

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 these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.



- APPLICATIONS** : 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 only accept applications hand delivered/post should an applicant prove that he/she tried to apply via e-Recruitment with no success.
- NOTE** : 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 documentation 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 will be subjected to two assessments. The first assessment will be a technical exercise that intends to test relevant technical elements of the job, while the second assessment will be an integrity (ethical conduct) assessment, 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 in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to National Treasury processing your information for Human Resources Management purposes. 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, withdraw or to put on hold a position and/or to re-advertise a post. The National Treasury is compliant to the requirements of POPIA.
- ERRATUM:** Kindly note that the position of Director: Local Government Fiscal Framework with Ref No: S029/2024 advertised in the Public Service Vacancy Circular 41 dated 08 November 2024 with a closing date of 22 November 2024. The title of the advert was captured erroneously and should read as follows: Director: Fiscal Framework. All applicants who have already applied need not reapply. The closing date has been extended to 29 November 2024. We apologise for the inconvenience caused. For enquiries please send to Recruitment.Enquiries@treasury.gov.za

MANAGEMENT ECHELON

- POST 42/17** : **DIRECTOR: LOCAL GOVERNMENT BUDGET ANALYSIS REF NO: S046/2024**
 Division: Intergovernmental Relations (IGR)
 Purpose: To monitor the implementation of municipal budgets and budget and reporting reforms; provide advice and support to municipalities and provincial treasuries on the preparation, implementation and reporting on municipal budgets and the implementation of budget and reporting reforms, to assist in the identification of financial problems and crises in municipalities as per sections 138 and 140 of the MFMA and to support in the monitoring of financial recovery plans.
- SALARY** : R1 216 824 per annum, (all-inclusive remuneration package)

<u>CENTRE REQUIREMENTS</u>	: Pretoria : A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Economics or Public Finance or Accounting. A minimum 5 years' experience at a middle management level (Deputy Director) obtained in Local Government planning, financing and budgeting. Knowledge and experience in the application of the MFMA, within the Local Government set-up. Knowledge and experience of the local government operational aspects and the publication of information. Knowledge and experience in the dissemination of data and information. Knowledge and experience in report writing and analysis of financial information. 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.
<u>DUTIES</u>	: Some key outputs include: Strategic Budget Oversight and Support: Provide strategic guidance on the budgets and long-term financial strategies to non-delegated municipalities, including issuing of budget circulars, Assess and provide feedback on municipal budgets of non-delegated municipalities in alignment with the provisions of the Municipal Finance Management Act (MFMA), DoRA and MBRR, and mSCOA. Coordinate and participate in budget engagements with municipalities to discuss budget and related matters. Formulate budget assessment reports and annual budget reports to facilitate and support oversight by various stakeholders, including municipalities, National Treasury, Minister of Finance, TCF, Budget Council, Budget Forum, PCC, SCOF in the NCOP and Cabinet. Review consolidated reports on budgets of Provincial Treasuries. Implementation and Monitoring of Municipal Budgets: Monitor in-year implementation of budget and trends in local government budgets and expenditure, identify in consultation with provincial treasuries municipalities that are in financial distress as per Section 138 of the MFMA or municipalities that are in financial crisis as per Section 140 of the MFMA. Implement the appropriate corrective steps to turn around poor performance and deal with municipalities in distress, including supporting and participating in municipal interventions. Chair and participate municipal mid-year budget and performance assessment. Formulate reports on budget implementation to internal and external stakeholders, including municipalities, DG: National Treasury, Minister of Finance, TCF, Budget Council, PCC and Cabinet. Review consolidated mid-year and S71 reports of Provincial Treasuries. Intergovernmental Co-ordination (Stakeholders Management): Participate in forums/workshops related to scope of sector responsibilities. Compilation of routine publication on municipal budget and in-year financial performance, including the bi-annual local government budget and expenditure review. Coordinate budget and financial data for IGFR, MTBPS, budget review and other National Treasury publications. Contribute to provincial and municipal CFO Forum meetings by presenting on municipal finances and budget and reporting reforms. Provide advice to sector departments and stakeholders on budgets, long term financial strategies and reporting requirements for municipalities and their finances and facilitate disputes between organs of state. Strengthening of provincial treasuries to perform their delegated functions in terms of Chapter 4 of the MFMA : Coordinate the monitoring of the implementation of the province specific strategies and support plans to address municipal finance performance failures (key "game changers" are revenue management, funded budgets, asset management, mSCOA and SCM). Capacitate and support provincial treasuries on oversight and support to delegated municipalities on the matters related to budgets, financial management and reporting reforms and in-year reporting. Transversal LG Responsibilities: Participate in mSCOA and MBRR governance structures and working groups, incl. FAQ committee, Technical Committee, Steering Committee, Coordinating Committee, national project team and LGBA Technical Working Group, Support the implementation of revenue management initiatives, including ESKOM Debt Relief Applications, Participate in the technical work, working groups and support the institutionalisation of City Support Programme initiatives. Support the monitoring of financial recovery plans for municipalities placed under intervention by provinces. Arrange the quarterly War Room Meetings for municipalities placed under national intervention.
<u>ENQUIRIES APPLICATIONS</u>	: enquiries only Recruitment.Enquiries@treasury.gov.za : To apply visit: https://erecruitment.treasury.gov.za/eRecruitment

