Division: Office of The Director-General (ODG)  
(Re-Advertisement)

Purpose: To ensure that Parliamentary & Cabinet obligations are executed and engage stakeholders pertaining to parliamentary/cabinet commitments. Render an efficient and effect parliamentary and cabinet service to the Department.

**SALARY**  
**CENTRE**

: R811 560 per annum, (all-inclusive remuneration package)

: Pretoria

## **REQUIREMENTS**

: A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree at (equivalent to an NQF level 7) in any of the following disciplines: Political Science or Law or Economics or Public Management. A minimum of 4 years' experience, of which 2 years should be at an Assistant Director level or equivalent obtained in parliamentary procedures and processes. Knowledge of parliamentary structures and the legislature. Knowledge of oversight and public participation of parliamentary workings, and knowledge and experience of the broader policy framework of working groups and their mandates.

## **DUTIES**

: Committee / Cabinet Support and Monitoring: Attend and monitor parliamentary committees relevant to the National Treasury (not only limited to finance and appropriations committees). Develop, maintain and update weekly parliamentary committee and plenary programmes, database of all committee meetings and attendance of National Treasury officials. Monitor Parliamentary Committees to ensure relevant officials are kept abreast of the committee programme. Keep abreast all activities in both the National Assembly and the National Council of Provinces. Provide documents for presentations and timeously share with committee members and liaise with committee section and Office of the Leader of Government Business regarding parliamentary committees and legislative programmes. Provide the parliamentary manager with detailed minutes of committee engagements after every parliamentary committee meeting and escalate updated schedules of meetings and requests to relevant officials for action. Track and monitor events in Cabinet that have bearing on the Department and support the Ministerial Cabinet Liaison Office in the Ministry. Peruse Cabinet documents like minutes of Cabinet and Cabinet Committees – that will have an impact on the Department. Track Cabinet commitments made by the Executive Authority that will have a bearing on the Department. Monitor meetings of the cabinet committees and structures to identify matters that have a bearing on the Department and the Executive Authority. Tabling, Legislative and Research Support: Liaise with relevant departments, entities and stakeholders on due processes and procedures for statutory tabling and introduction of document/s in Parliament and legislative divisions in the department in preparation for tabling of Bills in Parliament. Distribute documents proposed for tabling in Parliament which have a direct bearing on the functions of the National Treasury. Monitor and identifying relevant parliamentary business and trends and liaise with various cabinet and cabinet committee structures regarding all meetings. Research, analyse and evaluate information to ensure that the National Treasury is accurately informed about key issues in parliament. Develop and maintain current knowledge of Bills in the parliamentary system. Conduct research on Parliamentary Questions, legislation and queries related to the mandate of the National Treasury. Administrative and Team Support: Obtain and dispatch copies of documents tabled in Parliament and copies of the Annual Reports and Strategic Plans tabled in Parliament to the relevant officials in the departments and entities. Obtain reports tabled in Parliament by the Auditor-General and dispatch documents tabled in Parliament by other Ministries to the relevant officials within the National Treasury. Develop, compile, and maintain a detailed database of a list of legislation enacted for the Annual Report of the National Treasury. Obtain and dispatch Reports of Parliamentary Committees having a bearing on the function of the National Treasury. Obtain Minutes of the National Assembly and NCOP pertaining to the functions and communicate parliamentary working programmes to all National Treasury stakeholders of the National Treasury. Provide the National Treasury with the necessary departmental support to enable them to meet all parliamentary obligations and any parliamentary information that might impact on their responsibilities. Study and remain up to date regarding the applicable prescripts/policies and procedures that apply to both the parliamentary and cabinet work terrain. Client and Stakeholder Engagement: Coordinate all National Treasury Parliamentary enquiries and questions from other departments and entities for a prompt response. Escalate all members of Parliament and officials of departments and entities' concerns to the relevant officials within the National Treasury for action. Follow-up on outstanding deliverables and update stakeholders on the progress of their enquiries or concerns. Engage parliamentary protocol and rules to National Treasury for compliance. Liaise with stakeholders in Parliament, especially the Office of the Leader of Government Business about the availability of the National Treasury in relation to National Assembly and National Council of Provinces matters. Liaise with members of Parliament on issues and advise the National Treasury and relevant stakeholders.

