



DEPARTMENT OF CORRECTIONAL SERVICES

Closing date: 2019/02/01 @ 15h45

Note: • **Before you apply:** All costs associated with an application will be borne by the applicant. The Department of Correctional Services is an equal opportunity employer. The Department will take into consideration the objectives of Section 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) and the Employment Equity Act, 1998 (Act 55 of 1998) in filling of these vacancies. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. In support of this strategy, applicants need to indicate race, gender and disability status on the application form/CV. Applicants who have retired from the Public Service with a specific determination that they cannot be re-appointed or have been declared medically unfit will not be considered.

Please take note that correspondence will only be conducted with the shortlisted candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application is unsuccessful.

Applicants must note that further checks will be conducted once they are shortlisted and that their appointment is subject to positive outcomes on these checks, which include security clearance, security vetting, qualification verification, and criminal records verification. Appointment to some of these posts will be provisional, pending the issue of a security clearance. If you cannot get a security clearance, your appointment will be re-considered/possibly terminated. Finger prints may be taken on the day of interviews.

The Department of Correctional Services reserves the right not to fill any of these advertised posts.

Applications: For applications to be accepted, applications must be submitted on form Z83 (Public Service Application form), obtainable from any Public Service Department, and must be completed in full. Applications must be accompanied by a CV and certified copies of qualifications and ID NOT older than 3 months. Where an advertisement states that a valid Driver's Licence is required, then please submit a certified copy of your licence.

Please send a separate and complete application for each post you apply for, stating the correct reference for each position you are interested in. Faxed and e-mailed applications will not be accepted • Candidates must comply with the minimum appointment requirements • CV's should be aligned to reflect one's degree of compliance with the above-mentioned requirements and responsibilities.

Applications must reach DCS before the closing date and time. It is the sole responsibility of an applicant to ensure that their application reaches DCS before the stipulated closing date and time.

NB: Indicate the reference number, regional office, Management Area and position you are applying for on your application form (Z83) and post your complete application to the relevant addresses as indicated below:

KwaZulu/Natal Region:

Postal Address: Head Recruitment, Private Bag X 9126, Pietermaritzburg, 3200

Contact person: Mrs GJ Mchunu at 033 355 7386/ Mr SM Dlamini at 033 355 7367/Ms SN Zikalala at 033 355 7368

Physical Address: 1 Eugene Marais Road, Napierville, Pietermaritzburg



APPOINTMENTS UNDER THE CORRECTIONAL SERVICES ACT

ASSISTANT MANAGER: NURSING (PHC)

KwaZulu-Natal Region: Ebongweni Max (Ref: KZN 2019/01/01)

Salary: R 581 826.00 per annum

Requirements: Basic qualification accredited with the SANC in terms of Government Notice (i.e. Diploma/Degree in Nursing) or equivalent qualification that allows registration with the SANC as a professional Nurse. Post Basic qualification with duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. A minimum of (8) years appropriate/ recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, at least 3 years of the period referred to above must be appropriate/ recognisable experience at managerial level.

Competencies and Attributes: Financial management; Problem solving and decision making skills; Facilitation skills; Plan, organize, lead and control; Change Management; Team leadership; Project management; Presentation skills; Conflict management; Report writing; Training and development. Time management. Confidentiality; Coaching and mentoring; Understanding of Public Service policy and legislative framework; Service delivery and client orientation; integrity and honesty; Assertiveness; Ability to network; Influence and impact; Applied strategic thinking; Willingness to travel.

Responsibilities: To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by Nursing Department, including the overall management of nursing services (i.e. operational, HR and Finance of

the nursing department). Ensure compliance to professional and ethical practice. Ensure that the clinical nursing practice by the nursing team in the facility is rendered in accordance with the scope of practice and nursing standards as determined by relevant health facility. Promote quality nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Management of human resources, finances and assets.

OPERATIONAL MANAGER NURSING (PHC)
KwaZulu-Natal Region: Glencoe (Ref: KZN 2019/01/02),
Durban Med B (Ref: KZN 2019/01/03)
Salary: R 532 449.00 per annum

Requirements: Degree/Diploma in Nursing or an equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. A minimum of 9 years appropriate experience in nursing after registration as a Professional Nurse with the SANC. At least 5 years of the period referred to above must be appropriate experience after obtaining the 1 year post-basic qualification in the relevant speciality. Current registration with the South African Nursing Council as a Professional Nurse. Valid driver's licence. Computer literate. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and Attributes: Understanding of the Public Service Policy and legislative Framework, Program Management, Confidentiality, time management, listening skills, interpersonal skills, client orientation, good communication skills, empathy, tactfulness, integrity and honesty, report writing skills, adaptability, and conflict management. Ability to coordinate and collaborate with internal and external stakeholders. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how this impacts on service delivery.

Responsibilities: Provide direction and supervision in the implementation of the nursing plan (clinical practice/ quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practices). Practice nursing and health care in accordance with the relevant laws and regulations. Display a concern for patients, promoting and advocating proper treatment and care including an awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele Principles). Maintain the quality of nursing data and information and utilize it to advice. Advance and evaluate the quality and cost-effectiveness of nursing care ensure that a comprehensive general nursing service is delivered to patients in a cost effective, efficient and equitable manner at a primary health care facility. Ensure compliance to professional and ethical practice. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Management of human resources, finances and asset.

