



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF PUBLIC WORKS, ROADS AND INFRASTRUCTURE

Ref: S4/1
TO: ALL HEADS OF DEPARTMENTS
LIMPOPO PROVINCIAL GOVERNMENT
FROM: THE HEAD OF DEPARTMENT: PUBLIC WORKS, ROADS
AND INFRASTRUCTURE

DEPARTMENTAL CIRCULAR NO 11 OF 2021: ADVERTISEMENT OF VACANT POSTS

1. Applications are invited for the filling of vacant posts, which exist in the department as outlined in the attached annexure.
2. Applications should be submitted on the **new Z83 forms** (*effective 01 January 2021*) obtainable from any Public Service Department or can be downloaded from www.dpsa.gov.za / www.labour.gov.za. Applications must be completed in full, accompanied by copies of educational qualification, identity documents, a comprehensive Curriculum Vitae and valid Code EB vehicle driver's license with an exemption of applicants with disabilities (only shortlisted candidates will be required to bring certified copies to the interview).
3. Applications without attachments will not be considered. A specific reference number for the post applied for must be quoted in the space provided on the Z83 form. **NB! YOU ARE KINDLY REQUESTED TO COMPLETE A, B AND C OF THE Z83 IN FULL.**
4. Applications should be forwarded to:

The Acting Director: Human Resource Management
Department of Public Works, Roads and Infrastructure
Private Bag X9490
POLOKWANE
0700

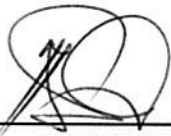
Or hand delivered to Works Towers Building, No. 43 Church Street,
Polokwane, 0699

43 Church Street, Polokwane, 0699, Private Bag X9490, POLOKWANE, 0700
Tel: (015) 284 7001, (015) 284 7030 website: <http://www.dpw.limpopo.gov.za>

The heartland of Southern Africa - development is about people!

5. The contents of this Circular will also be posted on the following websites www.dpw.limpopo.gov.za / www.limpopo.gov.za, and www.dpsa.gov.za
6. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA) and therefore **must** attach certified copies of certificates of evaluation by the SAQA.
7. Successful incumbents will be expected to sign a performance agreement within one month after assumption of duty and also be required to disclose their financial interests in accordance with the prescribed regulations.
8. All shortlisted candidates for Senior Management Services (SMS) posts will be subjected to 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 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.
9. All shortlisted candidates will be subjected to a security clearance and verification of qualifications. The recommended candidates for appointment will be subjected to Personnel Suitability Check (criminal records, credit records check and security reasons).
10. All general enquiries should be directed to Ms. Mokonyane Magdeline, Ms. Hanyane Phillipine and Mr. Seleka Billy Mr. Malose Moabelo, Mr. Matome Malemela and Mathume Mabilo at 015 284 7353/ 7586 / 7663/ 7606/7607/ 7627.
11. The closing date for submission of application is **Friday, the 11th February 2021 at 16h00**. Late applications, emails or faxed applications will not be considered. Failure to comply with the above requirements will result in the disqualification of the application.
12. 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, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5, sub-section 1 and 2 of the Promotion of Administrative Justice Act 3 of 2000.

13. The Department reserves the right not to make any appointment to the posts advertised.
14. Successful candidates for SMS posts should be in possession of the Senior Management Pre-entry Programme Certificate offered by the National School of Government prior to appointment. The course is available at the NSG under the name "Certificate for entry into the SMS" and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>.
15. Department of Public Works, Roads and Infrastructure is an equal opportunity employer. The Department is committed to providing equal opportunities and affirmative action employment practices. It is our intention to promote representation in terms of race, gender and disability in line with the Employment Equity Plan.



Mr. DT SEROKA
HEAD OF DEPARTMENT



DATE

ADVERTISEMENT OF POSTS: DEPARTMENT OF PUBLIC WORKS, ROADS & INFRASTRUCTURE

Post : Chief Director: Education Infrastructure Management
Ref. No. : S.4/3/1/53
Branch : Education Infrastructure Management
Salary Package : R1 251 183.00
Salary Level : 14
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: Undergraduate Qualification (NQF Level 7) in Built Environment as recognized by SAQA. 05 (five) years' experience at a Senior Managerial Level in the Built Environment. Registration with the relevant professional council will be an added advantage. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) (driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and customer focus, Communication. Engineering, legal and operational compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment and analysis knowledge. Research and development. Computer- aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgement.

DUTIES: KEY PERFORMANCE AREAS:

Oversee the technical portfolio for Education Infrastructure: Manage the provision of professional inputs to the Provincial Department of Education in terms of preparation of the User Asset Management Plan. Manage the review of infrastructure project list in terms of feasibility in consultation with Provincial Department of Education and make recommendations. Manage the assessment of the suitability of the site allocation in terms of the provision of integrated multi-purpose government services in the province. Manage the determination of lifecycle costs for immovable assets of the Provincial Department of Education. Manage the planning, design and budgeting for technical condition assessment for Education facilities in consultation with Provincial Department of Education.

Oversee the delivery of infrastructure programmes and projects: Oversee the provision of professional inputs to the Provincial Departments in terms of the preparation of the Infrastructure Programme Management Plan [IPMP].

