



correctional services

Department
Correctional Services
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF CORRECTIONAL SERVICES

CLOSING DATE: 10 APRIL 2026 @ 15H45

APPOINTMENTS UNDER THE PUBLIC SERVICE ACT

CHIEF CONSTRUCTION PROJECT MANAGER: GRADE A

Eastern Cape region

Regional Office (Ref: EC 2026/03/01)

Salary: R1 266 450 all-inclusive package

Requirements: National Higher Diploma (Built Environment field) with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. BTech (Built Environment field) with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. Honours degree in any Built Environment field with a minimum of 6 years' experience as a registered Professional Construction Project Manager with the SACPCMP. Compulsory registration with the SACPCMP as a Professional Construction Project Manager. Computer literate. Valid driver's licence.

Competencies and attributes: Programme and project management. Principles and methodologies. Project and professional judgement. Computer-aided engineering and project applications. Project design and analysis knowledge. Project operational communication. Process, maintenance and project management skills and knowledge. Mobile equipment operating skills. Legal and operational compliance. Research and development. Creating high performance culture. Technical consulting. Strategic capability and leadership. Problem solving and analysis. Decision making. Team leadership. Creativity. Financial management. Customer focus and responsiveness. Communication. People management. Planning and organising. Conflict management. Negotiation skills. Change management.

Responsibilities: Perform final review and approvals or audits on project designs according to design principles or theory. Coordinate design efforts and integration across disciplines to ensure seamless integration with the current technology. Manage the execution of project management strategy through the provision of appropriate structures, systems and resources. Set project standards, specifications and service levels according to the organisational objectives to ensure optimum operational availability. Monitor project management efficiencies according to organisational goals to direct or redirect project services for the attainment of organisational objectives. Ensure the 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 organisational objectives. Ensure the 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 organisational 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 organisational principles. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management. Allocate and monitor and control resources. Compile risks logs (databases) and manages significant risk according to sound risk management practice and organisational requirements. Provide technical consulting services for the operation of 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 the effective knowledge management according to the departmental objectives. Direct the development motivation and utilisation of human resources for the discipline to ensure competent knowledge base for the continued success of project services according

to organisational needs and requirements. Manage the subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

DEPUTY MANAGER NURSING: PRIMARY HEALTH CARE [PNA-8]

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/01)

Gauteng region

Johannesburg (Ref: GP 2026/03/01)

Western Cape region

Regional Office (Ref: WC 2026/03/01)

Salary: R1 028 091 all-inclusive package

Requirements: Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. Diploma/ Degree in nursing) or equivalent qualification that allows registration with the SANC as a professional nurse. Registration with SANC as a Professional Nurse. A minimum of nine (9) years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least four (4) years of the period referred to above must be appropriate/recognisable experience at management level. Computer literate. 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 and decision making. People management and empowerment, integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. assertiveness, ability to network, diplomacy and tact, influence and impact.

Responsibilities: Coordinate policies related to healthcare, physical care and nutrition within the region. Conduct quality assessments of Hygiene conditions and Nutrition services. Implement standards, criteria and indicators for quality nursing and patient care. Oversee the management of infrastructure for health, nutrition and physical care. Ensure service levels for offenders' bedding, ablution facilities, personal care. Supervise and provide direction for nursing plans and clinical practice. Practise nursing and healthcare in accordance with the relevant laws and regulations. Promote patient-centred care and adherence to Batho Pele principles. Manage and utilize human, material and physical resources efficiently and effectively. Maintain quality nursing data for advising, advancing and evaluating care and cost-effectiveness. Plan activities and provide leadership and guidance in the implementation of health and nutrition programs. Advocate for patients, ensuring their needs and expectations are met. Manage human resources, finances and assets. Manage performance information.

MEDICAL OFFICER: GRADE 1

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/01)

Salary: R1 001 349 all-inclusive package

Requirements: Recognized MBChB with traceable experience in the Health Services environment. Registration as Medical Practitioner with the Health Professional Council of South Africa. Public Health experience will be an advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of Public Health, financial management, communication, project and programme management. Transformation management, change management, stakeholder management, problem solving and analysis, service delivery innovation and decision making. People management and empowerment, evaluation skills, integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness and ability to network.

Responsibilities: Render basic medical healthcare services to offenders. Provide clinical care and relevant Primary Healthcare Programmes. Render medico-legal services. Maintain good medical practice. Adhere to medical standards. Write reports and keep records. Effectively utilize resources. Provide emergency medical care, including after hours.

Refer patients to authorised and Recognized healthcare providers. Provide training where necessary. Perform medical procedures. Liaise with internal and external counterparts regarding healthcare delivery. Adhere to departmental policies and orders.

SOCIAL WORK MANAGER GRADE 1
Limpopo, Mpumalanga and North West region

Polokwane (Ref: LMN 2026/03/02)

Thohoyandou (Ref: LMN 2026/03/03)

Rooigrond (Ref: LMN 2026/03/04)

Rustenburg (Ref: LMN 2026/03/05)

Salary: R970 686 all-inclusive package

Requirements: Relevant BA Degree in Social Work and a minimum of (10) years appropriate experience in the field of Social Work after registration with South African Council for Social Services Profession. Computer literate. Valid driver's licence.

Competencies and attributes: Conversant with acts, policies and legislation pertaining to social work practice. Understanding of human behaviour social systems, social work intervention, empowerment, confidentiality, time management, listening and interpersonal skills.

Responsibilities: Provide needs based social work service most advanced and specialised nature within a defined area/s of specialization with regard to the care, development, correction and after care of offenders through the relevant departmental programmes. Provide mentorship and guidance to senior social workers (specialists) in order to assist them to integrate theory and practice and develop appropriate skills relevant to area of specialization. Monitor, interpret and review legislation and policies to determine whether the legislation and policies are still relevant and complies with current requirements. Develop proposals to change the relevant acts and policies to maintain them and research and develop new policies where required. Facilitate the development and planning of programmes and interventions to render a social work service through the efficient, economical and effective utilization of financial resources in compliance with the PFMA. Manage a social work unit to ensure that an efficient and effective social work service is delivered through the efficient and effective utilization of human resources. Keep up to date and ensure compliance with new developments in the social work/correctional social work field. Plan and ensure that social work research and development are undertaken. Undertake complex social work research. Perform and/or ensure that all administrative functions required in the unit are performed. Manage human resources, finances and assets. Manage performance information.

AREA CORRINATOR: CORPORATE SERVICES

Eastern Cape region

Sada (Ref: EC 2026/03/02)

Gauteng region

Leeuwkop (Ref: GP 2026/03/02)

Modderbee (Ref: GP 2026/03/03)

Zonderwater (Ref: GP 2026/03/04)

KwaZulu Natal region

Kokstad (Ref: KZN 2026/03/01)

Limpopo, Mpumalanga and North West region

Rustenburg (Ref: LMN 2026/03/06)

Klerksdorp (Ref: LMN 2026/03/07)

Thohoyandou (Ref: LMN 2026/03/08)

Western Cape region

Voorberg (Ref: WC 2026/03/02)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/ National Diploma in Human Resource Management or equivalent qualification. At least 3 - 5 years relevant management experience at an Assistant Director level in Corporate Services/Human Resource Management environment. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and attributes: HR policies, transformation and change management, empathy, analytical, compliance, skills management, organisational development, training and development, conflict resolution, employees' performance, technical report writing, creating high performance culture, technical consulting. Decision making, team leadership, analytical skills, creativity, self-management, financial management, customer focus and responsiveness. communication, planning and organization, conflict management, problem solving and analysis, people management, change management and innovation.

Responsibilities: Ensure the implementation of Human Resource policies, including leave administration, performance management, employee development systems, grievances, disciplinary procedures, injury-on duty cases, transfers, and service terminations. Communicate and interpret HR policy matters for staff and management. Coordinate and facilitate personnel meetings and maintain an accurate post establishment. Oversee the effective management of human resource practices and support the implementation of HR development initiatives. Ensure proper management of official accommodation and exercise control over the organisational establishment. Manage and administer PERSAL functions. Oversee the management of human resources, finances, and physical assets to ensure efficiency and compliance. Manage performance information.

REGIONAL COORDINATOR: PERFORMANCE MANAGEMENT AND MONITORING

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/09)

Western Cape region

Regional Office (Ref: WC 2026/03/03)

Salary: R896 436 all-inclusive package

Requirement: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. 3 - 5 years relevant management experience at an Assistant Director level in Human Resource Management environment. Knowledge of PERSAL system. Computer literate. 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 and good interpersonal relations. Understanding of Public Service policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Proven knowledge of Human Resource and labour relation policies and procedures in the Public Service. Strong leadership qualities.

Responsibilities: Oversee the implementation and management of the performance assessment policy. Monitor and ensure the effective execution of HR support processes. Facilitate the operationalization of human resource policies across the region. Manage the quality assurance of performance management practices within the region. Oversee personnel investigations and administer promotion processes. Coordinate matters related to Occupational Specific Dispensation (OSD). Manage the planning and execution of personnel awards and achievement bonuses. Lead the planning of regional activities and ensure the efficient management of human resources, finances, and assets. Manage performance information.

AREA COORDINATOR: HR ADMINISTRATION

Gauteng region

Johannesburg (Ref: GP 2026/03/05)

Kgoši Mampuru II (Ref: GP 2026/03/06)

Western Cape region

Pollsmoor (Ref: WC 2026/03/04)

Salary: R896 436 all-inclusive package

Requirement: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. At least 3 - 5 years relevant management experience at an Assistant Director level in Corporate Services/Human Resource Management environment. Knowledge of PERSAL system. Computer literate. 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 and good interpersonal relations. Understanding of Public Service policy and legislative framework, assertiveness, ability to network and diplomacy. Proven knowledge of Human Resource and labour relation policies and procedures in the Public Service. Strong leadership qualities.

Responsibilities: Ensure the implementation of Human Resource policies such as leave administration, performance management, development system grievances, disciplinary procedure and injury on duty, transfers and termination of services. Communicate policy matters. Arrange personnel meetings. Maintain post establishment. Effective management of human resources practices. Ensure management of official accommodation. Exercise control over the establishment. Management of PERSAL. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: CARE

Western Cape region

Regional Office (Ref: WC 2026/03/05)

Salary: R896 436 all-inclusive package

Requirement: Recognized Degree/ National Diploma in Social Work, Psychological Services or equivalent relevant qualification. Professional registration with a Council for Social Workers or relevant. At least 3 - 5 years relevant management experience at an Assistant Director level in Social Work or Psychology. Computer literate. Valid driver's licence.

Competencies and attributes: Programme and project management, project principles and methodologies, research and development, computer aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture, technical consulting, professional judgement. Decision making, team leadership, analytical skills, creativity, self-management, financial management, customer focus and responsiveness. Communication, planning and organization, conflict management, problem solving and analysis, people management, change management and innovation.

Responsibilities: Ensure the effective conduct and oversight of quality assessments for all care services delivered in the region. Maintain consistent delivery of social work services by monitoring key performance indicators, identifying service gaps, and upholding established service standards. Manage and coordinate the provision of psychological services across the region. Oversee the delivery of spiritual care services to ensure comprehensive support. Lead strategic planning for care related activities and supervise the management, maintenance, and enhancement of infrastructure that supports care services. Manage human resources, financial resources, and physical assets to ensure optimal operational performance. Management of performance information.

REGIONAL COORDINATOR: FACILITIES

Eastern Cape region

Regional Office (Ref: EC 2026/03/03)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/02)

Gauteng region

Regional Office (Ref: GP 2026/03/07)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/10)

Salary: R896 436 all-inclusive package

Requirement: Relevant Bachelor's Degree/National technical diploma in Building related disciplines or equivalent qualification. 3 - 5 years relevant management experience at an Assistant Director level in a comparable environment. Computer literate. 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 policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities Ensure the cost-effective management of building works across the region. Conduct facility quality assessments to maintain required infrastructure standards. Develop, implement, and continuously improve building works standards within the region. Oversee both capital and maintenance projects to ensure timely and compliant delivery. Facilitate the capacity development of personnel responsible for building works to strengthen technical and operational competencies. Supervise the management, maintenance, and optimal functioning of buildings and related equipment. Manage human resources, financial resources, and physical assets. Manage performance information.

REGIONAL COORDINATOR: SPECIAL PROGRAMS

Eastern Cape region

Regional Office (Ref: EC 2026/03/04)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent with 3 - 5 years relevant management experience at an Assistant Director level in comparable environment. Computer literate. 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 policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Promote and enforce adherence to the Department's Code of Conduct throughout the region. Coordinate and manage all Employee Assistance Programme (EAP) activities, ensuring comprehensive support services are effectively delivered. Coordinate the implementation and monitoring of employment equity programmes. Coordinate gender sensitivity initiatives and promote the meaningful inclusion and employment of persons with disabilities. Ensure alignment with Department of Correctional Services (DCS) policies and directives. Coordinate regional policies and programmes related to sport and recreation, including the planning, organisation and management of regional sporting and recreational events. Conduct performance assessments for subordinates and ensure compliance with all DCS Human Resource policies and guidelines. Manage and monitor allocated budgets, ensuring adherence to approved business plans. Manage performance information.

REGIONAL COORDINATOR: POLICY COORDINATOR

Eastern Cape region

Office of the Regional Commissioner (Ref: EC 2026/03/05)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/ National Diploma in Public Management or equivalent qualification. 3 - 5 years relevant management experience at an Assistant Director level in a similar environment. Computer literate. 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 policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Knowledge of post establishment cost and estimating.

Responsibilities: Manage and coordinate the formulation and analysis of policies. Provide advice and support to management and operational staff with regards to strategic planning. Operational planning, monitoring, evaluation and reporting. Management of processes of compliance in the Branch. Serve as principal interface between central finance and regional finance operations. Provide administrative support in the Regional Commissioner's office. Research and bench mark on issues pertaining to strategic management. Manage human resources, finances and assets. Manage performance information.

AREA COORDINATOR: FINANCIAL MANAGEMENT AND ACCOUNTING

Gauteng region

Johannesburg (Ref: GP 2026/03/08)

Kgoši Mampuru II (Ref: GP 2026/03/09)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/ National Diploma in Financial Management or equivalent with 3 - 5 years relevant management experience at an Assistant Director level in a financial and management accounting environment. Computer literate. Valid driver's licence.

Competencies and attributes: In-depth knowledge of BAS and LOGIS. Advanced financial management. Problem solving and decision making. Facilitation, plan, organize, lead and control. Change management, project management, presentation, conflict management, training and communication skills. Time management. Confidentiality, coaching and mentoring skills. Proven knowledge of the Public Finance Management Act, 1999 and Treasury Regulations relating to financial management and accounting. Public finance administration. Service delivery and client orientation. Integrity and honesty. Assertiveness. Influence and impact. Ability to network.

Responsibilities: Effective management of financial controls in the management area. Implementation and monitoring of execution of duties in terms of the Public Finance Management Act, 1999 (PFMA). Ensure adherence to financial policies and procedures. Ensure enforcement of financial discipline. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: FINANCIAL PLANNING AND ADMINISTRATION

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/03)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/ National Diploma in Financial Management or equivalent with 3 - 5 years relevant management experience at an Assistant Director level in a financial and management accounting environment. Computer literate. Valid driver's licence.

Competencies and attributes: In-depth knowledge of BAS and LOGIS. Advanced financial management. Problem solving and decision making. Facilitation, plan, organize, lead and control. Change management, project management, presentation, conflict management, training and communication skills. Time management. Confidentiality, coaching and mentoring skills. Proven knowledge of the Public Finance Management Act, 1999 and Treasury Regulations relating to financial management and accounting. Public finance administration. Service delivery and client orientation. Integrity and honesty. Assertiveness. Influence and impact. Ability to network.

Responsibilities: Management of budgetary expenditure control through the compilation and coordination of the Medium-Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) processes, including in-year monitoring and overall expenditure control. Ensure the implementation of effective financial accounting practices within the Region by maintaining sound revenue and debt management systems, as well as the proper maintenance of accounts. Coordinate internal control and compliance activities by monitoring audit action plans and managing losses and damages. Monitor and evaluate performance information and facilitate the improvement of structures, systems and processes required for the effective management of performance information. Manage human resources, finances and assets.

AREA COORDINATOR: FINANCE

Eastern Cape region

East London (Ref: EC 2026/03/06)

St Albans (Ref: EC 2026/03/07)

Gauteng region

Boksburg (Ref: GP 2026/03/10)

Leeuwkop (Ref: GP 2026/03/11)

KwaZulu Natal region

Empangeni (Ref: KZN 2026/03/02)

Western Cape region

Brandvlei (Ref: WC 2026/03/06)

Breede River (Ref: WC 2026/03/07)

Drakenstein (Ref: WC 2026/03/08)

Voorberg (Ref: WC 2026/03/09)

Salary: R896 436 all-inclusive package

Requirements: Relevant B Degree/National Diploma in Accounting or Financial Management. At least 3 - 5 years relevant management experience at an Assistant Director level in Finance and Supply Chain Management environment. Computer literate. Valid driver's licence.

Competencies and attributes: Proven knowledge of the Public Finance Management Act, 1999 and Treasury Regulations relating to financial management and accounting. Procurement administration and public finance administration on management level. Knowledge of LOGIS and BAS. Programme and project management, project principles and methodologies, research and development, computer aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture, technical consulting, professional judgement. Decision making, team leadership, analytical skills, creativity, self-management, financial management, customer focus and responsiveness. Communication, planning and organization, conflict management, problem solving and analysis, people management, change management and innovation.

Responsibilities: Manage budgetary expenditure control through the compilation and coordination of MTEF/ENE processes, In-Year monitoring and comprehensive expenditure oversight. Ensure the optimal utilization of financial and material resources. Provide support in managing regional budgets in accordance with applicable legal frameworks, directives, and regulations. Perform budget control functions and enforce strict financial discipline. Oversee logistics and procurement management processes. Ensure effective financial accounting practices within the Management Area by maintaining sound revenue management, debt management and accurate account maintenance. Prevent under-collection of revenue and ensure timely submission of Section 32 compliance certifications. Manage cash and cash equivalents and conduct audits on all collected revenue. Execute Supply Chain Management (SCM) functions, including acquisition, demand and contract management. Oversee asset management responsibilities, including the signing of asset control sheets (R022) and the continuous maintenance and updating of the asset register. Oversee the administration of tenders, contracts and transport services. Manage human resources, financial resources, and physical assets. Manage performance information.

REGIONAL COORDINATOR: COMMUNICATION

Eastern Cape region

Regional Office (Ref: EC 2026/03/08)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/ National Diploma in Communication Sciences and 3 - 5 years relevant management experience at an Assistant Director level in the communication environment. Computer literate. Valid driver's licence.

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

Responsibilities: Gather information on newsworthy incidents in the management area and report to management. Draft media releases on incidents/activities. Disseminate information within the Management Area. Evaluate effectiveness of communication within the Management Area and submit recommendations for improvement. Arrange visits to centres by groups with interest as approved by management. Arrange and manage public displays on activities of the department. Manage marketing strategy of the region. Liaise with external media. Manage human resources, finances and assets. Manage performance information.

DEPUTY DIRECTOR: SPIRITUAL CARE (CHAPLAIN)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/04)

Upington (Ref: FSNC 2026/03/05)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/03)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/11)

Klerksdorp (Ref: LMN 2026/03/12)

Polokwane (Ref: LMN 2026/03/13)

Witbank (Ref: LMN 2026/03/14)

Thohoyandou (Ref: LMN 2026/03/15)

Western Cape region

Breede River (Ref: WC 2026/03/10)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/National Diploma in Theology from an accredited theological institution or equivalent qualification. Ordination as a minister of religion/faith with 3 - 5 years relevant management experience at an Assistant Director level. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Manage and coordinate the delivery of spiritual care services. Implement, monitor and evaluate relevant policies and procedures to ensure consistent and effective service delivery. Provide empowerment, guidance and capacity-building support to spiritual care personnel. Develop and present needs-based spiritual care programmes tailored to both offenders and personnel. Promote and market spiritual care services while establishing partnerships with internal and external stakeholders. Provide and facilitate supportive services to personnel to enhance their well-being.

Oversee the management, maintenance and proper functioning of spiritual care infrastructure. Implement the Moral Renewal Programme for offenders and collaborate with stakeholders to strengthen social reintegration services. Ensure the effective management of human resources, finances and physical assets. Manage performance information.

REGIONAL COORDINATOR: HUMAN RESOURCES DEVELOPMENT

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/06)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/04)

Salary: R896 436 All-inclusive package

Requirements: Recognized Degree/National Diploma in Human Resource Development or equivalent qualifications. 3 - 5 years relevant management experience at an Assistant Director level in human resource development environment. Training experience Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Implement training and development interventions across all salary levels. Compile the Human Resource Development (HRD) business plan and conduct comprehensive training needs analyses. Prepare and submit monthly training statistics and annual training reports. Facilitate and coordinate employee development activities in alignment with regional HRD needs. Ensure the effective implementation of human resource development policies and programmes. Oversee the facilitation of internship and learnership programmes, as well as the administration of bursary applications. Manage human resources, financial resources and physical assets to support training and development functions. Manage performance information.

REGIONAL COORDINATOR: INFORMATION TECHNOLOGY

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/07)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/National Diploma in Information Technology coupled with 3 - 5 years relevant management experience at an Assistant Director level in Information Technology (Novell, MS-Word, Windows, Word Perfect, In-house Soft-ware, and Hardware) in accordance with the PAS. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Coordinate and implement Information Technology (IT) policies across the Region. Manage and maintain computer hardware and related equipment to ensure optimal functionality. Conduct quality assessments of services delivered by IT personnel and ensure adherence to required service standards. Oversee the integration, compatibility, and effective functioning of software systems. Provide customer support and technical assistance to resolve IT related challenges. Manage and safeguard data security within the Region to ensure compliance with information protection standards. Plan, coordinate and oversee IT related activities and operational requirements. Manage human resources, financial resources and physical assets to support IT operations effectively. Manage performance information.

REGIONAL COORDINATOR: HIV AND AIDS

Gauteng region

Regional Office (Ref: GP 2026/03/12)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/08)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/Diploma in Nursing / social sciences or equivalent qualification with 3 - 5 years relevant management experience at an Assistant Director level. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Monitor and evaluate the implementation of comprehensive HIV and AIDS programmes, communicable diseases and services for offenders at the Management Area and Correctional Centre level. Monitor and evaluate the implementation of relevant HIV and AIDS policies and procedures. Provide statistical data and other relevant information for reporting purposes. Monitor the donor funded HIV and AIDS activities and programmes for offenders at Management Area and Correctional Centre level. Liaise with internal and external stakeholders at Correctional Centre, Management Area and Regional level. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: EMPLOYEE RELATIONS AND PERSONNEL DISCIPLINE

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/09)

Gauteng region

Regional Office (Ref: GP 2026/03/13)

Salary: R896 436 all-inclusive package

Requirements: Recognized B Degree/National Diploma in Labour Law/Labour Relations or equivalent relevant qualification with 3 - 5 years relevant management experience at an Assistant Director level in a comparable environment. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Ensure the effective implementation of national employee relations policies. Coordinate the grievance procedure, bargaining council resolutions and the disciplinary system at the regional level. Develop regional policies where required and communicate relevant updates and feedback to stakeholders. Manage and coordinate collective bargaining processes and engage with personnel by receiving, processing and evaluating the merits of grievances submitted. Assist management with negotiations, dispute resolution and the drafting of informed recommendations. Provide guidance and support to line functionaries within the Department of Correctional Services (DCS) on matters related to labour relations. Conduct employee relations research to strengthen labour relations practices and improve policy alignment. Manage human resources, financial resources and physical assets. Manage performance of information.

REGIONAL COORDINATOR: HUMAN RESOURCE MANAGEMENT AND SUPPORT

Gauteng region

Regional Office (Ref: GP 2026/03/14)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/10)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/05)

Salary: R896 436 all-inclusive package

Requirements: Recognized Degree/National Diploma in HR Management/Administration with 3 - 5 years relevant management experience at an Assistant Director level. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibility: Ensure cost-effective personnel administration and the optimal utilization of human resources. Initiate and implement regional HR policies in alignment with national frameworks. Develop and manage strategies that support the departmental mission and objectives, including the formulation of overarching HR strategies and goals. Conduct research to enhance national HR policies and procedures related to service terminations, remuneration control, service benefits, transfers, recruitment and appointments, allowances and other HR matters. Manage and monitor performance information to support effective decision-making, accountability and continuous improvement. Oversee the management of human resources, financial resources and physical assets to ensure efficient and compliant operations. Manage performance information.

REGIONAL COORDINATOR: HEALTH SERVICES

Eastern Cape region

Regional Office (Ref: EC 2026/03/09)

Salary: R896 436 all-inclusive package

Requirement: A relevant Health-related Bachelor's Degree/National Diploma in Nursing/Public Health/Environmental Health/Medical/Clinical Sciences/Health Services Management or equivalent qualification. 3 - 5 years relevant management experience in a health-related environment. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibility: Provide strategic leadership and coordination of all regional health services, including Primary Health Care (PHC), medical services, nursing services, environmental health and nutritional and dietary services. Oversees the performance of PHC services against public health indicators, norms, standards and targets, ensuring the timely implementation of corrective actions. Ensure high-quality, comprehensive inmate health care through effective coordination of nursing and clinical services, while monitor and evaluate all PHC programmes for the region. Ensures robust health data analysis to support planning and performance improvement and leads the development, implementation and monitoring of guidelines, standards, protocols and best practices to ensure regulatory compliance and continuous service excellence. Manage human resources, finances and assets. Manage performance information.

CONSTRUCTION PROJECT MANAGER: GRADE A

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/11)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/16) (2 Posts)

Salary: R879 342 all-inclusive package

Requirements: National Higher Diploma (Built Environment field) with a minimum of 4 years and six months certified experience or B Tech (Built Environment field) with a minimum of 4 years certified managerial experience or honours degree in any Built Environment field with a minimum of 3 years' experience. Compulsory registration with the SACPCMP as a Professional Construction Project Manager on appointment. Computer literate. Valid driver's licence.

Competencies and attributes: Programme and project management. Project principles and methodologies. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating high performance culture. Technical consulting. Professional judgement. Decision making, team leadership and analytic skills. Creativity, self-management and financial management. Customer focus and responsiveness. Communication, planning and organizing. Conflict management. Problem solving and analysis. People management. Change management. Innovation.