DH: EDUCATIONIST
KwaZulu-Natal Region: Durban Juvenile (Ref: KZN 2019/01/04),
Durban Med B (Ref: KZN 2019/01/05), Ekuseni (Ref: KZN 2019/01/06),
Ebongweni (Ref: KZN 2019/01/07)
Salary Range: R 391 677. 00 – R 459 276. 00 per annum

Requirements: Recognised four (4) year Degree or equivalent qualification in Education and registration with the South African Council of Educators. Seven (7) years relevant experience gained after registration with SACE. These requirements are in accordance with the relevant Occupational Specific Dispensation. Computer literacy. Valid driver's license.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, understanding of Public Service policy and Legislative framework, policy implementation, report writing, diversity management, training and development, service delivery innovation and Creative ty, project management, facilitation management, integrity and honesty, influence and impact, presentation skills, conceptual skills, conflict management, assertiveness and ability to work under pressure.

Responsibilities: Responsible for the administration of education and training. Manage budget of education and training. Advice the Area Commissioner. Responsible for personnel development within the area. Responsible for the total establishment of the area. Initiate policy with regard to sport and recreation, libraries and life skills programmes. Manage education and training system. Liaise with external role-players regarding education and recreation opportunities.

CHAIRPERSON: CASE MANAGEMENT COMMITTEE (CB5)
KwaZulu-Natal Region: Durban Juvenile (Ref: KZN 2019/01/08), Durban Med C(Ref: KZN 2019/01/09),
Durban Med B x 5 (Ref: KZN 2019/01/10), Umzinto(Ref: KZN 2019/01/11), Qalakabusha x 3 (Ref: KZN 2019/01/12),
Eshowe (Ref: KZN 2019/01/13), Glencoe (Ref: KZN 2019/01/14), Estcourt(Ref: KZN 2019/01/15),
Pietermaritzburg Med A x 3 (Ref: KZN 2019/01/16), Pietermaritzburg Med B (Ref: KZN 2019/01/16b), Sevontein x 2 (Ref: KZN
2019/01/17), Waterval Med B (Ref: KZN 2019/01/18), Waterval Med A x 2 (Ref: KZN 2019/01/19),

**Ekuseni(Ref: KZN 2019/01/20), Ncome Med A (Ref: KZN 2019/01/21),
Ncome Med B x 2 (Ref: KZN 2019/01/22), Ebongweni (Ref: KZN 2019/01/23),
Kokstad Med (Ref: KZN 2019/01/24)
Salary: R429 933.00 per annum**

Requirements: Grade 12 plus an RVQ 13 qualification in Correctional Services Management and successful completion of the Corrections Science Learnership. Seven (7) years' relevant experience in a supervisory post. Top secret security classification. Computer literacy. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Strategic capability and leadership, policy development and good communication skills. Sound project and programme management skills. Transformation, change and conflict management abilities. Stakeholder management skills. Problem solving, analysis and decision making skills. Service delivery innovation. People management and empowerment. In depth understanding of safety and security within a correctional environment. Integrity and honesty. Good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998.

Responsibilities: Planning of the activities of the case management committee. Holding the meetings of the Case Management Committee. Management of sentence plans. Control of offender records. Management of offenders in assessment units. Management of offenders in housing units. Management of offenders in special care units. Management of offenders in pre-release units. Management of resources.

**HEAD: COMMUNITY CORRECTIONS [CB 5]
KwaZulu-Natal Region: Estcourt (Ref: KZN 2019/01/25)
Salary: R429 933.00 per annum**

Requirements: Degree or national diploma in Behavioural Sciences and successful completion of the Corrections Science Learnership. Seven (7) years' relevant experience in a supervisory post. Top secret security classification. Computer literacy. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Strategic capability and leadership, policy development and good communication skills. Sound project and programme management skills. Transformation, change and conflict management abilities. Stakeholder management skills. Problem solving, analysis and decision making skills. Service delivery innovation. People management and empowerment. In depth understanding of safety and security within a correctional environment. Integrity and honesty. Good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998.

Responsibilities: Manage monitoring services. Determine conditions of house arrest and supervision for persons serving sentence in the community. Participate in case review team for community corrections. Manage programs. Identify community service programs. Responsible for the facilities and equipment of the section. Implement disciplinary steps against offending staff. Management of performance information. Manage human resources, finances and assets.

**SCO: CASE MANAGEMENT COMMITTEE
KwaZulu/Natal Region: Qalakabusha (Ref: 2019/01/26),
Ncome (Ref: 2019/01/27), Estcourt (Ref: 2019/01/28),
Pietermaritzburg Med B (Ref: 2019/01/29)
Salary: R 360 060.00 per annum**

Requirements: Degree/ National Diploma in Behavioural Science or equivalent qualification and successful completion of Correctional Science Learnership. 7 years' relevant experience gained in production post. Computer literacy. Valid driver's license.

Competencies and attributes: Firearm skills and the use of relevant security technology. communication, project and programme management, transformation management, change management, stakeholder management, problem solving, analysis, service delivery Innovation, decision making, people management and empowerment, in depth understanding of safety and security in a correctional environment, integrity and honesty, confidentiality, good interpersonal relations, knowledge of the Correctional Services Act, Act 111 of 1998, as amended, assertiveness, ability to network and diplomacy.

Responsibility: Planning of the activities of the Case Management Committee. Holding of meetings of the CMC. Management of sentence plans. Control of offender records. Management of human resources, logistical administration and assets.

UNIT MANAGER
KwaZulu-Natal Region: Glencoe (Ref: KZN 2019/0130),
Durban Youth Centre (Ref: KZN 2019/01/31)
Salary: R 360 060.00 per annum

Requirements: Degree/ National Diploma in Correctional Services Management or an equivalent qualification and successful completion of Corrections Science Learner ship/Basic Training. Seven (7) years relevant experience in a supervisory post. These requirements are in accordance with the Occupational Specific Dispensation. Top secret security classification as an added advantage. Valid driver's licence. Computer literate.