Oversee the provision of professional inputs to the Provincial Departments in terms of the packaging of projects and finalisation of the procurement strategy. Manage the provision of professional inputs and appropriate systems to the Provincial Departments to submit successful infrastructure bids for the allocation of performance based grants. Assist the Provincial Departments to adhere to all requirements stated in the Division of Revenue Act [DoRA]. Oversee the provision

of professional inputs to the Provincial Departments in terms of the determination of technical norms and standards. [Mainly cost norms]. Manage the validation of building plans in terms of National and Local Government Building Regulations. Oversee the finalisation of the Infrastructure Programme Implementation Plan [IPIP] for the Provincial Departments. Oversee the preparation and implementation of Service Delivery Agreements. Manage the procurement of projects and framework contracts for the Provincial Department of Education. Oversee the preparation of project execution plans up to the point of procurement. Oversee the implementation of the construction procurement for all projects on behalf of the Provincial Department of Education. Monitor the effective management of financial resources for projects. Monitor the updating of the document management system and the project management system. Monitor the adherence to timeframes, budgets and quality assurance standards for all contracts. Report progress regarding implementation of infrastructure projects to relevant government structures. Oversee the provision of inputs for the preparation of financial and non – financial reports that should be submitted to the Provincial Department of Education. **Oversee the maintenance of Education Infrastructure:** Oversee the implementation of Technical Condition Assessments for Provincial Infrastructure. Manage the provision of the maintenance plan. Update the maintenance plan based on the findings of Technical Condition Assessments and provide credible data to the Provincial Department of Education. Make recommendations on improving the occupational Education and safety standards at all Education facilities. Determine the maintenance plan for the vacated facilities of the Provincial Department of Education. Monitor the implementation of the National Infrastructure Maintenance strategy. Monitor the implementation of maintenance plan and user asset management plan. Manage the maintenance operations. **Oversee the infrastructure inputs for longer integrated infrastructure planning and development:** Participate in the development and updating of the longer term integrated provincial infrastructure plan as referred to as the Limpopo Master Infrastructure Plan. Interact with municipalities and the public Entities to promote delivery of services within the required timelines of the Limpopo Master Infrastructure Plan and the Municipal Integrated Development plans. Collaborate with other Chief Directorates in LDPWRI to consider the possible packaging of infrastructure delivery projects across sectors for seamless procurement. Participate in the review and updating of the Limpopo Infrastructure Delivery Management System based on institutional changes and areas identified for improvement. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic objectives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalise strategy, Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E

Post : Chief Director: Health Infrastructure Management
Ref. No. : S.4/3/1/54
Branch : Health Infrastructure Management
Salary Package : R1 251 183.00 per annum (to be structured according to Individual needs)
Salary Level : 14
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: Undergraduate Qualification (NQF Level 7) in Built Environment as recognized by SAQA.5 (five) years' experience at a Senior Managerial Level in the Built Environment. Registration with the relevant professional council will be an added advantage. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) (driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and Customer Focus. Communication. **Technical Competencies:** Engineering, legal and operational compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment and analysis knowledge. Research and development. Computer- aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgement

DUTIES: KEY PERFORMANCE AREAS:

Oversee the technical portfolio for Health Infrastructure: Oversee the provision of professional inputs to the Provincial Department of Health in terms of preparation of the User Asset Management Plan. Oversee the review of infrastructure project list in terms of feasibility in consultation with Provincial Department of Health and make recommendations. Manage the assessment of the suitability of the site allocation in terms of the provision of integrated multi-purpose government services in the province. Manage the determination of lifecycle costs for immovable assets of the Provincial Department of Health.

Oversee delivery of the infrastructure programmes and projects: Oversee the provision of professional inputs to the Provincial Departments in terms of the preparation of the Infrastructure Programme Management Plan [IPMP]. Oversee the provision of professional inputs to the Provincial Departments in terms of the packaging of projects and finalisation of the procurement strategy. Oversee the provision of professional inputs and appropriate systems to the Provincial Departments to submit successful infrastructure bids for the allocation of performance based grants. Assist the Provincial Departments to adhere to all

requirements stated in the Division of Revenue Act [DoRA]. Oversee the provision of professional inputs to the Provincial Departments in terms of the determination of technical norms and standards. [Mainly cost norms]. Manage the validation of building plans in terms of National and Local Government Building Regulations. Manage the finalisation of the Infrastructure Programme Implementation Plan [IPIP] for the Provincial Departments. Oversee the preparation and implementation of Service Delivery Agreements. Oversee the procurement of projects and framework contracts for the Provincial Department of Health. Oversee the preparation of project execution plans up to the point of procurement. Oversee the implementation of the construction procurement for all projects on behalf of the Provincial Department of Health. Monitor the effective management of financial resources for projects. Monitor the updating of the document management system and the project management system. Monitor the adherence to timeframes, budgets and quality assurance standards for all contracts. Report progress regarding implementation of infrastructure projects to relevant government structures. Oversee the provision of inputs for the preparation of financial and non – financial reports that should be submitted to the Provincial Department of Health.

Oversee the maintenance of Health Infrastructure: Oversee the implementation of Technical Condition Assessments for Provincial Infrastructure. Oversee the provision of the maintenance plan. Monitor the implementation of the National Infrastructure Maintenance strategy. Monitor the implementation of maintenance plan and user asset management plan. Manage the maintenance operations.