Responsibilities: Manage and coordinate all aspects of projects. Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology. Create and execute project work plans and revise as appropriate to meet changing needs and requirements. Identify resources needed and assign individual responsibilities. Manage day-to-day operational aspects of a project and scope. Effectively apply methodology and enforce project standards to minimize risk on projects. Project accounting and financial management. Report project progress to Director: Construction Project Management. Manage project budget and resources. Provide inputs to other professionals with tender administration. Liaise and interact with service providers, client and management. Maintain the record management system and the architectural library. Utilize resources allocated effectively. Keep up with new technologies and procedures. Research literature on new developments on project management methodologies. Liaise with relevant bodies/councils on project management. Manage human resources, finances and assets. Manage performance information.

PSYCHOLOGIST GRADE 1

Eastern Cape region

St Albans (Ref: EC 2026/03/10)

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/12)

Gauteng region

Boksburg Med A (Ref: GP 2026/03/15)

Boksburg: Juvenile (Ref: GP 2026/03/16)

Kgoši Mampuru II: Atteridgeville (Ref: GP 2026/03/17)

Kgoši Mampuru II Comcor (Ref: GP 2026/03/18)

Leeuwkop Med C (Ref: GP 2026/03/19)

Modderbee: Nigel (Ref: GP 2026/03/20)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/17)

Western Cape region

Allandale (Hawequa) (Ref: WC 2026/03/11)

Overberg (Ref: WC 2026/03/12)

West Coast (Ref: WC 2026/03/13) (2 Posts)

Drakenstein (Ref: WC 2026/03/14)

Voorberg (Ref: WC 2026/03/15)

Breede River (Ref: WC 2026/03/16)

Pollsmoor (Ref: WC 2026/03/17)
Salary: R872 709 all-inclusive package

Requirements: Matric/Grade 12 and appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Clinical Psychologist. Registration with the Health Professional Council of South Africa (HPCSA) as a Clinical Psychologist. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management. Problem solving and decision-making. Facilitation skills. Plan, organise, lead and control. Change management. Team leadership. Project management. Presentation skills. Conflict management. Report writing. Computer literacy. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of the Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Provide psychological services to inmates, parolees and probationers, including assessment, counselling, intervention and rehabilitation support. Coordinate and oversee the delivery of psychological services across the Management Area to ensure consistency, quality and compliance with departmental standards. Contribute to case planning, offender rehabilitation programmes and reintegration processes by providing expert psychological input. Maintain accurate, confidential clinical records and compile professional reports as required by departmental policies and legal frameworks. Identify mental health risks and recommend appropriate interventions or referrals in line with ethical standards and DCS guidelines. Manage performance information.

PHARMACIST GRADE 1

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/13)

Salary: R848 862 all-inclusive package

Requirements: Recognized 4-year Degree in Pharmacy or equivalent qualification. Registration with the South African Pharmaceutical Council as pharmacists. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of the Public health and pharmaceutical system will be a strong recommendation. Financial management experience. Problem solving and decision making. Facilitation skills. Plan, organize lead and control. Presentation skills. Conflict Management. Report writing. Confidentiality. Understanding of the Public service policies and legislative frameworks. Service delivery orientation. Integrity and honesty. Assertiveness.

Responsibilities: Oversee and manage the pharmacy facility in full compliance with relevant legislation, regulations and departmental policies. Conduct pharmacy related risk management activities and maintain effective internal and external professional networks. Dispense and manage controlled medicines in accordance with legal and ethical standards. Ensure that all medicines are stored, handled and secured in line with prescribed pharmaceutical requirements. Monitor stock levels continuously and initiate timely orders from approved suppliers to prevent shortages. Identify, report and address any irregular prescriptions, discrepancies or questionable expenditures during prescription checks and stock reconciliations. Ensure that the pharmacy facility meets the minimum compliance standards set by the South African Pharmacy Council. Manage human resources, finances and physical assets within the pharmacy environment to support effective service delivery. Management of performance information.

ASSISTANT MANAGER NURSING GRADE 1 [PN-B4]: PRIMARY HEALTH CARE (PHC)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/14)

KwaZulu Natal region

Ncome Development and Care (Ref: KZN 2026/03/06)

Kokstad: Embongweni (Ref: KZN 2026/03/07)

Gauteng region

Boksburg Med A (Ref: GP 2026/03/21)

Johannesburg Med A (Ref: GP 20265/03/22)

Limpopo, Mpumalanga and North West region

Witbank: Area Commissioner's Office (Ref: LMN 2026/03/18)

Salary: R755 355 per annum

Requirements: Diploma/Degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. A minimum of (10) years appropriate/ recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 6 years of this period must be appropriate/ recognisable experience after obtaining the 1-year post basic qualification in the relevant speciality. Further, at least (3) years of the period referred to above must be appropriate/ recognisable experience at managerial level. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, problem solving, decision-making and 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 the Public Service policy and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner, 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. Manage human resources, finances and assets. Manage performance information.

OPERATIONAL MANAGER NURSING [PN-B3]: PRIMARY HEALTH CARE (PHC)

Eastern Cape region

St Albans Max (Ref: EC 2026/03/11)

St Albans Med B (Ref: EC 2026/03/12)

Free State and Northern Cape region

Bizzah Makhate Med B (Ref: FSNC 2026/03/15)

Groenpunt Max (Ref: FSNC 2026/03/15)

Groenpunt Med (Ref: FSNC 2026/03/17)

Kimberley (Ref: FSNC 2026/03/18) [02 posts]

KwaZulu Natal region

Durban Med A (Ref: KZN 2026/03/08)

Durban Med C (Ref: KZN 2026/03/09)

Ncome Med A (Ref: KZN 2026/03/10)

Gauteng region

Johannesburg Med A (Ref: GP 2026/03/23)

Johannesburg Med C (Ref: GP 2026/03/24)

Kgoši Mampuru II Odi (Ref: GP 2026/03/25)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/19)

Standerton (Ref: LMN 2026/03/20)

Barberton Med B (Ref: LMN 2026/03/21)

Witbank (Ref: LMN 2026/03/22)

Western Cape region

Pollsmoor (Female) (Ref: WC 2026/03/18)

Southern Cape (Knysna) (Ref: WC 2026/03/19)

Salary: R693 096 per annum

Requirements: Degree/Diploma in nursing or an equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Post basic qualification with a duration of at least one (1) year in Curative Skills in Primary Health Care accredited with the SANC. A minimum of nine (9) years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least five (5) years of the said period must be appropriate/recognisable experience after obtaining the one (1) year post basic qualification in the relevant speciality. Registration with the SANC as a Professional Nurse. Computer literate. Valid driver's licence.

Competencies and attributes: Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how these impact on service delivery. 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. Demonstrate a basic understanding of HR and financial policies and practices. Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. Work as part of a multidisciplinary team at unit level to ensure good nursing care by the nursing team. Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. Demonstrate basic computer literacy as a support tool to enhance 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 advise accordingly. 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. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: EDUCATION AND TRAINING

Eastern Cape region

Regional Office (Ref: EC 2026/03/13)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/19)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/11)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/23)

Salary: R637 626 per annum

Requirements: Basic 4-year Diploma/Degree in Education (REQV 15) NQF Level 7 or an equivalent qualification, coupled with 12 years' experience in the educational of which 3 years management experience field. Post graduate degree will be an added advantage. Registration with SACE as professional Educator Registration with SACE as professional Educator is preferred. Computer literate. Valid driver's licence.

Competencies and attributes: Thorough knowledge of programme management. Financial management, facilitation, plan, organize, lead and control. Change management, team leadership, project management, presentation, conflict management, report writing, problem solving, decision-making, training and development, sound communication and

time management skills. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation, integrity and honesty, assertiveness, ability to network, influence and impact, dynamic and professional.

Responsibilities: Administer and coordinate education and training services, ensuring quality assessments and compliance with service standards. Oversee planning, coordination and infrastructure for education, training, sport, recreation, library and life-skills programmes. Engage with external stakeholders to expand educational and recreational opportunities and manages human resources, finances and assets within the education and training environment. Manage performance information.

SENIOR LEGAL ADMINISTRATIVE OFFICER [MR6]

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/20)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/12)

Salary: R586 956 per annum

Requirements: LLB or equivalent legal qualification. Eight (8) years post-qualification legal experience. Admitted attorney/advocate will be an advantage. Supervisory experience in legal administrative environment. Computer literate. Valid driver's licence.

Competencies and attributes: Excellent verbal and written communication skills. Good negotiation, conflict resolution and facilitation skills. Service rendering and credibility. Presentation, analytical thinking and decision-making skills. Planning, organizing, conceptualization, listening and report writing skills. Lead and control. Financial management. Change management. Team leadership. Project management. Presentation skills. Conflict management. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Willingness to travel. Applied strategic thinking. Influence and impact.

Responsibilities: Management, administration and handling of litigation for and against the department. Provide legal advice to the department. Initiate policy amendments in the department. Draft memoranda on policy amendments. Draft legislation/legal documents. Receive request from functionaries for legal assistance. Furnish legal advice to the department. Conduct legal research and legal education. Represent the department at various forums. Supervise legal administrative officers within the component. Maintain legal libraries. Manage human resources, finances and assets. Manage performance information.

CHIEF ARTISAN GRADE A: ASSET MAINTENANCE

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/21)

Gauteng region

Kgoši Mampuru II Central (Ref: GP 2026/03/26)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/24)

Western Cape region

Voorberg (Ref: WC 2026/03/20)

Salary: R480 261 per annum

Requirements: An appropriate Trade Test Certificate. Ten years post qualification experience required as an Artisan/Artisan Foreman. Valid driver's licence.

Competencies and attributes: Project management. Technical design and analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Production, process

knowledge and skills. Problem solving and analysis. Decision making, team work, creativity, change management, financial management, customer focus and responsiveness. Communication, planning and organising skills.

Responsibilities: Manage technical services and support in conjunction with Technicians/Artisans and associates in field, workshop and technical office activities. Ensure the promotion of safety in line with statutory and regulatory requirements. Provide inputs into existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance in line with specifications. Manage administrative and related functions. Provide inputs into the budgeting process. Compile and submit reports as required. Provide and consolidate inputs to the technical operational plan. Update databases. Manage human resources, finances and assets. Manage performance information.

CHIEF ARTISAN GRADE A: PRODUCTION WORKSHOPS

Gauteng region

Boksburg (Ref: GP 2026/03/27)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/22)

Salary: R480 261 per annum

Requirements: An appropriate Trade Test Certificate. Ten years post qualification experience required as an Artisan/Artisan Foreman. Valid driver's licence.

Competencies and attributes: Project management. Technical design and analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Production, process knowledge and skills. Problem solving and analysis. Decision making, team work, creativity, change management, financial management, customer focus and responsiveness. Communication, planning and organising skills.

Responsibilities: Policy development and interpretation. Monitoring, evaluation and support service to workshop personnel. Economic analysis of work-shop performance. Research and development of new workshop projects. Monitor and evaluate adherence to set service level standards for production workshop. Interpret the relevant workshop policies, manuals and legislation for workshop personnel. Conduct compliance inspection workshop policies, manuals and legislation. Compiling financial budgets and estimates. Evaluate financial expenditure and control at all workshop facilities. Understand and apply good human resources relations with subordinates and workshop personnel. Monitor and evaluate the credibility and effective management of the workshops costing system and its reports. Manage human resources, finances and assets. Manage performance information.

SOCIAL WORK SUPERVISOR GRADE 1

Eastern Cape region

Amathole (Ref: EC 2026/03/14)

Limpopo, Mpumalanga and North West region

Bethal: Ermelo Med A (Ref: LMN 2026/03/25)

Standerton Med A (Ref: LMN 2026/03/26) (2 Posts)

Rooigrond (Ref: LMN 2026/03/27)

Thohoyandou (Ref: LMN 2026/03/28)

Western Cape region

Allandale (Ref: WC 2026/03/21)

Brandvlei (Juvenile) (Ref: WC 2026/03/22)

Brandvlei Med (Ref: WC 2026/03/23)

Southern Cape (George) (Ref: WC 2026/03/24)

Salary: R477 564 per annum

Requirements: BA Degree in Social Work and seven (7) years relevant experience in social work after registration with the South African Council for Social Services Profession (SACSSP). Current registration with the South African Council for Social Services Professions. Computer literate. Valid driver's licence.

Competencies and attributes: Conversant with acts, policies and legislation pertaining to social work practice. Understanding of human behaviour social systems. Social work intervention. Empowerment, confidentiality, time management and listening skills. Interpersonal, client orientation and good communication skills. Empathy, tactfulness, integrity and honesty. Good report writing skills. Adaptability. Conflict management. Ability to co-ordinate and collaborate with internal and external stakeholders.

Responsibilities: Provide needs-based social work services to offenders through individual attention, group work and community work. Conduct research and social work administration. Conduct individual assessments. Market social work service. Monitor and evaluate social work interventions. Provide guidance to subordinates and ensure that the requirements of the operational plans are complied with. Manage human resources, finances and assets. Manage performance information.

CLINICAL NURSE PRACTITIONER GRADE 1: PN-B1 [PRIMARY HEALTH CARE]

Eastern Cape region

East London Max (Ref: EC 2026/03/15)
Mthatha Max (Ref: EC 2026/03/16) (2 Posts)
Mt Fletcher (Ref: EC 2026/03/17)
Mthatha Remand (Ref: EC 2026/03/18)
St Albans: Med B (Ref: EC 2026/03/19)
Max (Ref: EC 2026/03/20) (4 posts)
Port Elizabeth (Ref: EC 2026/03/21)
Amathole (Ref: EC 2026/03/22) (3 Posts)
Middledrift (Ref: EC 2026/03/23)
Sada (Burgersdorp) (Ref: EC 2026/03/24)

Free State and Northern Cape region

Bizzah Makhate Med C (Ref: FSNC 2026/03/23)
Bethlehem (Ref: FSNC 2026/03/24)
Bizzah Makhate Med B (Ref: FSNC 2026/03/25)
Brandfort (Ref: FSNC 2026/03/26)
Harrismith (Ref: FSNC 2026/03/27)
Hennenman (Ref: FSNC 2026/03/28)
Ventersburg (Ref: FSNC 2026/03/29)
Virginia (Ref: FSNC 2026/03/30)
Colesberg (Ref: FSNC 2026/03/31)
De Aar (Ref: FSNC 2026/03/32)
Douglas (Ref: FSNC 2026/03/33) (2 Posts)
Grootvlei Max (Ref: FSNC 2026/03/34)
Grootvlei Max (Ref: FSNC 2026/02/35) (2 Posts)
Grootvlei Med B (Ref: FSNC 2026/03/36)
Groenpunt Youth (Ref: FSNC 2026/03/37)
Hope Town (Ref: FSNC 2026/03/38)
Frankfort (Ref: FSNC 2026/03/39)
Kuruman (Ref: FSNC 2026/03/40)
Odendaalsrus (Ref: FSNC 2026/03/41)
Vereeniging (Ref: FSNC 2026/03/42)
Parys (Ref: FSNC 2026/03/43)
Tswelopele (Ref: FSNC 2026/03/44) (4 Posts)
Upington (Ref: FSNC 2026/03/45)
Upington (Ref: FSNC 2026/03/46)
Victoria West (Ref: FSNC 2026/03/47)

Gauteng region

Boksburg Med A (Ref: GP 2026/03/28)
Kgoši Mampuru II Odi (Ref: GP 2026/03/29) (2 Posts)
Johannesburg Med A (Ref: GP 2026/03/30)

Johannesburg Med B (Ref: GP 2026/03/31)

Johannesburg (Ref: GP 2026/03/32)

Krugersdorp (Ref: GP 2026/03/33)

Modderbee (Ref: GP 2026/03/34) (5 Posts)

Modderbee Devon (Ref: GP 2026/03/35)

Zonderwater Med A (Ref: GP 2026/03/36)

Zonderwater Med B (Ref: GP 2026/03/37)

KwaZulu Natal region

Durban Med A (Ref: KZN 2026/03/13) (4 Posts)

Durban Med B (Ref: KZN 2026/03/14)

Durban Med C (Ref: KZN 2026/03/15)

Umzinto (Ref: KZN 2026/03/16)

Durban female (Ref: KZN 2026/03/17)

Kokstad: Ebongweni (Ref: KZN 2026/03/18) (3 Posts)

Pietermaritzburg Med A (Ref: KZN 2026/03/19) (2 Posts)

Pietermaritzburg Med B (Ref: KZN 2026/03/20)

New Hanover (Ref: KZN 2026/03/21)

Glencoe (Ref: KZN 2026/03/22)

Ncome (Vryheid) (Ref: KZN 2026/03/23)

Limpopo, Mpumalanga and North West region

Barberton: Nelspruit (Ref: LMN 2026/03/29)

Bethal: Standerton (Ref: LMN 2026/03/30) (3 Posts)

Piet Retief (Ref: LMN 2026/03/31)

Rustenburg: Mogwase (Ref: LMN 2026/03/32)

Rustenburg: Losperfontein (Ref: LMN 2026/03/33)

Thohoyandou Med A (Ref: LMN 2026/03/34)

Witbank (Ref: LMN 2026/03/36) (2 Posts)

Polokwane: Tzaneen (Ref: LMN 2026/03/37)

Western Cape region

Allandale (Ref: WC 2026/03/25)

Allandale (Paardeberg) (Ref: WC 2026/03/26)

Brandvlei Max (Ref: WC 2026/03/27)

Brandvlei Med (Ref: WC 2026/03/28)

Brandvlei (Juvenile) (Ref: WC 2026/03/29)

Southern Cape (Oudtshoorn) (Ref: WC 2026/03/30) (2 Posts)

Southern Cape (George) (Ref: WC 2026/03/31) (3 Posts)

Southern Cape (Mossel Bay) (Ref: WC 2026/03/32)

Overberg Med (Ref: WC 2026/03/33)

Pollsmoor Med A (Ref: WC 2026/03/34) (4 Posts)

Pollsmoor Med B (Ref: WC 2026/03/35) (2 Posts)

Pollsmoor (Female) (Ref: WC 2026/03/36)

Drakenstein (Ref: WC 2026/03/37) (2 Posts)

Voorberg (Van Rhynsdorp) (Ref: WC 2026/03/38) (2 Posts)

Breede River (Males) (Ref: WC 2026/03/39)

Breede River (Females) (Ref: WC 2026/03/40) (2 Posts)

Breede River (Robertson) (Ref: WC 2026/03/41)

Goodwood (Ref: WC 2026/03/42) (2 Posts)

Salary: R476 367 per annum

Requirements: Degree/National Diploma with four years relevant nursing experience after registration as a professional nurse with the South African Nursing Council and post basic qualification in Primary Health Care accredited with the Council. 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 council as a professional Nurse. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing, Health, Occupational and Safety Act. Knowledge of Offender Rights Charter and Batho-Pele principles. Sound knowledge of the health programmes run at the PHC level. Ability to relieve in different service areas. Co-ordination, planning team building, supervisory, good communication and problem-solving skills. Knowledge of all applicable legislation guidelines and policies related to nursing principles. Good interpersonal relationship and listening skills. Empathy, tactfulness, integrity and honesty. Report writing skills. Adaptability and conflict management. Ability to coordinate and collaborate with internal and external stakeholders.

Responsibilities: Provide quality comprehensive Primary Health care services through promoting preventative, curative and rehabilitative services for offenders. Perform clinical nursing practice in accordance with the scope of practice and nursing standards for primary health care. Conduct routine examination of offenders and treatment of minor ailments according to scope of practice. Render administrative services such as providing accurate statistics for evaluation and future planning. Identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organizing, including ordering and control of medicine and medical stock. Develop and ensure implementation of nursing care plans. Updating of offender's records and participate in clinical records audits. Provide safe and therapeutic environment as laid down by the Nursing, Occupational Health and Safety Act and all other applicable prescripts. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: OCCUPATIONAL HEALTH AND SAFETY PRACTITIONER

Western Cape region

Regional Office (Ref: WC 2026/03/43)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Safety Management or equivalent qualification. 3-5 years' supervisory experience in an Occupational Health and Safety environment. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of OHS Act. Knowledge of COID Act. Knowledge of DCS employee occupational health and safety policy and processes. HR Mandates regarding employee occupational health and safety. Public Service Regulations. Knowledge of collective Agreements with regard to employee occupational health and safety. Information collection, analyses, interpretation, dissemination with regard to performance assessment policies regulations and acts. Knowledge of COID Act (Workman Compensation Act). Safety standards. Basic Conditions of Employment Act. Public Service Regulations. DCS Financial Policy regarding claims, expenditure, advances, payments, invoices, etc. HR Policies related to leave, performance assessment, discipline, grievances, skills development, occupational health and safety, employee wellness, remuneration and allowances, etc. Project management principles. PFMA – compilation of budgets, estimation, expenditure and reporting. The ability to access and interpret required management information. Communication, presentations, decision making, problem solving, networking/liaison with stakeholders and listening skills. Technical report writing and analytical thinking. Policy development, analysis, monitoring, evaluation and implementation. Knowledge of DPSA Circulars with regard to employee occupational health and safety.

Responsibilities: Facilitate the implementation of OHS as incorporated in the IEHW policy and procedure. Monitor the compliance of Occupational Health and safety in terms of COID Acts within the region and management area. Monitor and promote corporate culture of Safety, Health, Environment, Risk and Quality (SHERQ) in the region. Facilitate the implementation of corrective measures in order to mitigate SHERQ risks. Coordinate and facilitate emergency preparedness plan and response procedures within the region.

ASSISTANT DIRECTOR: ADMINISTRATIVE SECRETARY

Gauteng region

Regional Office: Office of the Deputy Regional Commissioner (Ref: GP 2026/03/39)

Western Cape region

Pollsmoor: Office of the Area Commissioner (Ref: WC 2026/03/44)

Salary: R468 459 per annum

Requirements: A recognized Degree/National Diploma in Office Management /Public Administration/related qualification. 3-5 years' supervisory experience in a relevant environment. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Prepare and consolidate reports for the office. Ensure a smooth document flow system in the office. Ensure compliance of return dates for memorandums and projects. Ensure quality control over the documentation received. Facilitate the convening of meetings, minute taking and implementation of decisions taken at meetings. Ensure the drafting of routine letters and memoranda, receipt of correspondence and documentation and proactively acknowledging receipt of correspondence. Process content of incoming and outgoing documentation. Ensure appropriate filing of documents. Liaise with various stakeholders. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: EMPLOYEE RELATIONS

Eastern Cape region

Kirkwood (Ref: EC 2026/03/25)

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/50)

Goedemoed (Ref: FSNC 2026/03/51)

KwaZulu Natal region

Kokstad (Ref: KZN 2026/03/24)

Pietermaritzburg (Ref: KZN 2026/03/25)

Waterval (Ref: KZN 2026/03/26)

Durban (Ref: KZN 2026/03/27)

Glencoe (Ref: KZN 2026/03/28)

Gauteng region

Johannesburg (Ref: GP 2026/03/40)

Kgoši Mampuru II (Ref: GP 2026/03/41)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/39)

Western Cape region

Brandvlei (Ref: WC 2026/03/45)

Goodwood (Ref: WC 2026/03/46)

Pollsmoor (Ref: WC 2026/03/47)

Drakenstein (Ref: WC 2026/03/48)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Labour Law/Labour Relations or equivalent relevant qualification. At least 3-5 years' supervisory experience in the employee relations environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer the Department's Employee Relations Management Information System (ERMIS). Design and implement systems and procedures for collecting, monitoring, analysing and interpreting data related to disciplinary hearings, appeals, suspensions, grievances and disputes within the Management Area and ensure that corrective actions are taken. Develop management information reports for DCS regional management. Administer employee grievances in the Management Area and support the development of related policies and procedures. Serve as the custodian of the grievance procedure and monitor compliance with DCS grievance guidelines. Facilitate conflict management processes at both individual and collective levels. Represent the Department/Management Area during conciliation and arbitration proceedings. Oversee the management of human resources, finances and assets.

ASSISTANT DIRECTOR: HR PROVISIONING

Gauteng region

Regional Office: (Ref: GP 2026/03/42)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/29)

Salary: R468 459 per annum

Requirements: Recognized three (3) year Degree/National Diploma in Human Resource Management or equivalent qualification and 3-5 years' supervisory experience in human resource environment. PERSAL knowledge. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Management of policy on HR provisioning. Manage recruitment objectives for entry level posts. Management of promotion posts up to DD level. Management of psychometric testing. Advertisements of posts. Ensure that post applications are evaluated. Ensuring that shortlists are compiled. Ensuring that candidates are interviewed. Manage the appointment/placement of candidates. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: WORKSTUDY

Gauteng region

Regional Office (Ref: GP 2026/03/43)

Salary: R468 459 per annum

Requirements: Recognized three (3) year Degree/National Diploma in Management Services/Production or Operations Management or equivalent qualification and 3-5 years' supervisory experience in HR Organisational Design, Business Process Re-engineering and Job evaluation. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of the Constitution, Public Service Act, Public Service Act Public regulations, Labour Relations Act, organisational design principles, business process principles job evaluation policies and procedure, OrgPlus, Visio or WinOrg, DPSA Directives and Circulars. Practices. Knowledge of SMS handbook, batho pele principles, national development plan, departmental strategy plan, annual performance plan, service delivery model, codes of conduct, stakeholder management, project management.

Responsibilities: Conduct investigation on organisational structures and post establishment of the Department and make recommendations to national. Develop job descriptions for newly created and newly defined jobs and jobs being evaluated. Evaluate existing and newly created posts establishment of the department and report the findings and solutions/recommendations. Facilitate the development of business process management and standard operating proce-

duce in the Department. Coordinate and facilitate the development of Standard Operating Procedures (SOP) in the Department. Facilitate human resource planning with line functional managers or section head within the region. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: PERSAL

Eastern Cape region

Regional Office (Ref: EC 2026/03/26)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/30)

Salary: R468 459 per annum

Requirements: Recognized three (3) year Degree/National Diploma in Human Resource Management and 3-5 years' supervisory experience in Human Resource environment. Successful completion of PERSAL Training (Personnel, Salaries, Establishment, Introduction). Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Manage PERSAL access security system within the region. Ensure data integrity on personnel and salary records. Conduct PERSAL inspection to ensure the effective implementation of internal policies, guidelines in relation to the HR practices within the region. Manage PERSAL establishment within the Region. Monitor the implementation of PERSAL data management and access security policy and procedure. Conduct training of PERSAL users. Monitor the selective allocation of functions. Creation and maintenance of departmental codes on the departmental code file. Evaluate and recommend/reject requested changes on the PERSAL systems. Manage and control PERSAL notices and messages and bring important issues to the attention of management. Monitor effective use of the PERSAL system. Ensure interaction between the PERSAL user support and the Department. Composition and maintenance of Departmental PERSAL policy, manuals and procedures. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: HUMAN RESOURCE DEVELOPMENT

Gauteng region

Boksburg: (Ref: GP 2026/03/44)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/40)

Rustenburg (Ref: LMN 2026/03/41)

Klerksdorp (Ref: LMN 2026/03/42)

Salary: R468 459 per annum

Requirements: Relevant Degree/National Diploma in Human Resource Development or equivalent qualification. OD-ETDP will be an added advantage. 3-5 years relevant work experience gained on a supervisory level in HRD. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Conduct training needs analyses and compile monthly training statistics as well as annual HRD reports. Deliver effective HRD administration, including managing learnerships such as the Correctional Science Learnership (NQF Level 4) and assessing learner performance. Oversee internship programmes and facilitate HRD training interventions through proper programming, scheduling, logistics coordination, monitoring and evaluation. Assist with the marketing and administration of bursaries and manage human resources, finances and assets within the HRD environment. Manage performance information.