Competencies and attributes: Firearm skills and the use of relevant security technology. communication, project and programme management, transformation management, change management, stakeholder management, problem solving, analysis, service delivery Innovation, decision making, people management and empowerment, in depth understanding of safety and security in a correctional environment, integrity and honesty, confidentiality, good interpersonal relations, knowledge of the Correctional Services Act, Act 111 of 1998, as amended, assertiveness, ability to network and diplomacy.

Responsibilities: Manage safe custody of offenders. Manage the process of representation of offenders. Develop measures for handling offender complaints and requests. Facilitate the induction of new offenders. Implementation of unit management principles. Management of case files. Provision of infrastructural needs to enhance the implementation of unit management principles. Management of human resources finances and assets.

UNIT MANAGER: PAROLEES & PROBATIONERS
KwaZulu Natal Region: Estcourt Comcor (Ref: 2019/01/32)
Salary: R 360 060.00 per annum

Requirements: Degree/ National Diploma in Behavioural Sciences or equivalent qualification and 7 years relevant experience in a supervisory post in the Security stream. These requirements are in accordance with the relevant Occupational Specific Dispensation. Top secret security classification as an added advantage. Successful completion of Corrections Science Learner ship/Basic Training. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, Project and programme management, Transformation management, Change Management, Stakeholder management, Problem solving, Service Delivery Innovation, decision making, People Management and Empowerment, In depth understanding of safety and security in a correctional environment. Integrity and honesty, Confidentiality, Good Interpersonal relations, knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, Diplomacy and Tact, Resilient, Influence and impact, Computer literacy.

Responsibilities: Manage monitoring services. Oversee implementation of court sentences. Ensure the implementation of community corrections policies and procedures. Participate in case review team for community corrections. Facilitate the provision of social work and community service programmes. Management of human resources, finances and assets.

SCO: DH CASE MANAGEMENT ADMINISTRATION
KwaZulu-Natal Region: Ncome (Ref: KZN 2019/01/33)
Salary: R 360 060.00 per annum

Requirements: Degree/ National Diploma in Behavioural Sciences or equivalent qualification and 7 years relevant experience in a supervisory post in the Security stream. These requirements are in accordance with the relevant Occupational Specific Dispensation. Top secret security classification as an added advantage. Successful completion of Corrections Science Learner ship/Basic Training. Valid driver's licence

Competencies and attributes: Firearm skills and the use of relevant security technology. Strategic capability and Leadership, Policy development, Communication, Project and Programme management, transformation management, change management, conflict management, Stakeholder management, Problem solving, Analysis, Service Delivery Innovation, decision making, People Management and Empowerment, In depth understanding of safety and security within a correctional environment. Integrity and honesty, confidentiality, Good interpersonal relations, knowledge of the Correctional Services Act, Act 111 of 1998as amended, Assertiveness, Resilience, Ability to network and diplomacy.

Responsibilities: Management of admission and release system. Supervise offender movements, offender cash administration and offender bail / fine payments. Ensure continuity and consistency in case management administration. Management of human resources, finance and assets.

SCO: CC: STAFF SUPPORT
KwaZulu-Natal Region: Dundee Correctional Centre (Ref: KZN 2019/01/34),
Ebongweni (Ref: KZN 2019/01/35), Estcourt (Ref: KZN 2019/01/36)
Salary: R 360 060.00 per annum

Requirements: Degree/ National Diploma in Behavioural Sciences or equivalent qualification and successful completion of Corrections Science Learner ship/Basic Training. 7 years relevant experience on production post. These requirements are in accordance with the Occupational Specific Dispensation. Top secret security classification as an added advantage. Valid driver's licence. Computer literacy.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, Project and programme management, Transformation management, Change Management, Stakeholder management, Problem solving, Analysis, Service Delivery Innovation, decision making, People Management and Empowerment, In depth understanding of safety and security in a correctional environment. Integrity and honesty, Confidentiality, Good Interpersonal relations, In depth knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, Ability to network, Diplomacy and tact, Resilience, Influence and impact.

Responsibilities: Provide human resources and related functions to the correctional centre. Effective management of the registration activities. Ensure proper dissemination of information for the correctional centre. Management of duty registers and leave arrangements. Management of human resources, finances and assets. Management of correctional centre through the implementation of correctional services act, Act 111 of 1998 as amended.

SCO: NUTRITIONAL SERVICES
KwaZulu-Natal Region: Durban Med A (Ref: KZN 2019/01/37),
Durban Med C (Ref: KZN 2019/01/38), Durban Youth Centre (Ref: KZN 2019/01/39),
Durban Female (Ref: KZN 2019/01/40)
Salary: R 360 060.00 per annum

Requirements: Degree/National Diploma in Food Management or an equivalent qualification and at least seven (7) years relevant experience gained on production level. Successful completion of Corrections Science Learner ship/Basic Training. These requirements are in accordance with the relevant Occupational Specific Dispensation. Valid driver's licence. Ability to plan/organize.

Competencies and attributes: Firearm skills and the use of relevant security technology. communication, project and programme management, trans-formation management, change management, stakeholder management, problem solving, analysis, service delivery Innovation, decision making, people management and empowerment, in depth understanding of safety and security in a correctional environment, integrity and honesty, confidentiality, good interpersonal relations, knowledge of the Correctional Services Act, Act 111 of 1998, as amended, assertiveness, ability to network and diplomacy.