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**POST 30/57** : **MANAGER: IT AUDIT REF NO: S094/2023**  
: Division: Office of The Director-General (ODG)  
: Purpose: To manage the IT audit plan for NT, ASB, CBDA, GTAC and IRBA in alignment with the planned IT audit methodology.

**SALARY CENTRE REQUIREMENTS** : R811 560 per annum, (all-inclusive remuneration package)  
: Pretoria  
: A Grade 12, coupled with a minimum Bachelors' Degree (equivalent to an NQF Level 7) in any of the following disciplines: Information Systems or Computer Science or Internal Auditing or Certified Information Systems Auditor (CISA). Certification as a certified Risk and Information Systems Controller (CRISC) or Information Security Manager (CISM) or Information System Security Practitioner (CISSP) will be an added advantage. A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in IT Auditing. Knowledge and experience of Strategic IT Governance. IT Risk Management, IT Strategy, IT Contracts and Service Level Agreements. Knowledge of Information Security and IT Policies and Procedures, IT Software Licensing, IT Project Management, IT Audit Standards, Business Continuity and Disaster Recovery, Experience of Application Control Reviews, Business Process Mapping and Analysis and Data Analytics. Knowledge of General Control Reviews, Networking – Firewalls, Routers, Web Applications, External and Internal Threat and Vulnerability Assessments, Virtual Private Network, Wireless, Encryption, Operating Systems, Databases, Physical Security, and Information Security.

**DUTIES** : Stakeholder Management: Initiate awareness of the IT Audit through stakeholder engagement. Execute plans and guidelines in completion of strategic and operational activities. Liaise, co-coordinate, establish and maintain good relations with stakeholders. Provide inputs in the enhancement of initiatives and recommendations by the Audit Committee, Audit Process - Risk Assessment, Audit Plan. Assurance and Client Services: Manage IT audits processes and procedures in the enhancement of quality assurance. Assist with review of the annual risk assessment. Provide inputs to the development and alignment of the 3-year rolling audit plan and annual IT audit plan in alignment with the strategic and operational IT risks. Provide advice and guidance on IT Audits to be conducted and propose solutions for challenging technical related problems. Provide an end-to-end completion of IT audits processes in alignment with the findings register. Quality assurance IT audit reports prior to submission for verification. Provide feedback and clarity to client's pertaining to IT audit reports, control, and technological challenges. Resource Management: Manage and develop IT Audit resources to ensure effective and efficient delivery of IT Audit objectives. Develop a development plan for IT Audit. Initiate resource allocation and prioritise it evenly across IT audit projects. Process Improvements and Research: Initiate research on latest trends, and new developments within the IT audit environment. Identify areas for a sustainable improvement within the Audit Strategy, IT Audit Methodology and Resource Plan in continuity of IT audit services. Administrative Support: Manage the IT audit reporting processes. Assist with the development of the audit committee packs. Present IT Audit reports to clients Provide feedback on the progress against the approved IT audit plan.

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**POST 30/58** : **DEPUTY DIRECTOR: STRATEGIC SOURCING AND ACQUISITION REF NO: S081/2023**  
: Division: Corporate Services (CS)  
: Purpose: To develop, review and implement the strategic sourcing strategies in compliance with relevant policies, and perform research on spend analysis in the development of a supply base on the categories of goods and services identified in government's spending portfolio, and identifying leverage points in the reduction of costs and increased benefits and commodities. Administer and manage the bidding process for good and services.