ASSISTANT DIRECTOR: HUMAN RESOURCE SUPPORT

Gauteng region

Johannesburg (Ref: GP 2026/03/45)

Salary: R468 459 per annum

Requirements: Recognized three (3) year Degree/National Diploma in Human Resource Management or equivalent qualification and 3-5 years supervisory experience in human resource environment. PERSAL knowledge. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Facilitate the implementation of the Performance Management Development System (PMDS), including the setup and maintenance of performance management tools. Ensure effective execution of pay progression, performance incentives and grade progression processes. Coordinate and manage long service awards, ensuring compliance with departmental guidelines. Manage performance information. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: HR ADMINISTRATION

Free State and Northern Cape region

Goedemoed (Ref: FSNC 2026/03/52)

Grootvlei (Ref: FSNC 2026/03/53)

Upington (Ref: FSNC 2026/03/54)

KwaZulu Natal region

Empangeni (Ref: KZN 2026/03/31)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/43)

Roogrand (Ref: LMN 2026/03/44)

Western Cape region

Regional Office (Ref: WC 2026/03/49)

Pollsmoor (Ref: WC 2026/03/50)

Southern Cape (Ref: WC 2026/03/51)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. At least 3-5 years supervisory experience in a Human Resource environment. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of HR policies, transformation and PMDS, training and development plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client

orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure the implementation of Human Resource policies, including leave administration, performance management, employee development systems, grievances, disciplinary procedures, injury-on duty cases, transfers and service terminations. Communicate and interpret HR policy matters for staff and management. Coordinate and facilitate personnel meetings and maintain an accurate post establishment. Oversee the effective management of human resource practices and support the implementation of HR development initiatives. Ensure proper management of official accommodation and exercise control over the organisational establishment. Manage and administer PERSAL functions. Oversee the management of human resources, finances and physical assets to ensure efficiency and compliance. Manage performance information.

ASSISTANT DIRECTOR: HR UTILIZATION

Eastern Cape region

Kirkwood (Ref: EC 2026/03/28)

Gauteng region

Johannesburg: (Ref: GP 2026/03/46)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/45)

Western Cape region

West Coast (Ref: WC 2026/03/53)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management and 3-5 years' supervisory experience in a similar environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Coordinate and oversee the recruitment, appointment and promotion processes to ensure efficient staffing. Monitor the vacancy rate in line with the departmental Annual Performance Plan (APP) and advise management on any discrepancies. Manage and administer employee transfers within the Management Area, as well as all service terminations. Oversee the effective management of human resources, finances and physical assets in the recruitment and staffing environment. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: SPECIAL PROGRAMMES

Free State and Northern Cape region

Grootvlei (Ref: FSNC 2026/03/55)

Goedemoed (Ref: FSNC 2026/03/56)

Kimberley (Ref: FSNC 2026/03/57)

Gauteng region

Baviaanspoort: (Ref: GP 2026/03/47)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/46)

Polokwane (Ref: LMN 2026/03/47)

Western Cape region

Allandale (Ref: WC 2026/03/54)

Brandvlei (Ref: WC 2026/03/55)

Pollsmoor (Ref: WC 2026/03/56)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. At least 3-5 years supervisory experience in a Human Resource environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Manage the Employee Assistance Programme (EAP) and overall employee wellness services within the Management Area. Oversee gender and employment equity affairs, ensuring alignment with departmental transformation objectives. Coordinate and manage sports events, including organising tournaments and trials across all sporting codes. Administer Occupational Health and Safety (OHS) processes to ensure a safe working environment. Oversee the administration of clubs and messes, ensuring effective governance and resource management. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: SPECIAL CATEGORIES

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/58)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Financial Management/Accounting/Public Administration or equivalent. At least 3-5 years supervisory experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Oversee the proper administration and governance of general clubs and sub-clubs in the region, ensuring sound financial and inventory management. Monitor stocktaking, control of club assets and compliance with all applicable legal prescripts, including recruitment regulations, VAT and licensing requirements. Ensure that malpractices, losses, damages and corruption are investigated and addressed. Provide training and updated guidance to all club functionaries, monitor club committee meetings and offer overall oversight to ensure effective and compliant administration of Clubs and Messes. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: FINANCIAL AND MANAGEMENT ACCOUNTING

Gauteng Region

Baviaanspoort (Ref: GP 2026/03/48)

Modderbee (Ref: GP 2026/03/49)

Krugersdorp (Ref: GP 2026/03/50)

Zonderwater (Ref: GP 2026/03/51)

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/59)

KwaZulu Natal region

Kokstad (Ref: KZN 2026/03/32)

Limpopo, Mpumalanga and North West region

Polokwane (Ref: LMN 2026/03/48)

Klerksdorp (Ref: LMN 2026/03/49)

Rooigrond (Ref: LMN 2026/03/50)

Western Cape region

Regional Office (Ref: WC 2026/03/57)

Drakenstein (Ref: WC 2026/03/58)

Southern Cape (Ref: WC 2026/03/59)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Financial Management or Accounting with 3-5 years' supervisory experience in a financial and management accounting environment. Computer literate. Valid driver's licence.

Competencies and attributes: In-depth knowledge of BAS and LOGIS. Advance financial management. Problem solving and decision making. Facilitation skills. Plan, organize, lead and control. Change management, project management, presentation, conflict management, training and communication skills. Time management. Confidentiality, coaching and mentoring skills. Proven knowledge of the Public Finance Management Act, 1999 and Treasury Regulations relating to financial management and accounting. Public Finance Administration. Service delivery and client orientation. Integrity and honesty. Assertiveness. Influence and impact and the ability to network.

Responsibilities: Ensure effective financial control within the Management Area by administering the budget, revenue management and bookkeeping processes. Implement and monitor compliance with the Public Finance Management Act (PFMA) and departmental financial policies, ensuring strict adherence to approved financial procedures. Enforce financial discipline and sound internal controls while overseeing the management of human resources, finances and assets to support effective financial governance. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT

Eastern Cape region

Sada (Ref EC 2026/03/30)

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/60)

Groenpunt (Ref: FSNC 2026/03/61)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/52)

Krugersdorp (Ref: GP 2026/03/53)

Johannesburg (Ref: GP 2026/03/54)

KwaZulu Natal region

Kokstad (Ref: KZN 2026/03/33)

Western Cape region

Voorberg (Ref: WC 2026/03/60)

Overberg (Ref: WC 2026/03/61)

Brandvlei (Ref: WC 2026/03/62)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Supply Chain Management or equivalent relevant qualification. 3-5 years' relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and Attributes: In-depth knowledge of LOGIS system. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Management of procurement of assets, storage and distribution process in the management area. Operationalization of logistical policy in the management area. Management of stock, logistical investigation, administration of tenders' contracts and transport. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: USER ASSET MANAGEMENT PLAN

Eastern Cape region

Regional Office (Ref EC 2026/03/31)

Gauteng region

Regional Office (Ref: GP 2026/03/55)

Salary: R468 459 per annum

Requirements: An Appropriate Diploma/Degree in Building, Property Management or Quantity Surveying. Relevant experience in construction, maintenance, costing and building assessments with 3-5 years' supervisory experience in the built environment. Computer literate. Valid driver's licence.

Competencies and attributes: relationship building innovation and creativity, people management, time management, openness and transparency. integrity and honest, coaching and mentoring, confidentiality, interpersonal relations. programme and project management skills. stakeholder management. Knowledge of OHS Act compliance matters. Networking and tact.

Responsibilities: Conduct condition assessments of existing and new building facilities and interpret technical working drawings. Support municipalities in preparing and implementing sector development plans and represent the Department in municipal property forums to coordinate maintenance of departmental facilities. Perform feasibility studies to estimate material, labour and time requirements, and conduct cost analyses for building tenders and contracts. Coordinate contracts and projects, and provide technical guidance on legal and contractual matters, including JBCC, NEC and related frameworks. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: TECHNICIAN: FACILITIES

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/51)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Civil engineering or Building studies. 3-5 years' relevant work experience gained on supervisory level. Registration with ECSA as Professional Technician will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel. Knowledge of Property Management Act and Building Act. Knowledge of Constitution of the Republic of South Africa.

Responsibilities: Coordinate building conditional assessments and maintenance of departmental property. Ensure effective risk and compliance management within the asset management unit. Implement sector policy and set norms and standards for the sector, which addresses infrastructure development. Implementation of infrastructure policy and delivery systems, sectorial norms and standards, mobilize and coordinate support. Assist in management of utility services and verification of accounts payments. Verify sector information in key performance indicator reports as part of

the monitoring system. Provide technical advice as required through the feasibility planning, design, tender and construction phases of a departmental infrastructure project. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: INFORMATION TECHNOLOGY

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/62)

Gauteng region

Modderbee (Ref: GP 2026/03/56)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/34)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/52)

Rooigrond (Ref: LMN 2026/03/53)

Western Cape region

Allandale (Ref: WC 2026/03/63)

Brandvlei (Ref: WC 2026/03/64)

Southern Cape (Ref: WC 2026/03/65)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Information Technology/ Computer Science or an equivalent relevant qualification. At least 3- 5 five years relevant supervisory experience in a similar environment. Traceable experience as a network controller. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Oversee and control physical access to server rooms, ensuring compliance with security standards. Maintain servers and ensure all required registers including call log registers, backup registers, equipment removal registers and asset registers—are accurately completed and updated. Ensure proper maintenance and updating of software and manage data security across the Management Area. Plan, design and support the implementation of new network infrastructure. Maintain desktop system hygiene and enforce minimum standards for server room requirements to ensure secure, stable and compliant IT operations. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: FINANCIAL ACCOUNTING

Free State and Northern Cape region

Reginal Office (Ref: FSNC 2026/03/63)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management coupled with 3-5 years relevant experience on supervisory post. Proven experience in a BAS environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of PFMA, Treasury Regulations and BAS. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time

management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Implement financial accounting policies within the region in line with applicable procedures and pre-scripts. Plan and conduct financial accounting inspections and undertake financial investigations to ensure compliance and accuracy. Maintain and standardise the departmental financial accounting system while providing relevant training programmes. Oversee effective control of revenue collection and allocation and ensure the integrity of financial data recorded on BAS. Execute the responsibilities assigned to officials under Section 45 of the Public Finance Management Act (PFMA), including managing debts and control accounts to support sound financial governance. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: COMMUNICATIONS

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/64)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/35)

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/54)

Salary: R468 459 per annum

Requirements: Recognized Degree/National Diploma in Communication Science and 3-5 years relevant experience gained on a supervisory level in a communication environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Oversee the effective administration of the communication component and represent the Department of Correctional Services (DCS) in GCIS and other professional communication forums. Manage all internal communication platforms such as notice boards and ensure consistent coverage of events, contributing content to departmental newsletters. Promote and market departmental programmes and core activities to enhance public understanding of the DCS mandate. Ensure that signage across correctional centres complies with the DCS Corporate Identity Manual. Develop news articles, and capture photographs and video materials for newsworthy events, ensuring adequate media coverage. Provide media liaison services in accordance with national directives on official departmental spokespersons and monitor local media for DCS related content. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER

Eastern Cape region

Amathole: Area Commissioners Office (Ref: EC 2026/03/32)

Limpopo, Mpumalanga and North West region

Witbank: Area Commissioner's Office (Ref: LMN 2026/03/55)

Regional Office: Office of RH: Finance and Supply Chain Management (Ref: LMN 2026/03/56)

Western Cape region

Regional Office: Office of the Regional Head: Corporate Services (Ref: WC 2026/03/66)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Public Administration/Office Administration or equivalent qualification and 3-5 years relevant experience in administration support services. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Manage documentation in the office of the Area Commissioner and monitoring compliance thereof. Filing, quality control of documentation forwarded to the Regional Commissioner/Area Commissioner. Coordinate meetings, agenda preparation, minute taking and development of an action plan and reporting system on decisions taken in meetings. Financial and logistical management of the office including budgeting and costing processes. Drafting of routine letters and memos, receipt of correspondence and documentation and proactively acknowledging correspondence. Financial administration, expenditure and financial reporting of the office. Coordination of performance information. Coordination of reports in liaison with Department's oversight bodies. Liaise with various stakeholders. Manage human resources, finances and assets. Manage performance information.

INTERNAL AUDITOR

Free State and Northern Cape region
Regional Office (Ref: FSNC 2026/03/65)

Gauteng region
Regional Office (Ref: GP 2026/03/57)

KwaZulu Natal region
Regional Office (Ref: KZN 2026/03/36)

Limpopo, Mpumalanga and North West region
Regional Office (Ref: LMN 2026/03/57)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Internal Auditing or equivalent qualification and 2-3 years' experience working in a comparable auditing environment. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of Public Finance Management Act (PFMA) and accompanying Treasury Regulations, Public Service Regulatory Framework (PSRF), Public Service Financial and other system/s and standards for the professional practices of Internal Auditing and generally recognized accounting principles. Risk management. Human resources management practices and service delivery principles (Batho Pele). Ability to work in a team. Planning and organizing. Good written and verbal skills. Lateral and innovative thinking. Interpersonal relations. Problem solving skills. Time management. Application and interpretation of legislation and project management. Confidentiality, fairness, respect and honesty.

Responsibilities: Plan and allocate audit assignments. Conduct audit engagements in accordance with approved audit programmes and established auditing standards. Communicate audit findings and results to relevant stakeholders. Follow up on the implementation of audit recommendations to ensure compliance and improvement. Compile and maintain comprehensive audit files and supporting documentation. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: HR ADMINISTRATION

Eastern Cape region
Regional Office (Ref: EC 2026/03/33)
Sada (Ref: EC 2026/03/34)

Western Cape region
Breede River (Ref: WC 2026/03/67)
Overberg (Ref: WC 2026/03/68)
Voorberg (Ref: WC 2026/03/69)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. At least 3-5 relevant experience in a Human Resource environment. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure the effective implementation of Human Resource policies, including leave administration, the Performance Management and Development System (PMDS), grievance procedures, disciplinary processes, injury on duty (IOD), transfers, and termination of services. Communicate and provide guidance on Human Resource policy matters to management and staff. Arrange and coordinate personnel meetings and provide administrative support where required. Maintain and manage the post establishment to ensure proper staffing structures. Oversee the effective management and administration of Human Resource practices within the organisation. Ensure the proper management of official accommodation and related administrative processes. Exercise control over the establishment to ensure compliance with relevant policies and regulations. Administer and maintain the Personnel and Salary Administration System (PERSAL). Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: HR SUPPORT

Western Cape region

Pollsmoor (Ref: WC 2026/03/70)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management. At least 3- 5 years relevant experience in HR Administration and Management. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Facilitate the implementation of the performance management Development system, including the setup and maintenance of performance management tools. Ensure effective execution of pay progression, performance incentives and grade progression processes. Coordinate and manage long service awards, ensuring compliance with departmental guidelines. Management of Resources. Manage human resources, finances and assets. Manage performance information.

HUMAN RESOURCE PRACTITIONER: HUMAN RESOURCES DEVELOPMENT

Western Cape region

Allandale (Ref: WC 2026/03/71)

Overberg (Ref: WC 2026/03/72)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resources Development/ Human Resource Management or equivalent qualification. At least 3 -5 years' experience in the field of training/development. OD-ETDP certificate /assessor/moderator will an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibility: Conduct skills audits to identify training and development needs and compile the Workplace Skills Plan (WSP) for the Management Area. Coordinate, manage and facilitate training interventions in line with the WSP, including conducting needs analyses and designing programmes to address identified gaps. Administer internal and external bursaries or study loans and ensure effective marketing of available bursaries as guided by Head Office. Facilitate, coordinate and monitor Learnership, Internship and Experiential Training Programmes, including recruitment, selection, placement and related logistics. Manage HRD statistical reporting by compiling databases, controlling data accuracy and analysing statistics to ensure compliance with the WSP and operational training targets. Manage human resources, finances and assets. Manage performance information.

ASSISTANT PERSAL CONTROLLER

Western Cape region

Voorberg (Ref: WC 2026/03/73)

Southern Cape (Ref: WC 2026/03/74)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent relevant qualification. At least 3-5 years' experience in Human Resources environment. Successful completion of PERSAL training course. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure the effective management of the PERSAL system within the Region. Registration of supervisors and users on PERSAL and the allocation of specific functions according to their job responsibilities and levels of authority. Monitor, evaluate and implement PERSAL transactions to ensure accuracy and compliance. Monitor system changes and updates in line with the SCC system requirements. Maintain the post establishment on the PERSAL system. Facilitate PERSAL training to ensure proper system usage. Manage human resources, finances, and assets, and ensure the effective management of performance information.

SENIOR ADMINISTRATIVE OFFICER: HIV AND AIDS

Western Cape region

Goodwood (Ref: WC 2026/03/75)

Overberg (Ref: WC 2026/03/76)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Social Science, or equivalent qualification. At least 3-5 relevant experience in HIV/Aids programme management. Computer literate. Valid driver's licence.

Competencies and attributes: Conflict resolution. Report writing. Presentation skills, problem solving and decision-making, team leadership, policy interpretation, facilitation, analytical and training skills. Confidentiality, integrity and honesty, time management, assertiveness, ability to network, service delivery and client orientation. Friendly and adaptability. Confident and independent. Ability to work under pressure. Willingness to travel.

Responsibilities: Administer the implementation of comprehensive HIV and AIDS programmes and services for offenders at Management Area and Correctional Centre levels in accordance with the National Strategic Plan (NSP) on HIV and AIDS. Administer the implementation of relevant HIV and AIDS policies and procedures. Compile and submit weekly, monthly and quarterly statistical reports and other relevant information to the Regional Office. Provide reports to Management Area and Correctional Centre management. Manage human resources, finances and assets. Ensure effective management of performance information.

SENIOR PERSONNEL OFFICER: HUMAN RESOURCE ADMINISTRATION

Gauteng region

Kgoši Mampuru II (Ref: GP 2026/03/58)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/66)

Upington (Ref: FSNC 2026/03/67)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/37)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/58)

Barberton (Ref: LMN 2026/03/59)

Polokwane (Ref: LMN 2026/03/60)

Klerksdorp (Ref: LMN 2026/03/61)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualifications. 3-5 years relevant work experience in HR Administration and Management. Successful completion of full PERSAL training course. Computer literate. Valid driver's licence.

Competencies and attributes: Performance planning, reporting and service delivery Improvement. Financial management, problem solving and decision-making, facilitation, plan, organize, lead and control. Team leadership, project management, presentation, conflict management and report writing skills. Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer and maintain the PERSAL system, ensuring accurate processing of appointments, transfers and service terminations. Handle the administration of promotions, personnel rewards, qualification bonuses and remuneration control. Manage housing subsidies and official accommodation allocations in line with applicable prescripts. Oversee leave administration in accordance with public service policies. Coordinate medical board processes and ensure correct documentation. Support the handling of disciplinary matters in compliance with relevant procedures and regulation. Manage human resources, finances and assets. Manage performance information.

ASSISTANT PERSAL CONTROLLER: HR ADMINISTRATION (PERSAL)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/68)

Bizzah Makhate (Ref: FSNC 2026/03/69)

Goedemoed (Ref: FSNC 2026/03/70)

Upington (Ref: FSNC 2026/03/71)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/59)

Modderbee (Ref: GP 2026/03/60)

Krugersdorp (Ref: GP 2026/03/61)

Zonderwater (Ref: GP 2026/03/62)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/38)

Ncome (Ref: KZN 2026/03/39)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management and 3-5 relevant experience working with PERSAL. Successful completion of PERSAL Course. Computer literate. Valid driver's licence.

Competencies and attributes: Thorough knowledge of the requirements applicable to the work sphere and that of PERSAL users. Supervisory skills. Ability to manage PERSAL function. Knowledge of Basic Conditions of Employment Act and Labour Relations. Plan, organize, lead and control. Project management, presentation, conflict management, report writing, time management, confidentiality, coaching and mentoring, communication, financial management, decision-making, problem-solving, networking/liaison with stakeholders and negotiation skills. and facilitation skills. Understanding of Public Service policy and legislative framework. Knowledge of Correctional Service Act. Service delivery and client orientation, integrity and honesty, assertiveness, influence and impact.

Responsibilities: Administer and maintain the PERSAL system in the Management Area. Oversee and monitor the effective utilisation of the PERSAL system to ensure compliance with departmental policies and procedures. Monitor the selective allocation of PERSAL functions to authorised users in accordance with their roles and responsibilities. Create and maintain departmental codes on the departmental code file. Evaluate requests for changes on the PERSAL system and recommend approval or rejection in line with system controls and departmental requirements. Manage and control PERSAL notices and system messages, ensuring that critical information is communicated to management. Monitor the effective and efficient use of the PERSAL system. Ensure effective interaction and communication between PERSAL User Support and the Department. Compile, maintain and update Departmental PERSAL policies, manuals and procedures to ensure standardised system use and compliance. Manage human resources, finances and assets. Manage performance information.

Shortlisted candidates may be subjected to a PERSAL test as part of the interview process.

SENIOR STATE ACCOUNTANT: BUSINESS PLANS

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/62)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Financial Management or equivalent qualification and 3-5 relevant experience working on BAS. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management. Bookkeeping. Knowledge of budget management. Good Communication, 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. Knowledge of the Public Finance Management Act and Treasury Regulations. Must be dynamic and professional. Ability to plan and organise. Excellent negotiation and problem-solving skills.

Responsibilities: Support regional ENE, AENE and MTEF processes by coordinating and consolidating budget inputs in alignment with strategic priorities. Provide financial management support and monitor regional expenditure trends, preparing regular analyses and reports on budget allocations, monthly spending patterns and variances. Maintain and update costing and budget models, ensuring accurate financial reporting through approved systems. Strengthen budget

management controls, review financial reporting tools and ensure full compliance with the PFMA and Treasury Regulations. Collaborate with the Assistant Director to promote efficient, compliant and informed budget utilisation within the Region. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: COMMUNICATIONS

Gauteng region

Leeuwkop (Ref: GP 2026/03/63)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/40)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/63)

Western Cape region

Voorberg (Ref: WC 2026/03/77)

Regional Office (Ref: WC 2026/03/78)

Overberg (Ref: WC 2026/03/79)

Salary: R397 116 per annum

Requirement: Recognized Degree/National Diploma in Communication Sciences. At least 3-5 years' experience in the Communication environment. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge and perspectives of incidents in Correctional Centres. programme and project management, project principles and methodologies, research and development, computer aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture, technical consulting, professional judgement. decision making, team leadership, analytical skills, creativity, self-management. Financial management, customer focus and responsiveness, communication, planning and organization, conflict management, problem solving and analysis, people management, change management and innovation.

Responsibilities: Oversee the effective administration of the communication component and represent the Department of Correctional Services (DCS) in GCIS and other professional communication forums. Manage all internal communication platforms such as notice boards and ensure consistent coverage of events, contributing content to departmental newsletters. Promote and market departmental programmes and core activities to enhance public understanding of the DCS mandate. Ensure that signage across correctional centres complies with the DCS Corporate Identity Manual. Develop news articles, and capture photographs and video materials for newsworthy events, ensuring adequate media coverage. Provide media liaison services in accordance with national directives on official departmental spokespersons and monitor local media for DCS related content. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: INVESTIGATIONS

Eastern Cape region

East London (Ref: EC 2026/03/35)

Free State and Northern Cape region

Grootvlei (Ref: FSNC 2026/03/72)

Gauteng region

Leeuwkop (Ref: GP 2026/03/64)

Zonderwater (Ref: GP 2026/03/65)

KwaZulu Natal region

Durban (Ref: KZN 2026/03/41)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/64)

Barberton (Ref: LMN 2026/03/65)

Western Cape region

Goodwood (Ref: WC 2026/03/80)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Forensic Investigation/Labour Relations or equivalent qualification. At least 3-5 years relevant experience. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Oversee and conduct investigations into escapes, assaults and injuries involving offenders and staff, ensuring accurate and up-to-date maintenance of investigation registers within the Management Area. Serve as an initiator in disciplinary hearings, ensuring all proceedings comply with relevant labour relations policies, procedures and regulations. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: HR ADMINISTRATION (REGISTRATION)

Eastern Cape region

St Albans (Ref: EC 2026/03/36)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualifications and 3-5 years relevant experience in Human Resources environment. Successful completion of PERSAL training course. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Administer the archives and registry functions by ensuring proper transfer, storage and retrieval of records in line with approved records management procedures. Control the withdrawal of documents from archives and registry and oversee the disposal of files according to authorised schedules. Maintain a uniform filing and records classification system and ensure the safe keeping of all departmental files and records. Perform general filing, record-keeping and registry duties to support effective information management. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: CLUBS

Free State and Northern Cape region

Bizzah Makhate: (Ref: FSNC 2026/03/73)

Grootvlei (Ref: FSNC 2026/03/74)

Groenpunt (Ref: FSNC 2026/03/75)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/66)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/42)

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/66)

Western Cape region

Voorberg (Ref: WC 2026/03/81)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Financial Management/Accounting, Public Administration or equivalent. At least 3-5 years relevant experience in a comparable environment. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Ensure effective implementation of all policies and procedures governing clubs and mess operations. Oversee the daily operations of mess facilities and financial outlets. Ensure compliance with financial, hygiene and service standards. Manage membership processes for clubs and sub-clubs. Maintain accurate membership records and facilitate member engagement. Organize and promote sport and recreational activities. Financial management of club affairs. Plan, monitor and control budgets for clubs and mess operations. Ensure transparent financial reporting and accountability. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: MESS

Eastern Cape region

East London (Ref: EC 2026/03/37)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/76)

KwaZulu Natal region

Kokstad (Ref: KZN 2026/03/43)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Hospitality/Food Services or equivalent plus 3-5 years' experience in a comparable environment. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Implement and maintain nutritional and hygienic standards in meal preparation. Supervise hygienic storage of food and adherence to food safety policies. Supervise preparation of meals and cleaning of utensils, kitchen, and service areas. Monitor the use and maintenance of catering equipment (knives, cookery, etc.). Conduct regular searches of the kitchen to ensure compliance with standards. Control and monitor security equipment such as keys, batons, teargas, and radios. Ensure proper handling and accountability of catering and security equipment. Implement policies and procedures governing clubs and canteens. Ensure compliance with departmental guidelines in kitchen and club operations. Verify and monitor income, expenditure, and investments of clubs. Prepare annual financial statements and ensure readiness for audit. Manage human resources, finances and assets. Manage performance information.