Responsibilities: Preparation of meals. Serving of meals. Cleaning of utensils, kitchens, serveries. Training of offenders as caterers. Screening of offenders. Control of security equipment (keys, batons, teargas, radios). Supervise the unlocking of offenders. Control of catering equipment (knives, crockery etc.). Ensure medical parades. Ensure cleaning of kitchen. Supervision of recreation activities. Dealing with problematic offenders. Searching of kitchen. Treatment of offenders. Manage human resources, finances and assets.

HEAD: COMMUNITY CORRECTIONS
KwaZulu-Natal Region: Glencoe (Ref: KZN 2019/01/41)
Salary: R 360 060.00 per annum

Requirements: Degree/ National Diploma in Behavioural Sciences or equivalent qualification and 7 years relevant experience in a supervisory post in the Security stream. These requirements are in accordance with the relevant Occupational Specific Dispensation. Top secret security classification as an added advantage. Successful completion of Corrections Science Learner ship/Basic Training. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Strategic capability and leadership, policy development and good communication skills. Sound project and programme management skills. Transformation, change and conflict management abilities. Stakeholder management skills. Problem solving, analysis and decision making skills. Service delivery innovation. People management and empowerment. In depth understanding of safety and security within a correctional environment. Integrity and honesty. Good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998.

Responsibilities: Manage monitoring services. Determine conditions of house arrest and supervision for persons serving sentence in the community. Participate in case review team for community corrections. Manage programs. Identify community service programs. Responsible for the facilities and equipment of the section. Implement disciplinary steps against offending staff. Management of performance information. Manage human resources, finances and assets.

SECTION HEAD: EDUCATIONIST: FORMAL EDUCATION**KwaZulu-Natal Region: Ekuseni (Ref: KZN 2019/01/42),****Ebongweni (Ref: KZN 2019/01/43)****Salary R 328 944. 00 per annum**

Requirements: Recognised four (4) year Degree or equivalent qualification in Education and registration with the South African Council of Educators. Six (6) years relevant experience gained after registration with SACE. These requirements are in accordance with the relevant Occupational Specific Dispensation. Computer literacy. Valid driver's license.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, understanding of Public Service policy and Legislative framework, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, facilitation management, integrity and honesty, influence and impact, presentation skills, conceptual skills, conflict management, assertiveness and ability to work under pressure.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at Correctional Facilities in the Management Area. Adhere to set standards for Education in accordance with Government Education Departments. Assess educational services. Ensure service level standards for education and training. Manage human resources, finances and assets.

APPOINTMENTS UNDER THE PUBLIC SERVICE ACT**MEDICAL OFFICER GRADE 1****KwaZulu-Natal Region: Pietermaritzburg Med A (Ref: KZN 2019/01/44),****Ebongweni (Ref: KZN 2019/01/45), Durban Med B (Ref: KZN 2019/01/46)****R 780 612.00-R 840 942.00 (An all-inclusive package)**

Requirements: Grade 12 and relevant recognised MBCHB Degree with traceable experience in a health services environment, registration as medical practitioner with the Health Professions Council of South Africa, public health experience will be an added advantage, good interpersonal relations, financial management, computer literacy, leadership skills, programme management and evaluation skills, valid driver's licence.

Responsibilities: Render basic personal health care services to offenders, provide Clinical Care and relevant Primary Health Care programmes, render Medico – Legal services, maintain good medical practice, adhere to medical standards, write reports and keep records, effectively utilise resources, provide emergency medical care including after hours, refer patients to authorised and recognised health care providers, provide training when necessary, liaise with internal and external counterparts regarding healthcare delivery, adhere to departmental policies and orders, implement policy, implement the national drug policy including adherence to essential drug list, perform any other duties as prescribed by the Department of Correctional Services, supervisory responsibility to medical practitioners in the Region (full time and sessional medical practitioners).

DD: MANAGER: SPIRITUAL CARE (CHAPLAIN)**KwaZulu-Natal Region: Durban (Ref: KZN 2019/01/47)****Salary: R 697 011.00 (An all-inclusive package)**

Requirements: B-degree/national diploma in Theology from an accredited theological institution or equivalent qualification. Ordination as a minister of religion/faith with 3-5 years middle management experience. Computer literacy. Valid driver's licence.

Competencies and attributes: Policy coordination, communication, financial management, project and programme management, change management, client orientation and customer focus, problem solving and analysis, service delivery innovation, decision making, people management and empowerment, integrity and honesty, confidentiality, good interpersonal relations, understanding of Public Service policy and legislative framework, assertiveness, ability to network and diplomacy.

Responsibilities: Manage and coordinate spiritual care services. Implement, monitor and evaluate policies and procedures. Empower spiritual care personnel. Develop and present needs based spiritual care programmes. Market spiritual care services and establish partnership with internal and external stakeholders. Provide and facilitate supportive services to personnel. Soundly manage finances in terms of the PFMA. Manage spiritual care infrastructure. Implement the moral renewal programme for offenders. Liaise with internal and external stakeholders to enhance social reintegration services. Management of human and finance resources and assets.

PSYCHOLOGIST GRADE 1**KwaZulu-Natal Region: Durban Medium C (Ref: KZN 2019/01/48)****Salary: R 674 892.00 (An all-inclusive package)**

Requirements: Master's Degree in Psychology and registration as Clinical or Counselling Psychologist with the Health Professional

Council of South Africa. A minimum of three (3) years appropriate experience as Clinical Psychologist after registration with the Professional Council of South Africa. These requirements are in accordance with the relevant Occupational Specific Dispensation. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management; Problem solving and decision making skills; Facilitation skills; Plan, organize, lead and control; Change Management; Team leadership; Project management; Presentation skills; Conflict management; Report writing; Training and development. Time management. Confidentiality; Coaching and mentoring; Understanding of Public Service policy and legislative framework; Service delivery and client orientation; integrity and honesty; Assertiveness; Ability to network; Influence and impact; Applied strategic thinking; Willingness to travel.