**SALARY** : R811 560 per annum, (remuneration package benefits inclusive)

<b><u>CENTRE REQUIREMENTS</u></b>	: Pretoria : A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Logistics or Procurement or Supply Chain Management or Purchasing Management or Financial Management. A minimum of 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in the Acquisition or Bid management within the Supply Chain Management environment. Experience in drafting and the analyses of commercial contracts and service level agreements. Knowledge and experience of regulations pertaining to the broader SCM legislative framework.
<b><u>DUTIES</u></b>	: Demand Management: Collaborate information from business units to design and develop the demand management and procurement plans. Monitor available budgets in conjunction with stakeholders and advise on estimated commitments. Verify submissions for correctness and in compliance with prescribed legislative prerequisites. Evaluate the appropriateness of transactions in terms of the PPPFA for compliance. Manage procurement plan and report progress as per prescripts. Bids Management: Compile draft business plans for engagement with stakeholders and manage the bidding process. Refine bid specifications, terms of reference, integrate the evaluation and assessment criteria and develop special conditions for bids. Coordinate the bid evaluation and bid adjudication meetings. Maintain the bid register and report to management. Strategic Sourcing: Compile a spend analyses process to identify high spend commodities and categorise items to enhance business effectiveness. Identify key sourcing reviews and evaluate its impact on the business to sensitise the market on the needs of business. Initiate the capacity building process on identifiable categorised items and develop a projection plan on business perception. Develop and implement strategic sourcing policies, processes, and procedures. Initiate awareness on strategic sourcing and promote implementation of strategic sourcing practices within the broader business. Stakeholders Engagement: Forge business relationship and networking with suppliers to improve and widen sourcing items per category. Update stakeholders on the latest trends applied in strategic sourcing in compliance with the Financial Management Reporting framework. Provide progress reports on the approved procurement plan, tenders and analyses aged contracts. Consult with stakeholders and engage on risk factors of procurement. Assess and evaluate the impacts emanating from the deviation register and advise on corrective action.
<b><u>ENQUIRIES APPLICATIONS</u></b>	: enquiries only (No applications): <a href="mailto:Recruitment.Enquiries@treasury.gov.za">Recruitment.Enquiries@treasury.gov.za</a> : To apply visit: <a href="https://erecruitment.treasury.gov.za/eRecruitment/#/browseJobs">https://erecruitment.treasury.gov.za/eRecruitment/#/browseJobs</a>
<b><u>POST 30/59</u></b>	: <b><u>ASSISTANT DIRECTOR: PROVINCIAL SOFTWARE DEVELOPER REF NO: S025/2023</u></b> Division: Intergovernmental Relations (IGR) Purpose: To assist in maintaining the provincial budgets integrated web-based application and support the continuous enhancement of the system for its effective and efficient operation.
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	: R527 298 per annum, (Remuneration package benefits exclusive) : Pretoria : A Grade 12 coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Computer science or Computer Software Engineering or Applied Mathematics or Mathematics or Statistics or Financial Engineering. A minimum of 3 years' experience obtained in designing, implementing, and managing software programs. Knowledge of the public financial management framework. Exposure to financial management system and manipulation of databases.
<b><u>DUTIES</u></b>	: Budget Preparation and Support: Assist with the consolidation and evaluation of the MTEF budget submissions for provinces. Assist with the verification of provincial fiscal framework and budget preparation processes. Consolidate Provincial Budgets and Expenditure Review of financial data and assist in drafting the Provincial Trends chapter. Assist in analysing provincial MTEF budgets as well as assist in drafting related presentations for the Technical Committee on Finance (TCF), Budget Council and President's Co-ordinating Council (PCC). Analyse data for correctness and the eradication of discrepancies. Budget Implementation and Monitoring: Assist with the co-



ordination of provincial in-year monitoring management reporting system for the credibility of budgets and alignment of revenue and expenditure. Assist with quarterly provincial Section 32 publications, conditional grants, and quarterly press releases. Assist with the consolidation of in-year monitoring reports to identify aggregated trends in provincial finances. Maintain budget performance database for provincial budgets i.e., Annual Financial statements and annual reports. Assist in compiling the annual provincial payment schedule. Intergovernmental Co-ordination: Ensure the accessibility of information, In-year Monitoring submissions, strategic and performance plans, annual reports, annual financial statements, budget statements. Provide provincial allocations with the adjusted estimates, aggregated financial statements, and normative measures to provincial stakeholders. Financial management and budget reform: Assist with the MTBPS, Budget Review, Division of Revenue Bill/ Act, and other National Treasury publications. Assist with drafting of annual provincial budget in line with budget reforms and budget formats and maintain databases. Intergovernmental Grants: Assist with the provision of data of provincial adjusted estimates process, preliminary to final provincial MTEF allocations and Provincial payment schedule. Assist with the engagement of provincial conditional grants and expenditure in preparing quarterly provincial reports on conditional grants.

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**POST 30/60** : **ASSISTANT DIRECTOR: QUALITY ASSURANCE AND COMPLIANCE**  
**AUDIT REF NO: S079/2023**

Division: Office of The Director-General (ODG)

Purpose: To provide an innovative business process pertaining to internal control review encouraging good corporate governance through quality assurance and compliance auditing within National Treasury and its entities.