CLOSING DATE : 29 November 2024 at 12:00 am (Midnight)

POST 42/18 : **SENIOR MANAGER: REGULARITY AUDIT REF NO: S047/2024**
 Division: Office of The Director-General (O-DG)
 Purpose: To strategically manage the Regularity Audit operations for NT, ASB, CBDA, IRBA and GTAC and alignment with the Internal Audit strategy.

SALARY CENTRE REQUIREMENTS : R1 216 824 per annum, (all-inclusive remuneration package)
 : Pretoria
 : A Grade 12 is required coupled with a minimum Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Accounting or Internal Auditing. A Certified Internal Auditor certification (CIA) will be an added advantage. A minimum of 5 years' experience at a middle management level (Deputy Director) obtained in the internal audit environment. Knowledge and experience of the broad Internal Audit and internal audit fundamentals, frameworks and principles. 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 : Some key outputs include: Strategic leadership and support: Conduct awareness sessions on regularity audit offerings through stakeholder engagement. Provide strategic support and recommend amendments to the Internal Audit Charter. Develop plans and guidelines to inform strategic and operational activities. Liaise, co-coordinate, establish and maintain good relations with internal and external stakeholders on audit-related matters. Audit Process - Risk assessment, audit plan, assurance and consulting services: Review annual risk assessment procedures and develop and align the internal audit plan based on the strategic and operational regularity risks. Provide advice on regularity audits to be conducted and propose solutions for challenging technical related problems. Coordinate the regularity audit plan and advice on operations and strategy in consideration of the organisational impact and findings register. Accountable for quality assurance of regularity audit reports before submitting to the Chief Audit Executive. Provide feedback and clarification to the audit committee relating to Regularity Audit reports, control and technology related matters process improvements and research. Analyse policies, procedures, processes, measurements and expenditure and make recommendations for improvement. Keep abreast of global trends, new developments in the regularity audit environment and emerging technologies. Develop a sustainable Regularity Audit Strategy, Regularity Audit Methodology and Resource Plan to ensure continuity of the Regularity Audit Stakeholder Engagement. Conduct quality assurance on reporting standards. Review audit committee pack deliverables and provide input thereto. Present regularity audit reports to the Audit Committee and recommend resolution to challenges. Conduct continuous monitoring and evaluation of progress against the approved Regularity Audit plan.

ENQUIRIES APPLICATIONS CLOSING DATE : enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
 : To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>
 : 29 November 2024 at 12:00 am (Midnight)

OTHER POSTS

POST 42/19 : **DEPUTY DIRECTOR: OD AND CHANGE MANAGEMENT REF NO: S038/2024**
 Division: Corporate Services (CS)
 Purpose: To advice and support on organisational effectiveness and engagement processes through enhancing teams' abilities to work cohesively in achieving common goals; operating on change enablement principles; and in so doing, promote a healthy team culture where success is celebrated and people are valued.