SENIOR TRANSPORT OFFICER: LOGISTICS

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/77)

Gauteng region

Johannesburg (Ref: GP 2026/03/67)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Fleet Management or equivalent qualification with 3-5 years' experience in a comparable environment. Computer literate. 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 skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Identify transport infrastructure and operational needs within the management area. Ensure effective maintenance and service management of fleet. Implement and manage transport policies, standards and procedures. Monitor and control the utilization of departmental vehicles. Conduct regular transport inspections, audits and investigations. Promote efficient, safe and cost-effective transport operations. Manage human resources, finances and assets. Manage performance information.

SENIOR STATE ACCOUNTANT: FINANCIAL ACCOUNTING

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/78)

Goedemoed (Ref: FSNC 2026/03/79)

Grootvlei (Ref: FSNC 2026/03/80)

Gauteng region

Regional Office (Ref: GP 2026/03/68)

KwaZulu Natal region

Durban (Ref: KZN 2026/03/44)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/67)

Bethal (Ref: LMN 2026/03/68)

Western Cape region

Breede River (Ref: WC 2026/03/82) (2 Posts)

Drakenstein (Ref: WC 2026/03/83)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management. At least 3-5 years' experience in a financial management environment. In depth knowledge of BAS and LOGIS. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibility: Ensure implementation of financial accounting policies and procedures in the management area. Maintain compliance with approved accounting standards and operational guidelines. Plan and execute management accounting activities and financial inspections. Monitor financial records to ensure accuracy, completeness, and reliability. Conduct financial investigations relating to irregularities, losses, or suspected financial misconduct. Maintain integrity of financial information and reporting systems. Execute responsibilities of officials as stipulated in Section 45 of the Public Finance Management Act. Ensure adherence to all relevant financial directives and governance requirements. Support budget planning and management processes within the management area. Ensure optimal and efficient utilization of financial resources. Monitor expenditure against approved budgets. Enforce financial discipline through regular review of financial transactions and commitments. Oversee procurement processes and logistics operations. Ensure procurement activities comply with applicable policies and regulations. Manage allocation, capturing, maintenance and distribution of the management area budget. Provide financial and budgetary advisory support to the management area. Assist in financial planning, monitoring, and reporting. Manage human resources, finances and assets. Manage performance information.

SENIOR STATE ACCOUNTANT: MANAGEMENT ACCOUNTING

Gauteng region

Zonderwater: (Ref: GP 2026/03/69)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management with at least 3-5 years' experience in Government Financial systems. Computer literate. Valid driver's licence.

Competencies and attributes: Good communication and presentation skills. Dynamic and professional. Plan and organize events properly. Knowledge of the Public Finance Management Act, Treasury Regulations, BAS and project management. Proven experience in a BAS environment. Plan, organise, lead and control, client orientation, policy analysis and interpretation. Report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations relating to Supply Chain Management. Good knowledge of Public Service regulations. Knowledge of procurement administration and public finance administration. Financial management. Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Implementation of financial accounting policy in the management area in accordance with current procedures. Planning and execution of management accounting functions/inspections. Undertaking of financial investigations. Keep financial accounting system on standard. Execute the responsibilities of officials as stipulated in Section 45 of the Public Finance Management Act. Ensure optimal utilisation of resources and support with regard to management of budgets within the framework of relevant legal directives and regulations. Perform budget control and ensure enforcement of financial discipline. Perform responsibilities for logistics and procurement management. Manage the allocation, maintenance, capturing and distribution of the budget for the management area. Render a support service form the Financial Control Office (FCO) in terms of giving financial and budgetary advice to the management area. Manage human resources, finances and assets. Manage performance information.

DATA ANALYSIS AND DISTRIBUTION OFFICER: SUPPLY CHAIN MANAGEMENT

Gauteng Region

Regional Office (Ref: GP 2026/03/70)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Logistics with 3-5 years' experience in Logistical systems. Knowledge LOGIS system. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Knowledge of the Public Finance Management Act, 1999 and Treasury regulations. Knowledge of tender process. Service delivery and client orientation, integrity and honesty, assertiveness, influence and impact and ability to network.

Responsibilities: Ensure the effective application of departmental logistical policies and procedures in the region. Administration and management of the LOGIS. Conduct regular inspections of logistical processes and resources. Undertake investigations related to logistical discrepancies, losses or irregularities. Plan, coordinate and monitor all logistical operations in the region. Ensure infrastructure meets operational standards and safety requirements. Control logistics-related finances, including budgeting, expenditure monitoring and financial reporting. Ensure compliance with financial regulations and accountability standards. Collect, consolidate and analyze logistical data and returns. Analyze logistical data to identify trends, inefficiencies and areas for improvement. Manage human resources, finances and assets. Manage performance information.

SENIOR PROVISIONING ADMINISTRATIVE OFFICER: LOGISTICS ADMINISTRATION

Gauteng region

Boksburg: (Ref: GP 2026/03/72) (2 Posts)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/69)

Rooigrond (Ref: LMN 2026/03/70)

KwaZulu Natal region

Ncome (Ref: KZN 2026/03/45)

Western Cape region

Brandvlei (Ref: WC 2026/03/84)

Breede River (Ref: WC 2026/03/85)

Regional Office (Ref: WC 2026/03/86)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Logistics Management/ Supply Chain Management or equivalent relevant qualification. At least 3-5 years' experience in a Supply Chain Management environment. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of LOGIS. Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Knowledge of the Public Finance Management Act, 1999 and Treasury regulations. Knowledge of tender process. Service delivery and client orientation, integrity and honesty, assertiveness, influence and impact and ability to network.

Responsibilities: Execute and enforce departmental logistical policies within the Management Area. Ensure compliance with standard operating procedures for all logistical operations. Oversee the monitoring of incoming and outgoing stock. Maintain accurate records of inventory movements. Manage the administration of warehouses and storage facilities. Supervise fleet management and coordination of transport logistics. Ensure smooth operation of transit processes. Conduct regular asset verification and ensure logistical processes are followed. Manage asset reconciliations and maintain balanced inventory records. Supervise reconciliation between BAS (Basic Accounting System) and LOGIS (Logistics Information System). Ensure accuracy and consistency of logistical and financial data. Facilitate training programs on logistical procedures and systems to promote understanding of best practices and compliance requirements. Manage human resources, finances and assets. Manage performance information.

SENIOR ADMINISTRATIVE OFFICER: GENERAL STOCK PROCUREMENT

Free State and Northern Cape region

Reginal Office (Ref: FSNC 2026/03/82)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/46)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/71)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Purchasing Management/ Logistics/ Supply Chain Management or any equivalent qualification. 3-5 years relevant work experience in Supply Chain Management. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality,

good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy.

Responsibilities: Assist end-users in drafting clear and compliant procurement specifications. Facilitate the advertisement of tenders in accordance with applicable procurement procedures. Support Bid Evaluation Committees during the evaluation of bids. Liaise with the Government Shared Services Centre (GSSC) regarding the acquisition of goods and services, as well as the processing of supplier and service provider payments. Ensure adherence to all procurement-related legislation, regulations and policy requirements. Manage human resources, finances and assets. Manage performance information.

PROCUREMENT ADMINISTRATIVE OFFICER: SUPPLY CHAIN MANAGEMENT

Gauteng region

Boksburg (Ref: GP 2026/03/73) (2 Posts)

Johannesburg (Ref: GP 2026/03/74)

Free State and Northern Cape region

Colesberg (Ref: FSNC 2026/03/83)

Western Cape region

Breede River (Ref: WC 2026/03/87)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Supply Chain Management or equivalent relevant qualification. At least 3-5 years' experience in a Supply Chain Management environment. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Knowledge of the Public Finance Management Act, 1999 and Treasury regulations. Knowledge of tender process. Service delivery and client orientation, integrity and honesty, assertiveness, influence and impact and ability to network.

Responsibilities: Conduct quality assessment of building services within the management area. Develop and maintain standards for building works in accordance with operational requirements. Manage capital infrastructure projects and ensure effective implementation. Plan, coordinate and monitor short-, medium- and long-term maintenance programmes. Ensure alignment with the strategic maintenance objectives of the Department of Correctional Services (DCS) within the management area. Assist end-users in drafting technical specifications for procurement of goods and services. Facilitate the advertisement of tenders in accordance with procurement procedures. Support Bid Evaluation Committees in the assessment and evaluation of bids. Liaise with the GSSC regarding procurement of goods and services and the processing of supplier payments. Ensure compliance with all procurement legislation, regulations and policy frameworks. Maintain and manage a database of contracts. Manage human resources, finances and assets. Manage performance information.

SENIOR PROVISIONING ADMINISTRATIVE OFFICER: TENDER ADMINISTRATION

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/47)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in Supply Chain Management or equivalent qualification with 3-5 years' experience in supply chain management environment. Knowledge LOGIS system. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, policy coordination, communication, project and programme management, change management, client orientation and customer focus, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment. Integrity and honesty, confidentiality, good interpersonal relations. Understanding of Public service policies and legislative frameworks. Assertiveness, ability to network and diplomacy. Knowledge of the Public Finance Management Act, 1999 and Treasury regulations. Knowledge of tender process. Service delivery and client orientation, integrity and honesty, assertiveness, influence and impact and ability to network.

Responsibilities: Ensure the effective implementation of procurement policies within the region in accordance with applicable legislation and departmental procedures. Manage and administer tender processes, including preparation, advertisement, evaluation support and award administration. Undertake procurement compliance inspections to ensure adherence to procurement standards, policies and regulatory requirements. Conduct procurement related investigations where irregularities, disputes or risks are identified. Plan procurement activities in line with operational priorities and approved budgets. Manage and maintain procurement infrastructure and systems to support efficient service delivery. Manage human resources, finances and assets. Manage performance information.

EMPLOYEE ASSISTANCE PRACTITIONER (EAP): SPECIAL PROGRAMS

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/84)

Upington (Ref: FSNC 2026/03/85)

Gauteng region

Boksburg (Ref: GP 2026/03/75)

Johannesburg (Ref: GP 2026/03/76)

Leeuwkop (Ref: GP 2026/03/77)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/48)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/72)

Bethal (Ref: LMN 2026/03/73)

Klerksdorp (Ref: LMN 2026/03/74)

Rooigrond (Ref: LMN 2026/03/75)

Western Cape region

Brandvlei (Ref: WC 2026/03/89)

Salary: R397 116 per annum

Requirements: Recognized Degree/National Diploma in relation Social Science, Social work or an equivalent qualification. 3-5 relevant experience in EAP. A postgraduate qualification in Social Work or Clinical Psychology will serve as a strong recommendation. Computer literate. Valid driver's licence.

Competencies and attributes: Counselling, presentation and communication skills. Professionalism, ability to plan and organise. Problem solving and decision making, facilitation skills, project management. Ability to interpret policy/legislation conflict management, coaching and mentoring. Understanding of Public Service policies and legislative frameworks. Service delivery and client orientation, integrity and honesty, assertiveness, willingness to travel, influence and impact. Ability to network.

Responsibilities: Provide direct EAP services to members and their families while upholding confidentiality and a strong professional ethical code. Conduct assessments, make appropriate referrals and offer short-term problem-solving interventions. Maintain accurate, confidential records and ensure effective data management. Plan and implement programme promotion, training and awareness activities. Develop annual programme budgets, evaluate achievement of programme objectives and provide regular feedback on performance outcomes. Manage human resources, finances and assets. Manage performance information.

ARTISAN FOREMAN GRADE A

Eastern Cape region

Plumber: East London (Ref: EC 2026/03/38)

Kirkwood (Ref: EC 2026/03/39)

St Albans (Ref: EC 2026/03/40)

Cabinet Maker: St Albans (Ref: EC 2026/03/41)

Electrician: East London (Ref: EC 2026/03/42)

Radio Technician: St Albans Med B (Ref: EC 2026/03/43) (Re-advertisement)

Free State and Northern Cape region

Cabinet Maker: Bizzah Makhate Med A (Ref: FSNC 2026/03/86)

Upholstrey: Bizzah Makhate Med A (Ref: FSNC 2026/03/87)

Fitter: Kimberley (Ref: FSNC 2026/03/88)

Gauteng region

Production Workshops (Wood Machinist): Kgoši Mampuru II (Ref: GP 2026/03/78)

Zonderwater (Ref: GP 2026/03/79)

Welder: Baviaanspoort (Ref: GP 2026/03/80)

Kgoši Mampuru II (Ref: GP 2026/03/81)

Wood Finishing: Kgoši Mampuru II (Ref: GP 2026/03/82)

Carpenter: Baviaanspoort (Ref: GP 2026/03/83)

Plumber: Baviaanspoort (Ref: GP 2026/03/84)

Zonderwater (Ref: GP 2026/03/85)

Bricklayer: Leeuwkop (Ref: GP 2026/03/86) (2 Posts)

Electrician: Baviaanspoort (Ref: GP 2026/03/87)

Kgoši Mampuru II Central (Ref: GP 2026/03/88)

Leeuwkop (Ref: GP 2026/03/89)

Cabinet Maker: Kgoši Mampuru II Central (Ref: GP 2026/03/90)

Leeuwkop (Ref: GP 2026/03/91)

Upholstery: Kgoši Mampuru II (Ref: GP 2026/03/92)

Fitter and Turner: Kgoši Mampuru II (Ref: GP 2026/03/93)

Painter: Baviaanspoort (Ref: GP 2026/03/94)

Kgoši Mampuru II Central (Ref: GP 2026/03/95)

KwaZulu Natal region

Carpenter: Waterval Med A (Ref: KZN 2026/03/49)

Plumber: Pietermaritzburg Med A (Ref: KZN 2026/03/50)

Limpopo, Mpumalanga and North West region

Welder: Bethal: Standerton (Ref: LMN 2026/03/76)

Western Cape region

Asset Maintenance (HVACR): Allandale (Ref: WC 2026/03/90)

Drakenstein (Ref: WC 2026/03/91)

Pollsmoor (Ref: WC 2026/03/92)

Production Workshops (Wood Machinist): Pollsmoor (Ref: WC 2026/03/93)

Salary: R382 047 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Five (5) years post qualification experience as an Artisan. Valid driver's licence.

Competencies and attributes: Team leadership. Technical analysis knowledge. Computer-aided applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making, team work and analytical skills. Creativity, self-management, customer focus and responsiveness. Communication, planning and organizing skills. Conflict Management.

Responsibilities: Training and development of offenders. Management of administration task. 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. Design, production, maintenance, performance administrative and related function. Maintain and advance expertise. Manage human resources, finances and assets. Manage performance information.

SOCIAL WORKER GRADE 1

Eastern Cape region

Sada: Butterworth (Ref: EC 2026/03/44)
Mthatha Med (Ref: EC 2026/03/45) (2 posts)
St Albans: PE (Ref: EC 2026/03/46)
St Albans Max (Ref: EC 2026/03/47)
Kirkwood (Ref: EC 2026/03/48)

Free State and Northern Cape region

Tswelopele (Ref: FSNC 2026/03/89)
Vereeniging (Ref: FSNC 2026/03/90)
Parys (Ref: FSNC 2026/03/91)
Richmond (Ref: FSNC 2026/03/92)

Gauteng region

Johannesburg (Ref: GP 2026/03/97)
Johannesburg Med C (Ref: GP 2026/03/98)
Leeuwkop Med A (Ref: GP 2026/03/99)
Leeuwkop Med C (Ref: GP 2026/03/100)
Kgoši Mampuru II: Atteridgeville (Ref: GP 2026/03/101)
Zonderwater Med A (Ref: GP 2026/03/102)

KwaZulu Natal region

Durban Med B (Ref: KZN 2026/03/51) (3 Posts)
Vryheid (Ref: KZN 2026/03/52)
Sevontein (Ref: KZN 2026/03/53)
Umzinto (Ref: KZN 2026/03/54)
Durban Comm Corr (Ref: KZN 2026/03/55)

Limpopo, Mpumalanga and North West region

Bethal: Standerton Med A (Ref: LMN 2026/03/77)
Barberton: Youth Town Centre (Ref: LMN 2026/03/78)
Rooigrond: Rooigrond Med A (Ref: LMN 2026/03/79)
Rustenburg: Losperfontein (Ref: LMN 2026/03/80)

Western Cape region

Allandale (Obiqua) (Ref: WC 2026/03/94)
Allandale (Hawequa) (Ref: WC 2026/03/95)
Brandvlei Max (Ref: WC 2026/03/96) (2 Posts)
Breede River (Robertson Comcor) (Ref: WC 2026/03/97)
Overberg Med (Ref: WC 2026/03/98)
Pollsmoor (Female) (Ref: WC 2026/03/99)
Southern Cape (Knysna) (Ref: WC 2026/03/100)
Southern Cape (Ladysmith) (Ref: WC 2026/03/101)
Drakenstein (Stellenbosch) (Ref: WC 2026/03/102)
Goodwood (Bellville Comcor) (Ref: WC 2026/03/103)

Salary: R325 200 per annum

Requirements: BA degree in Social Work. Registration with the South African Council for Social Service Professions. Computer literate. Valid driver's licence.

Competencies and attributes: Problem solving and decision making, facilitation, plan, organize, lead and control, project management, presentation and counselling skills. Ability to interpret policy/legislation. Conflict management, coaching

and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness, willingness to travel, influence and impact and ability to network. Ability to coordinate and collaborate with internal and external stakeholders.

Responsibilities: Provide needs-based social work services to offenders through individual attention, group work, community work, research and social work administration. Conduct individual assessments. Market social work services. Monitor and evaluate social work, intervention work, community work, research and social work administration.

HUMAN RESOURCE PRACTITIONER: RECRUITMENT

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/81) (2 Posts)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource or equivalent qualification. 1-2 years' experience in the recruitment and appointment environment. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Implementation of HR provisioning policy. Administration of new appointees on PERSAL Ensure that all documents regarding appointment are correctly completed and signed. Compile shortlisting and appointment memorandum. Ensuring that documentations are forwarded to Security Standards for vetting. Ensure that on assumption of duty the medical certificate is thoroughly checked. Implement the HR provisioning policy within the region. Administer the onboarding and processing of new appointees on the PERSAL. Ensure that all appointment related documentation is accurately completed, verified and duly signed. Compile and prepare shortlisting and appointment memoranda in accordance with HR recruitment procedures. Forward relevant documentation to Security Standards for vetting and clearance processes. Verify medical certificates submitted on assumption of duty to ensure authenticity and compliance with employment requirements. Management of resources. Management of performance information.

HUMAN RESOURCE PRACTITIONER: RECRUITMENT AND PLACEMENT

Gauteng region

Leeuwkop (Ref: GP 2026/03/103)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/82) (2 Posts)

Klerksdorp (Ref: LMN 2026/03/83)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource or equivalent qualification and 1-2 years' experience in the recruitment and placement environment. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Implementation of HR provisioning policy. Administration of new appointees, interns and contract workers on PERSAL. Manage employee transfers in the Management Area. Ensure that all documents regarding appointment are correctly completed and signed. Compile shortlisting and appointment memorandum. Ensuring that documentations are forwarded to Security Standards for vetting. Ensure that on assumption of duty the medical certificate is thoroughly checked. Manage the onboarding process for new appointees, interns, and contract workers on PERSAL. Ensure all employment documents are accurately completed and signed. Oversee and coordinate employee transfers within the Management Area. Update PERSAL records promptly to reflect transfers. Compile shortlisting and appointment memoranda. Forward all documentation to the Security Standards for vetting. Ensure that medical certificates are thoroughly checked upon assumption of duty. Maintain strict adherence to HR provisioning policies and applicable legislation. Keep accurate records of all appointments, transfers and related administrative actions for auditing purposes. Management of resources. Management of performance information.

HUMAN RESOURCE PRACTITIONER: PLACEMENT AND TRANSFERS

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/84)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource or equivalent qualification and 1-2 years' experience in placement and transfers. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and attributes: Sound communication skills. Plan, organise, lead and control, client orientation, punctuality and confidentiality. Understanding of Public Service policy, recruitment processes and legislative frameworks. Service delivery, report writing, Integrity and honesty, assertiveness, influence and impact. Ability to work under pressure. Dynamic and professional.

Responsibilities: Implementation of HR policies. Administration of Transfers and Placements for the Region. Administration of Personnel Utilization and support services. Administration of remuneration control. Ensure effective implementation and compliance with HR policies and procedures in the region. Administer employee transfers, placements and placement of personnel within the region. Administration of personnel utilization and support services. Monitor and control remuneration processes to ensure accuracy, compliance and proper authorization of payments. Management of resources. Management of performance information.

PERSONNEL OFFICER: HR ADMINISTRATION

Eastern Cape region

Regional Office (Ref: EC 2026/03/49)

Kirkwood (Ref: EC 2026/03/50)

St Albans (Ref: EC 2026/03/51) (2 Posts)

East London (Ref: EC 2026/03/52)

Sada (Ref: EC 2026/03/53)

Gauteng region

Boksburg: (Ref: GP 2026/03/104)

Modderbee (Ref: GP 2026/03/105) (4 Posts)

Kgoši Mampuru II (Ref: GP 2026/03/106)

Zonderwater (Ref: GP 2026/03/107)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/85)

Polokwane (Ref: LMN 2026/03/86)

Witbank (Ref: LMN 2026/03/87)

Regional Office (Ref: LMN 2026/03/88)

Klerksdorp (Ref: LMN 2026/03/89)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. 1-2 years relevant work experience. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Maintain and update the duty register. Ensure timely submission of human resources information to the Head of Personnel. Calculate and verify overtime worked in accordance with applicable policies. Manage leave administration in line with HR policies. Capture leave transactions on PERSAL. Process and manage promotions, applications for personnel rewards and qualification bonuses. Exercise remuneration control and administer housing subsidies and official accommodation. Manage transfers, appointments, termination of service and disciplinary matters. Coordinate ill-health retirement cases. Administer Injury-on-Duty claims. Management of resources. Management of performance information.

HUMAN RESOURCE PRACTITIONER: CAREER MANAGEMENT

Free State and Northern Cape region

Grootvlei (Ref: FSNC 2026/03/93) (2 Posts)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/90)

Witbank (Ref: LMN 2026/03/91)

Western Cape region

Brandvlei (Ref: WC 2026/03/104) (2 Posts)

Voorberg (Ref: WC 2026/03/105)

Drakenstein (Ref: WC 2026/03/106)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resources Management/Human Resource Development/ Organisational Development and Training Practices or equivalent qualification. 1-2 years relevant experience in the field of training and development. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Apply HR development policies in the management area. Administrate training programmes. Administrate examinations. Conduct training research. Administrate in-service training programmes. Administrate self-development activities. Administrate bursaries/ study loans. Administrate infrastructural requirements for HR development. Implement HR development policies within the management area. Administer and coordinate training programmes in accordance with organisational needs. Manage the administration of examinations related to training interventions. Conduct research to identify appropriate training and development interventions. Administer in-service training programmes. Facilitate and monitor self-development initiatives. Administer bursary and study loan programmes in line with organisational policy. Manage infrastructural and logistical requirements supporting HR development activities. Management of resources. Management of performance information.

INVESTIGATOR: EMPLOYEE RELATIONS

Gauteng region

Baviaanspoort (Ref: GP 2026/03/108) (2 Posts)

Johannesburg (Ref: GP 2026/03/109)
Kgoši Mampuru II (Ref: GP 2026/03/110) (2 Posts)
Krugersdorp (Ref: GP 2026/03/111)

Limpopo, Mpumalanga and North West region

Klerksdorp (Ref: LMN 2026/03/92)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource/Public Management/Labour Relations or equivalent qualification. 1-2 years' experience gained in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Investigate reported incidents of misconduct, including escapes, assaults and injuries to offenders. Investigate injuries sustained by staff and ensure proper prosecution where applicable. Coordinate all logistics related to investigations, including transport arrangements, accommodation for personnel involved in investigations and other related travel requirements. Ensure that all investigation and management related documents are properly filed according to the DCS filing system. Maintain the integrity and safety of all files. Manage classified information. Oversee general administrative operations within the management area. Monitor that all documents are processed, finalized and handled according to prescribed procedures. Ensure compliance with administrative standards and protocols in all investigative and operational tasks. Management of resources. Management of performance information.

PROCUMENT ADMINISTRATIVE OFFICER: SUPPLY CHAIN

Eastern Cape region

Kirkwood (Ref: EC 2026/03/54) (3 Posts)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/112)

Johannesburg (Ref: GP 2026/03/113)

Kgoši Mampuru II (Ref: GP 2026/03/114) (2 Posts)

Free State and Northern Cape region

Colesberg (Ref: FSNC 2026/03/94)

Goedemoed (Ref: FSNC 2026/03/95)

Grootvlei (Ref: FSNC 2026/03/96)

Grootvlei (Ref: FSNC 2026/03/97)

Kimberley (Ref: FSNC 2026/03/98)

Upington (Ref: FSNC 2026/03/99)

KwaZulu Natal region

Glencoe (Ref: KZN 2026/03/56)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/93) (2 Posts)

Polokwane (Ref: LMN 2026/03/94)

Rooigrond (Ref: LMN 2026/03/95)

Western Cape region

Breede River (Ref: WC 2026/03/107) (2 Posts)

Drakenstein (Ref: WC 2026/03/108)

Voorberg (Ref: WC 2026/03/109)

Salary: R325 101 per annum

Requirement: Recognized Degree/National Diploma in Purchasing Management/Logistics/Supply Chain Management or any equivalent qualification. 1-2 years' experience in Supply Chain Management. Working experience on LOGIS will be an added advantage. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Implement and administer procurement policies and LOGIS procedures, oversees procurement transactions, and ensures compliance through regular inspections. Resolve audit queries, administering and processing bids in line with procurement guidelines, and coordinating training on procurement processes and systems. Maintain accurate records, generating reports, and supporting ethical and efficient supplier and procurement management across the Management Area. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: CARE SERVICES

Limpopo, Mpumalanga and North West region

Regional Office: Regional Commissioner's Office (Ref: LMN 2026/03/96)

Salary: R325 101 per annum

Requirement: Recognized Degree/National Diploma in Management Assistant/Public Management/Correctional Services Management or any equivalent qualification. 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Problem solving and decision making, ability to interpret policies/legislations. Report writing, time management, confidentiality, coaching and mentoring. Understanding of public service policies and legislative frameworks. Service delivery and client orientation, integrity and honesty, assertiveness, ability to network, influence and impact.

