

DEPARTMENT OF BASIC EDUCATION

The Department of Basic Education is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. Preference will be given to underrepresented groups as per the DBE Employment Equity Targets. Women and people with disabilities are encouraged to apply.

<u>APPLICATIONS</u>	:	Submitted via post to: Private Bag X895, Pretoria, 0001 or hand-deliver to: The Department of Basic Education, 222 Struben Street, Pretoria or you can email your application at Recruitment@dbe.gov.za . Please visit the Department of Education's website at www.education.gov.za or the Department of Public Service and Administration vacancy circulars at www.dpsa.gov.za
<u>FOR ATTENTION</u>	:	Ms M Mahape
<u>CLOSING DATE</u>	:	13 December 2024
<u>NOTE</u>	:	Applications must be submitted on the most recently approved Z83 Application for Employment Form, obtainable from the DBE Website or any Public Service Department/Webpage. Use of the old Z83 Form will result in disqualification. The Z83 must be completed in full and page 2 duly signed. A clear indication of the post and reference number that is being applied for must be indicated on your Z.83. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 with a detailed Curriculum Vitae (ONLY). Certified copies of qualifications and other relevant documents will be requested from shortlisted candidates on or before the day of the interview. Successful candidates will be subjected to Personnel Suitability Checks (criminal record, citizenship & financial/asset record checks, qualification and employment verification including social media profiles). Appointment is subject to positive results of the security clearance process. The successful candidate will be required to sign an annual performance agreement and, where applicable, annually disclose his/her financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Applicants who do not comply with the requirements outlined above, will not be considered.

MANAGEMENT ECHELON

<u>POST 44/01</u>	:	<u>DEPUTY DIRECTOR-GENERAL REF NO: DBE/06/2024</u> Branch: Curriculum Policy, Support and Monitoring Re-advert
<u>SALARY CENTRE</u>	:	R1 741 770 per annum, all-inclusive remuneration package Pretoria
<u>REQUIREMENTS</u>	:	An appropriate recognised qualification at NQF level 8 qualifications as recognised by SAQA in the Social; Education or Management Sciences field; At least 8 years' experience at senior managerial level; Extensive professional and practical experience in the field of education/curriculum; Candidate should be an effective communicator; Ability to develop curriculum and assessment for skills and competencies for a changing world; Ability to develop policy and support, monitor and evaluate curriculum implementation supported by Umalusi. Process competencies: Knowledge Management; Service Delivery Innovation; Problem solving and analysis; Client orientation and Customer focus; Communication skills. Core Competencies: Strategic capacity and leadership; People Management and Empowerment; Financial Management; Change management; Confident, trustworthy, accurate, adaptable and diplomatic; Valid driver's license and willing to travel extensively.
<u>DUTIES</u>	:	The successful candidate will be responsible for policy support and monitoring of curriculum (GET and FET) from Grades R to 12 including Special Needs Education, Policy support, Learner with Special Education Need, Curriculum Innovation, National Strategy for Learner Attainment (NSLA), Rural Education and E-Learning; Increasing learner participation and success rate to meet the goals of the National Development Plan and Action Plan 2019 Towards the realization of schooling 2030;

Managing learner qualification improvement programmes; Providing strategic leadership to the Technical Support and Language Units; Implementing, supporting and monitoring curriculum for Grade R to 12 and special interventions and support programmes to provinces, districts and schools; Monitoring and supporting CAPS implementation and strengthening school based assessment; Monitoring and supporting the implementation of the National Curriculum Statement (NCS) on reading in grade R-9 in order to improve teaching and learning; Providing quality education for learners with Special Education Needs and home schooling; Ensuring that learners with severe to profound intellectual disabilities access quality publicly funded education and support; Implementing MST and Curriculum Enhancement programmes; Policy support including foundation of learning, Dinaledi, ICTs and NSLA.

ENQUIRIES : Ms M Mahape Tel No: (012) 357 3291/ Ms N Monyela Tel No: (012) 357 3294/ Mr M Segowa Tel No: (012) 357 4291

NOTE : Applications are invited from appropriately qualified persons for this senior management position in the Department of Basic Education in Pretoria. The position requires a proactive person with strong conceptual, strategic and operational leadership skills as well as proven management ability. A Certificate for SMS pre-entry programme is required for all SMS appointments, the full details of the outlined requirements and course information can be sourced by following the link <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical element of the job, the logistics of which will be communicated by the department. Following the interview and the technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The incumbent will have to sign an annual performance agreement as well as annually disclose his/her financial interests and be subjected to a security clearance. Note People with disabilities are encouraged to apply.

POST 44/02 : **DEPUTY DIRECTOR-GENERAL REF NO: DBE/07/2024**
Branch: Teachers, Education Human Resources and Institutional Development
Re-advert

SALARY : R1 741 770 per annum, all-inclusive remuneration package
CENTRE : Pretoria
REQUIREMENTS : An appropriate recognised qualification at (NQF level 8) as recognised by SAQA in the Social; Education or Management Sciences field; At least 8 years' experience at senior managerial level; 8 years' experience in the Education sector; Ability to maintain labour peace in the sector; Ability to coordinate processes for managing demand and supply of Educators; Ability to coordinate processes for training and development of Educators; Process competencies: Knowledge Management; Service Delivery Innovation; Problem-solving and Analysis; Client Orientation and Customer Focus; and Communication skills. Core Competencies: Strategic Capacity and Leadership; People Management and Empowerment; Financial Management; Change Management; Confident, trustworthy, accurate, adaptable and diplomatic; Valid driver's license and willing to travel extensively.

DUTIES : The successful candidate will be responsible for developing policies and systems for managing teachers demand and supply in collaboration with provinces; Providing oversight to the Fundza Lushaka bursary scheme; Providing direction and strategic leadership to enable the recruitment, retention, utilization, support and development of educators; Providing guidance on the implementation of a coherent teacher development strategy, including the use of innovative practices to identify, record and respond to teacher development needs, including support to learners with special education needs; Providing strategic leadership in the management and administration of the Branch, including the development and compliance with targets as contained in the Medium Term Development Plan (MTDP), the Annual Performance Plans (APP); Providing reports to oversight structures as required; Managing the post provisioning process and other HR-

related matters; Managing systems and processes for the management of Educator and school performance; Managing staff performance in line with their performance agreements, as well as managing the budget of the Branch; Overseeing the development and management of a National Teacher Induction Programme; Overseeing processes for collective bargaining and ensure maintenance of labour peace within the education sector; Coordinating collaboration with different stakeholders within the Basic Education sector.

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: Applications are invited from appropriately qualified persons for this senior management position in the Department of Basic Education in Pretoria. The position requires a proactive person with strong conceptual, strategic and operational leadership skills as well as proven management ability. The ideal candidate should have a vision, a mature sense of leadership and proven management abilities to ensure that the branch can meet the goals and targets as reflected in the National Development Plan (NDP) as well as the Action Plan to 2024, towards schooling 2030. A Certificate for SMS pre-entry programme is required for all SMS appointments, the full details of the outlined requirements and course information can be sourced by following the link <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and the technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. The incumbent will have to sign an annual performance agreement as well as annually disclose his/her financial interests and be subjected to a security clearance. Note People with disabilities are encouraged to apply.