SALARY CENTRE REQUIREMENTS : R849 702 per annum, (all-inclusive remuneration package)
 : Pretoria
 : 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 the following disciplines: Human Resources Management or Organisational Development or Industrial Psychology or Operations Management or Human Resources

Development or Strategy and Systems. A minimum 4 years' experience is required of which 2 years should be on an Assistant Director level or equivalent obtained in an Organisational Development environment. Knowledge of systems interventions, strategic planning and facilitation. Knowledge of Organisational Development practices and other interventions. Knowledge of Job Design and Job Evaluation principles, e.g. benchmarking, etc., and Knowledge of Change Management, Capability Assessment and related interventions.

DUTIES

: Some key outputs include: Facilitate organisational develop and change management interventions: Facilitate change and transition efforts throughout the organisation to ensure identified goals are achieved. Assess risks associated with various change initiatives and projects and recommend actions to manage any risks. Facilitate and implement customised change models, Initiate and facilitate transformation of leadership capacity towards world class benchmarks. Design and implement OD leadership programmes in line with industry. Maintain and update knowledge of change management theory, principles, and practices. Track and document prioritised change projects for the National Treasury. Provide organisation wide assessments about organisation health and effectiveness. Organisational culture shaping and monitoring: Deliver diversity workshops and initiatives on change enablement plans for NT. Facilitate the identification of an appropriate culture model for the National Treasury. Initiate a platform for regular climate and dipstick surveys, including providing implementation reports, implementing/monitoring and evaluation thereof. Facilitate sensitivity training across National Treasury divisions. Leverage cultural differences and similarities to the benefit of National Treasury. Facilitate, support and consult on endeavours to engender organisational values in National Treasury. Translate the desired culture into specific desired leadership behaviours to be understood by different target groups. Conduct employee engagements through focus group sessions, including providing implementation reports, implementing/monitoring and evaluation. Team Effectiveness: Conduct needs assessment, design processes and interventions to facilitate team building sessions and promote self-organising teams in NT. Develop and maintain an OD menu for team effectiveness interventions as component for business effectiveness. Collaborate across the HR functions to ensure convergence in purpose and execution of team effectiveness. Promote OD services: Identify and establish resources for consistent OD deliverables for the National Treasury. Develop infrastructure for integration of OD and HR projects. Market OD services across the National Treasury. Evaluate OD services and the impact on organisational effectiveness and performance improvement whilst creating key OD learning communities. OD Quality Assurance: Facilitate the formation of policies and procedures relating to organisational development and change management. Implement and monitor relevant OD policies and procedures. Keep abreast of developments in the field of organisational development and interpreting developments on research. Evaluate programs and techniques on HR practices. Evaluate the effectiveness and efficiency of service delivery and taking corrective measures for improvement. Foster strategic partnerships: Provide shadow consulting for HR practitioners Identify and quantify OD skills. Define and implement OD capacity building initiatives for HR practitioners. Measure and link key outcomes of HR with overall organisational strategy, vision, mission and goals. Assist in resolving sensitive and complex matters on the inter-relatedness between OD and other HR disciplines. Design and implement processes to deliver best integration with other HR disciplines and prioritise key interventions.

ENQUIRIES
APPLICATIONS
CLOSING DATE

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: 29 November 2024 at 12:00 am (Midnight)

POST 42/20

: **MANAGER IT AUDIT REF NO: S041/2024**
Division: Office of The Director-General (O-DG)
Purpose: To manage the IT audit plan for NT, ASB, CBDA and GTAC in accordance with the planned IT audit methodology.

