



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

OFFICE OF
THE PREMIER

Ref. No. : 3/4/1

Enq. : Ms. Suzan Mahlase

CIRCULAR No. 03 OF 2021

TO ALL HEADS OF DEPARTMENT: LIMPOPO PROVINCIAL ADMINISTRATION.

ADVERTISEMENT OF VACANT POSTS IN LIMPOPO PROVINCIAL ADMINISTRATION.

Applications are hereby invited for the filling of vacant posts in Limpopo Provincial Administration which are as follows.

1. Post: Head and Accounting Officer for Department of Sport, Arts and Culture (Five (5) years fixed term contract)

Reference No. : OTP/03/21/01

SMS Grade D, salary level : 15

Inclusive remuneration package : R1,521 591 per annum.

Non-pensionable HoD allowance : 10% of the payable inclusive remuneration package.

Centre : Polokwane (Head Office)

MINIMUM REQUIREMENTS

- An undergraduate qualification NQF 7 and a post graduate qualification NQF level 8 as recognised by SAQA.
- At least eight to ten (8-10) years of experience at a senior management level (3 years of which must be with an organ of State as defined in the Constitution, Act 108 of 1996).
- Post graduate qualification in Sport/Arts/Culture will be an added advantage
- Extensive knowledge of Public Service Regulatory Frameworks and Public Finance Management Act, Supply Chain Management and other relevant prescripts
- Valid driver's licence (with the exception of applicants with disabilities)

CORE AND PROCESS COMPETENCIES:

Strategic Capability and Leadership, Programme and Project Management, Change Management, Financial Management, Knowledge Management, Problem Solving and analysis, Client orientation and Customer Focus, Communication.

PERSONAL ATTRIBUTES

- Assertiveness; Self-Driven; Team Player; Quick Thinking/ Innovative Thinking; Cultural Understanding; Change Management; Conflict Resolution

KEY PERFORMANCE AREAS

The successful candidate will be the Head of Department and Accounting Officer responsible for:-

- Provide strategic direction to ensure efficient, effective and developmental support oriented system in the following:
- Provide strategic leadership and high-level direction in the effective and efficient management and administration of the Department by giving direction toward the achievement of the Department's vision, mission, strategy, goals and objectives
- Manage and ensure that resources are utilized effectively, efficiently, economically and in a transparent manner, which inter-alia include:
 - Promotion of sound labour relations through management and maintenance of discipline

- Efficient performance management system by ensuring the evaluation and monitoring of the performance of employees, thereby enhancing and maintaining employee motivation and cultivate a culture of performance management.
- Ensure that budget spending is maximized in line with strategic objective
- Monitor and oversee memorandum of understanding, service level agreements and expenditure review.
- Formulate and direct the implementation of communication and media strategy for the Department within the broad framework of the provincial government communication policy.
- Ensure continuous improvements in internal control systems through risk management, corruption and fraud prevention strategies

- o **Institutional integration and integrated governance**, Arts, culture, museum, heritage and language services promoted, improve access to library and archive information and Sport and recreation programmes implemented.
- render administrative and technical advisory support to the Executing Authority.
- promote inter and intra-government relations and represent the department in various fora.
- Direct support to the MEC.
- Provide strategic leadership of the Department.
- Regional Integration Implementation of MISS.
- Managing a corporate/enterprise through leading people and task execution management.
- Design Strategic Planning Frameworks.

**2. Post: Head and Accounting Officer for Department of Transport and Community Safety
(Five (5) years fixed term contract)**

Reference No. : OTP/03/21/02

SMS Grade D, salary level : 15

Inclusive remuneration package : R1,521 591 per annum.

Non-pensionable HoD allowance : 10% of the payable inclusive remuneration package.

Centre : Polokwane (Head Office)

MINIMUM REQUIREMENTS

- An undergraduate qualification NQF 7 and a post graduate qualification NQF level 8 as recognised by SAQA.
- At least eight to ten (8-10) years of experience at a senior management level (3 years of which must be with an organ of State as defined in the Constitution, Act 108 of 1996).
- Post graduate qualification in Transport Management/Policing/ Risk Management will be an added advantage
- Extensive knowledge of Public Service Regulatory Frameworks and Public Finance Management Act, Supply Chain Management and other relevant prescripts
- Valid driver's licence (with the exception of applicants with disabilities)

CORE AND PROCESS COMPETENCIES:

- Strategic Capability and Leadership, Programme and Project Management, Change Management, Financial Management, Knowledge Management, Problem Solving and analysis, Client orientation and Customer Focus, Communication,

PERSONAL ATTRIBUTES

- Assertiveness; Self-Driven; Team Player; Quick Thinking/ Innovative Thinking; Cultural Understanding; Change Management; Conflict Resolution

KEY PERFORMANCE AREAS

The successful candidate will be the Head of Department and Accounting Officer responsible for:-

- Provide strategic leadership and direction to ensure efficient, effective and developmental support oriented system in the following:
- Establishing and implementing the strategic direction of the department to ensure alignment with departmental strategic objectives.
- Monitor and ensure the implementation of the strategic and business plans.