Oversee the infrastructure inputs for longer integrated infrastructure planning and development: Participate in the development and updating of the longer term integrated provincial infrastructure plan as referred to as the Limpopo Master Infrastructure Plan. Interact with municipalities and the public Entities to promote delivery of services within the required timelines of the Limpopo Master Infrastructure Plan and the Municipal Integrated Development plans. Collaborate with other Chief Directorates in LDPWRI to consider the possible packaging of infrastructure delivery projects across sectors for seamless procurement. Participate in the review and updating of the Limpopo Infrastructure Delivery Management System based on institutional changes and areas identified for improvement.

Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation: Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline, Give direction to team in realising the Directorate's strategic objectives.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalise strategy, Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E.

Post : Chief Director: Provincial Departments
Infrastructure Management
Ref. No. : S.4/3/1/55
Branch : Provincial Departments Infrastructure Management
Salary Package : R1 251 183.00 per annum (to be structured according to
Individual needs)
Salary Level : 14
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: Undergraduate Qualification (NQF Level 7) in Built Environment as recognized by SAQA. 05 (five) years' experience at a Senior Managerial Level in the Built Environment. Registration with the relevant professional council will be an added advantage. Valid vehicle (Code EB) (driver's license with an exception of persons with disabilities)

CORE AND PROCESS COMPETENCIES:

Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and Customer Focus. Communication. **Technical Competencies:** Engineering, legal and operational compliance. Engineering operational communication. Process knowledge and skills. Maintenance skills and knowledge. Mobile equipment and analysis knowledge. Research and development. Computer- aided engineering applications. Creating high performance culture. Technical consulting. Engineering and professional judgement.

DUTIES: KEY PERFORMANCE AREAS:

Oversee the delivery of the infrastructure programmes and projects: Oversee the provision of professional inputs in terms of the preparation of the Infrastructure Programme Management Plan [IPMP]. Oversee the provision of professional inputs in terms of the packaging of projects and finalisation of the procurement strategy. Manage the provision of professional inputs and appropriate for infrastructure bids for the allocation of performance based grants. Assist the Provincial Departments to adhere to all requirements stated in the Division of Revenue Act [DoRA]. Oversee the provision of professional inputs in terms of the determination of technical norms and standards. [Mainly cost norms]. Oversee the validation of building plans in terms of National and Local Government Building Regulations. Manage the finalization of the Infrastructure Programme Implementation Plan [IPIP]. Oversee the preparation and implementation of Service Delivery Agreements. Monitor the effective management of financial resources for projects. Monitor the updating of the document management system and the project management system. Monitor the adherence to timeframes, budgets and quality assurance standards for all contracts. Report progress regarding implementation of infrastructure projects to relevant government structures. Oversee the preparation of financial and non – financial.

Oversee the technical portfolio management for Other Provincial Departments Infrastructure: Manage the review of infrastructure project list in terms of feasibility in consultation with Other Provincial Departments and make

recommendations. Oversee the assessment of the suitability of the site allocation in terms of the provision of integrated multi-purpose government services in the province. Oversee the determination of lifecycle costs for immovable assets of the Provincial Department of Provincial Departments. **Oversee and monitor the Infrastructure Programme Implementation Plan:** Oversee the preparation of Infrastructure Programme Implementation Plan infrastructure. Oversee the setting of the job creation targets. Oversee the updating of IPIP including cash flow projections aligned to allocated funds. Oversee the validation of building plans in terms of the National and Municipal Building Regulations. **Oversee the Construction procurement:** Oversee the preparation of relevant procurement documentation throughout the different phases in the project management cycle. Oversee the registration of projects on the CIDB i-tender system. Oversee the final appointment of Professional Service Providers and contractors on successfully concluded procurement processes in collaboration with SCM. Oversee and approve the construction contract. Oversee and monitor programme reporting and the Project Execution plans. Oversee and monitor the project and programme close out. **Manage the implementation Infrastructure maintenance:** Manage the implementation of Technical Condition Assessments for Provincial Infrastructure. Oversee the provision of the maintenance plan. Update the maintenance plan based on the findings of Technical Condition Assessments and provide credible data. Determine the maintenance plan for the vacated facilities. Monitor the implementation of the National Infrastructure Maintenance strategy. Oversee and monitor the implementation of maintenance plan and user asset management plan. Oversee the maintenance operations. Oversee the provision of category 3 maintenance for LDPWRI, Shared offices and legislature. **Manage the infrastructure inputs for longer integrated infrastructure planning and development:** Participate in the development and updating of the longer term integrated provincial infrastructure plan as referred to as the Limpopo Master Infrastructure Plan. Interact with municipalities and the public Entities to promote delivery of services within the required timelines of the Limpopo Master Infrastructure Plan and the Municipal Integrated Development plans. Collaborate with other Chief Directorates in LDPWRI to consider the possible packaging of infrastructure delivery projects across sectors for seamless procurement. Participate in the review and updating of the Limpopo Infrastructure Delivery Management System based on institutional changes and areas identified for improvement. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalise strategy,

Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E

Post : Chief Director: District Coordination and Departmental Operations
Ref. No. : S.4/3/6/11
Branch : District Coordination and Departmental Operations
Salary Package : R1 251 183.00 per annum (to be structured according to individual needs)
Salary Level : 14
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: Undergraduate Qualification (NQF Level 7) as recognized by SAQA. 05 years' experience at a senior managerial level in Administration/ District Operations. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) (driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES: Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and Customer Focus. Communication.