SALARY
CENTRE
REQUIREMENTS

: R849 702 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's degree (equivalent to NQF level 7) in the following disciplines: Information Systems or Computer Science or Internal

Auditing. A certification as a certified Information Systems Auditor (CISA)/ Information Security Manager (CISM)/ Information System Security Practitioner (CISSP) will be an added advantage. A minimum 4 years' 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, Procedures, Software Licensing, Project Management, Audit Standards, Business Continuity and Disaster Recovery, Experience in 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 : Some key outputs include: Strategic leadership and stakeholder management: Contribute to raising awareness of the Internal Audit division with specific emphasis on IT Audit through stakeholder engagement. Execute plans and guidelines to ensure completion of strategic and operational activities, Liaise, co-ordinate, establish and maintain good relations with stakeholders on audit related matters. Contribute towards initiatives or recommendations by the Audit Committee. Audit Process - Risk assessment, audit plan, assurance and consulting service: Manage all IT audits and perform quality assurance. Contribute to the review of the annual risk assessment. Contribute to the development and alignment of the 3 year rolling audit plan and detailed annual IT audit plan based on the strategic and operational IT risks. Provide advice and guidance on IT Audits to be conducted and propose solutions for challenging technical related problems. Ensure completion of all IT audits as well as the findings register. Initial quality assurance of all IT audit reports before submission to the Senior Manager – IT Audit. Providing feedback and clarification to the client relating to IT audit reports, control and technology related matters. Resource Management: Manage and develop IT Audit resources to ensure effective and efficient delivery and overall achievement of IT Audit objectives. Develop the training plan for IT Audit, Perform resource allocation and prioritization across IT audit projects. Process improvements and research: Keep abreast of global trends, new developments in the IT audit. Identify areas for improvement to ensure a sustainable Audit Strategy, IT Audit Methodology and Resource Plan to ensure continuity of IT audit services. Management reporting: 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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CLOSING DATE : 29 November 2024 at 12:00 am (Midnight)

POST 42/21 : **DEPUTY DIRECTOR: ENTERPRISE RISK MANAGEMENT REF NO: S045/2024**
 Division: Office of The Director-General (O-DG)
 Purpose: To facilitate the execution of Enterprise Risk Management (ERM) processes as a key enabler to enhance and maintain business continuity in assisting National Treasury to meet its core objectives.

SALARY : R849 702 per annum, (all-inclusive remuneration package)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or a Bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Risk Management or Auditing or Finance or Legal and Security Risk Management, Certification as a certified Risk Management Practitioner (CPrac)/ Risk Management Professional (CProf) will be an added advantage. A minimum 4 years' experience of which 2 years should be at an Assistant Director level or equivalent obtained in Enterprise Risk Management, Ethics Management & Anti-Corruption and Business Continuity Management. Knowledge and experience of risk mitigation processes. Knowledge of the broader risks management guidelines and standards.

DUTIES : Some key outputs include Facilitate Enterprise-Wide Risk Assessments: Conducts risk identification, analysis and evaluation with strategic partners and business units within the National Treasury. Coordinate business continuity activities with external stakeholders and business units within the National

Treasury. Administrate Anti-corruption activities within National Treasury. Engage stakeholders within business units with the sole purpose of integrating ERM processes within the National Treasury. Develop ERM reports for presentation in governance committees. Conducts Risk Education, Training and benchmarks: Initiate awareness sessions on risks and provide training to educate internal clients on ERM principles. Conduct workshops on risks mitigation processes for implementation within National Treasury. Conduct research and benchmark on best practices with recognised institutions pertaining to risk assessment methodologies. Establish and Maintain and Improve Risk Capabilities: Analyse NT's strategic objectives and compare against risks factors. Analyse NT's audit findings and implement action plans for execution and mitigation. Analyse the loss control register and make recommendations on the improvement of the management of risk capabilities. Develop Risk Mitigation Plans for National Treasury: Enhance action plans for the identification and alignment of risks. Monitor the status of risk mitigation action plans for improvement. Provide reports on the negative and positive impact of envisaged mitigation plans for implementation.

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APPLICATIONS : To apply visit: <https://erecruitment.treasury.gov.za/eRecruitment>
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POST 42/22 : **ASSISTANT DIRECTOR: MONITORING, EVALUATION AND REPORTING**
REF NO: S032/2024

Division: Office of The Director-General (O-DG)

Purpose: To facilitate the development and implementation of the Department's operational plans (DOPS) and assist with monitoring, evaluation and reporting of the departmental Annual Performance operational plans (APP & CDOPS).