**SALARY** : R424 104 per annum, (remuneration package benefits exclusive)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Internal Audit or Accounting. A certification as Certified Internal Auditor (CIA) will be an added advantage. A minimum of 3 years' experience obtained in internal auditing. Knowledge of Quality Assurance and Compliance Auditing. Knowledge and experience of the PFMA, Treasury Regulations and Public Service Regulatory Framework and International Standards for the Professional Practice of Internal Auditing.

**DUTIES** : Assist with Project Planning: Maintain personal time records and manage allocations and time budget. Assist with the preparation of analytical reviewing of financial data. Monitor compliance on governance framework for conformity. Collate relevant data pertaining to quality assurance and compliance audit. Document Information and Transaction Flow: Implement and management information flows in respect of financial policies and procedures in compliance with relevant statutes. Identify auditable processes within the National Treasury. Analyse information process flows from beginning to end as recorded within the management accounts. Keep a record of information on flow chart or system description. Identify Systems Risk and Controls and Perform Audit testing: Analyse risk and critical control points in a system within an applicable process. Quantify consequences of a breakdown in a control and conduct a preliminary evaluation of the controls. Perform compliance tests (tests of the operation controls) and adopt appropriate statistical samples as designed for utilisation of audit software in data extraction methods. Prepare a risk register and perform an audit test per programme. Document test results on working papers for record purposes. Evaluate Results and Develop Control Mechanisms: Evaluate working papers in accordance with auditing standards and methodology. Prepare recommendations for the improvement of procedures and controls. Extrapolate (if need be) impact of error on sampled population and prepare report based on identified recommendations. Engage internal stakeholders and assist in the follow-up of outstanding audits. Audits and Projects: Assist with projects and contribute to recommendations for the drafting of reports. Maintain manual and electronic filing in compliance with NT's policies and standards.

**ENQUIRIES** : enquiries only (No applications): [Recruitment.Enquiries@treasury.gov.za](mailto:Recruitment.Enquiries@treasury.gov.za)

**APPLICATIONS** : To apply visit:  
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**POST 30/61** : **ASSISTANT DIRECTOR: IT AUDIT REF NO: S098/2023**  
Division: Office of The Director-General (ODG)  
Purpose: To provide innovative business processes and internal control review pertaining to good corporate governance in National Treasury and its entities.

**SALARY CENTRE REQUIREMENTS** : R424 104 per annum, (remuneration package benefits exclusive)  
: Pretoria  
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Internal Auditing or Information systems. A Certified Information Systems Auditor (CISA) will be an added advantage. A minimum of 3 years' experience obtained in an Internal Auditing environment. Knowledge and experience of the PFMA, Treasury Regulations and Public Service Regulatory Framework and Standards for the Professional Practice of Internal Auditing.

**DUTIES** : Assist with Project Planning: Maintain personal time records and manage allocations and time budget. Assist with the preparation of analytical reviewing of financial data. Collate the relevant data. Document Information and Transaction Flow: Implement and management information flows in respect of financial, policies and procedures in compliance with relevant statutes. Identify auditable processes within the National Treasury. Analyse information process flows from beginning to end as recorded within the management accounts. Keep record of information on flow chart or system description. Identify Systems Risk and Controls and Perform Audit testing: Analyse risk and critical control points in a system within an applicable process. Quantify consequences of a break-down in a control and conduct a preliminary evaluation of the controls. Perform compliance tests (tests of the operation controls) and adopt appropriate statistical sample as designed for utilisation of audit software in data extraction methods. Prepare a risk register and perform audit test per programme. Document test results on working papers for record purposes. Evaluate Results and Develop Control Mechanisms: Evaluate working papers in accordance with auditing standards and methodology. Prepare recommendations for the improvement of procedures and controls. Extrapolate (if need be) impact of error on sampled population and prepare report based on identified recommendations. Engage internal stakeholders and assist in the follow-up of outstanding audits.

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**POST 30/62** : **ASSISTANT DIRECTOR: POLICY DEVELOPMENT AND INTERNAL CONTROLS REF NO: S082/2023**  
Division: Corporate Services (CS)  
Purpose: To manage and oversee the internal control functions in compliance with the Public Finance Management Act, 1999 and the Treasury Regulations.

**SALARY CENTRE REQUIREMENTS** : R424 104 per annum, (remuneration package benefits exclusive)  
: Pretoria  
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Accounting or Auditing. A minimum of 3 years' experience obtained in an accounting environment with specific reference to financial reporting, compliance monitoring, internal control, and risk management. Knowledge and experience of exposure in internal control. Knowledge and experience of exposure in financial reporting. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations.