DUTIES: KEY PERFORMANCE AREAS:

Oversee departmental operations and district coordination services: Map property and infrastructure processes and make continuous recommendation for improvement. Determine the definition, methodology and design of portfolio, programme and project governance standards. Develop and maintain project document management system and build records. Develop and inform policies for infrastructure and maintenance in the districts. Determine quality and safety standards. Undertake research and enforce green technologies. Consolidate district budget input. Monitor the district expenditure against the allocated budget. Oversee the development of district procurement plans. Manage district assets in terms of availability and movement. Oversee and coordinate the submission of district performance agreements and work plans for each financial year. **Oversee the provision of contractor development and infrastructure support services:** Oversee, coordinate and implement training and mentorship on Contractor and Development Programme. Monitor and report training activities on the implementation of Contractor Development Programme in the Department. Provide community liaison on departmental infrastructure programmes. Oversee the provision of infrastructure support management services. **Provide and ensure utilization of resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic objectives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and

expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalise strategy, Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E

Post : Chief Director: Corporate Services
Ref. No. : S.4/3/8/26
Branch : Corporate Services
Salary Package : R1 251 183.00 per annum (to be structured according to Individual needs)
Salary Level : 14
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF Level 7) as recognized by SAQA. 05 years of experience at senior managerial level. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) driver’s license with exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Oversee the implementation of the performance management system (PMDS) and training of employees: Ensure implementation of performance management according to policy guidelines and directives. Manage and coordinate the performance appraisal and rewards. Manage and coordinated probation. Manage and facilitate the development of workplace skills plan. Oversee evaluation of training impact. Oversee the verification of qualifications.**Oversee the provision and implementation of strategic services:** Manage integrated development planning. Oversee the coordination and facilitation of strategic planning processes. Review departmental management plan against broad strategic objectives. Develop and implement monitoring and evaluation principles and practices. Oversee the development and analysis of performance monitoring and evaluation reports. Oversee and coordinate the design and implementation of change management initiatives. Monitor and facilitate the implementation of transformation programmes. Provide for customer relations and frontline services. **Oversee the provision and implementation of Human Resource Practices and Administration services:** Oversee and coordinate the provision of human resource information and reporting. Oversee and coordinate the provision of staff establishment services. Oversee and facilitate staffing processes in line with recruitment policy and EE plan. Manage and facilitate transfers services. Administering of conditions of service, remuneration

and employee benefits. Provide and coordinate the provision of organisational development and design services. **Oversee the provision legal services:** Oversee the drafting and vetting of legal contracts/agreements. Coordinate the drafting and initiation of legislation through white paper processes. Coordinate the provision of legal opinion to the Department. Oversee the facilitation process of civil and criminal litigation for and on behalf of the Department. **Oversee the provision information communication technology management:** Oversee the provision of information technology infrastructure and operational support. Oversee the provision of information technology business enablement and governance services. Oversee the provision of information technology solutions and information management services. Oversee the information technology security services. Manage the relation with service providers as per the service level agreements. **Oversee the provision of employee health and wellness, special programmes and Employment Relations services:** Oversee and coordinate matters pertaining COIDA. Oversee the administrative support for reporting of occupational injuries and diseases. Manage and facilitate health and productivity programmes. Manage and facilitate special programmes. Oversee HIV/AIDS assistance programme. Oversee the management of grievances and disciplinary matters. Manage the provision of investigations on misconduct cases and grievances. **Oversee the provision and implementation of communications and stakeholder management:** Oversee the provision of production and publications. Manage and oversee the provision of audio-visual services. Oversee the promotion of corporate branding. Oversee the facilitation of events management services. Oversee the provision of public relations services. **Oversee the management and maintenance of the stakeholder relations.** Oversee **the provision auxiliary service:** Ensure provision of office services, provision of fleet management services. Provide for records management and knowledge management services. Oversee the provision of security management services. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Chief Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalise strategy, Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E

Post : Chief Director: Roads Infrastructure Maintenance
Ref. No. : S.4/3/10/15
Branch : Roads Infrastructure Maintenance
Salary Package : R1 251 183.00 per annum (to be structured according to

individual needs)

Salary Level : 14

Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Civil Engineering or Built Environment. 05 years' experience at a senior managerial level within the Roads Construction/Maintenance Environment. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) driver's license with exception of persons with disabilities.

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Oversee the provision and maintenance of roads services: Oversee the provision of the road asset management plan. Oversee the implementation of road maintenance plans and utilisation of the budget. Oversee the provision of provincial roads and bridges status. Oversee the provision audit responses in relation to road maintenance services. **Oversee the provision of roads projects implementation:** Oversee the planning and implementing of labour intensive construction projects. Oversee the planning and implementing of low volume access roads. Oversee the planning and implementing of households projects. Plan, implement and manage in-house projects. Oversee the consolidation of social facilitation (Shareholder involvement and ensure compliance to applicable government policies and regulations).