Responsibilities: Render and coordinate psychological services to offenders. Liaise with internal and external organizations for the provision of psychological services. Management of human resources, finances and assets.

ASSISTANT DIRECTOR: MANAGER: LEGAL SERVICES (MR5 LEGAL ADMIN OFFICER)

**KwaZulu-Natal Region: Pietermaritzburg (Ref: KZN 2019/01/49),
Durban (Ref: KZN 2019/01/50)**

Salary: R 353 253. 00 – R 475 773. 00 per annum

(Based on Qualifications and recognised experience as per relevant OSD)

Requirements: Recognised LLB Degree and 8 years' appropriate post qualification experience gained in a legal administration environment. Admittance as an Attorney/Advocate will add advantage. Valid driver's licence. Excellent verbal and written communication skills. Good negotiation and conflict resolution skills. Computer literacy. Service rendering and creditability.

Competencies and attributes: Policy coordination, communication, financial management, Plan, organise, lead and control, Project and Programme management, Change Management, Client orientation and Customer focus, Problem solving and analysis, Service Delivery innovation, decision making, people management and empowerment, integrity and honesty, Confidentiality, Good interpersonal relations, understanding of Public Service Policy and legislative framework, Assertiveness, Ability to network and Diplomacy.

Responsibilities: The incumbent will provide legal advice to the DCS. Initiate policy amendments in the DCS. Draft memoranda on policy amendments. Draft legislation/legal documents. Receive request from functionaries for legal assistance. Furnish legal advice to personnel. Administer motion applications on the application of policy in the management areas. Maintain legal libraries. Manage finances. Conduct legal research and legal education. Represent the DCS on various forums.

MANAGER: EDUCATION AND TRAINING

Kwa Zulu-Natal Region: Waterval AC Office (Ref: KZN 2019/01/51)

Salary: R 391 677.00 per annum

Requirements: Recognised and appropriate Four- year degree/diploma in Education coupled with seven (7) years' relevant experience. Post graduate degree will be an added advantage. Must be professional. Ability to plan and organise. Sound communication skills. Valid driver's license.

Competencies and attributes: Financial management, plan, organise, lead and control, presentation skills, conflict management, time management, confidentiality, coaching and mentoring, understanding of Public policy and legislative framework including PFMA, service delivery and client orientation. Integrity and honesty, client orientation, assertiveness, influence and impact, communication skills, decision making, problem solving skills, networking/liaison with stakeholders, negotiation skills and conflict management.

Responsibilities: Responsible for the administration of education and training. Manage budget of education and training. Advise the Area Commissioner. Responsible for personnel development within the Area. Responsible for the total establishment of the Area. Initiate policy with regard to sport and recreation, libraries and life skills programmes. Manage education and training system. Liaise with the external role players regarding education and recreation opportunity.

ASD: USER ASSET MANAGEMENT PLAN(UAMP)(FACILITIES-RC)

KwaZulu Natal Region: Regional Office (Ref: KZN 2019/01/52)

Salary: R 356 289.00 per annum

Requirements: Degree/National Diploma in Property Management/ Supply Chain Management or equivalent qualification coupled with 3-5 years' supervisory experience in a similar environment. Computer literate. Valid driver's license.

Competencies and attributes: Financial management, Problem solving and decision making, Facilitation skills, Plan, organize, lead and control, Change Management, Project management, Presentation skill, Conflict management, Training skills, Communication skills, Time management, Confidentiality, Coaching and mentoring, In depth knowledge of Supply Chain Management, Knowledge of the Public Finance Management Act, 1999 and Treasury Regulations, Procurement Administration and Public Finance Administration, Service delivery and client orientation, Integrity and honesty, Assertiveness, Influence and impact, Applied strategic thinking. Ability to network.

Responsibilities: Development of the user immovable asset management plan. Ensure the development, maintenance of an asset database. Ensuring that immovable assets are funded and match the service delivery objectives. Conduct gap analysis. Determine need for refurbishment or reconfiguration. Immovable asset management. Management of resources.

CLINICAL NURSE PRACTITIONER GR 1

**KwaZulu Natal Region: Durban Med A x 6 (Ref: KZN 2019/01/53),
Durban Med B x 5 (Ref: KZN 2019/01/54), Durban Med C x 3 (Ref: KZN 2019/01/55),
Durban Youth Centre x 2 (Ref: KZN 2019/01/56),
Durban Female (Ref: KZN 2019/01/57), Ncome (Ref: KZN 2019/01/58)
Salary: R 362 559.00 per annum**

Requirements: Degree/Diploma in Nursing or an equivalent qualification that allows registration with the South African Nursing Council as a Professional. A minimum of 4 years appropriate/recognisable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. Post basic qualification with a duration of at least 1 year in Curative skills in Primary Health Care accredited with the SANC. Current registration with the South African Nursing Council as a Professional Nurse. Valid driver's licence. Computer literate. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Financial management, Problem solving and decision making, facilitation skills, plan, organize, lead and control, Project Management, Presentation skill, Conflict Management. Knowledge of nursing care process and procedure, nursing statutes and other relevant legal frameworks, including grievances procedure and disciplinary code and procedure. Training and development, Report writing. Time management, Confidentiality, Coaching and mentoring, Understanding of Public Service policy and legislative framework, Service delivery and client orientation, integrity and honesty, Assertiveness, Influence and impact. Ability to network.