Responsibilities: Administer and ensure quality control of documentation within the Office of Care Services while monitoring compliance with relevant standards and procedures. Coordinate meetings by preparing agendas, recording minutes, and developing action plans and reporting systems to track the implementation of decisions. Carry out financial and logistical administrative duties for the office. Draft routine correspondence, including letters and memorandums, and manage incoming correspondence by acknowledging and processing it promptly. Coordinate performance information management within the office and compile as well as coordinate monthly Care Services statistical reports. Liaise with and maintain effective working relationships with both internal and external stakeholders. Ensure the proper handling and management of classified and sensitive information. Management of resources.

ADMINISTRATIVE OFFICER: SPORTS AND RECREATION

Gauteng region

Baviaanspoort (Ref: GP 2026/03/115)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Sport Management or equivalent qualification. coupled with 1-2 years relevant experience. Valid driver's license. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer and support the coordination and implementation of policies related to sports and recreation within the management areas. Represent the region in Inter-Regional Championship events and other related sporting competitions. Maintain and update a comprehensive database of sports achievements across all management areas. Co-ordinate and administer sporting events within the management area while ensuring effective planning and execution. Ensure proper record keeping, data management and accurate reporting of all sporting activities. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: EMPLOYEE RELATIONS

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/97)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Labour Law/Labour Relations or equivalent relevant qualification and 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer the Department's Employee Relations Management Information System (ERMIS) and ensure the accurate capturing and maintenance of data relating to disciplinary hearings, appeals, suspensions, grievances and disputes. Collect, compile and submit management information reports for Regional Management. Facilitate the resolution of employee grievances within the Region while ensuring compliance with relevant policies and procedures. Provide support in managing conflict for both individual and collective labour relations matters. Facilitate the appointment of investigators, initiators and presiding officers where required. Coordinate meetings by preparing agendas, recording minutes, developing action plans and monitoring the implementation of decisions taken. Provide financial and logistical administrative support to the office, compile and manage monthly statistics for the Employee Relations office. Management of resources. Management of performance information.

NETWORK CONTROLLER: INFORMATION TECHNOLOGY

Eastern Cape region

Kirkwood (Ref: EC 2026/03/55)

Mthatha (Ref: EC 2026/03/56)

Sada (Ref: EC 2026/03/57)

St Albans (Ref: EC 2026/03/58) (2 Posts)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/100) (2 Posts)

Grootvlei (Ref: FSNC 2026/03/101)

Goedemoed (Ref: FSNC 2026/03/102)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/116)

Kgoši Mampuru II (Ref: GP 2026/03/117) (2 Posts)

Modderbee (Ref: GP 2026/03/118)

Regional Office (Ref: GP 2026/03/119)

Zonderwater (Ref: GP 2026/03/120)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/57)

Ncome (Ref: KZN 2026/03/58)

Durban (Ref: KZN 2026/03/59)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/98)

Thohoyandou (Ref: LMN 2026/03/99)

Witbank (Ref: LMN 2026/03/100)

Klerksdorp (Ref: LMN 2026/03/101)

Western Cape region

Breede River (Ref: WC 2026/03/110)

Drakenstein (Ref: WC 2026/03/111)

Goodwood (Ref: WC 2026/03/112)

Voorberg (Ref: WC 2026/03/113) (2 Posts)

Southern Cape (Ref: WC 2026/03/114)

Salary: R325 101 per annum

Requirements Recognized Degree/National Diploma in Information Technology/Computer Science or equivalent qualification. A+, N+, Security+ will be an added advantage. 1-2 years' experience in an Information Technology environment. Valid driver's licence.

Competencies and attributes: Good understanding of current MS Windows as well as the MS Office suite. Report writing. Problem solving skills, interpersonal relations, punctuality, conflict resolution and communication skills. Integrity and honest, friendly and adaptability, self-discipline, confident and the ability to work under pressure. Policy implementation, assertiveness, ability to network, influence and impact.

Responsibilities Perform system back-ups and monitor wide and local area networks to ensure optimal performance. Detect and resolve faults on LAN/WAN, PCs, peripherals, network points and software. Install and maintain printing services across all systems, including Transversal Systems such as LOGIS, PERSAL, BAS and DCS Business Systems. Provide desktop support to users, manage and maintain a virus-free network environment, and liaise with users regarding service requests and system faults. Create and maintain an inventory of all desktop equipment, install and support software and applications, and monitor IP telephony and video conferencing systems. Support and implement software and hardware rollout projects across the Management Area. Management of resources. Management of performance information.

STATE ACCOUNTANT: EXPENDITURE CONTROL (FINANCIAL ACCOUNTING)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/59)

St Albans (Ref: EC 2026/03/60)

Limpopo, Mpumalanga and North West region

Polokwane (Ref: LMN 2026/03/102)

Rooigrond (Ref: LMN 2026/03/103)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in finance or equivalent qualification. 1-2 years' experience within the finance environment. Computer literate. Experience working on BAS will be advantageous. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Oversee the handling of State monies and petty cash. Ensure that all cash transactions are accurately recorded and reconciled. Process and manage payment of subsistence and travel claims, including foreign travel ad-

vances. Verify and approve claims in accordance with departmental policies and regulations. Approve BAS sundry payment advices, journals, receipts, debt take-on transactions and telephone registers. Ensure correct issuing of receipts and accurate data capturing in the BAS system. Manage and verify Z59 salary claims within BAS. Check and validate MMS and SMS kilometre claims for Motor Finance Scheme. Execute responsibilities as stipulated in Section 45 of the Public Finance Management Act. Management of resources. Management of performance information.

STATE ACCOUNTANT: BASIC ACCOUNTING SYSTEM (FINANCIAL ACCOUNTING)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/61)

Sada (Ref: EC 2026/03/62)

Gauteng region

Kgoši Mampuru II (Ref: GP 2026/03/121)

Zonderwater (Ref: GP 2026/03/122)

KwaZulu Natal region

Glencoe (Ref: KZN 2026/03/60) (3 Posts)

Pietermaritzburg (Ref: KZN 2026/03/61)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/104)

Witbank (Ref: LMN 2026/03/105)

Western Cape region

Allandale (Ref: WC 2026/03/115) (2 Posts)

Drakenstein (Ref: WC 2026/03/116) (2 Posts)

Goodwood (Ref: WC 2026/03/117) (3 Posts)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting /Financial Management or relevant qualification and 1-2 years relevant experience. Experience working on BAS will be advantageous. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control. Client orientation and communication, policy analysis and interpretation, report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Good knowledge of Public Service regulations. Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Execute financial management policies and procedures in accordance with applicable regulations. Manage and monitor the allocated budget to ensure the effective, efficient and economical utilisation of funds. Render general financial and administrative support activities to facilitate the smooth functioning of the office. Oversee and administer the Basic Accounting System (BAS), ensuring accurate capturing, processing and reporting of financial transactions. Management of resources. Management of performance information.

STATE ACCOUNTANT: BUDGET (FINANCIAL PLANNING)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/106) (2 Posts)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting/Financial Management or relevant qualification and 1-2 years relevant experience. Experience working on BAS will be advantageous. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control. Client orientation and communication, policy analysis and interpretation, report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Good knowledge of Public Service regulations.

Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Execute management accounting policy within the management area in accordance with applicable procedures. Plan, coordinate and execute management accounting functions and financial inspections. Conduct financial investigations. Provide technical advice on budget related matters to support decision-making. Ensure budget data integrity and accuracy of information captured on the Basic Accounting System (BAS). Evaluate expenditure trends. Ensure that Medium-Term Expenditure Framework (MTEF) planning is implemented and aligned with organisational priorities. Manage and monitor budget allocation, utilisation and reporting processes. Execute responsibilities of officials as stipulated in Section 45 of the Public Finance Management Act, 1999 to ensure accountability, compliance and sound financial governance. Management of resources. Management of performance information.

STATE ACCOUNTANT: ACCOUNTING AND BOOKKEEPING

Eastern Cape region

Regional Office (Ref: EC 2026/03/63)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/107)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting /Financial Management or relevant qualification and 1-2 years relevant experience. Experience working on BAS will be advantageous. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control. Client orientation and communication, policy analysis and interpretation, report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Good knowledge of Public Service regulations. Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Execute financial accounting duties and policies within the region and management areas in accordance with applicable procedures and prescripts. Plan, coordinate and implement management accounting functions and monitoring. Conduct financial investigations. Provide professional advice and guidance on financial management matters. Execute the responsibilities of officials as stipulated in Section 45 of the Public Finance Management Act (PFMA). Manage revenue accounts, control/suspense accounts and debtors' accounts effectively. Ensure settlement of creditor payments within the required 30-day period and oversee the management of financial losses. Monitor and ensure compliance with financial management legislation, policies, procedures and related directives. Maintain and ensure the integrity and functionality of the BAS system. Management of resources. Management of performance information.

STATE ACCOUNTANT: LEDGER DEBT AND ACTIVITY (FINANCIAL ACCOUNTING)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/108)

Rustenburg (Ref: LMN 2026/03/109)

Klerksdorp (Ref: LMN 2026/03/110)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Financial Accounting/Management or equivalent qualification. 1-2 years relevant experience. Experience working on BAS. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control. Client orientation and communication, policy analysis and interpretation, report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Good knowledge of Public Service regulations.

Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Execute and administer the implementation of financial management policies. Administer budget, ledger, debt and Activity. Control and account for state funds in accordance with financial regulations. Administer and monitor the utilization of petty cash. Manage and maintain BAS ledger accounts. Administer BAS debt accounts. Capture BAS sundry payments, journals and debts. Render general financial administrative activities. Maintain proper filing and record-keeping of financial documentation. Management of resources. Management of performance information.

STATE ACCOUNTANT: BUDGET (MANAGEMENT ACCOUNTING)

Gauteng region

Boksburg (Ref: GP 2026/03/123)

Johannesburg (Ref: GP 2026/03/124)

Leeuwkop (Ref: GP 2026/03/125)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management coupled with 1-2 years relevant experience. Proven experience in a BAS environment. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control. Client orientation and communication, policy analysis and interpretation, report writing, facilitation, presentation, problem solving and decision-making skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury regulations. Good knowledge of Public Service regulations. Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Coordinate the Management Area budget, including the Medium-Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) inputs. Consolidate the Management Area budget and ensure alignment with departmental financial planning processes. Coordinate and ensure the submission of Management Area Monthly In-Year Monitoring (IYM) Management Accounting reports within the prescribed deadlines. Facilitate the allocation and distribution of the Management Area budget. Manage and oversee the capturing of the Management Area budget. Administer and control Management Area cash flow and revenue management processes. Manage and monitor Management Area debt accounts and suspense accounts. Oversee and manage all Financial Accounting functions. Management of resources. Management of performance information.

PROVISIONING ADMINISTRATIVE OFFICER: TRANSIT AND WAREHOUSE (LOGISTICS)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/64)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/103)

Groenpunt (Ref: FSNC 2026/03/104)

Gauteng region

Kgoši Mampuru II (Ref: GP 2026/03/126) (3 Posts)

Zonderwater (Ref: GP 2026/03/127)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/111)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Purchasing Management/Logistics/Supply Chain Management or equivalent qualification. 1-2 years relevant experience in Supply Chain Management. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of LOGIS. Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making Knowledge of the Public Finance Management Act (PFMA). Treasury Regulations relating to Supply Chain Management. Good knowledge of Public Service Regulation. Knowledge of procurement administration and public finance administration. Financial management, integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Plan and coordinate the receipt of stock and equipment. Manage and oversee the safe keeping, storage and proper care of stock and equipment. Maintain, check and update bin cards to ensure accurate stock records. Package, distribute and dispatch items to relevant sections. Monitor and verify the quality and quantity of items received, delivered and distributed. Management of resources. Management of performance information.

STAFF SHOPKEEPER: SPECIAL PROGRAMS

Eastern Cape region

Kirkwood (Ref: EC 2026/03/65)

St Albans (Ref: EC 2026/03/66)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma Logistics/Supply Chain Management or equivalent. 1-2 years relevant experience. Adequate knowledge of the Pastel booking and King post system will be an added advantage. Computer literate. Valid driver's licence.

Competencies and Attributes: Adequate knowledge of VAT, LBS and UIF submissions. Sound communication skills (writing and speaking) and ability to plan/organize. interpersonal, problem solving, interpersonal relations, punctuality, conflict resolution and communication skills. Integrity and honesty. Friendly and adaptability. Self-discipline.

Responsibilities: Ensure proper hygiene and cleanliness standards are maintained in the shop and petrol station. Perform administrative duties related to the daily operations of the shop and petrol station. Marketing and promotion of shop and petrol station products and services. Oversee the general management and smooth operation of the shop and petrol station. Order and purchase stock from suppliers according to operational needs. Maintain effective stock control. Management of resources. Management of performance information.

TRANSPORT OFFICER: LOGISTICS

KwaZulu Natal region

Glencoe (Ref: KZN 2026/03/62)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/112)

Thohoyandou (Ref: LMN 2026/03/113)

Witbank (LMN Ref: 2026/03/114)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Transport Management/Logistics Management or equivalent qualification and 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Conduct transport inspections and provide recommendations based on inspection findings. Assist in the formulation of transport strategies. Provide transport related advice to officials and evaluate proposed amendments to transport policies and procedures. Undertake transport investigations, including the investigation and reporting of irregularities related to transport matters. Plan transport activities and work session goals to ensure efficient transport management within the management area. Provide advisory support to the Area Commissioner's Office on transport related matters. Manage transport resources and evaluate losses incurred with official vehicles. Assess requests and grant approval for the use of official vehicles in accordance with transport policies and regulations. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: REGISTRATION (HR ADMINISTRATION)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/67)

Sada (Ref: EC 2026/03/68)

Mthatha (Ref: EC 2026/03/69)

Gauteng region

Krugersdorp (Ref: GP 2026/03/128)

Modderbee (Ref: GP 2026/03/129)

Regional Office (Ref: GP 2026/03/130)

KwaZulu Natal region

Glencoe (Ref: KZN 2026/03/63)

Waterval (Ref: KZN 2026/03/64)

Western Cape region

Brandvlei (Ref: WC 2026/03/118)

Breede River (Ref: WC 2026/03/119)

Overberg (Ref: WC 2026/03/120)

Goodwood (Ref: WC 2026/03/121)

Southern Cape (Ref: WC 2026/03/122)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma Public Administration or equivalent qualifications coupled with 1-2 years' relevant experience. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Maintain and update records for the Archives and Registry section. Transfer records and files to the Archives. Withdraw and issue files from the Archives and Registry when required. Dispose of obsolete files in line with approved policies. Control and maintain a uniform filing system. Ensure the safe keeping and proper storage of departmental files. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: MESS

Gauteng region

Baviaanspoort (Ref: GP 2026/03/131)

Zonderwater: (Ref: GP 2026/03/132)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Food Services/Hospitality Management coupled with 1-2 years relevant experience. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Preparing and serving of meals. Supervise the cleaning of kitchen areas, utensils and serveries to maintain hygiene. Train and supervise inmates assigned to catering and kitchen duties. Screen inmates for kitchen work. Ensure proper and hygienic storage of food supplies. Control and safeguard kitchen equipment and resources. Supervise the unlocking of inmates assigned to kitchen duties. Ensure attendance of medical parades. Conduct regular searches of the kitchen area to detect and prevent contraband. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: PERSONNEL ADMINISTRATION

Western Cape region

Allandale (Ref: WC 2026/03/123)
Brandvlei (Ref: WC 2026/03/124) (5 Posts)
Pollsmoor (Ref: WC 2026/03/125)
Overberg (Ref: WC 2026/03/126)
Goodwood (Ref: WC 2026/03/127)
Regional Office (Ref: WC 2026/03/128)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management. 1-2 years relevant experience in human resource environment. Knowledge of PERSAL. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of PERSAL. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Process and administer promotions. Process PERSAL awards and achievement bonuses. Administer and monitor remuneration control to ensure accurate salary payments. Process applications and maintain records for housing subsidies and official accommodation. Capture leave applications on the system. Process and record staff transfers. Facilitate and administer medical board processes when required. Process appointments of new employees. Administer termination of service in line with relevant legislation and policies. Provide administrative support in disciplinary matters. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: PERFORMANCE MANAGEMENT (HR SUPPORT)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/133)

Western Cape region

Allandale (Ref: WC 2026/03/129)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management. 1-2 years relevant experience in human resource environment. Knowledge of PERSAL. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of PERSAL and Occupational Specific Dispensations (OSD's). Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Process and administer promotions, grade progressions, PERSAL awards and achievement bonuses. Control and process remuneration related matters. Administer housing subsidies and official accommodation allocations. Capture leave, transfers, medical board processes, appointments and termination of service on PERSAL. Provide administrative support during disciplinary matters. Maintain accurate filing system. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: CLUBS

Eastern Cape region

St Albans (Ref: EC 2026/03/70)

Kirkwood (Ref: EC 2026/03/71)

Western Cape region

Pollsmoor (Ref: WC 2026/03/130) (2 Posts)

Voorberg (Ref: WC 2026/03/131)

Brandvlei (Ref: WC 2026/03/132)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Financial Management/Accounting or equivalent. At least 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Manage mess and financial outlets operations. Oversee membership administration for clubs and sub-clubs. Promote sport and recreational activities. Ensure proper financial management of club affairs. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: CLUB TREASURER

KwaZulu-Natal region

Pietermaritzburg (Ref: KZN 2026/03/65)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in financial management or equivalent. 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Receive stock from suppliers and ensure proper verification of deliveries. Conduct stock-taking and inventory control at the different trading points. Collect and bank cash from all trading points. Place orders for stock

based on operational requirements. Update and maintain records on the Pastel accounting system. Process and manage payments to creditors. Compile financial reports including income statements and balance sheet reconciliations. Perform regular bank reconciliations. Ensure compliance with SARS payment requirements. Attend club meetings and accurately record and compile minutes. Management of resources. Management of performance information.

HUMAN RESOURCE PRACTITIONER: SERVICE TERMINATIONS

Eastern Cape region

Kirkwood (Ref: EC 2026/03/72)

St Albans (Ref: EC 2026/03/73)

KwaZulu Natal region

Pietermaritzburg (Ref: KZN 2026/03/66)

Glencoe (Ref: KZN 2026/03/67)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource. 1-2 years relevant experience in a comparable environment. Knowledge of PERSAL. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Request pension benefits by preparing withdrawal forms for all types of termination and ensuring that all relevant supporting documents are attached. Manage inter-departmental transfers to guarantee correct recording of pensionable service. Process and administer applications for buy-back service. Provide guidance and advice to officials, ex-officials and their dependants regarding the pension benefits they are entitled to. Assist officials, ex-officials and dependants with the correct completion of benefit application documents. Interpret, implement and explain relevant policies and procedures to improve service delivery quality. Attend to general enquiries, including telephonic and written correspondence. Capture termination of service information on the PERSAL. Maintain accurate filing systems and ensure proper record keeping of all documents. Organize and order office stationery to support daily office operations. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: HR ADMINISTRATION (PERSAL)

Gauteng region

Kgoši Mampuru II (Ref: GP 2026/03/134) (2 Posts)

Free State and Northern Cape region

Colesberg (Ref: FSNC 2026/03/105)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/68)

Pietermaritzburg (Ref: KZN 2026/03/69)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. At least 1-2 years' experience in Human Resources environment. Successful completion of PERSAL training course. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure effective administration of the PERSAL system within the management area. Register supervisors and users on PERSAL and allocate specific functions according to their job roles and levels. Monitor, evaluate and implement PERSAL transactions. Monitor system changes in line with SCC system requirements. Maintain the post establishment on PERSAL. Facilitate PERSAL training. Management of resources. Management of performance information.

ADMINISTRATIVE OFFICER: HEALTH ADMINISTRATION

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/70)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Public Administration/Office Administration or equivalent qualification with 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure that all correspondence prepared for the signature of the Regional Head and Regional Coordinator: Health Services complies with relevant policies, legislative requirements and prescribed standards. Ensure that memoranda and official communications are distributed to the relevant offices timeously. Attend to enquiries and requests for information from Head Office and ensure responses are prepared and submitted within the required timeframe under the signature of the Regional Coordinator: Health Care. Liaise with external organisations and stakeholders. Coordinate, compile and manage presentations and inputs from stakeholders. Management of resources. Management of performance information.

STATE ACCOUNTANT: VOUCHER CONTROL

Eastern Cape region

Kirkwood (Ref: EC 2026/03/74)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/135)

Johannesburg (Ref: GP 2026/03/136)

Krugersdorp: (Ref: GP 2026/03/137)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/106)

KwaZulu Natal region

Glencoe (Ref: KZN 2026/03/71) (2 Posts)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/115) (2 Posts)

Witbank (Ref: LMN 2026/03/116)

Western Cape region

Voorberg (Ref: WC 2026/03/133)

West Coast (Ref: WC 2026/03/134)

Brandvlei (Ref: WC 2026/03/135)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management. At least 1-2 years relevant experience in Government Financial systems. Computer literate. Valid driver's licence.

Competencies and attributes: Proven financial experience. Good knowledge of Public Finance. The ability to perform under pressure. Knowledge of BAS. Facilitation, report writing and presentation skills. Problem solving and decision-making. Interpersonal relations. Policy implementation. Conflict resolution. Communication and typing skills. Training skills. Confidentiality. Integrity and honesty. Friendly and adaptability. Confident and independent. Accuracy. Ability to work under pressure. Ability long hours.

Responsibilities: Manage and maintain the infrastructure supporting finance related practices. Plan activities. Verify the accuracy and completeness of documentation before data capturing. Receive, organise and file all captured documentation in accordance with relevant policies and procedures. Management of resources. Management of performance information.

STATE ACCOUNTANT: BUDGET

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/107) (2 Posts)

Western Cape region

Breede River (Ref: WC 2026/03/136)

Southern Cape (Ref: WC 2026/03/137)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Accounting or Financial Management. At least 1-2 years relevant experience in Government Financial systems. Computer literate. Valid driver's licence.

Competencies and attributes: Proven financial experience. Good knowledge of Public Finance. The ability to perform under pressure. Knowledge of BAS. Facilitation, report writing and presentation skills. Problem solving and decision-making. Interpersonal relations. Policy implementation. Conflict resolution. Communication and typing skills. Training skills. Confidentiality. Integrity and honesty. Friendly and adaptability. Confident and independent. Accuracy. Ability to work under pressure. Ability long hours.

Responsibilities: Manage and monitor the allocated budget. Oversee the infrastructure and systems supporting finance related practices. Plan and coordinate financial administrative activities to ensure efficient workflow and service delivery. Verify the accuracy and completeness of documentation before data capturing or processing. Receive, record and file all financial documentation in accordance with departmental policies and record keeping procedures. Management of resources. Management of performance information.

PROVISIONING ADMINISTRATIVE OFFICER: LOGISTICS ADMINISTRATION

Eastern Cape region

Kirkwood (Ref: EC 2026/03/75)

St Albans (Ref: EC 2026/03/76)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/108)

Goedemoed (Ref: FSNC 2026/03/109)

Grootvlei (Ref: FSNC 2026/03/110) (2 Posts)

Grootvlei (Ref: FSNC 2026/03/111) (4 Posts)

Kimberley (Ref: FSNC 2026/03/112) (2 Posts)

Upington (Ref: FSNC 2026/03/113)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/138) (3 Posts)

Boksburg ((Ref: GP 2026/03/139) (3 Posts)

Johannesburg: ((Ref: GP 2026/03/140) (3 Posts)

Kgoši Mampuru II: ((Ref: GP 2026/03/141) (2 Posts)

Leeuwkop: ((Ref: GP 2026/03/142) (2 Posts)

Zonderwater: (Ref: GP 2026/03/143) (3 Posts)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/117)
Barberton (Ref: LMN 2026/03/118) (2 Posts)
Thohoyandou (Ref: LMN 2026/03/119)
Witbank (Ref: LMN 2026/03/120)
Rustenburg (Ref: LMN 2026/03/121)

KwaZulu Natal region

Empangeni (Ref: KZN 2026/03/72)
Glencoe (Ref: KZN 2026/03/73)

Western Cape region

Allandale (Ref: WC 2026/03/138) (2 Posts)
Brandvlei (Ref: WC 2026/03/139) (2 Posts)
Breede River (Ref: WC 2026/03/140)
Drakenstein (Ref: WC 2026/03/141) (5 Posts)
Goodwood (Ref: WC 2026/03/142)
Overberg (Ref: WC 2026/03/143) (2 Posts)
Pollsmoor (Ref: WC 2026/03/144)
Voorberg (Ref: WC 2026/03/145) (3 Posts)
West Coast (Ref: WC 2026/03/146) (2 Posts)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Supply Chain Management or Supply Chain Management environment. At least 1-2 years relevant experience. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Implement logistical policies in the Management Area. Monitor and control incoming and outgoing stock. Administration of the warehouse, transit and fleet. Ensure assets verification and logistical processes, asset reconciliations and inventory balancing. Reconcile BAS and LOGIS. Conduct logistical training. Management of performance information. Management of resources. Management of performance information.

PROVISIONING ADMINISTRATIVE OFFICER: TRANSIT/WAREHOUSE

Western Cape region

Brandvlei (Ref: WC 2026/03/147)
Voorberg (Ref: WC 2026/03/148) (2 Posts)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Purchasing Management/ Logistics/Supply Chain Management or any equivalent qualification. At least 1-2 years relevant experience. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Treasury Regulations relating to supply chain management. Good knowledge of Public Service Regulation. Knowledge of procurement administration and public finance administration, financial management, Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Administrate the transit functions. Manage the planning of receipts with regard to stock/equipment. Manage and administer the safe keeping, storage and care of stock and equipment. Manage, check and update bin

cards. Package and distribute/dispatch items to sections. Manage the quality and quantity of items received/delivered and distributed. Management of resources. Management of performance information.