Oversee the provision of environmental services: Oversee the implementation of environmental projects and appointment of environmental consultants in line with the service agreement. Oversee and promote sound planning and budgeting for environmental projects. Oversee the provision of environmental impact assessment and environmental management plans. Oversee and monitor of compliance to environmental matters and legislatives. Manage the provision roads integrated development plans with districts, local municipalities and other government. **Oversee the provision of mechanical services:** Monitor compliance to policies and strategies for the mechanical programme. Oversee and monitor the implementation of mechanical plan and utilisation of the budget. Oversee and oversee the acquisition, maintenance and disposal of plant and machinery. Oversee the provision of the mechanical management system. Oversee and monitor performance of the mechanical programme. Oversee and oversee the maintenance of government fleet. **Oversee the management of infrastructure inputs for longer integrated infrastructure planning and development:** Participate in the development and updating of the longer term integrated provincial infrastructure plan as referred to as the Limpopo Master Infrastructure Plan. Interact with municipalities and the public Entities to promote delivery of services within the required timelines of the Limpopo Master Infrastructure Plan and the Municipal Integrated Development plans. Collaborate

with other Chief Directorates in LDPWRI to consider the possible packaging of infrastructure delivery projects across sectors for seamless procurement. Participate in the review and updating of the Limpopo Infrastructure Delivery Management System based on institutional changes and areas identified for improvement. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation: Give direction to team in realising the Chief Directorate's strategic objectives:** Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Interpretation and implementation of Branch strategy, Develop Policies, design planning frameworks and guidelines to operationalize strategy, Manage functions of Directors and Component, Develop Performance/ Standards/ Policies/ M&E

Post : Director: Health Infrastructure Delivery
Ref. No. : S.4/3/1/56
Branch : Health Infrastructure Delivery Management
Salary Package : R1 057 326.00 per annum (to be structured according to Individual needs)
Salary Level : 13
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: Undergraduate Qualification (NQF Level 7) in Built Environment as recognized by SAQA. 05 years' experience at middle/senior managerial level in the Built Environment. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities). Registration with the relevant professional council will be an added advantage. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) (driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES: Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and Customer Focus. Communication.

DUTIES: KEY PERFORMANCE AREAS: Manage and coordinate the implementation of labour intensive construction: Prepare the Infrastructure Programme Management Plan [IPMP] for Provincial Departments. Manage the professional inputs being provided to the Directorate Portfolio Technical services. Determine new technology, revised norms, standards, innovation and renewable energy for Provincial Departments. Determine the final project list and budgetary implications. Determine technical and functional norms and standards for Provincial Departments. Manage the procurement strategy to optimise economies

of scale, reduce costs, reduce inefficiencies and promote seamless service delivery. Manage the enforcement of standardised designs. **Manage the Infrastructure Programme Implementation Plan [IPIP] for Provincial Departments:** Manage the preparation of the Infrastructure Programme Implementation Plan [IPIP] for Provincial Departments. Manage the setting of the Job creation targets. Manage the updating of IPIP including cash flow projections aligned to allocated budgets. Manage the validation of building plans in terms of the National Municipal Building Regulations. **Manage the Construction procurement:** Manage the preparation of relevant procurement documentation throughout the different phases in the project management cycle. Manage the registration of projects on the CIDB i-tender system. Manage the final appointment of Professional Service Providers and contractors on successfully concluded procurement processes in collaboration with SCM. **Monitor the departmental Infrastructure performance:** Manage the establishment of a monitoring system to measure performance of Infrastructure activities in terms of project allocation. Manage site visits at agreed intervals to monitor performance. Manage and review of progress reports. Manage cost and scope variations in terms of assessments. Manage the design and implementation of interventions for projects that are not performing in line with cash flow projections, quality standards and timeframes. Manage the validation of invoices as submitted before payment. Manage the reconciliation of payments. Manage the centralised document warehouse. Manage the provision of contract expertise for management of contracts. Manage the provision of contract management inputs in terms of legal and related issues. **Manage the programme reporting:** Manage and sign off on all Project Execution Plan [PEP's]. Manage regular interaction with the Provincial Departments to proactively identify problems and jointly agree on solutions. Manage the preparations of financial and non – financial performance reports. Provide Governance Infrastructure structures. Manage and update the Project Management System. **Manage the project and programme close out. Manage the validation of accounts in collaboration with SCM.** Manage the release of construction guarantees in collaboration with SCM. Manage the collection of all documentation including as – built plans and submission to the centralized document warehouse. Manage the final cost analysis of each project. Manage inputs for updating of cost and space norms based on learning generated during post project evaluation. Manage the preparations of performance reports for submission to CDIB. Manage the close out of all projects. **Manage contracts:** Approve contract documentation as prepared by the relevant Infrastructure Professionals before submission to SCM. Monitor that awards and/or contract cancellation are captured on the required database including on the CIDB register of projects. Assess and recommend motivations for waiving of penalties and low performance damages and submit to the SCM. Assess and recommend an increase in time or prices in terms of a contract provided it does not exceed the total of prices at awards by more than the amounts stated in the Treasury Regulation in consultation with Legal Services and relevant Infrastructure Professional before submitting to SCM. Assess and recommend termination and/or cancellation of contracts based on inputs from Infrastructure Professionals and Legal Services. Analyze

recommendations made by relevant Infrastructure Professionals and decide on the implementation of appropriate mitigation strategies to manage in a pro-active manner potential contractual implications. Undertake ad hoc independent site visits to verify correctness of information submitted in reports and status on sites. Participate in site visits arranged by Provincial Treasury and/or other stakeholders. Report all non-performance issues to Risk Management. Make recommendations to SCM on price escalations based on the appropriate indices published by Statistics South Africa and/or the contract price adjustments provisions contained in the JBCC form of contract in consultation with the Professionals and Legal services. Provide inputs to SCM on the management of insurances for large and long term programmes. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline. **Manage Project, Ensure the achievement of operational targets, manage others and ensure that all contribute towards achievement of dept goals, develop Guidelines/ Practices/ Frameworks/ M&E.**