SALARY : R444 036 per annum, (excluding benefits)

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 the following disciplines: Public Administration or Business Administration or Public Management or Business Management. A minimum 3 years' experience obtained in strategic monitoring and planning of businesses in alignment with operation requirements or Knowledge and experience of the consolidation of Departmental Performance and Strategic Plans or Knowledge and experience of the Governments Policy Framework or Knowledge of strategic management and policy analysis or Ability to evaluate and analyse information for policy development and application of policies.

DUTIES : Some key outputs include Departmental Strategic and Annual Performance Plans: Assist with the development and implementation of Departmental Annual Performance Plan framework and divisional operational plans, Assist with analysing and assessing strategic and annual performance plans. Assist in the development and implementation of performance indicators and measurements for the Department. Assist in the compilation of a comprehensive feedback report outlining discrepancies for integration in future Strategic and Annual Performance Plans. Monitoring, Evaluation and Reporting: Provide inputs to systems and tools for the utilisation in the monitoring and evaluation of the Department's performance and operations management framework. Assist with monitoring and evaluate of reporting framework on the Department's performance. Assist with coordination of the Departmental evaluation mechanism for strategic and operational programmes. Monitoring progress of strategic and annual performance plans against performance assessment action plans. Policy Development, Research and Benchmarking: Obtain inputs in the development and implementation of best practices on planning, monitoring, reporting systems and mechanisms. Provide inputs in the development, implementation and review of a governance framework for quality assurance, oversight and performance standards. Assist with monitoring the implementation of performance guidelines and frameworks and advice stakeholders accordingly. Assist with the coordination and implementation of annual outcomes and impact reporting. Stakeholder Engagement: Engage internal and external stakeholders on the implementation plans pertaining to planning, monitor evaluation and reporting. Engage with stakeholders in the coordination and progress of the implementation of developmental and process enhancements. Contribute to

the governance of the Departmental Strategic, Annual Performance and Operational Plans, for a streamlined process.

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POST 42/23 : **APPLICATION DEVELOPER REF NO: S030/2024**
Division: Corporate Services (CS)
Purpose: To assist in the development of software and support in the maintaining of systems on technical design testing and documenting software in compliance user requirements.

SALARY : R444 036 per annum, (excluding benefits)
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 the following disciplines: Information Technology. A minimum 3 years' experience obtained in application development of software, in an information technology environment. Knowledge of C#, Share- point development and Workflow, Power Platform (PowerApps and Flow), Knowledge of database concepts and design (MS SQL). Knowledge of programming language, basic project management principles and methodologies. Knowledge of systems maintenance in line with predetermined processes and procedures.

DUTIES : Some key outputs include: Application and Implementation: Publish approved projects to the web application for processing and implementation. Configure applications in alignment with technical and business requirements. Implement standard technical functionality in collaboration with technology and in compliance with user specifications. Client Engagement on Business Processes: Engage and partner internal stakeholders to model business requirements around processes, information flows and data structures. Coordinate operational requirements to improve information systems, and data management processes and procedures. Engage stakeholders and provide advice pertaining to challenges within business units. Provide advice to stakeholders on services offerings. Development of Operational Standards: Document new and existing applications in line with prescribed standards. Develop and customise reports based on business requirements of production technologies. Develop user and training manuals for implementation. Programming and Software Configuration: Interpret specifications for the development of applications based on prescribed business requirements. Develop and design solutions for an applied standardised specifications process, assist with the initiate on planning and designs in the conducting of tests based on approved standards. Conduct reviews of supplied specifications. Systems Testing and End-User Support: Interpret test plans against methods and standards, Document test failures and successes against pre-determined criteria. Perform test on application against business requirements and authenticate test results. Document challenges impeding progress pertaining to diagnostic information for error resolution and incident analysis, Identify and diagnose problems and advice on possible solutions.

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