PROVISIONING ADMINISTRATIVE OFFICER: SECRETARIATE (TENDER COMMITTEE)

Gauteng region

Regional Office: (Ref: GP 2026/03/144)

Western Cape region

Regional Office (Ref: WC 2026/03/149)

Salary: R325 101 per annum

Requirements: Recognized Degree/National Diploma in Logistics or any equivalent relevant qualification. At least 1-2 years relevant experience in a comparable environment. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Treasury regulations relating to Supply Chain Management. Good knowledge of Public Service Regulation. Knowledge of procurement administration and public finance administration, financial management, Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Manage incoming and outgoing mail. File documents and safeguard classified information. Receive and distribute documents between components. Requisition supplies and obtain quotations. Maintain inventory control. Arrange transport, accommodation and workshops. Facilitate fund reallocation and distribution. Process staff claims and leave applications. Maintain duty registers. Management of resources. Management of performance information.

PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING) (PN-A2)

Eastern Cape region

Mthatha Max (Ref: EC 2026/03/77)

Ngqeleni (Ref: EC 2026/03/78)

Lusikisiki (Ref: EC 2026/03/79)

Mt Fletcher (Ref: EC 2026/03/80)

Free State and Northern Cape region

De Aar (Ref: FSNC 2026/03/114)

Goedemoed Med B (Ref: FSNC 2026/03/115)

Frankfort (Ref: FSNC 2026/03/116)

Grootvlei Med (Ref: FSNC 2026/03/117)

Boshoff (Ref: FSNC 2026/03/118)

Harrismith (Ref: FSNC 2026/03/119)

Gauteng region

Baviaanspoort: Emthonjeni (Ref: GP 2026/03/145)

Johannesburg Med B (Ref: GP 2026/03/145)

Krugersdorp (Ref: GP 2026/03/147)

Kgoši Mampuru II Central (Ref: GP 2026/03/148)

Modderbee (Ref: GP 2026/03/149)

Modderbee Nigel (Ref: GP 2026/03/150)

Boksburg Med A (Ref: GP 2026/03/151)

Boksburg Heidelberg (Ref: GP 2026/03/152)

Zonderwater Med A (Ref: GP 2026/03/153)

Zonderwater Med B (Ref: GP 2026/03/154) (3 Posts)

KwaZulu Natal region

Pietermaritzburg Med A (Ref: KZN 2026/03/74)

Glencoe (Ref: KZN 2026/03/75) (3 Posts)
Ncome: Melmoth (Ref: KZN 2026/03/76)
Kokstad: Ebongweni (Ref: KZN 2026/03/77)

Western Cape region

Southern Cape (Uniondale) (Ref: WC 2026/03/150)
West Coast Med A (Ref: WC 2026/03/151) (2 Posts)
Pollsmoor Max (Ref: WC 2026/03/153)

Salary: R324 384 per annum

Requirements: Recognized Degree/National 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). Computer literate. Valid driver's licence.

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 laws 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 stake-holders. Management of resources. Management of performance information.

SENIOR HUMAN RESOURCE CLERK: RECRUITMENT AND PLACEMENT

Eastern Cape region

East London (Ref: EC 2026/03/81)

KwaZulu Natal region

Ncome (Ref: KZN 2026/03/78)

Glencoe (Ref: KZN 2026/03/79)

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/122)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Human Resource or equivalent qualification. Experience in recruitment and placement will be an added advantage. Knowledge of PERSAL system. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of the recruitment processes and legislative frameworks. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Capture newly appointed employees, interns and contract workers on PERSAL. Ensure appointment documents are correctly completed and signed. Compile shortlisting and appointment memoranda. Forward documentation to Security Standards for vetting and verify medical certificates on assumption of duty. Management of resources.

SENIOR PROCUREMENT CLERK: PROCUREMENT ADMINISTRATION

Eastern Cape region

Kirkwood (Ref: EC 2026/03/82)

St Albans (Ref: EC 2026/03/83) (2 Posts)

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/80)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/123)

Salary: R269 499 per annum

Requirement: Recognized Degree/National Diploma in Logistics/SCM or equivalent qualification. Knowledge of LOGIS will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Treasury Regulations relating to supply chain management. Good knowledge of Public Service Regulation. Knowledge of procurement administration and public finance administration, financial management, Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Placement of orders. Generate procurement advices. Conduct enquiries on orders and commitments placed. Maintain and update the supplier database. Administer awarded quotations. Management of resources.

SENIOR LOGISTICK CLERK: LOGISTICS

Gauteng region

Baviaanspoort (Ref: GP 2026/03/155) (3 Posts)

Boksburg (Ref: GP 2026/03/156) (3 Posts)

Johannesburg: (Ref: GP 2026/03/157) (3 Posts)

Kgoši Mampuru II: (Ref: GP 2026/03/158) (2 Posts)

Leeuwkop: (Ref: GP 2026/03/159) (2 Posts)

Zonderwater: (Ref: GP 2026/03/160) (3 Posts)

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/125) (2 Posts)

Witbank (Ref: LMN 2026/03/126)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Logistics/SCM or equivalent qualification. Experience in Supply Chain Management will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of PAS2.6/LOGIS. Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Implement logistical policies within the Management Area. Administer incoming and outgoing stock. Manage warehouse, transit and fleet administration. Conduct asset verification and oversee logistical processes. Perform asset reconciliations and inventory balancing. Reconcile BAS and LOGIS records. Provide logistical training. Management of resources.

SENIOR HR CLERK: TERMINATION

Limpopo, Mpumalanga and North West region

Barberton (Ref: LMN 2026/03/127)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. Knowledge of PERSAL system will be an added advantage. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer pension benefits by preparing withdrawal forms for all types of terminations and ensuring all required documents are attached. Handle inter-departmental transfers to ensure correct pensionable service. Handle all applications for buy-back service. Provide advice and guidance to officials, ex-officials and their dependants regarding GEFP benefits and completion of documents. Interpret and implement policies and procedures to ensure quality service delivery. Attend to general enquiries (telephonic and written). Capture terminations on PERSAL. Ensure proper filing, maintain accurate records and manage office stationery. Management of resources.

SENIOR PROVISIONING ADMINISTRATION CLERK: GENERAL STOCK PROCUREMENT

Gauteng region

Regional Office (Ref: GP 2026/03/161)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Purchasing Management or equivalent qualification. Experience in supply chain management will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Communication skills. 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 policies and legislative frameworks. Knowledge of Supply Chain Management legislations and prescripts. Knowledge of government procurement processes. Assertiveness. Ability to network and diplomacy.

Responsibilities: Execute the administration of bids. Attend bid specification and evaluation committee meetings. Assist the bid specification committee in compiling terms of reference/task directives. Ensure bids are properly advertised. Attend compulsory briefing sessions with prospective bidders and provide guidance on the bidding process. Monitor compliance with bid evaluation procedures and ensure recommendations align with relevant policies and prescripts. Participate in bid committee meetings as and when required. Management of resources.

SENIOR HR CLERK: PERSONNEL

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/81)

Pietermaritzburg (Ref: KZN 2026/03/82)

Kokstad (Ref: KZN 2026/03/83)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/128)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Human Resource Management or equivalent qualification. Knowledge of PERSAL system will be an added advantage. Computer literate. Valid driver's licence.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing, training and development, facilitation

and training skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Maintenance of duty register. Ensure submission of HR information to Head Personnel. Calculation of overtime worked. Management of leave in line with policies and capturing on PERSAL. Manage applications for promotions, personnel rewards, service bonuses, remuneration control, housing subsidies, official accommodation, transfers, medical boards, appointments, termination of service and disciplinary matters. Management of resources.

SENIOR ACCOUNTING CLERK: EXPENDITURE CONTROL (FINANCIAL ACCOUNTING)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/84)

Salary: R269 499 per annum

Requirements: Recognized Degree/National Diploma in Financial Management with 1-2 years' experience in a comparable environment will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Knowledge of BAS. Strong communication skills. Dynamic and professional. Event planning, organisational, project management and business planning skills. Knowledge of the PFMA and treasury regulations.

Responsibilities: Control the accounting of State monies. Ensure proper administration and utilization of petty cash. Control BAS ledger accounts. Control payments of subsistence and travel advances. Control the institution of various debt accounts. Approve BAS sundry payments advices, BAS journals, BAS debt take-on and telephone registers for the financial control office. Control the correct issuing of receipts and correct data capturing on BAS. Check claims for the motor finance scheme for senior employees. Control the filing of BAS documentation. Execute the responsibilities of officials, as stipulated in section 45 of PFMA. Manage the office. Coordinate Audit queries. Execute control over all captured documents for Audit purposes. Advice management with regard to any financial accounting issues pertaining to the Branch Financial Management. Management of resources.

ASSISTANT PHARMACIST (POST BASIC) GRADE 1

Gauteng region

Johannesburg (Ref: GP 2026/03/162) (2 Posts)

Salary: R264 750 per annum

Requirements: Basic qualification as required by the training facility and the South African Pharmacy Council (SAPC). Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist. Registration with the SAPC as Pharmacist Assistant (Post-Basic). No experience required after registration with the SAPC as Pharmacist's Assistant (Post-Basic). Computer literate. Valid driver's licence.

Competencies and attributes: Self-motivation. Effective communication skills and teamwork. Ability to work in a fast-paced environment and manage multiple tasks simultaneously. Computer skills including Microsoft systems, pharmacy systems and make arithmetical calculations and maintain accurate records and document actions. Ability to maintain confidentiality of information. Own valid driver's licence.

Responsibilities: Execute routine pharmacist tasks under direct or indirect supervision, including making, repacking and labeling medicines (mixtures, solutions, ointments, drops, powders) and maintaining medicine records. Issue medicines and supplies per prescription or clinic stock as instructed by the pharmacist. Assist with administrative processes for ordering, receiving, storing, and distributing supplies. Maintain effective environmental control measures to ensure medicine quality. Perform ad hoc tasks as required under the supervision of the pharmacist. Management of performance information.

LEGAL ADMINISTRATIVE OFFICER [MR1-5]

Eastern Cape region

Amathole (Ref: EC 2026/03/85)

Free State and Northern Cape region

Grootvlei (Ref: FSNC 2026/03/120)

Limpopo, Mpumalanga and North West region

Barberton Ref: LMN 2026/03/129)

Rustenburg Ref: LMN 2026/03/130)

Western Cape region

Southern Cape (Ref: WC 2026/03/154)

Pollsmoor (Ref: WC 2026/03/155)

Salary: R252 855 – R659 436 per annum

(Grade and salary notch will be determined in accordance with the OSD appointment requirements and years of experience)

Requirements: LLB or equivalent legal qualification. Prescribed experience requirement is as follows: **MR1-** no previous legal experience required. **MR2-** at least 1-years' appropriate post qualification legal experience. **MR3-** at least 2-years' appropriate post qualification legal experience. **MR4-** at least 8-years' appropriate post qualification legal experience. **MR5-** at least 14-years' appropriate post qualification legal experience. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management. Problem solving, decision-making and facilitation skills. Plan, organise, 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 policies and legislative frameworks. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Willingness to travel. Applied strategic thinking. Influence and impact.

Responsibilities: Administration and handling of litigation for and against the department. Initiation of policy amendments in the department. Rendering of legal advice on the activities of the department. Provide legal training. Represent the department at various forums. Undertaking of hearings/trials administration. Maintenance of legal libraries. Planning of activities. Management of human resources, finance and assets. Manage performance information.

ARTISAN PRODUCTION GRADE A: WELDER

Eastern Cape region

St Albans (Ref: EC 2026/03/86)

Gauteng region

Johannesburg (Ref: GP 2026/03/163)

Zonderwater (Ref: GP 2026/03/164)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Training of offenders as well as apprentices. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Execute administrative and related functions. Perform welding maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: PLUMBER

Free State and Northern Cape region

Grootvlei Med B (Ref: FSNC 2026/03/121)

Kimberley (Ref: FSNC 2026/03/122)

Gauteng region

Krugersdorp (Ref: GP 2026/03/165) (2 Posts)

Kgoši Mampuru II Central (Ref: GP 2026/03/166)

Zonderwater (Ref: GP 2026/03/167) (2 Posts)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/131)

Polokwane (Ref: LMN 2026/03/132)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Training of offenders as well as apprentices. Execute work as per requisition/orders received from clients. Apply quality control to plumbing services. Costing of product and supply quotes. Execute basic workshop administration. Execute administrative and related functions. Perform plumbing maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: CARPENTER

Gauteng region

Baviaanspoort (Ref: GP 2026/03/168)

Zonderwater (Ref: GP 2026/03/169)

Limpopo, Mpumalanga and North West region

Thohoyandou (Ref: LMN 2026/03/133)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Training of offenders as well as apprentices. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Execute administrative and related functions. Perform carpentry maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: CABINET MAKER

Gauteng region

Boksburg (Ref: GP 2026/03/170) (3 Posts)

Zonderwater Medium B (Ref: GP 2026/03/171)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Perform cabinet making duties. Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: BRICKLAYER

Gauteng region

Baviaanspoort (Ref: GP 2026/03/172)

Leeuwkop (Ref: GP 2026/03/173)

Limpopo, Mpumalanga and North West region

Bethal: Standerton (Ref: LMN 2026/03/134)

Western Cape region

Overberg (Ref: WC 2026/03/156)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Produce building designs according to specifications. Laying bricks with material and equipment according to job specifications and recognized standards. Inspect brick laying equipment and facilities for technical faults. Repair equipment according to standards. Apply brick laying according to schedule. Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Manage resources.

ARTISAN PRODUCTION GRADE A: WOOD MACHINIST

Gauteng region

Boksburg (Ref: GP 2026/03/174)

Zonderwater (Ref: GP 2026/03/175)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Perform wood machinist duties. Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: PAINTER

Gauteng region

Boksburg (Ref: GP 2026/03/176)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform painting services according to client specification and within limits production capability. Produce objects with material and equipment according to job specifications and recognized standards. Inspect equipment and facilities for technical faults. Repair equipment according to standards. Service equipment according to schedule. Execute basic workshop administration and related functions. Maintain and advance expertise. Manage resources.

ARTISAN PRODUCTION GRADE A: AIR CONDITIONING AND REFRIGERATION

Gauteng region

Zonderwater (Ref: GP 2026/03/177)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: ASSET MAINTENANCE

KwaZulu Natal region

Durban (Ref: KZN 2026/03/84)

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/135)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: ELECTRICIAN

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/123)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/136)

Barberton Med B (Ref: LMN 2026/03/137)

KwaZulu Natal region

Durban (Ref: KZN 2026/03/85)

Western Cape region

West Coast (Ref: WC 2026/03/157)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Training of offender as well as apprentices. The quality assessment of electrical services. Maintenance of building works standard in the management area. The management of maintenance project. Perform electrical maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: UPHOLSTERY

Gauteng region

Boksburg (Ref: GP 2026/03/178) (2 Posts)

Zonderwater (Ref: GP 2026/03/179)

Western Cape region

Pollsmoor (Ref: WC 2026/03/158)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Perform upholstery duties. Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: DIESEL MECHANIC

Free State and Northern Cape region

Goedemoed Med A (Ref: FSNC 2026/03/124)

Limpopo, Mpumalanga and North West region

Barberton Med B (Ref: LMN 2026/03/138)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

Responsibilities: Train offenders in the applicable trade. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of product and supply quotes. Execute basic workshop administration. Perform maintenance services. Manage resources.

ARTISAN PRODUCTION GRADE A: BUILDER

Limpopo, Mpumalanga and North West region

Barberton Med B (Ref: LMN 2026/03/139)

KwaZulu Natal region

Durban (Ref: KZN 2026/03/86)

Salary: R243 597 per annum

Requirements: An appropriate Trade Test Certificate underwritten by the Manpower Training Act (Red Seal). Valid driver's licence.

Competencies and attributes: Technical analysis knowledge. Computer-aided technical applications. Knowledge of legal compliance. Technical report writing. Production, process knowledge and skills. Problem solving and analysis. Decision making. Team work. Analytical skills. Creativity, self-management, customer focus and responsiveness. Communication. Planning and organizing.

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

ADMINISTRATION CLERK: TRANSIT/ WAREHOUSE (LOGISTICS)

Eastern Cape region

Kirkwood (Ref: EC 2026/03/87)

Mthatha (Ref: EC 2026/03/88)

Western Cape region

West Coast (Ref: WC 2026/03/159)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant working experience will be an added advantage. Computer literate.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Treasury Regulations relating to supply chain management. Good knowledge of Public Service Regulation. Knowledge of procurement administration and public finance administration,

financial management, Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Administer transit functions. Plan and manage the receipt of stock and equipment. Ensure safe keeping, storage and proper care of stock and equipment. Maintain and update bin cards. Package and dispatch items to relevant sections. Verify the quality and quantity of items received, delivered and distributed. Manage assets.

PERSONNEL CLERK: HR ADMINISTRATION

Eastern Cape region

Sada (Ref: EC 2026/03/89)

Limpopo, Mpumalanga and North West region

Regional Office (LMN Ref: 2026/03/140)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/125)

Goedemoed (Ref: FSNC 2026/03/126)

Kimberley (Ref: FSNC 2026/03/127)

Upington (Ref: FSNC 2026/03/128)

Gauteng region

Modderbee (Ref: GP 2026/03/180)

Western Cape region

Allandale (Ref: WC 2026/03/160)

Brandvlei (Ref: WC 2026/03/161)

Overberg (Ref: WC 2026/03/162) (2 Posts)

Breede River (Ref: WC 2026/03/163) (2 Posts)

Pollsmoor (Ref: WC 2026/03/164) (2 Posts)

Regional Office (Ref: WC 2026/03/165)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant working experience and knowledge of PERSAL will be an added advantage. Computer literate.

Competencies and Attributes: Knowledge of PERSAL. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administer and process promotions, PERSAL awards, achievement bonuses, remuneration control, housing subsidies, official accommodation, leave, transfers, medical boards, appointments, terminations of service and disciplinary matters. Manage assets.

ADMINISTRATION CLERK: LEGAL SERVICES

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/129)

Western Cape region

Regional Office (Ref: WC 2026/03/166)

Salary: R228 321 per annum

Requirements: Grade 12. Knowledge and experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Assist with investigations relating to escapes, assaults and injuries involving offenders and staff. Arrange and coordinate disciplinary hearings. Compile and type memoranda, reports and presentations. Perform general office and administrative duties. Manage the electronic document tracking system and acknowledge receipt of documents. Maintain and manage diaries and schedule appointments. Record, compile and distribute meeting minutes. Exercise inventory control and maintain asset records. Arrange transport and book accommodation when required. Coordinate and arrange work sessions and workshops with relevant stakeholders. Assist with the consolidation and submission of reports/returns. Process staff claims. Maintain duty registers and process leave applications. Ensure proper management and control of assets.

ADMINISTRATION CLERK: LOGISTICS

Eastern Cape region

Mthatha (Ref: EC 2026/03/90)

Limpopo, Mpumalanga and North West region

Witbank (Ref: LMN 2026/03/141)

Salary: R228 321 per annum

Requirements: Grade 12. Experience in purchasing management, logistics, supply chain management, stores and inventory management will be an added advantage. Computer literate.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy analysis and interpretation, report writing, facilitation skills, presentation, problem solving and decision-making. Knowledge of the Public Finance Management Act (PFMA). Treasury Regulations relating to supply chain management. Good knowledge of Public Service Regulation. Integrity and honesty, good work ethics, confidentiality, interpersonal relations, people management, accuracy, independent networking, influence and impact.

Responsibilities: Implement logistical policies within the Management Area. Monitor and control assets while overseeing the overall administration of logistical activities. Ensure effective asset management and compliance with logistical procedures and regulations.

ACCOUNTING CLERK: VOUCHER CONTROL

Eastern Cape region

Mthatha (Ref: EC 2026/03/91)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Oversee and manage the infrastructure supporting finance related practices to ensure smooth operations. Plan and coordinate finance related activities. Review and verify all documentation for correctness before data capturing to maintain data integrity. Receive, organize and file all captured documentation in accordance with policies and procedures. Monitor, track and manage assets relevant to finance operations to ensure proper accountability.

ADMINISTRATION CLERK: CLUBS

KwaZulu Natal region

Waterval (Ref: KZN 2026/03/87)

Pietermartizburg (Ref: KZN 2026/03/88)

Western Cape region

Brandvlei (Ref: WC 2026/03/167)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking.

Responsibilities: Manage mess and financial outlets. Oversee club and sub-club membership. Promote sport and recreation. Handle financial affairs of clubs and ensure proper management and safeguarding of assets.

ADMINISTRATION CLERK: CLUB TREASURER

Gauteng region

Krugersdorp (Ref: GP 2026/03/181)

Modderbee (Ref: GP 2026/03/182)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking.

Responsibilities: Receive stock from suppliers. Collect and deposit cash from all trading points. Pay creditors and maintain payments to SARS. Compile income statements and balance sheet reconciliations. Perform bank reconciliations. Update Pastel System. Conduct stock taking at different trading points. Order stock as needed. Attend club meetings and take minutes. Manage club assets.

ADMINISTRATION CLERK: REGISTRATION (HR ADMINISTRATION)

Eastern Cape region

St Albans (Ref: EC 2026/03/92)

Free State and Northern Cape region

Grootvlei (Ref: FSNC 2026/03/130)

Sasolburg (Ref: FSNC 2026/03/131)

Western Cape region

Brandvlei (Ref: WC 2026/03/168)

Southern Cape (Ref: WC 2026/03/169)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking.

Responsibilities: Oversee archives and registry section. Transfer records to archives and retrieve them as needed. Dispose of redundant files. Maintain and control a uniform filing system. Ensure safe keeping and proper organization of departmental files. Perform general filing tasks. Manage assets.

ADMINISTRATION CLERK: PRODUCTION WORKSHOP AND AGRICULTURE

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/132)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking.

Responsibilities: Provide comprehensive administrative and supportive services to the workshop. Register all work orders and manage administrative processes arising from requisitions. Update and maintain the Workshop Costing System. Enforce access control and maintain the neatness and organization of the safe, strong room and storeroom. Execute routine daily procedures to ensure smooth workshop operations. Manage and safeguard assets in line with policies and standards.

HUMAN RESOURCE CLERK: RECRUITMENT AND APPOINTMENT

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/133)

Salary: R228 321 per annum

Requirements: Grade 12. Knowledge and experience in Human Resource Management and knowledge of PERSAL will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking.

Responsibilities: Implement HR provisioning policies. Facilitate the appointment of new entry-level staff, interns and contract workers on PERSAL. Ensure all appointment documentation is properly completed and signed. Maintain accurate filing and record keeping. Liaise with Management Areas regarding recruitment and appointments. Ensure vetting is completed upon assumption of duty. Manage assets.

ADMINISTRATION CLERK

Gauteng region

Regional Office (Ref: GP 2026/03/183)

Free State and Northern Cape region

Bizzah Makhate: Development and Care (Ref: FSNC 2026/03/134)

KwaZulu Natal region

Regional Office: Secretariat (Tender Committee) (Ref: KZN 2026/03/89)

Western Cape region

Regional Office: Development and Care (Ref: WC 2026/03/170)

Regional Office: Inspectorate (Ref: WC 2026/03/171)

Southern Cape: Development and Care (Ref: WC 2026/03/172)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Ability to work under pressure and telephone etiquette.

Responsibilities: Opening, closing and addressing incoming and outgoing mail. Filing documents, safe keeping classified materials and forwarding documents from various components. Requisitioning supplies and obtaining quotations. Monitoring and managing stock and assets. Arranging transport and booking accommodation. Organizing work sessions and workshops for the Directorate. Facilitating fund reallocation and distribution. Processing staff claims and leave applications. Maintain duty register. Overseeing and managing assets.

ADMINISTRATION CLERK: CORRECTIONS ADMINISTRATION

Gauteng region

Regional Office (Ref: GP 2026/03/184)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing and facilitation skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact.

Responsibilities: Handle all incoming and outgoing correspondence for the Regional Head: Corrections. Draft and type documents on behalf of the Regional Coordinator: Corrections Administration. Arrange, schedule and administer meetings. Plan and manage activities for the Regional Coordinator: Corrections Administration. Handle internal and external calls professionally. Communicate on behalf of the Regional Coordinator. Manage classified information securely. Ensure sensitive information is shared only on a need-to-know basis. Perform logistical administration tasks. Coordinate monthly statistics reporting for the Regional Coordinator. Manage assets effectively.

HUMAN RESOURCE CLERK: RECRUITMENT AND SELECTION

Eastern Cape region

Mthatha (Ref: EC 2026/03/93)

Gauteng region

Regional Office (Ref: GP 2026/03/185)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing and facilitation skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact.

Responsibilities: Render clerical support for staff transfers and placements. Assist in processing and compiling appointment memoranda. Schedule interviews with prospective candidates. Assist in the interview and selection process. Present shortlisted candidates to selection panels. Compile memoranda for shortlists and interview panels. Secure storage of memoranda and confidential documentation. Control and manage personnel information. Retrieve mail from the registration office as required. Ensure proper management and control of assigned assets.

ADMINISTRATION CLERK: COMMUNICATIONS

Gauteng region

Regional Office (Ref: GP 2026/03/186)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing and facilitation skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact.

Responsibilities: Responsibilities: Assist with the alignment and communication of organizational policies. Assist with planning, organizing and overseeing events while maintaining proper protocol. Assist with profiles management to enhance public image and communication. Assist with management of corporate gifts. Assist with execution of publicity campaigns to enhance organizational visibility. Maintain and reinforce brand image and identity across all platforms. Assist with management of departmental museums. Assist with handling media relations. Ensure proper control and maintenance of all PR related assets.

ADMINISTRATION CLERK: CAREER MANAGEMENT

Gauteng region

Modderbee (Ref: GP 2026/03/187)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Ability to plan, organise, lead and control. Change management. Presentation, conflict management, report writing and facilitation skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact.

Responsibilities: Administration of performance management and development system. Provide administration during moderation process and merit list. Monitoring of long service recognition and grade progression data base. Administration of pay progression and performance bonuses. Compiling of memoranda, faxes and taking minutes during meetings. Manage assets.

ADMINISTRATION CLERK: TRANSPORT

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/135)

Gauteng region

Johannesburg (Ref: GP 2026/03/188) (4 Posts)

Kgoši Mampuru II (Ref: GP 2026/03/189)

Modderbee (Ref: GP 2026/03/190)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in administration will be an added advantage Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel. Knowledge of Traffic Regulations. Basic knowledge and insight of the Public Service Financial legislation (PFMA and Financial Manual). Basic knowledge of financial functions and practices.

Responsibilities: Issue and manage GG vehicles, including inspecting them prior to issuance and upon return. Facilitate vehicle maintenance by booking services, delivering vehicles to service points and recollecting them afterward. Liaise with G-Fleet officials to report vehicle conditions and register any issues. Oversee the cleaning and tidying of government vehicles. Ensure proper management of all associated assets.