Post : Director: Roads Project Implementation
Ref. No. : S.4/3/10/16
Branch : Roads Projects Implementation
Salary Package : R1 057 326.00 per annum (to be structured according to Individual needs)
Salary Level : 13
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate Qualification (NQF level 7) as recognized by SAQA in Civil Engineering. 05 years' experience at middle/senior managerial level in Roads Construction environment. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS: Manage and coordinate the implementation of labour intensive construction: Plan, implement and manage labour intensive construction projects. Plan, implement and manage low volume access roads. Plan, implement and manage household's project. Plan, implement and manage in-house projects. Consolidate social facilitation (Shareholder

involvement and ensure compliance to applicable government policies and regulations). **Develop, review and implement the departmental strategy policies and procedures pertaining to Roads Project Implementation unit:** Draft new policy or review the existing policies and procedures guidelines and facilitate the approval process. Design, implement and maintain effective control systems to ensure compliance to policies and procedures continuously. Identify deficiencies in policy framework, procedural guidelines and work processes within Roads Project Implementation unit. Communicate changes to policy, procedures and work processes to staff and train the staff in applying them. Conduct research on new trends pertaining Roads Project Implementation unit. Develop the operational plan of the component. Attend audit queries and monitor compliance to audit corrective measures. **Manage resource (Human, Financial and Equipment):** Facilitate the formulation and manage component's budget. Monitor and report on expenditure to ensure proper utilisation of budget. Monitor and ensure the proper utilisation of equipment's. Monitor and evaluate the performance and appraisal of the employees. Facilitate and ensure capacity building and development. Ensure proper utilisation of human resources. Maintain the discipline environment. Facilitate and ensure the development of job description of supervisees.

Manage Project, Ensure the achievement of operational targets, Manage others and ensure that all contribute towards achievement of dept goals, develop Guidelines/ Practices/ Frameworks/ M&E

Post : **Director: Contractor Development and Infrastructure Support**
Ref. No. : **S.4/3/1/57**
Branch : **Contractor Development and Infrastructure Support**
Salary Package : **R1 057 326.00 per annum (to be structured according to Individual needs)**
Salary Level : **13**
Centre : **Head Office - Polokwane**

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF Level 7) as recognized by SAQA. 05 years' experience at middle/senior managerial level within contractor development environment. SMS Pre – Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Manage, coordinate and implement training on the Contractor Development Programme: Develop and formulate strategy on the efficient management and implementation of theoretical training on Contractor Development Programme.

Identify areas, within the theoretical training component, that need improvement. Ensure that training is carried out in terms of SAQA, ETQA, CETA and EPWP policies and regulations. Draw up Contracts for appointing Training Providers. Form strategic alliances with institutions for development and support of the Learners. **Monitor and report training activities on the implementation of Contractor Development Programme** .Provide monitoring and development of monitoring tools for training on the Programme. Compile feedback reports on training on the Contractor Development Programme. Ensure improved Learner and Training Provider performance on the Programme. Ensure that Total Quality Management (TQM) of the Contractor and Artisan Development Programme covers in detail the activities pertaining to theoretical training. **Manage the provision of infrastructure support management services:** Monitor implementation of policies, standards, norms and systems. Coordinate with infrastructure procurement unit on the acquisition of service providers. Maintain facilities and project records. Coordinate infrastructure plans with clients departments. Coordinate project planning, implementation and monitoring of progress. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Manage Project, Ensure the achievement of operational targets, manage others and ensure that all contribute towards achievement of dept goals, develop Guidelines/ Practices/ Frameworks/ M&E.

Post : **Director: Information Communication & Technology Management**
Ref. No. : **S.4/3/7/2**
Branch : **Information Communication & Technology Management**
Salary Package : **R1 057 326.00 per annum (to be structured according to Individual needs)**
Salary Level : **13**
Centre : **Head Office - Polokwane**

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF Level 7) in Information Technology/ Computer Science as recognized by SAQA. 05 years' experience at middle/senior managerial level in the ICT environment.

Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

Strategic Capability and Leadership. Programme and Project Management. Change Management. Financial Management. People Management and

Empowerment. Knowledge Management. Problem Solving and analysis. Client orientation and Customer Focus. Communication.