- Provide strategic leadership and high-level direction in the effective and efficient management and administration of the Department by giving direction toward the achievement of the Department's vision, mission, strategy, goals and objectives
- Manage and ensure that resources are utilized effectively, efficiently, economically and in a transparent manner, which inter-alia include:
 - Promotion of sound labour relations through management and maintenance of discipline
 - Efficient performance management system by ensuring the evaluation and monitoring of the performance of employees, thereby enhancing and maintaining employee motivation and cultivate a culture of performance management.
 - Ensure that budget spending is maximized in line with strategic objective
 - Monitor and oversee memorandum of understanding, service level agreements and expenditure review.
 - Formulate and direct the implementation of communication and media strategy for the Department within the broad framework of the provincial government communication policy.
 - Ensure continuous improvements in internal control systems through risk management, corruption and fraud prevention strategies
 - Regulate and monitor transport services through transport licensing, public transport monitoring and intensified traffic law enforcement operations
 - Develop and implement transport and infrastructure plans and ensure such plans support current and future growth of the transport sector
 - Provide provincial police oversight services, establish and maintain partnerships with community safety stakeholders
 - Promote economic development through effective and efficient transport development and transport operator empowerment programs
 - Direct support to the MEC
 - Provide strategic leadership of the Department.
 - Regional Integration Implementation of MISS.
 - Managing a corporate/enterprise through leading people and task execution management.
 - Design Strategic Planning Frameworks.

3. Conditions of appointment

In order to ensure that potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be the successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government with effect from **1st April 2020**. This is a Public Service specific training programme which will be applicable for appointments at SMS post. **The link is as follows: www.thensg.gov.za/training-course/sms-pre-entry-programme.**

All shortlisted candidates for these post 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 Office of the Premier.

The successful candidate will be expected to enter into a performance agreement with the Executive Authority and sign a five (5) year contract of employment upon assumption of duty with the Premier.

The candidates will be required to disclose his/her financial interests in accordance with the applicable prescripts.

•Following the interview and technical exercise, the selection panel will recommend a candidate 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 recommended candidate will be subjected to security clearance procedures.

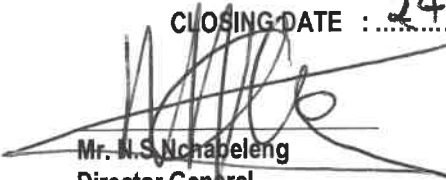
4. NOTES TO APPLICANTS:

- Applications must be submitted on a prescribed signed Form Z.83 (obtainable from any Public Service department) which must be completed in full, originally signed and dated by the applicant.
- The application should be accompanied by recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and duration/dates) as well as certified copies of all qualifications, endorsed

academic record/transcript, Identity Document and valid driver's license. Failure to submit certified copies and required documents will result in the application not being considered/disqualification.

- Applications received after the closing date, faxed or e-mailed will not be considered. Please clearly indicate the reference number of the position which you are applying for. All shortlisted candidates will be subjected to security clearance. The appointment is subjected to the verification of educational qualifications, previous experience, citizenship, reference checks and security vetting. The successful candidate must be willing to sign an oath of secrecy with the Department.
- Foreign nationals are requested to attach SAQA accreditation or any accredited service provider of their qualifications. Correspondence will be limited to short-listed candidates only, due to the large number of applications we envisage to receive and if you have not heard from us within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, seek reasons for the above administrative action in terms of section 5, sub – section 1 and 2 of Promotion of Administrative Justice Act 3 of 2000. Applications which are forwarded / submitted to the wrong address will not be considered.
 - Applications must be addressed to:-**Director General, Office of the Premier, Private Bag X9483, POLOKWANE, 0700**
 - Enquiries should be directed to **Ms. Suzan Mahlase / Mr. Junior Maboya / Ms. Moipone Mathole** at 015 287 6030/6290/6360 respectively. Applications may be hand delivered to the Office of the Premier at Mowaneng Building, No. 40 Hans van Rensburg Street in Polokwane at Office No. A013, General Records (Registry), Ground floor. Applications must be submitted on or before the closing date and no late applications will be accepted. Faxed or emailed applications shall not be considered. Failure to comply with the above will result in immediate disqualification.
 - The Limpopo Provincial Administration is an equal opportunity, affirmative action employer and is committed to the achievement and maintenance of diversity and equity in the employment especially in terms of representativity

CLOSING DATE : 24 March 2021


Mr. N.S. Nchabeleng
Director General

19/02/2021
Date