**DUTIES** : Organisational performance and governance: Review mid-year and annual financial statements. Monitor the financial management policies, prescripts, and procedures for compliance. Monitor compliance on governance framework for conformity. Maintain and monitor the entity databases, BAS, and Safety web in accordance with the relevant prescripts. Monitor reviews pertaining to departmental losses and confirm clearance for recording in the Loss Control Register with supporting documentation. Monitor and confirm budget manager's specimen signature and delegations. Document Management and Reporting: Conform to client charter standards and provide prompt feedback,

assistance, and resolution to client queries. Update filing system with accounting and financial information in line with relevant prescripts. Comply with internal control measures pertaining to source documents and strengthen the risks in documents control and security of info. Prepare and/or review information/details to be included in departmental reports as prescribed. Verify information/details contained in departmental reports for correctness and appropriateness. Assist in the implementation of financial norms and standards and engage with stakeholders through the Financial Management information and awareness sessions. Monitoring and Compliance: Monitor the implementation and alignment of internal policies and procedures pertaining to their application in business. Review the application of prescribed policy and procedures for enhancement. Monitor the application and procedures pertaining to systems, e.g., BAS and PERSAL and suggest remedial solutions. Monitor the department's contract management compliance against prescribed regulations. Analyse relevant policies and frameworks for alignment with internal processes and procedures. Initiate benchmarking on internal control processes for implementation into the broader business. Policy Development: Analyse relevant policies and frameworks for alignment with internal processes and procedures. Initiate benchmarking on internal control processes for implementation into the broader business. Provide inputs into policy, prescribes, guidelines and related control measures. Audit Coordination: Oversee the coordination of internal audits within the internal control unit, as well as the external audit of the department. Monitor and record auditor's requests for information. Monitor and record auditor's communication of audit findings as well as comments from management.

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**POST 30/63** : **HR SPECIALIST: PERFORMANCE AND TALENT MANAGEMENT REF NO: S097/2023**  
 Division: Corporate Services (CS)  
 Purpose: To provide appropriate support on the end-to-end performance and talent management services in the National Treasury, including initiating and establishing ongoing talent management initiatives.

**SALARY** : R424 104 per annum, (remuneration package benefits exclusive)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Grade 12 coupled with a minimum National Diploma (equivalent to an NQF level 6) or a Degree (equivalent to an NQF level 7) in any of the following disciplines: Human Resources Management or Psychology or Public Management or Public Administration or Business Management or Business Administration. A minimum of 3 years' experience in Performance and Talent Management. Knowledge of HR systems. Knowledge of the Regulatory Framework on Performance Management. Knowledge of Talent Management end-to-end processes.

**DUTIES** : Performance Management: Assist in cascading organisational performance measures and indicators (APP, DOP & CDOP) to individual performance measures and indicators, by also analysing performance agreements and engaging clients on gaps, oversights, and overlaps, etc. Coordinate the performance management process and compliance of stakeholders to the internal performance process and procedures by facilitating submission of Performance Agreements, Reviews and Assessments. Perform quality assurance and assessments on the performance management process for alignment. Record all performance agreements, reviews, and moderated assessments on the PERSAL system for compliance and record purposes. Initiate annual awareness sessions in business on performance and related issues impacting stakeholders. Co-ordinate the performance moderation process in conjunction with internal stakeholders. Facilitate the PIP process for under-performers and follow-up on all outstanding matters pertaining to under-performance. Compile and submit all internal and external Performance Management related reports. Probation Management: Implement and review the probation policy in conjunction with stakeholders. Monitor probation reports and ensure the correct implementation of agreed actions. Follow-up on all outstanding probation reports for finalisation. Talent Management: Put in place and maintain Talent Grid for the National Treasury, and through the Career Path Model, map their career path. Structured coordination of talent management initiatives, which includes, and not limited to: Talent Forums,