Responsibilities: Supervise the routine examination of offenders and treatment of minor ailments according to scope of practice. Supervise the assistance of immobile offender patients. Supervise the administration of medicine and other treatments. Supervise first aid and emergency series. Supervise sterilisation of equipment's/facilities. Supervise the updating of offenders/s records. Counsel offender patients. Supervise medicine control maintain safe custody by nursing personnel. Identify offenders for medicines. Not medical condition as instructed by doctors. Manage human resources, finance and assets.

SAO: HUMAN RESOURCE SUPPORT

**KwaZulu-Natal Region: Ncome (Ref: KZN 2019/01/59),
Kokstad (Ref: KZN 2019/01/60)
Salary: R 299 709. 00 per annum**

Requirements: Grade 12 and Recognised 3 year degree/diploma (RVQ 13) in Human Resources Management, Supervisory experience in Human Resources Administration and Management, Ability to plan and organise. Knowledge of the Persal System. Driver's licence, Sound communication skills. Must be computer literate.

Competencies and Attributes: Plan and control. Report writing. Punctuality, Confidentiality, Understanding of Public Services policy and legislative framework, Service delivery and client orientation, integrity and honest, Assertiveness, Influence and impact, Ability to work under pressure. Training in Persal, training in Recruitment policy and Personnel Administration training.

Responsibilities: Enhance coordination of policy, communicate policy matters, technical preparation of documents, arrange meetings, maintain post establishments and documents detailing training, undertake personnel administration, Management of promotions, Personnel awards, Achievement bonuses, staffing of management area, Management of Finance and logistics, management of personnel, Administer performance of merit assessments.

SAO: HR MANAGEMENT AND SUPPORT

**KwaZulu-Natal Region: Regional Office (Ref: KZN 2019/01/61)
Salary: R 299 709. 00 per annum**

Requirements: Relevant National Diploma / Degree plus 3-5 years supervisory experience. Valid driver's licence and computer Literacy. Knowledge of the Persal and Logis Systems will be an added advantage.

Competencies and attributes: Policy coordination, communication, financial management, project and programme management, change management, client orientation and customer focus, service delivery innovation, decision making, people management and empowerment, integrity and honesty, confidentiality, good interpersonal relations, understanding of Public Service policy and legislative framework, assertiveness, ability to network and diplomacy.

Responsibilities: Requisitioning of supplies required by the functionaries of various components. Exercising control over inventories of

various components. Administration of losses of stock and equipment. Maintenance of applicable PAS forms/ registers. Assisting with the administration of surpluses in stock and equipment discrepancies. Ensure data integrity and manage human and finance resources and assets.

SAO: TRANSPORT

KwaZulu-Natal Region: Ncome (Ref: KZN 2019/01/62)

Salary: R 299 709. 00 per annum

Requirements: Degree/National Diploma in Fleet Management or an equivalent qualification. 3-5 years' experience in a relevant environment. Computer literate. A valid driver's licence.

Competencies and Attributes: Conflict resolution; Report writing; Presentation skills. Problem solving; Team leadership; Policy interpretation; Confidentiality; Integrity and honesty; Time management; Assertiveness; Ability to network; Service delivery and client orientation; adaptive; Confident and independent; Ability to work under pressure; Willingness to travel.

Responsibilities: Identify transport infrastructure needs. Ensure effective maintenance of fleet. Manage the transport policy and procedures in the Management Area. Ensure effective control over the utilization of vehicles. Conduct regular transport inspection and investigations. Management of human resources, finances and assets.

ARTISAN FOREMAN GRADE A: BUILT ENVIRONMENT

KwaZulu-Natal Region: Estcourt (Ref: KZN 2019/01/63)

Salary: R 286 500.00. 00 per annum

Requirements: An appropriate Trade Diploma/certificate underwritten under Manpower Training Act (Red Seal). Five (5) years' relevant experience after completion of the Trade diploma/certificate will add advantage. Valid driver's license. These requirements are in accordance with the Occupational Specific Dispensation

Competencies and Attributes: Relationship building, innovation & creativity, People management, Time management, Openness & transparency, Integrity & honesty, Coaching & mentoring, Confidentiality, Interpersonal relations, Networking, Tact and Computer skills.

Responsibilities: Safe custody of offenders. Management of administration task. Training and development of offenders. Control over work-places and tools. Inventory control and logistical administration as well as efficient management of resources and work orders and compliance with administration. Management of human and financial resources and assets.

ARTISAN FOREMAN GRADE A: STEEL

KwaZulu/Natal Region: Pietermaritzburg Med A (Ref: KZN 2019/0164)

Salary: R 286 500.00. 00 per annum

Requirements: An appropriate Trade Diploma/certificate underwritten under Manpower Training Act (Red Seal). Five (5) years' relevant experience after completion of the Trade diploma/certificate will add advantage. Valid driver's license. These requirements are in accordance with the Occupational Specific Dispensation

Competencies and Attributes: Relationship building, innovation & creativity, People management, Time management, Openness & transparency, Integrity & honesty, Coaching & mentoring, Confidentiality, Interpersonal relations, Networking, Tact and Computer skills.

Responsibilities: Safe custody of offenders. Management of administration task. Training and development of offenders. Control over work-places and tools. Inventory control and logistical administration as well as efficient management of resources and work orders and compliance with administration. Management of human and financial resources and assets.

ARTISAN FOREMAN GRADE A: WOOD

KwaZulu/Natal Region: Pietermaritzburg Med A (Ref: KZN 2019/01/65)

Salary: R 286 500.00. 00 per annum

Requirements: An appropriate Trade Diploma/certificate underwritten under Manpower Training Act (Red Seal). Five (5) years' relevant experience after completion of the Trade diploma/certificate will add advantage. Valid driver's license. These requirements are in accordance with the Occupational Specific Dispensation.