DUTIES: KEY PERFORMANCE AREAS:

Manage the provision of Information Communication Technology infrastructure and operational support: Develop and implement ICT infrastructure plans. Provide user support in terms of desktop and LAN support. Provide specification of ICT system and infrastructure. Provide servers and network infrastructure maintenance. Update anti-virus software, standardise desktop software and server updates. Identify and compile needs for new equipment's. **Provide and monitor financial compliance:** Develop and implement the ICT governance frameworks. Monitor the implementation of ICT projects and ICT best practice. Maintain project documentation and configuration management. Conduct service management audits. Implement information systems to support decision making. Align information and technology strategy with departmental strategic plans. Conduct business analysis. **Manage the provision of Information Communication Technology solutions and information management:** Manage the provision of Business Solutions. Manage the provision of effective application and systems inventory and consolidation. Conduct business analysis. Manage SLAs and contracts for effective rendering of IT services. Manage system development and deployment. **Manage and utilize resources (human, financial & physical) in accordance with relevant directives and legislation:** Give direction to team in realising the Directorate's strategic objectives. Develop action plans to execute strategic initiatives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Monitor and report on the utilisation of equipment's. Co-ordinate memorandum of understanding, service level agreements and expenditure review. Ensure that the division is adequately staffed. Evaluate and monitor performance and appraisal of employees. Ensure capacity and development of staff. Manage discipline.

Manage Project, Ensure the achievement of operational targets, manage others and ensure that all contribute towards achievement of dept goals, develop Guidelines/ Practices/ Frameworks/ M&E.

Post : Director: Internal Control and Compliance
Ref. No. : S.4/3/9/29
Branch : Strategic Financial Management
Salary Package : R1 057326.00 per annum (to be structured according to Individual needs)
Salary Level : 13
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF Level 7) as recognized by SAQA. 05 years' experience at middle/senior managerial level in internal controls/audit management/Risk/ compliance environment). SMS Pre –

Entry Certificate (issued by National School of Government). Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Provide internal control services: Monitor and review work processes (systems) and financial transaction processed for every account. Monitor compliance control strategies. Manage and safeguard all financial records for the Department. Develop tools and guidelines for inspection and investigations. Monitor and ensure that inspection and investigations are conducted to establish compliance with the PFMA, Treasury Regulations, PPPFA, Framework for Supply Chain Management and other related and relevant prescripts within the Department. Provide and monitor that internal control systems is aligned with PFMA, Treasury Regulations, PPPFA, Framework for Supply Chain Management and other related and relevant prescripts. Monitor internal financial control systems. Monitor and ensure compliance to policies, regulations, directives and procedures. Make recommendations regarding the complaints investigated. **Provide and monitor financial compliance:** Monitor and ensure compliance with the PFMA, Treasury Regulations, PPPFA, Framework for Supply Chain Management and other related and relevant prescripts within the Department. Monitor and analyse financial systems deficiencies. Monitor and manage the coordination of assurance processes (response to external and internal auditor's queries, management of responses) and the departmental action plan to address identified control deficiencies. Manage the implementation and maintenance of the departmental loss control system. **Develop, review and implement the departmental strategy, policies and procedures pertaining to internal control and compliance:** Draft new policy or review the existing policies and procedures guidelines and facilitate the approval process. Design, implement and maintain effective control systems to ensure compliance to policies and procedures continuously. Identify deficiencies in policy framework, procedural guidelines and work processes within to internal control and compliance. Communicate changes to policy, procedures and work processes to staff and train the staff in applying them. Conduct research on new trends pertaining to internal control and compliance. Develop the operational plan of the component. Attend audit queries and monitor compliance to audit corrective measures. **Manage resource (Human, Financial and Equipment):** Facilitate the formulation and manage component's budget. Monitor and report on expenditure to ensure proper utilisation of budget. Monitor and ensure the proper utilisation of equipment's. Monitor and evaluate the performance and appraisal of the employees. Facilitate and ensure capacity building and development. Ensure proper utilisation of human resources. Maintain the discipline environment. Facilitate and ensure the development of job description of supervisees.

Manage Project, Ensure the achievement of operational targets, manage others and ensure that all contribute towards achievement of dept goals, develop Guidelines/ Practices/ Frameworks/ M&E.

Post : Chief Engineer: Electrical
Ref. No. : S.4/3/1/62
Branch : Education Infrastructure Management
Salary Package : R1 058 469.00 (to be structured according to Individual needs)
Salary Level : OSD Grade A
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognised by SAQA in Electrical Engineering (B Eng/ B Sc. (Eng). Six years' post qualification experience required as a registered Professional Engineer Compulsory registration with ECSA as a Professional Engineer. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Engineering design and analysis effectiveness: Perform final review and approvals or audits on new engineering designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Pioneering of new engineering services and management methods. **Maintain engineering operational effectiveness:** Manage the execution of management strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor management efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives. **Financial management:** Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial value add of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. **Governance:** Allocate, control, monitor and report on all resources. Compile risk log and manages significant risk according to sound risk management practice and organizational requirements. Provide technical consulting services for the operation of engineering related matters to minimize possible engineering risks. Manage and implement knowledge sharing initiatives

e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. **People management:** Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

Post : Chief Engineer: Mechanical
Ref. no. : S.4/3/1/67
Branch : Health Infrastructure Management
Salary Package : R1 058 469.00 (to be structured according to Individual needs)
Salary Level : OSD Grade A
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognised by SAQA in Mechanical Engineering (B Eng/ B Sc. (Eng). Compulsory registration with ECSA as a Professional Engineer. Six years' post qualification experience required as a registered Professional Engineer. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Engineering design and analysis effectiveness: Perform final review and approvals or audits on new engineering designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with current technology. Pioneering of new engineering services and management methods. **Maintain engineering operational effectiveness:** Manage the execution of management strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor management efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives. **Financial management:** Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial value add of the

discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. **Governance:** Allocate, control, monitor and report on all resources. Compile risk log and manages significant risk according to sound risk management practice and organizational requirements. Provide technical consulting services for the operation of engineering related matters to minimize possible engineering risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. **People management:** Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