ACCOUNTING CLERK: LEDGER, DEPARTMENT AND ACTIVITY

Eastern Cape region

East London (Ref: EC 2026/03/94)

Salary: R228 321 per annum

Requirements: Grade 12. Experience in governmental financial system will be an added advantage. Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure that all financial accounting systems and directives or policies are kept up to date and complied with. Maintain the integrity and accuracy of financial data and information. Exercise control over all financial accounting documents, records and registers. Monitor and control ledger accounts as well as related financial activities. Manage assets.

ADMINISTRATION CLERK: SOCIAL REINTERGRATION

Eastern Cape region

Regional Office (Ref: EC 2026/03/95)

Salary: R228 321 per annum

Requirements: Grade 12. Relevant experience in a comparable environment will be an added advantage. Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Project management, presentation, conflict management, report writing, training and

development, facilitation and training skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Type and compile memoranda and presentations. Execute office and general administrative duties. Manage the electronic document tracking system. Acknowledge receipt of documents. Manage the diary and schedule appointments. Record and distribute meeting minutes. Exercise inventory control. Arrange transport, book accommodation and coordinate work sessions or workshops with relevant stakeholders upon request. Assist with the consolidation of returns. Process staff claims. Maintain duty registers and process leave applications. Manage assets.

SECRETARY

Eastern Cape region

Regional Office: Office of the Regional Commissioner (Ref: EC 2026/03/96)

St Albans: Office of the Area Commissioners Office (Ref: EC 2026/03/97)

Free State and Northern Cape region

Regional Office: Office of the Regional Head: Facilities (Ref: FSNC 2026/03/136)

Gauteng region

Regional Office: Office of the Regional Commissioner (Ref: GP 2026/03/191)

Regional Office: Office of the Regional Head: Corporate Services (Ref: GP 2026/03/193)

Johannesburg: Office of the Area Commissioner (Ref: GP 2026/03/194)

Johannesburg: Office of the Area Coordinator: Development and Care (Ref: GP 2026/03/195)

Leeuwkop: Office of the Area Commissioner (Ref: GP 2026/03/196)

Limpopo, Mpumalanga and North West region

Witbank: Office of the Area Commissioner (LMN Ref: 2026/02/142)

Western Cape region

Allandale: Office of the Area Commissioner (Ref: WC 2026/03/173)

Brandvlei: Office of the Area Commissioner (Ref: WC 2026/03/174)

Overberg: Office of the Area Commissioner (Ref: WC 2026/03/175)

Drakenstein: Office of the Area Commissioner (Ref: WC 2026/03/176)

Salary: R228 321 per annum

Requirements: Grade 12 with typing as a subject or any other training course or qualification that will enable the person to perform the work satisfactorily. Computer literate.

Competencies and attributes: Honesty and integrity. Attention to detail. Plan and organize. Punctuality and confidentiality. Service delivery and client orientation. Excellent communication skills (written and verbal). Ability to work under pressure. Ability to coordinate and organize work related tasks. Good telephone etiquette. High level of reliability. Ability to act with tact and discretion.

Responsibilities: Execute office and general administrative duties. Screen and answer telephone calls. Type correspondence. Compile documentation and presentations. Ensure proper record management through effective filing systems. Manage electronic document tracking system. Maintain diary and manage appointments. Responsible for the management of document tracking system. Arrange and coordinate meetings, workshops etc. Facilitate the procurement of office equipment such as stationery. Perform all such tasks and duties related to the role. Make all transport arrangements for conferences, courses, meetings and hearings away from the office. Management of assets.

DRIVER/MESSENGER

Gauteng region

Regional Office: Office of the Regional Commissioner (Ref: GP 2026/03/197)

Boksburg (Ref: GP 2026/03/198)

Modderbee (Ref: GP 2026/03/199)

Limpopo, Mpumalanga and North West region

Regional Office: Office of the Regional Commissioner (Ref: LMN 2026/03/143)

Salary: R193 359 per annum

Requirements: Grade 12. Three (3) years' experience in driving. Completion of an advanced driver's course will be an advantage. Computer literate. Valid driver's licence.

Competencies and Attributes: Knowledge of Government regulations relating to Transport. Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Project management, presentation, conflict management, report writing, training and development, facilitation and training skills. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact.

Responsibilities: Drive light and medium motor vehicles to transport passengers and deliver other items (mail and documents). Collect and deliver documentation and related items in the Department. Make copies of documents and assist in the registry. Distribute documents in and outside of the Department. Maintain the vehicle allocated by ensuring it is kept clean, in good working condition and used in accordance with departmental policies and regulations. Keep accurate record of all the official trips and complete the logbook. Manage assets.

DATA CAPTURERS

Gauteng region

Modderbee (Ref: GP 2026/03/200)

Boksburg (Juvenile) (Ref: GP 2026/03/201)

Salary: R193 359 per annum

Requirements: Grade 12 with typing as a subject. Ability to type approximately 55 words per minute. Successful completion of a word processing course. Computer literate.

Competencies and Attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Project management, presentation, conflict management and report writing. Time management. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Capture data from available records into the required formats such as databases, tables and spreadsheets. Verify queries of missing data and correct errors observed during data entry. Review and validate all captured data from records before submission. Make regular backups to ensure data safety. Update registers and statistics as required. Keep and maintain accurate records and files. Ensure that records and files are properly sorted and secured. Provide information to relevant components when required. Manage assets.

SWITCHBOARD OPERATOR

Eastern Cape region

St Albans: PE Centre (Ref: EC 2026/03/98)

Gauteng region

Modderbee: Nigel (Ref: GP 2026/03/202)

KwaZulu Natal region

Pietermaritzburg (Ref: KZN 2026/03/91)

Sevontein (Ref: KZN 2026/03/92)

Umzinto (Ref: KZN 2026/03/93)

Limpopo, Mpumalanga and North West region

Rustenburg (Ref: LMN 2026/03/144)

Western Cape region

Allandale (Ref: WC 2026/03/177)

Regional Office (Ref: WC 2026/03/178)

Goodwood (Ref: WC 2026/03/179)

Overberg (Ref: WC 2026/03/180)

Voorberg (Ref: WC 2026/03/181)

Salary R193 359 per annum

Requirements: Grade 12. Experience in the operation of the switchboard. Good communication skills as well as a strong and friendly personality. Computer literate. Valid driver's licence will be an added advantage.

Competencies and Attributes: Good communication, plan, organise, lead and control. Conflict management and report writing and time management skills. Confidentiality. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Ensure the proper maintenance of switchboard equipment. Handle incoming telephone calls and redirect them to the appropriate individuals. Keep an updated telephone contact list. Record and maintain the register for security related matters. Manage assets.

SOCIAL AUXILIARY WORKER GRADE 1 (12 Months Contract)

Western Cape region

Brandvlei (Ref: WC 2026/03/182)

Breede River (Ref: WC 2026/03/183)

Overberg (Ref: WC 2026/03/184)

West Coast (Ref: WC 2026/03/185)

Salary: R192 972 per annum (Plus 37% in lieu of benefits)

Requirements: Registration with the SA Council for Social Service Professions (SACSSP) as a Social Auxiliary Worker. Computer literate.

Competencies and attributes: Report writing, problem solving, interpersonal relations, conflict resolution and communication skills. Integrity and honesty. Friendly and adaptable. Self-discipline. Ability to work under pressure. Punctuality. Ability to network and willingness to travel.

Responsibilities: Keep updated on the Victim Offender Dialogue Programme and the objectives and targets as set out in the Strategic Plan and Operational Plan. Locate victims. Keep records on all attempts to locate victims. Orientation of victims with regard to the aims and benefits of the Victim Offender Dialogue programme. Facilitate contact between offender and victim. Assessment of potential areas of conflict. Referral of identified areas of conflict to the Departmental social workers for further intervention. Provision of particulars of victims to Case Management Committee and Parole Boards. Establish database of available support structures in the community (NGO's, religious care organizations, etc). Orientation of NGO's community leaders and other stakeholders with regard to the aims and benefits of the Victim Offender Dialogue Programme. Orientate NGO's, community leaders and families of both the offender as well as the victim (s) regarding the benefits of the acceptance and reintegration of offenders into the communities. Handling monthly returns to Head Office with regard to performance on targets as contained in the Strategic Plan. Provision of needs to Head Community Corrections with regard to communication and travel.

APPOINTMENTS UNDER THE CORRECTIONAL SERVICES ACT

HEAD OF CORRECTIONAL CENTRE (CB6)

Free State and Northern Cape region

Goedemoed Med A (Ref: FSNC 2026/03/137)

Western Cape region

Southern Cape: Oudtshoorn Med A (Ref: WC 2026/03/186)

West Coast Med A (Ref: WC 2026/03/187)

Brandvlei Med (Ref: WC 2026/03/188)

Salary: R1 042 434 all-inclusive package

Requirements: Relevant degree or national diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. 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: Management of all aspects of the Correctional Centre on a day to day basis through the implementation of the Correctional Services Act, Act 111 of 1998. Manage the implementation of the imperatives of the White Paper on Corrections. Management of case management administration, security, development and care, unit management and case management committees. Foster a working relationship with the Justice Cluster and the community. Monitor, evaluate and take appropriate action in relation to outcomes on the risk trends. Manage human resources, finances and assets. Manage performance information.

AREA COORDINATOR: CORRECTIONS (NCB4)

Eastern Cape region

East London (Ref: EC 2026/03/99)

Kirkwood (Ref: EC 2026/03/100)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/138)

Grootvlei (Ref: FSNC 2026/03/139)

Groenpunt (Ref: FSNC 2026/03/140)

Kimberley (Ref: FSNC 2026/03/141)

Upington (Ref: FSNC 2026/03/142)

Gauteng region

Krugersdorp (Ref: GP 2026/03/203)

Boksburg (Ref: GP 2026/03/204)

Leeuwkop (Ref: GP 2026/03/205)

Baviaanspoort (Ref: GP 2026/03/206)

KwaZulu Natal region

Pietermaritzburg (Ref: KZN 2026/03/94)

Waterval (Ref: KZN 2026/03/95)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/145)

Barberton (Ref: LMN 2026/03/146)

Rooigrond (Ref: LMN 2026/03/147)

Rustenburg (Ref: LMN 2026/03/148)

Klerksdorp (Ref: LMN 2026/03/149)

Witbank (Ref: LMN 2026/03/150)

Western Cape region

Brandvlei (Ref: WC 2026/03/189)

Goodwood (Ref: WC 2026/03/190)

Overberg (Ref: WC 2026/03/191)

Southern Cape (Ref: WC 2026/03/192)

West Coast (Ref: WC 2026/03/193)

Voorberg (Ref: WC 2026/03/194)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Implement and monitor correctional, security and facility policies and procedures. Coordinate the collation and dissemination of security and correction information. Coordinate activities relating to critical DCS support structures such as the Parole Boards and Office of the Inspecting Judge within the management area. Promote corrections and security awareness. Manage the emergency support systems. Provision of early warning intelligence correction and security risks. Manage human resources, finances and assets. Manage performance information.

AREA COORDINATOR: DEVELOPMENT AND CARE (NCB4)

Eastern Cape region

Mthatha (Ref: EC 2026/03/101)

Sada (Ref: EC 2026/03/102)

Free State and Northern Cape region

Groenpunt (Ref: FSNC 2026/03/143)

Kimberley (Ref: FSNC 2026/03/144)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/207)

Boksburg (Ref: GP 2026/03/208)

Leeuwkop (Ref: GP 2026/03/209)

KwaZulu Natal region

Glencoe, (KZN 2026/03/96)

Waterval, (KZN 2026/03/97)

Empangeni (KZN 2026/03/98)

Limpopo, Mpumalanga and North West region

Bethal (Ref: LMN 2026/03/151)

Western Cape region

Breede River (Ref: WC 2026/03/195)

Drakenstein (Ref: WC 2026/03/196)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Manage the implementation of effective and efficient health care services within the management area. Ensure adherence to nutritional and hygienic standards. Manage social work services, provision of psychological services, education and training, spiritual care services to offenders in the management area. Oversee agricultural and production workshop activities. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: SECURITY (NCB4)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/145)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/99)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/152)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Implement and monitor correctional, security and facility policies and procedures. Conduct quality assessments of security services and ensure compliance with the Occupational Safety and Health (OSH) Act. Ensure the maintenance of physical security standards in the region. Manage regional security in accordance with the Minimum Information Security Standards (MISS). Oversee the Emergency Support Team (EST). Manage security services infrastructure. Maintain communication with relevant interest groups. Ensure appropriate service levels for the accommodation of offenders. Determine the need for new correctional centres. Plan and coordinate security related activities. Provide early warning intelligence on potential security risks. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: CORRECTIONAL ADMINISTRATION [NCB4]

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/100)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Manage the rendering of correctional services in the region. Conduct research into possible improvements in correctional services. Set standards for corrections. Monitor performance in corrections and develop strategies to improve performance where necessary. Undertake research on the results achieved. Represent the Department at regional forums. Engage in negotiations with relevant role players. Promote the marketing of correctional services rendered in the region. Obtain external expertise when required to enhance service delivery. Conduct short, medium and long-term planning. Provide advice on corrections. Ensure adherence to strategic and security objectives of the Department. Identify infrastructure requirements necessary for effective correctional service delivery. Implement and monitor correctional policies and procedures. Coordinate the collation and dissemination of correctional information. Coordinate activities relating to critical DCS support structures such as the Parole Boards and the Office of the Inspecting Judge

within the management area. Promote correctional awareness and manage Emergency Support Systems. Provide early warning intelligence relating to correctional risks and security matters. Manage human resources, finances and assets. Manage performance information.

REGIONAL COORDINATOR: SOCIAL REINTEGRATION SERVICES (AFTER CARE) (NCB4)

Gauteng region

Regional Office (Ref: GP 2026/03/210)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/101)

Western Cape region

Regional Office (Ref: WC 2026/03/197)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Coordinate and implement policies relating to community corrections. Monitoring of offenders. Setting supervisory conditions. Tracing absconders and manage parole supervision projects. Oversee the monitoring of parolees. Assessment and admission or release of cases. Management of day parolees. Detention of supervisory cases. Facilitate development programmes for individuals serving community-based sentences. Coordinate community corrections supervisory committees. Promote community involvement and ensure DCS participation in community safety centres. Ensure the availability of cost-effective monitoring systems and appropriate infrastructure for community corrections. Conduct research on community corrections and manage data integrity. Coordinate and evaluate aftercare policy inputs to Head Office. Promote and market aftercare services in the region. Ensure quality assessment of aftercare services. Manage aftercare infrastructure and plan related activities effectively. Manage human resources, finances and assets. Manage performance information.

CORRECTIONAL POLICY ADMINISTRATOR: INSPECTORATE (NCB4)

Gauteng region

Regional Office (Ref: GP 2026/03/211)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/102)

Western Cape region

Regional Office (Ref: WC 2026/03/198)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Manage/Assist in the planning and compilation of the annual inspection programme. Conduct evaluations to identify deviations from policies and procedures. Determine the effectiveness of internal control measures in preventing non-compliance. Compile and submit reports on inspection findings to support informed management decision-making. Provide guidance and support to institutions to ensure policies are practical and aligned with operational requirements. Assist in the development and maintenance of inspection tools. Manage human resources, finances and assets. Manage performance information.

DEPUTY DIRECTOR: INCARCERATION AND REMIND DETENTION (NCB4)

Gauteng region

Regional Office (Ref: GP 2026/03/212)

Salary: R925 380 all-inclusive package

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least seven (7) years combined relevant experience on supervision and junior management production levels. Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Coordination of Policy. Align security operations with departmental policies. Ensure all security personnel understand and implement these policies consistently. Quality Assessment of Security Services. Evaluate the effectiveness and efficiency of security measures. Conduct regular audits, inspections and performance reviews to maintain service quality. Ensure Standards of Physical Security. Maintain facility safety, access control and perimeter protection. Ensure compliance with occupational safety and health standards. Management of security operations. Oversee the management of Information Security Systems (MISS) or regional security operations. Coordinate personnel, resources, and response strategies across facilities. Management of Emergency Support Teams (EST). Deploy ESTs to respond to emergencies, incidents or security breaches. Manage human resources, finances and assets. Manage performance information.

HEAD OF CORRECTIONAL CENTRE (CB5)

Free State and Northern Cape region

Hennenman (Ref: FSNC 2026/03/146)

Western Cape region

Southern Cape (Knysna) (Ref: WC 2026/03/200)

Pollsmoor Med C (Ref: WC 2026/03/201)

Salary: R579 738 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. 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: Management of all aspects of the Correctional Centre on a day to day basis through the implementation of the Correctional Services Act, Act 111 of 1998. Manage the implementation of the imperatives of the White Paper on Corrections. Management of case management administration, security, development and care, unit management and case management committees. Foster a working relationship with the Justice Cluster and the community. Monitor, evaluate and take appropriate action in relation to outcomes on the risk trends. Manage human resources, finances and assets. Manage performance information.

CENTRE COORDINATOR: OPERATIONAL SUPPORT (CB5)

Free State and Northern Cape region

Grootvlei Max (Ref: FSNC 2026/03/148)

Virginia (Ref: FSNC 2026/03/149)

Western Cape region

Voorberg Med B (Ref: WC 2026/03/202)

Salary: R579 738 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication skills. Project and programme management. Transformation, change and stakeholder management. Problem solving and 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 inter-personal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness. Ability to network and diplomacy.

Responsibilities: Execution of control regarding safe custody, physical care and treatment. Create secure environment conducive for rehabilitation. Execution of control regarding the establishment and rendering of security. Provide advice on departmental policy directives. Management of inmates' safe custody (internal and external security). Management of development and care and health care services. Manage human resources, finances and assets. Manage performance information.

MANAGER: EDUCATION AND TRAINING

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/150)

Limpopo, Mpumalanga and North West region

Polokwane (Ref: LMN 2026/03/153)

Western Cape region

Pollsmoor (Ref: WC 2026/03/203)

Brandvlei (Ref: WC 2026/03/204)

Breede River (Ref: WC 2026/03/205)

Drakenstein (Ref: WC 2026/03/206)

Salary: R525 057 per annum

Requirements: Relevant Degree or National Diploma in Education coupled with eight (08) years teaching experience in education. Registration with the South African Council for Educators (SACE). Post graduate degree will be an added advantage. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management, problem solving and decision-making. Plan, organise, lead and control. Change management. Team leadership. Project management. Presentation, conflict management, report writing, training and development. Training, facilitation, time management skills. Confidentiality. Coaching and mentoring. Understanding of Public service policies and legislative frameworks. Service delivery and client orientation. Integrity and honest. Assertiveness. Ability to network. Influence and impact. Applied strategic thinking. Willingness to travel.

Responsibilities: Administration of education and training. Manage budget for education and training. Advise the Area Commissioner. Provide personal development of officials 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. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: EDUCATIONIST

Gauteng region

Zonderwater (Ref: GP 2026/03/213)

Limpopo, Mpumalanga and North West region

Barberton Youth Centre (Ref: LMN 2025/03/154)

Barberton Max (Ref: LMN 2026/03/155)

Bethal: Standerton (Ref: LMN 2026/03/156)

Polokwane (Ref: LMN 2026/03/157)

Polokwane: Modimolle (Ref: LMN 2026/03/158)

Rooigrond Lichtenburg (Ref: LMN 2026/03/159)

Rustenburg Centre of Excellence Juvenile (Ref: LMN 2026/03/160)

Witbank (Ref: LMN 2026/03/161)

Salary: R525 057 per annum

Requirements: Recognised four (4) year qualification in Education or equivalent qualification and registration with the South African Council of Educators. 3-5 years supervisory experience gained after registration with SACE. Computer literate. Valid driver's licence.

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: Oversee the administration of all education and training programmes. Manage the professional growth and skills development of staff within the centre. Apply policies related to Sport and recreation activities, library services and life skills programmes. Maintain and update the education and training system. Engage with external stakeholders to expand educational and recreational opportunities. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: INSPECTORATE [NCB3]

Eastern Cape region

Regional Office (Ref: EC 2026/03/103) (4 Posts)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/162) (2 Posts)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/104)

Western Cape region

Regional Office (Ref: WC 2026/03/207) (3 Posts)

Salary: R506 667 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences or equivalent qualification and 5 years' relevant experience gained in a supervisory post NCB2. Successful completion of Corrections Science Learnership/Basic Training. Computer literate. Valid driver's licence.

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. Willingness to travel.

Responsibilities: Assist in the planning and compilation of the annual inspection programme. Assist in the evaluation and identification of deviations from policy. Determine the extent to which internal control measures are effective in the prevention of deviations from policies and procedures. Submit reports on inspection findings to enable management to make informed decisions. Assist institutions that are being reconcilable with the practical operations. Assist in the development and maintenance of inspection tools. Manage human resources, finances and assets. Manage performance information.

ASSISTANT DIRECTOR: CORRECTIONS (NCB3)

Free State and Northern Cape region

Groenpunt (Ref: FSNC 2026/03/151)

Goedemoed (Ref: FSNC 2026/03/152)

Kimberley (Ref: FSNC 2026/03/153)

Colesberg (Ref: FSNC 2026/03/154)

Limpopo, Mpumalanga and North West region

Klerksdorp (Ref: LMN 2026/03/163)

Witbank (Ref: LMN 2026/03/164)

Western Cape region

Drakenstein (Ref: WC 2026/03/208)

Pollsmoor (Ref: WC 2026/03/209)

West Coast (Ref: WC 2026/03/210)

Salary: R506 667 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least five (5) years relevant experience gained in a supervisory post (NCB2). Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Handling all incoming and outgoing documentation related to prisons and community corrections. Management of Classified Information. Management of Policy Documentation (DCS). Maintaining up-to-date departmental policies and procedural manuals. Investigation of Incidents. Manage human resources, finances and assets. Manage performance information.

HEAD OF CORRECTIONAL CENTRE [CB4]

Free State and Northern Cape region

Brandfort (Ref: FSNC 2026/03/156)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. 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: Management of all aspects of the Correctional Centre on a day to day basis through the implementation of the Correctional Services Act, Act 111 of 1998. Manage the implementation of the imperatives of the White Paper on Corrections. Management of case management administration, security, development and care, unit management and case management committees. Foster a working relationship with the Justice Cluster and the community. Monitor, evaluate and take appropriate action in relation to outcomes on the risk trends. Manage human resources, finances and assets. Manage performance information.

SECURITY MANAGER: AGRICULTURE (ANIMAL PRODUCTION) (CB4)

Western Cape region

Brandvlei Med (Dairy Productions) (Ref: WC 2026/03/215)

Voorberg Med A (Ref: WC 2026/03/216)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Agriculture Management/ Animal Production or relevant equivalent qualification and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication skills. Project and programme management. Transformation, change and stakeholder management. Problem solving and 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 inter-personal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness. Ability to network and diplomacy.

Responsibilities: Quality assessment of agricultural services. Develop/maintain agricultural services standards in the Management Area. Management of animal production, agricultural labour, environment, agricultural equipment and occupational safety. Manage human resources, finances and assets. Manage performance information.

SECURITY MANAGER: AGRICULTURE (PLANT PRODUCTION) (CB4)

Western Cape region

Southern Cape (George) (Ref: WC 2026/03/217)

Voorberg Med A (Ref: WC 2026/03/218) (2 Posts)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Agriculture Management/Animal Production or relevant equivalent qualification and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication skills. Project and programme management. Transformation, change and stakeholder management. Problem solving and 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 inter-personal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness. Ability to network and diplomacy.

Responsibilities: Quality assessment of agricultural services. Develop/maintain agricultural services standards in the Management Area. Management of plant production, agricultural labour, environment, agricultural equipment and occupational safety. Manage human resources, finances and assets. Manage performance information.

SECTION HEAD: PRODUCTION WORKSHOPS (CB4)

Free State and Northern Cape region

Kimberley (Ref: FSNC 2026/03/157)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Textile Industry or relevant equivalent qualification and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication skills. Project and programme management. Transformation, change and stakeholder management. Problem solving and 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 inter-personal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness. Ability to network and diplomacy.

Responsibilities: Training of offenders as well as apprentices. Execute work as per requisition/orders received from clients. Apply quality control to manufactured products. Costing of products as well as services and supply quotes. Execute basic workshop administration. Planning and controlling of production/manufacturing. Ensure the effectiveness of workshop administration. Perform financial management functions. Manage stock and equipment. Manage the training of personnel and offenders. Perform general ad-hoc tasks as required. Manage human resources, finances and assets. Manage performance information.

UNIT MANAGER: PAROLEES AND PROBATIONERS (CB4)

Western Cape region

Southern Cape (George ComCor) (Ref: WC 2026/03/219)

West Coast (Malmesbury ComCor) (Ref: WC 2026/03/220)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Management of monitoring services. Determine the conditions of house arrest and supervision for persons serving sentences in the community. Participate in case review team for community corrections. Management of programmes. Identification of community service programme. Logistical administration. Manage the facilities and equipment of the section. Allocation of staff to specific duties. Disciplinary action against offending staff. Manage human resources, finances and assets. Manage performance information.

CENTRE COORDINATOR: CORRECTIONS (CB4)

Free State and Northern Cape region

Odendaalsrus (Ref: FSNC 2026/03/158)

Western Cape region

Breede River (Warmbokkeveld) (Ref: WC 2026/03/221)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Ensure the development of correctional sentence plan and facilitate the implementation thereof. Execute correctional policies and procedures. Coordinate the collation and dissemination of correction information. Coordinate activities relating to rehabilitation, case management administration and unit management systems. Promote corrections and security. Manage human resources, finances and assets. Manage performance information.

CENTRE COORDINATOR: STAFF SUPPORT (CB4)

Free State and Northern Cape region

Bloemfontein (Ref: FSNC 2026/03/159)

De Aar (Ref: FSNC 2026/03/160)

Kuruman (Ref: FSNC 2026/03/161)

Western Cape region

Overberg (Buffeljagsrivier) (Ref: WC 2026/03/222)

Southern Cape (George) (Ref: WC 2026/03/223)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science Learnership. Seven (7) years relevant experience in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication skills. Project and programme management. Transformation, change and stakeholder management. Problem solving and 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 inter-personal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness. Ability to network and diplomacy.

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 register and leave arrangements. Manage human resources, finances and assets. Manage performance information.