Career Pathing, Leadership and Development/Leadership Bench, Continuous Professional Development, Recognition and Rewards, Succession Planning. Coordinate the annual Talent Review process including talent assessments, talent reviews and monitoring, analysis, and reporting. Maintain structured succession planning matrix which is informed by the Talent Grid (HIPOs, critical and scarce skills). Maintain and implement up-to-date talent practices, procedures, and guidelines pertaining to end-to-end talent management. Collaborate with stakeholders to identify critical roles and potential internal successors. Identify strategically critical positions and leadership roles and capabilities in the organisation from the HR Plan that will determine sustainability and growth of the organisation. Maintain the Competency Dictionary for the department and ensure that it is implemented through HRD interventions such as career path competency training. Career Management & Talent Development: Maintain the Competency Framework and ensure alignment to jobs and career pathing prior and during implementation. Facilitate and provide tools for career development discussions. Ensure that the identified talent compiles comprehensive development plans and that these are executed. Identify through assessment the optimal development opportunities for talent. Partner with the HRD unit in identifying/development talent and leadership development programmes to address talent developmental needs. Strategic Support: Provide strategic and operational support to Management on all performance and talent related matters. Do research on related subjects to keep abreast of developments in the relevant areas. Orientate HRBPs and Managers on Performance and Talent Management policies and processes. Periodically review and monitor progress of Performance and Talent Management programs, and highlight program adjustment, where and when needed.

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**POST 30/64** : **JUNIOR REGULATORY AUDITOR REF NO: S096/2023**  
 Division: Office of The Director-General (ODG)  
 Purpose: To Assist with the execution Information Technology (IT) Audits on controls in accordance with the Audit plan pertaining to IT audits.

**SALARY** : R359 517 per annum, (remuneration package benefits exclusive)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Information Systems or Informatics or BSc Computer Science or Internal Audit Information Technology (NQF level 7). A minimum of 2 years' experience obtained in IT audit. Knowledge of IT Audit fundamentals and principles. Knowledge of processes and procedures.

**DUTIES** : Assist with project planning: Maintain record of engagements with clients. Collate the relevant data for future utilization. Transactional Document Information and flow: Assist with financial and management information flows, in compliance with internal audit policies and procedures. Assist in the identification and planning of auditable processes within the National Treasury. Assist with recordkeeping of information for future utilization. Identify Risk and Controls and Initiate Audit Testing: Assist in the analyses of risk mitigated processes. Assist with the identification of controls in the system and advise on corrective measures. Provide a preliminary evaluation of the plan of execution, assist in preparing and updating the risk register. Perform audit test as outlined within the risk register. Keep a record of test results for future reference and application. Evaluate testing results; develop effective control environment and assist with the preparation of draft report: Verify working papers for correctness in accordance with auditing standards and methodology, assist in preparing recommendations for the improvement of processes and procedures. Assist with the compilation of a draft report on recommendations for implementation. Assist follow-up on outstanding audits. Knowledge Management: Maintain and update manuals and electronic filing in compliance with NTs policies and procedures.

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**APPLICATIONS** : To apply visit:  
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**POST 30/65** : **JUNIOR IT AUDITOR REF NO: S096/2023**  
 Division: Office of The Director-General (ODG)  
 Purpose: To assist with the execution Information Technology (IT) Audits on controls in accordance with the Audit plan pertaining to IT audits.

**SALARY CENTRE REQUIREMENTS** : R359 517 per annum, (Remuneration package benefits exclusive)  
 : Pretoria  
 : A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or Bachelor's Degree (equivalent to an NQF level 7) in any of the following disciplines: Information Systems or Informatics or BSc Computer Science or Internal Audit or Information Technology. A minimum of 2 years' experience obtained in IT audit. Knowledge of IT Audit fundamentals and principles. Knowledge of processes and procedures.

**DUTIES** : Assist with project planning: Maintain record of engagements with clients. Collate the relevant data for future utilisation. Transactional Document Information and flow: Assist with financial and management information flows, in compliance with internal audit policies and procedures. Assist in the identification and planning of auditable processes within the National Treasury. Assist with recordkeeping of information for future utilisation. Identify Risk and Controls and Initiate Audit Testing: Assist in the analyses of risk mitigated processes. Assist with the identification of controls in the system and advise on corrective measures. Provide a preliminary evaluation of the plan of execution. Assist in preparing and updating the risk register. Perform audit test as outlined within the risk register. Keep record of test results for future reference and application. Evaluate testing results, develop effective control environment, and assist with the preparation of draft report: Verify working papers for correctness in accordance with auditing standards and methodology. Assist in preparing recommendations for the improvement of processes and procedures. Assist with the compilation of a draft report on recommendations for implementation. Assist follow-up on outstanding audits. Knowledge Management: Maintain and update manuals and electronic filing in compliance with NTs policies and procedures.

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