Post : Chief Engineer- Civil/Structural x1
Ref. no. : S.4/3/1/10

Ref. No. : Chief Engineer - Electrical x1
: S.4/3/1/63

Branch : Provincial Departments Infrastructure Management
Salary Package : R1 058 469.00 (to be structured according to Individual needs)
Salary Level : OSD Grade A
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognised by SAQA in Engineering (B Eng/ B Sc. (Eng). Compulsory registration with ECSA as a Professional Engineer. Six years' post qualification experience required as a registered Professional Engineer. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Engineering design and analysis effectiveness: Perform final review and approvals or audits on new engineering designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure

seamless integration with current technology. Pioneering of new engineering services and management methods. **Maintain engineering operational effectiveness:** Manage the execution of management strategy through the provision of appropriate structures, systems and resources. Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor management efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives. **Financial management:** Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial value add of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. **Governance:** Allocate, control, monitor and report on all resources. Compile risk log and manages significant risk according to sound risk management practice and organizational requirements. Provide technical consulting services for the operation of engineering related matters to minimize possible engineering risks. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. **People management:** Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

Post : **Chief Quantity: Surveyor x 4 posts** (*Apply each post separately*)

Branch : **Health Infrastructure Management (Portfolio Technical Services) x1**

Ref. No. : **S.4/3/1/58**

Branch : **Education Infrastructure Management (Portfolio Technical Services) x1**

Ref. No. : **S.4/3/1/59**

Branch : **Provincial Departments Infrastructure Management (Technical Portfolio Services) x1**

Ref. No. : **S.4/3/1/60**

Branch : Provincial Department Infrastructure Management
(Infrastructure Delivery) x1

Ref. No. : S.4/3/1/61

Salary Package : R939 621.00 (to be structured according to
Individual needs)

Salary Level : OSD Grade A

Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognised by SAQA in Quantity Surveying. Six years Quantity Surveying post qualification experience required. Registration with the SACQSP. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities).

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Quantity surveying analysis effectiveness: Perform final review and approvals or audits on quantity survey procedures. Co – ordinate quantity surveying efforts and integration across disciplines to ensure seamless integration with current technology. **Maintain quantity survey operational effectiveness:** Manage the execution of quantity survey strategy through the provision of appropriate structures, systems and resources. Set quantity surveying standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor quantity surveying efficiencies according to organizational goals to direct or redirect quantity surveying services for the attainment of organizational objectives. **Financial Management:** Ensure availability and management of funds to meet the MTEF objectives within the project environment/ services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, monitor and control expenditure according to budget to ensure efficient cash flow management. **Governance:** Allocate, monitor and control resources. Compiles risk logs (database) and manages significant risk according to sound risk management practice and organizational requirements. Provide technical consulting services for the operation of quantity survey related matters to minimize possible project risks. Manage and implement knowledge sharing initiatives e.g. short – term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

People management: Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of quantity survey services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

Post : Chief Architect x 3 posts (Apply each post separately)

Branch : Health Infrastructure Management (Infrastructure Delivery x1

Ref. No. : S.4/3/1/64

Branch : Education Infrastructure Management (Infrastructure Delivery x1

Ref. No. : S.4/3/1/65

Branch : Provincial Departments Infrastructure Management (Infrastructure Delivery x1

Ref. No. : S.4/3/1/66

Salary Package: R925 728.00 (to be structured according to Individual needs)

Salary Level : OSD Grade A

Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognised by SAQA in Architecture. Six years architectural post qualification experience required. Valid vehicle (Code EB) driver's license with an exception of persons with disabilities). Compulsory registration with the SACAP.

CORE AND PROCESS COMPETENCIES:

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

DUTIES: KEY PERFORMANCE AREAS:

Maintain architectural operational effectiveness: Perform final review and approvals or audits on architectural designs according to design principles and theory. Co – ordinate design efforts and integration across disciplines to ensure seamless integration with current technology. **Maintain architectural operational effectiveness.** Manage the execution of architectural strategy through the provision of appropriate structures, systems and resources. Set architectural standards, specifications and service levels according to organizational objectives to ensure optimum operational availability. Monitor and maintain efficiencies according to organizational goals to direct or redirect architectural services for the attainment of organizational objectives. **Financial Management:** Ensure availability and management of funds to meet the MTEF objectives within the architectural environment/ services. Manage the operational capital project

portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial added value of the discipline-related programmes and projects. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. Allocate, monitor and control expenditure according to budget to ensure efficient cash flow management. **Governance:** Allocate, monitor and control resources. Compiles risk logs and manages significant risk according to sound risk management practice and organizational requirements. Provide technical consulting services for the operation of architectural related matters to minimize possible project risks. Manage and implement knowledge sharing initiatives e.g. short – term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. **People management:** Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of architectural services according to organizational needs and requirements. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.