UNIT MANAGER (CB4)

Free State and Northern Cape region

Groenpunt Max (Ref: FSNC 2026/03/164)

Tswelopele (Ref: FSNC 2026/03/165) (2 Posts)

Upington (Ref: FSNC 2026/03/166)

Western Cape region

Goodwood (Ref: WC 2026/03/224)

Pollsmoor Med A (Ref: WC 2026/03/225)

Southern Cape (Oudtshoorn Med A) (Ref: WC 2026/03/226)

Southern Cape (Beaufort West) (Ref: WC 2026/03/227)

West Coast Med A (Ref: WC 2026/03/228)

Brandvlei (Juvenile) (Ref: WC 2026/03/229)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Manage the 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. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: SECURITY (CB4)

Free State and Northern Cape region

Goedemoed Med A (Ref: FSNC 2026/03/167)

Western Cape region

Pollsmoor (Female) (Ref: WC 2026/03/230)

Southern Cape (Mossel Bay) (Ref: WC 2026/03/231)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Manage security matters. Maintenance of existing security matters and the upgrading thereof. Implement departmental policies. Advise management regarding security matters. Management of escorts to hospitals, courts and other destinations. Keep personnel up to date regarding security matters. Manage human resources, finances and assets. Manage performance information.

SECURITY MANAGER: INTERNAL SECURITY (CB4)

Western Cape region

Drakenstein Med A (Ref: WC 2026/03/232)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and stakeholder management. Problem solving, analysis, service de-

livery 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Supervise access control to the correctional centre's grounds. Manage internal security. Supervise the movement and safe custody for offenders. Patrol at the section (general accommodation areas, single cells, kitchens, hospitals and work sections). Manage security systems. Supervise visits to offenders. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: CORRECTIONS AND CARE (CB4)

Western Cape region

Drakenstein (Stellenbosch ComCor) (Ref: WC 2026/03/233)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Enhance coordination of policies and quality assessment of services. Ensure service level standards for Social Work Services. Plan activities. Manage infrastructure for Social Work Services/Psychological Services and Spiritual Care programme interventions. Ensure the implementation and compliance with Departmental legislation, policies and procedures relating to special categories offenders. Ensure the implementation of checklist for all special category offenders to ensure adequate service delivery. Report on the offender enrolment and participation (including special categories of offenders) in Social Work, Psychological, Spiritual Care, HIV, AIDS, Formal Education, Skill Development and SRAC Programmes). Ensure effective risk mitigation of risk management within the Care division. Ensure the implementation of need-based programmes in partnership with external service providers. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: FINANCE [CB4]

Free State and Northern Cape region

Vereeniging (Ref: FSNC 2026/03/168)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Accounting or Financial Management with (7) years relevant experience. Successful completion of the Corrections Science Learnership/ Basic Training. Computer literate. Valid driver's licence.

Competencies and attributes: Financial management and facilitation skills. Plan, organize, lead and control. Project management, presentation skills, conflict management, report writing, time management, confidentiality, coaching and mentoring. Understanding of Public service policies and legislative frameworks. Knowledge of the Correctional Services Act, Act 111 of 1998. Service delivery and client orientation. Integrity and honesty, Assertiveness. Influence and impact. Decision making, problem solving, networking/liaison with stakeholders and negotiation. Excellent verbal and written communication skills. Strong leadership qualities, initiative and drive. Proven knowledge of the Public Finance Management Act, 1999 and Treasury Regulations relating to financial management and accounting. Experience in procurement administration and public finance administration at management level.

Responsibilities: Inspection of financial administration at the correctional centre. Ensuring the correct management of special function accounts. Ensuring control over all financial documentation. Ensure the correct management of ledgers.

Monitoring of expenditure within the bounds of allocated funds. Investigate irregularities in financial management at the correctional centre. Ensure the correct distribution of funds and the inclusion of approved new services/expansions in the budget. Submission of recommendations on the financing of activities. Ensure that financial requirements by individual sections are correctly reflected on the appropriate budgetary responsibilities/objectives and on the budgetary reports. Ensure optimum utilization of resources with regard to management of budgets within the framework of relevant legal directives and regulations. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: HUMAN RESOURCE MANAGEMENT (CB4)

Free State and Northern Cape region

Upington (Ref: FSNC 2026/03/170)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Human Resource Management and successful completion of the Corrections Science Learnership/ Basic Training. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Provide Human Resources functions at the correctional centre. Manage the registration activities. Ensure proper dissemination of information for the correctional centre. Management of duty registers and leave arrangements. Ensure that disciplinary measures are instituted where necessary. Act as initiator in disciplinary hearings. Manage human resources, finances and assets. Manage performance information.

DIVISIONAL HEAD: CASE MANAGEMENT ADMINISTRATION (CB4)

Free State and Northern Cape region

Grootvlei Max (Ref: FSNC 2026/03/172)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Management of admission and release system. Supervision of offender movements, offender cash administration and offender bail/fine payments. Ensure continuity and consistency in Case Management Administration. Manage human resources, finances and assets. Manage performance information.

SECURITY MANAGER: CASE MANAGEMENT COMMITTEE (CB4)

Free State and Northern Cape region

Groenpunt Med (Ref: FSNC 2026/03/173)

Western Cape region

West Coast Med A (Ref: WC 2026/03/234)

Salary: R491 799 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Ensure the facilitation of the implementation of the offender's individual sentence plan to support individual offenders in their personal development. Ensure that the monitoring and evaluation reports on offender behaviour are provided. Provide safe custody services in the unit. Ensure that complaints and requests are registered and referred to relevant structures (such as Case Management Committee, Case Management Administration). Manage human resources, finances and assets. Manage performance information.

SECTION HEAD: EDUCATIONIST

Free State and Northern Cape region

Tswelopele (Ref: FSNC 2026/03/175)

Gauteng region

Baviaanspoort (Ref: GP 2026/03/216) (2 Posts)

Kgoši Mampuru II (Ref: GP 2026/03/217)

Leeuwkop Med B (Youth) (Ref: GP 2026/03/218)

Johannesburg (Ref: GP 2026/03/219) (2 Posts)

Zonderwater (Ref: GP 2026/03/220)

Salary: R438 585 per annum

Requirements: Recognized 4 years Degree in Education with 7 years teaching experience gained after registration with SACE. Registration with the South African Council of Educators. for Educationists. Computer literate. Valid driver's licence.

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, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Quality assessment of education services. Monitor performance in education services. Evaluate and ensure service levels. Undertake educational research. Investigate learner related complaints. Plan educational activities. Manage training requirements. Arrange training workshops. Manage human resources, finances and assets. Manage performance information.

SECTION HEAD: FORMAL EDUCATION

KwaZulu-Natal region

Durban Juvenile (Ref: KZN 2026/03/107)

Western Cape region

Brandvlei (Juvenile) (Ref: WC 2026/03/235)

Brandvlei Max (Ref: WC 2026/03/236)

Drakenstein (Ref: WC 2026/03/237)

Pollsmoor Med A (Ref: WC 2026/03/238)

Salary: R438 585 per annum

Requirements: Recognized 4 years Degree in Education with 7 years teaching experience gained after registration with SACE. Registration with the South African Council of Educators. for Educationists. Computer literate. Valid driver's licence.

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, 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. Manage human resources, finances and assets. Manage performance information.

SENIOR CORRECTIONAL OFFICER: CORRECTIONAL ADMINISTRATION (NCB2)

Gauteng Region

Regional Office (Ref: GP 2026/03/221)

Western Cape region

Regional Office (Ref: WC 2026/03/239)

Salary: R429 285 per annum

Requirements: Relevant NQF 6 qualification in Behavioural Sciences. At least 5 years relevant experience gained in a production post (NCB1). Successful completion of the Correctional Science Learnership or Basic Training. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Problem solving, service delivery innovation. Knowledge of and the application of the Correctional Services Act, Act 111 of 1998, as amended, Control of Access to Public Premises and Vehicle Act, Minimum Physical Security Standards Document, Minimum Security Standards Document, Fire Arms Control Act, 2000 and other relevant legislation. People management and empowerment skills. Report writing and good communication skills. Ability to work under pressure. Planning and organizing, analytical thinking, co-ordination, time management, policy implementation and interpersonal skills.

Responsibilities: Policy Coordination. Ensure regional compliance with departmental policies. Oversee subordinates and their day-to-day tasks. Ensure efficiency and accountability in work processes. Draft, review and maintain official reports and correspondence. Prepare documents for meetings, audits and inspections. Organize and coordinate meetings for the Regional Head of Corrections. Manage budgets, financial reports and expenditure tracking. Manage primary measurements. Manage human resources, finances and assets. Manage performance information.

SECRETARY: PAROLE BOARD (NCB2)

Eastern Cape region

Amathole (Ref: EC 2026/03/106)

Mthatha (Ref: EC 2026/03/107)

Sada (Ref: EC 2026/03/108)

St Albans (Ref: EC 2026/03/109)

Free State and Northern Cape region

Bizzah Makhate (Ref: FSNC 2026/03/176)

Colesberg (Ref: FSNC 2026/03/177)

Kimberley (Ref: FSNC 2026/03/178)

Gauteng region

Johannesburg (Ref: GP 2026/03/222)

Modderbee (Ref: GP 2026/03/223)

KwaZulu Natal Region

Glencoe (Ref: KZN 2026/03/108)

Limpopo, Mpumalanga and North West region

Polokwane (Ref: LMN 2026/03/169)

Rooigrond (Ref: LMN 2026/03/170)

Western Cape region

Allandale (Ref: WC 2026/03/240)

Brandvlei (Ref: WC 2026/03/241)

Drakenstein (Ref: WC 2026/03/242)

Voorberg (Ref: WC 2026/03/243)

Salary: R429 285 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences and successful completion of Corrections Science learnership/Basic Training. At least five (5) years relevant experience gained in a production post (NCB1). Computer literate. 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, 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, diplomacy and tact, resilience, influence and impact.

Responsibilities: Effective administration of the parole board meetings including minutes taking. Supervise verification offender information prior to the meetings. Inform offenders of the decision of the board. Supervise representations activities. Supervise safe custody of offenders during board meetings. Manage human resources, finances and assets. Manage performance information.

SENIOR CORRECTIONAL POLICY ADMINISTRATOR: AFTER CARE (SOCIAL REINTEGRATION) [NCB2]

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/179)

Limpopo, Mpumalanga and North West region

Regional Office (Ref: LMN 2026/03/171)

Western Cape region

Regional Office (Ref: WC 2026/03/244)

Salary: R429 285 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences. At least 5 years relevant experience gained in a production post (NCB1). Successful completion of the Correctional Science Learnership or Basic Training. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Problem solving, service delivery innovation. Knowledge of and the application of the Correctional Services Act, Act 111 of 1998, as amended, Control of Access to Public Premises and Vehicle Act, Minimum Physical Security Standards Document, Minimum Security Standards Document, Fire Arms Control Act, 2000 and other relevant legislation. People management and empowerment skills. Report writing and good communication skills. Ability to work under pressure. Planning and organizing, analytical thinking, co-ordination, time management, policy implementation and interpersonal skills.

Responsibilities: Manage monitoring services. Oversee the implementation of court sentences. Ensure the implementation of Community Corrections policies and procedures. Participate in case review teams. Management and preparation of technical reports. Arrangement of meetings for the Sub-Directorate. Manage human resources, finances and assets. Manage performance information.

SENIOR CORRECTIONAL POLICY ADMINISTRATOR: CORRECTIONS (NCB2)

Gauteng region

Boksburg (Ref: GP 2026/03/224)

KwaZulu Natal region

Durban (Ref: KZN 2026/03/109)

Salary: R429 285 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences. At least 5 years relevant experience gained in a production post (NCB1). Successful completion of the Correctional Science Learnership or Basic Training. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Problem solving, service delivery innovation. Knowledge of and the application of the Correctional Services Act, Act 111 of 1998, as amended, Control of Access to Public Premises and Vehicle Act, Minimum Physical Security Standards Document, Minimum Security Standards Document, Fire Arms Control Act, 2000 and other relevant legislation. People management and empowerment skills. Report writing and good communication skills. Ability to work under pressure. Planning and organizing, analytical thinking, co-ordination, time management, policy implementation and interpersonal skills.

Responsibilities: Implement and monitor correctional, security and facility policies and procedures. Coordinate the collation and dissemination of security and correction information. Coordinates activities relating to critical DCS support structures such as the Parole Boards and Office of the Inspecting Judge within the management area. Promote corrections and security awareness. Manage the emergency support systems. Provision of early warning intelligence correction and security risk. Manage human resources, finances and assets. Manage performance information.

SENIOR CORRECTIONAL POLICY ADMINISTRATOR: SECURITY (NCB2)

Free State and Northern Cape region

Regional Office (Ref: FSNC 2026/03/180)

KwaZulu Natal region

Regional Office (Ref: KZN 2026/03/110)

Salary: R429 285 per annum

Requirements: Relevant Degree or National Diploma in Behavioural Sciences. At least 5 years relevant experience gained in a production post (NCB1). Successful completion of the Correctional Science Learnership or Basic Training. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Problem solving, service delivery innovation. Knowledge of and the application of the Correctional Services Act, Act 111 of 1998, as amended, Control of Access to Public Premises and Vehicle Act, Minimum Physical Security Standards Document, Minimum Security Standards Document, Fire Arms Control Act, 2000 and other relevant legislation. People management and empowerment skills. Report writing and good communication skills. Ability to work under pressure. Planning and organizing, analytical thinking, co-ordination, time management, policy implementation and interpersonal skills.

Responsibilities: Communicate policy matters to the relevant role players. Coordinate policy at regional level with regard to security classification. Supervision of access control and patrol of the grounds of the centre. Control of security equipment. Quality assessment of security services including compliance with OHS Act. Ensure the standards of physical security in the region. Manage Emergency Support Teams (EST). Evaluate representation of interest groups on security matters. Ensure service levels for the accommodation of offenders. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: FORMAL EDUCATION

Limpopo, Mpumalanga and North West region

Bethal: Standerton (Ref: LMN 2026/03/172)

Western Cape region

West Coast (Ref: WC 2026/03/245)

Pollsmoor Med B (STEM) (Ref: WC 2026/03/246)

Pollsmoor Med B (Catering and Hospitality) (Ref: WC 2026/03/247)

Salary: R360 837 per annum

Requirements: Relevant Recognized four (4) year Degree or equivalent qualification in Education. Registration with the South African Council of Educators. Computer literate. 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, 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: Conduct 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4) TVET (ENGINEERING STUDIES)

Gauteng region

Leeuwkop Med C (Technical) (Ref: GP 2026/03/225)

Limpopo, Mpumalanga and North West region

Barberton Youth Town Centre (Ref: LMN 2026/03/173)

Rooigrond Med A (Ref: LMN 2026/03/174)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Electrical/Electronic/Welding/Mechanical/Motor Mechanic/Building. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organize, 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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): AGRICULTURE

Limpopo, Mpumalanga and North West region

Thohoyandou Med A (Ref: LMN 2026/03/175)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Agriculture. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): ISIZULU AND GEOGRAPHY

Limpopo, Mpumalanga and North West region

Barberton Max (Ref: LMN 2026/03/176)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in IsiZulu (Languages) and Geography. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): MATHEMATICS LITERACY AND ENGLISH

Limpopo, Mpumalanga and North West region

Barberton Max (Ref: LMN 2026/03/177)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in English and Mathematics literacy. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: MATHEMATICS AND LIFE SCIENCE

Free State and Northern Cape region

Groenpunt Youth (Ref: FSNC 2026/03/181)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Maths and Life Science. Registration with the South African Council for Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Understanding of public service management framework. Influence and impact, presentation, conceptual and conflict management skills. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: TVET CHEMICAL INDUSTRY

Free State and Northern Cape region

Groenpunt Med (Ref: FSNC 2026/03/182)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Chemical Industry. Registration with the South African Council for Educators. Computer literate. Valid driver's license.

Competencies and attributes: Plan, organize, lead and control. Client orientation and communication, policy implementation, report writing, diversity management, training and development. Service delivery innovation, creativity, project management, conflict management, facilitation management, integrity and honesty. Knowledge and understanding of public service management framework. Influence and impact, presentation, conceptual and conflict management skills.

Responsibilities: Implement educational programs 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. Management of resources and performance information. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: AFRIKAANS HOME LANGUAGE AND LIFE ORIENTATION

Free State and Northern Cape region

Tswelopele (Ref: FSNC 2026/03/183)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Afrikaans and Life Orientation. Registration with the South African Council for Educators. Computer literate. Valid driver's licence.

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. Knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

FORMAL EDUCATIONIST M+4: GEOGRAPHY AND MATHEMATICS LITERACY

Free State and Northern Cape region

Tswelopele (Ref: FSNC 2026/03/184)

Salary: R360 837 per annum

Requirements: Recognized Degree or equivalent qualification in Education specializing in Geography and Mathematics Literacy. Registration with the South African Council of Educators (SACE). Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organize, 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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): ECONOMICS AND MANAGEMENT SCIENCE

Free State and Northern Cape region

Goedemoed Med A (Ref: FSNC 2026/03/186)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Economics. Registration with the South African Council for Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organize, lead and control. Client orientation and communication, policy implementation, report writing, diversity management, training and development. Service delivery innovation, creativity, project management, conflict management, facilitation management integrity, and honesty. Knowledge and understanding of public service management framework. Influence and impact, presentation, conceptual and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: COMPUTER STUDIES

Free State and Northern Cape region

Grootvlei Med A (Ref: FSNC 2026/03/187)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Computer Science. Registration with the South African Council for Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): SMALL MEDIUM MICRO ENTERPRISE (SMME) AND SETSWANA

Limpopo, Mpumalanga and North West region

Rustenburg Juvenile (Ref: LMN 2026/03/178)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Business Management and Setswana. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): TRAVEL AND TOURISM

Limpopo, Mpumalanga and North West region

Rustenburg Med A (Ref: LMN 2026/03/179)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Travel and Tourism. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): LIFE ORIENTATION AND SEPEDI

Limpopo, Mpumalanga and North West region

Rustenburg Juvenile (Ref: LMN 2026/03/180)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Life Orientation and Sepedi. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): ISIXHOSA

Eastern Cape region

Sada: Cradock (Ref: EC 2026/03/110)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in isiXhosa. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training development, service delivery and honest, coaching and mentoring, good work ethics, confidentiality, interpersonal relation, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): AFRIKAANS

Eastern Cape region

St Albans (Ref: EC 2026/03/111)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Afrikaans. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery and honest, coaching and mentoring, good work ethics, confidentiality, interpersonal relation, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: TVET N1 - N4

Free State and Northern Cape region

Groenpunt Max (Ref: FSNC 2026/03/188)

Vereeniging (Ref: FSNC 2026/03/189)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan and organize, lead and control 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, knowledge of the Correctional Service Act, 111 of 1998, as amended, influence and impact, presentation skills, conceptual skills and conflict management skills.

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

EDUCATIONIST M+4: BUSINESS STUDIES

Gauteng region

Baviaanspoort Max (Ref: GP 2026/03/226)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Business Studies. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: MATHEMATICS

Gauteng region

Boksburg Med A (Ref: GP 2026/03/227)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Mathematics. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ENGLISH/BUSINESS STUDIES

Gauteng region

Baviaanspoort (Emthonjeni) (Ref: GP 2026/03/228)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in English/Business Studies. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ELECTRICAL (TECHNICAL)

Gauteng region

Boksburg (Heidelberg) (Ref: GP 2026/03/229)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Electrical (Technical). Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: VOCATIONAL EDUCATION AND TRAINING/TECHNICAL

Gauteng region

Leeuwkop Med B (Youth) (Ref: GP 2026/03/230) (2 Posts)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Vocational Education and Training/Technical. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: PLUMBING/BUILDING AND PLASTERING/ELECTRICAL (TECHNICAL)

Gauteng region

Johannesburg Med B (Ref: GP 2026/03/231)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Plumbing/Building and Plastering/Electrical (Technical). Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: BUSINESS STUDIES/TOURISM

Gauteng region

Johannesburg Med C (Ref: GP 2026/03/232)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Business Studies/Tourism. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ENGINEERING RELATED STUDIES: TECHNICAL

Gauteng region

Leeuwkop Med C (Ref: GP 2026/03/233)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Engineering Related Studies: Technical. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ISIXHOSA AND ENGLISH

Eastern Cape region

Amathole: Middledrift (Ref: EC 2026/03/112)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in isiXhosa and English. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ENGLISH AND HISTORY

KwaZulu Natal region

Durban Juvenile (Ref: KZN 2026/03/111)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in English and History. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ENGLISH AND MATHS

KwaZulu Natal region

Durban Juvenile (Ref: KZN 2026/03/112)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in English and Maths. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: LIFE ORIENTATION AND ISIZULU

KwaZulu Natal region

Durban Juvenile (Ref: KZN 2026/03/113)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Life Orientation and Isizulu. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ISIZULU AND ECONOMICS

KwaZulu Natal region

Ekuseni (Ref: KZN 2026/03/114)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Isizulu and Economics. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: ENGLISH AND MATHS LITERACY

KwaZulu Natal region

Ekuseni (Ref: KZN 2026/03/115)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in English and Maths Literacy. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: LIFE SCIENCES AND AGRICULTURAL SCIENCES

KwaZulu Natal region

Estcourt (Ref: KZN 2026/03/116)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Life Sciences and Agricultural Science. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: MATHS AND ENGINEERING SCIENCE

KwaZulu Natal region

Ncome Med B (Ref: KZN 2026/03/117)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education specializing in Maths and Engineering Science. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: SKILLS DEVELOPMENT (BUILDING AND CONSTRUCTION)

KwaZulu Natal region

Pietermaritzburg Med A (Ref: KZN 2026/03/118)

Waterval Med A (Building and Construction) (Ref: KZN 2026/03/119)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST (M+4): ABET

Eastern Cape region

Sada: Cradock (Ref: EC 2026/03/113)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

Competencies and attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training development, service delivery and honest, coaching and mentoring, good work ethics, confidentiality, interpersonal relation, 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. Manage human resources, finances and assets. Manage performance information.

EDUCATIONIST M+4: BUSINESS STUDIES, ACCOUNTING AND ECONOMICS

Free State and Northern Cape region

Groenpunt Youth (Ref: FSNC 2026/03/190)

Salary: R360 837 per annum

Requirements: Recognized four (4) year Degree or equivalent qualification in Education majoring in Business, Accounting and Economics. Registration with the South African Council of Educators. Computer literate. Valid driver's licence.

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, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.

Responsibilities: Implement educational programs 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. Manage human resources, finances and assets. Manage performance information.

AGRICULTURE TECHNICIAN (CB2-1)

Gauteng region

Leeuwkop: (Ref: GP 2026/03/234)

Salary: R313 521 per annum

Requirements: Matric/Grade 12 or relevant NQF level 6 qualification in Agriculture. and successful completion of the Correctional Science Learnership/ Basic Training/ Induction Training Course (ITC). 10 years relevant experience gained at the entry level production post (CB 1) or for a person appointed with a relevant NQF level 6 qualification, no previous experience is required for appointment to this post. Computer literate. Valid driver's licence.

Competencies and attributes: Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and 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 and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

Responsibilities: Capture, issue and receive vouchers on Agriculture system. Capture order numbers on Agriculture system. Ensure compliance with finance and logistical procedures. Create Log 1 requisitions. Handling enquiries of outstanding documents. Collect and print orders from Supply Chain. Update computer and files regarding clearances. Conduct assets and inventory control. Appoint asset controllers. Monthly verification of assets and update and maintain asset registers. Management information. Printing of stock on hand reports, empty reports for project managers monthly. Collect and sign off internal cleaning material for projects at Logistics. Management of resources. Management of performance information.

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. Please do not call the department to enquire about the progress of your application.

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 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 the interview.

Applications: Applications must be submitted on the Z83 form (Public Service application form) obtainable from any Public Service department and must be completed in full. Only a detailed CV should be attached to your application form. **Only shortlisted candidates will be required to submit certified copies not older than 6 months of qualifications and other related documents on or before the day of the interview.** Please send a complete application for the post you apply for **on a pdf format**, stating the correct reference for the position you are interested in. **Requirement for valid driver's licence is not applicable to applicants with a disability.**

All shortlisted candidates shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Send your complete application to:

EASTERN CAPE REGION: The Regional Commissioner Eastern Cape. Recruitment Section, P/Bag X9013, East London **OR hand deliver at:** Moore Street, Block E Ocean Terrace Quigney, East London, 5211 **OR** you can email your application to ECHRMD@dcs.gov.za. Contact persons: Ms Myataza Z (043) 706 7866/Ms Mngugudo N (043) 706 7882.

FREE STATE AND NORTHERN CAPE REGION: The Regional Commissioner Free State and Northern Cape, Recruitment Section, P/Bag X20530, Bloemfontein, 9300 **OR hand deliver at:** 103 Zastron Street, Agrimed Building, Bloemfontein, 9300 **OR** you can email your application to FSNCHRM@dcs.gov.za. Contact persons: Ms Mkuni NJ /Ms Molutsoane N/Ms Radebe T/ Ms. Ramncwana B (082) 306 9027.

GAUTENG REGION: The Regional Commissioner Gauteng, Recruitment Section, P/Bag X393, Pretoria, 0001 **OR hand deliver at:** 1077 Forum East Building, Arcadia Street, Hatfield **OR** you can email your application to GPHRM@dcs.gov.za. Contact persons: Mr Masango SS (012) 420 0173/Ms Feni SAP (012) 420 0173/ (012) 420 0179.

KWAZULU-NATAL REGION: The Regional Commissioner: KwaZulu Natal, Recruitment Section, P/Bag X9126, Pietermaritzburg, 3201 **OR hand deliver at:** Correctional Services, Eugene Marais Road, Napierville, Pietermaritzburg, 3201 **OR** you can email your application to KZNHRM@dcs.gov.za. Contact persons: Mr Singh M (033) 355 7380/Ms Zuma NI (033)355 7367.

LIMPOPO, MPUMALANGA AND NORTH WEST REGION: The Regional Commissioner Limpopo, Mpumalanga & North West, Recruitment Section, P/Bag X142, Pretoria, 0001 **OR hand deliver at:** Cnr Johannes Ramokhoase (Proes) & Paul Kruger Street, 196 Masada Building, 09th Floor, Pretoria, 0001 **OR** you can email your application to LMNHRM@dcs.gov.za. Contact persons: Mr Buthelezi Z (012) 306 2025/Ms Nomvela PM (012) 306 2033/Ms Lekhuleni TD (012) 306 2034.

WESTERN CAPE REGION: The Regional Commissioner Western Cape, Recruitment Section, P/Bag X14, Goodwood, 7459 **OR hand deliver at:** Peninsula Drive, Monte Vista, 7460 **OR** you can email your application to WCHRMD@dcs.gov.za.

Contact persons: Ms NA Mdladlamba (021) 550 6014/Ms A Reddy (021) 559 7929/Mr S Sikisazane (021) 558 0108/Ms NC Sotyibi (021) 558 0518.

Closing date for applications: 10 APRIL 2026 @ 15h45

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