Competencies and Attributes: Relationship building, innovation & creativity, People management, Time management, Openness & transparency, Integrity & honesty, Coaching & mentoring, Confidentiality, Interpersonal relations, Networking, Tact and Computer skills.

Responsibilities: Safe custody of offenders. Management of administration task. Training and development of offenders. Control over work-places and tools. Inventory control and logistical administration as well as efficient management of resources and work orders and compliance with administration. Management of human and financial resources and assets

ARTISAN FOREMAN GRADE A: ASSET MAINTENANCE

KwaZulu/Natal Region: Glencoe (Ref: KZN 2019/01/66)

Salary: R 286 500.00. 00 per annum

Requirements: An appropriate Trade Diploma/certificate underwritten under Manpower Training Act (Red Seal). Five (5) years' relevant experience after completion of the Trade diploma/certificate will add advantage. Valid driver's license. These requirements are in accordance with the Occupational Specific Dispensation.

Competencies and Attributes: Relationship building, innovation & creativity, People management, Time management, Openness & transparency, Integrity & honesty, Coaching & mentoring, Confidentiality, Interpersonal relations, Networking, Tact and Computer skills.

Responsibilities: Safe custody of offenders. Management of administration task. Training and development of offenders. Control over work-places and tools. Inventory control and logistical administration as well as efficient management of resources and work orders and compliance with administration. Management of human and financial resources and assets.

EDUCATIONIST M+4 (Maths and English)

KwaZulu/Natal Region: Estcourt (Ref: KZN 2019/01/67)

Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. As-sess educational services. Ensure service level standards for education and training.

EDUCATIONIST M+4 (Maths and Science)

KwaZulu/Natal Region: Estcourt (Ref: KZN 2019/01/68),

Ncome Medium A (Ref: KZN 2019/01/69)

Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. As-sess educational services. Ensure service level standards for education and training.

EDUCATIONIST M+4 (Business Studies)

KwaZulu/Natal Region: Estcourt (Ref: KZN 2019/01/70)

Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African

Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. As-sess educational services. Ensure service level standards for education and training.

EDUCATIONIST M+4 (Social Studies)
KwaZulu/Natal Region: Estcourt (Ref: KZN 2019/01/71)
Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. As-sess educational services. Ensure service level standards for education and training.

EDUCATIONIST M+4 (Commerce & Economics)
Ncome Medium A X 2 (Ref: KZN 2019/01/72)
Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. As-sess educational services. Ensure service level standards for education and training.

EDUCATIONIST M+4: Skills (Electrical and Engineering)
Ncome Medium B (Ref: KZN 2019/01/73)
Salary: R262 896.00 per annum

Requirements: Recognised four (4) year degree/national diploma in Education. Valid driver's licence. Registration with the South African Council of Educators. Computer literacy. Valid Driver's License. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, coaching and mentoring, good work ethics, confidentiality, interpersonal

relations, openness and transparency, networking, influence and impact, presentation skills, conceptual skills, and conflict management skills.

Responsibilities: Implement educational programmes for offenders. Implement educational policy at correctional facilities in the Management Area. Adhere to set standards for education services in accordance with Government Education Departments. Assess educational services. Ensure service level standards for education and training.

SOCIAL WORKER GRADE 1

**KwaZulu-Natal Region: Durban Med B (Ref: KZN 2019/01/74),
Estcourt Comcor x 3 (Ref: KZN 2019/01/75), Estcourt x 2 (Ref: KZN 2019/01/76),
Ncome x 2 (Ref: KZN 2019/01/77)
Salary: R 242 553. 00 per annum**

Requirements: BA Degree Social Work and registration with the South African Council of Social Service Professions. Computer literacy. Valid driver's licence.

Competencies and attributes: Conversancy with Acts policies and legislation pertaining to Social Work practice, understanding of Human Behavioural systems, Social Work environment, empowerment, confidentiality, time management, listening skills, good interpersonal skills, client orientation, good communication skills, empathy, tactfulness, integrity and honesty, report writing skills, adaptability and conflict management. Ability to coordinate, collaborate with internal and external stakeholders.

Responsibilities: Manage the provision of needs-based social work services to offenders within the Management Area. Conduct research and social work administration. Conduct individual assessments. Market social work services. Monitor and evaluate social work interventions. Provide guidance to subordinate and ensure that the requirements of the operational plans are complied with. Manage human re-sources, finances and assets.

NETWORK CONTROLLER

**KwaZulu-Natal Region: Ncome (Ref: KZN 2019/01/78)
Salary: R 242 475.00 per annum**

Requirements: Degree/ National Diploma in IT with 2 years' experience in a comparable environment. Valid driver's licence. Computer literacy.

Competencies and attributes: Problem solving and decision making, Ability to interpret policy/legislation, Report writing. Time management, Confidentiality, Coaching and mentoring, Understanding of Public Service policy and legislative framework, Service delivery and client orientation, Integrity and honesty, Assertiveness, Influence and impact, Ability to network. Knowledge of suite products and network peripherals. Ability to work in a culturally diverse environment. Interpersonal and communication skills. Ability to work independently.

Responsibilities: Maintain access control and physical access to server rooms. Complete IT registers and inventories. Monitor performance of net-work connection. Perform software and hardware rollout projects. Provide first line helpdesk and desktop support. Install and upgrade software and hardware products. Provide technical advice and support to all the users. Enforce and monitor strict adherence to information and communication technology policies. Management of human resources and assets.

AO: TENDER ADMINISTRATION

**KwaZulu-Natal Region: Regional Office (Ref: KZN 2019/01/79)
Salary: R 242 475. 00 per annum**

Requirements: Recognised Degree/National Diploma with 2 years' experience in Supply Chain Management environment. Computer literate. Valid driver's licence.

Competencies and attributes: Plan and Organize, report writing, punctuality, confidentiality, service delivery and client orientation, integrity and honesty, assertiveness, influence and ability to work under pressure. Understanding of Public Service Policy and legislative framework

Responsibilities: Handle bid-related enquiries. Compile and follow up on all BEE returns. Manage office IT equipment and assets. Assist and provide advice on procurement policy to other role players. Register bids/price quotations. Liaise with internal and external stakeholders. Arrange and act as secretary of adjudication bid committee meetings. Adhere to legislation, policy, procedures and delegated powers. Ensure that recommendations are checked by two other officials before submission to the bid committee. Ensure that the appropriate preference point system is utilised in the evaluation of bids as prescribed by the Preferential Procurement Regulations 2001. Management of human resources, finances and assets.

AO: OCCUPATIONAL HEALTH AND SAFETY
KwaZulu-Natal Region: Durban (Ref: KZN 2019/01/80)
Salary: R 242 475. 00 per annum

Requirements: Relevant and recognised RVQ 13 qualification. Sound experience as an occupational health and safety officer. Driver's licence. Computer orientation.

Competencies and attributes: Plan and Organize, report writing, punctuality, confidentiality, service delivery and client orientation, integrity and honesty, assertiveness, influence and ability to work under pressure. Understanding of Public Service Policy and legislative framework.

Responsibilities: Coordination and implementation of OHS policy and directives within the Management Area. Ensure adherence to performance standards to enhance occupational health and safety.

PROFESSIONAL NURSE GR 1 (GENERAL NURSING)
KwaZulu- Natal Region: Estcourt x 2 (Ref: KZN 2019/01/81)
Salary: R 241 908.00 per annum

Requirements: Recognised three (3) year Degree/Diploma in Nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (SANC). These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and Attributes: Knowledge of nursing care process and procedures, nursing statutes and other relevant legal frameworks, including grievance procedure and disciplinary code and procedure, communication, report-writing, liaison, coordination, facilitation, problem-solving, planning and organising skills.

Responsibilities: Provide direction and supervision in the implementation of the nursing plan. (Clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and healthcare in accordance with the relevant law as and regulations. Utilise human, material and physical resources efficiently and effectively. Display a concern for patients, promoting and advocating proper treatment and care, including an awareness and willingness to respond to patients' needs, requirement and expectations (Batho Pele principles). Maintain a constructive working relationship with nursing and other

ARTISAN PRODUCTION GRADE A: BUILDER
KwaZulu-Natal Region: Ncome (Ref: KZN 2019/01/82)
Salary R 179 523.00 per annum

Requirements: Appropriate trade test certificate, underwritten by the Manpower Training Act (Red Seal) in Building and three (3) years post qualification experience as a Builder. Valid driver's licence. Computer literate. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan and organise, report writing, punctuality, understanding of Public Service policy and legislative framework, service delivery and client orientation, integrity and honesty, assertiveness, influence and impact, ability to work under pressure.

Responsibilities: Design, production, maintenance, performance administrative and related function. Maintain and advance expertise.

ARTISAN PRODUCTION GRADE A: PLUMBER
KwaZulu/Natal Region: Kokstad (Ref: KZN 2019/01/83),
Ncome (Ref: KZN 2019/01/84)
Salary R 179 523.00 per annum

Requirements: Matric/Grade 12. An appropriate Trade test certificate underwritten by the Manpower Training Act (Red Seal) or a relevant Diploma. Three (3) years' experience after completion of the trade test will add advantage. These requirements are in accordance with the relevant Occupational Specific Dispensation. Valid driver's licence.

Competencies and Attributes: Relationship building, Innovation & creativity, People management time management, Openness & transparency, Integrity & honesty, Coaching & mentoring, Confidentiality, Interpersonal relations, Networking, Tact and computer skills.

Responsibilities: Training of offenders as well as apprentices. Execute work as per requisition/orders received from clients. Apply quality

ARTISAN PRODUCTION GRADE A:WELDER
KwaZulu/Natal Region: Kokstad (Ref: KZN 2019/01/85),
Pietermaritzburg (Ref: KZN 2019/01/86)
Salary R 179 523.00 per annum

Requirements: An appropriate trade test certificate underwritten by the Manpower Training Act (Red Seal) and three (3) years post qualification experience as a Welder. Valid driver's licence. Computer literate. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan and organise, report writing, punctuality, understanding of Public Service policy and legislative framework, service delivery and client orientation, integrity and honesty, assertiveness, influence and impact, ability to work under pressure.

Responsibilities: Design, production, maintenance, performance, administrative and related function. Maintain and advance expertise.

ARTISAN PRODUCTION GRADE A: ELECTRICIAN
KwaZulu/Natal Region: Kokstad (Ref: KZN 2019/01/87),
Pietermaritzburg (Ref: KZN 2019/01/88), Sevontein x 2 (Ref: KZN 2019/01/89),
Estcourt (Ref: KZN 2019/01/90)
Salary R 179 523.00 per annum

Requirements: Degree in Electrical Engineering/an appropriate trade test certificate underwritten by the Manpower Training Act (Red Seal) and three (3) years post qualification experience as an Electrician. Valid driver's licence. Computer literate. These requirements are in accordance with the relevant Occupational Specific Dispensation.

Competencies and attributes: Plan and organise, report writing, punctuality, understanding of Public Service policy and legislative framework, service delivery and client orientation, integrity and honesty, assertiveness, influence and impact, ability to work under pressure.

Responsibilities: Design, production, maintenance, performance, administrative and related function. Maintain and advance expertise
