



The Department of Home Affairs is guided by a **clear compass** — its digital **transformation agenda** and **“Home Affairs @ Home” Vision** — driving the transformation of the Department into a digital-first, world-class organization; **delivering secure, seamless and people-centric services anytime, anywhere.**

Enquiries: Ms N Sindane

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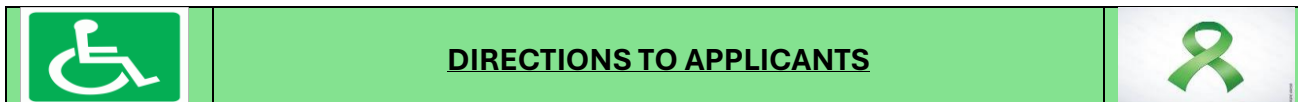
Date issued: 12 June 2026

VACANCIES - HUMAN RESOURCE MANAGEMENT CIRCULAR MINUTE NO 34 OF 2026

The Department of Home Affairs (DHA) seeks to appoint professional, passionate and skilled individuals to form part of a leadership team driving the transformation of Home Affairs into a digital-first, world-class organisation. Candidates committed to service excellence, digital transformation, innovation, integrity and the Department’s shared values, and whose credentials meet the requirements of these posts, are invited to apply before the closing date.

The DHA is a merit-based and equal opportunity employer. In line with its commitment to promoting opportunities, in the filling of these posts, women and persons with disabilities are encouraged to apply.

The DHA complies with the Protection of Personal Information Act, 2013 (Act No. 4 of 2013). Personal information submitted will be processed solely for recruitment purposes, retained where required for audit, and safeguarded against unauthorised disclosure, except where legally required. Submission of an application constitutes consent to such processing.



CLOSING DATE: 13 JULY 2026

APPLICATIONS: Must be –

- submitted online at <https://erecruitment.dha.gov.za>, or sent to one of the addresses specified at the bottom of the relevant post, on or before the closing date;
- accompanied by a fully completed and signed **Application for Employment Form** (New Z83, effective from 1 January 2021, obtainable at www.dpsa.gov.za), citing the correct post number and job title; a **comprehensive CV** (citing the start and end date (dd/mm/yy), job title, detailed duties performed and exit reason for each employment period to be considered, as well as the details of at least two contactable employment references (as recent as possible)); as well as **relevant educational qualifications / RPL certificates / Academic Transcripts** of completed qualifications, regardless of online, email or manual submission. Applicants who possess (a) **foreign qualification(s)**, are furthermore required to submit the evaluated results of such qualifications as received from the South African Qualifications Authority (SAQA).

PRE-SCREENING: During pre-screening, candidates may be directed to submit additional supporting documentation such as a copy of their ID document, a valid driver’s license (if specified as a job requirement), acting letters, amongst others.

SELECTION: Shortlisted candidates -

- will be subject to various assessments, such as an **interview(s) and technical test(s)** (which assess the candidate’s professional and technical competency against the job requirements and duties, general job fit, integrity and digital literacy);
- potentially considered suitable after the interview(s) and test(s), will be subjected to further **mandatory assessments** (which, amongst others, assesses the candidate’s proficiency in the core, professional and behavioural competencies attached to the level of the post within the Senior Management Service), **employment suitability checks** (credit, criminal, citizenship, qualifications, social media background, conducting business with State; and employment references including verification of relevant employment tenures, pending disciplinary action and exit reasons); will be required to submit a **Declaration of Business Interests** and successfully complete the **online Nyukela Pre-entry Certificate** to Senior Management Services course, which can be accessed via: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. **Candidates wishing to be considered for appointment, are encouraged to enrol for this course immediately.** All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process.

APPOINTMENT:

Once appointed, the completion of an employment contract, performance agreement, financial disclosure; and the undergoing of a compulsory induction programme, serving a prescribed probation period, and undergoing security vetting will be required.

Unless otherwise indicated, correspondence between the Department and candidates generally will be limited to shortlisted candidates.



POST NO 1: **DEPUTY DIRECTOR-GENERAL: IMMIGRATION SERVICES, REF NO: HRMC 34/26/1**

SALARY: An all-inclusive salary package of **R1 885 710 to R2 124 237** (Salary Level 15), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

HEADQUARTERS: Head Office, Pretoria, Branch: Immigration Services.

REQUIREMENTS:

- A qualification in Law, Business Management, Public Management, Public Administration, Operations Management, Public Policy or in a relevant field at NQF level 8 as recognized by SAQA
- 8 Years' experience at a Senior Management Service level within a highly pressured, complex and litigious operational environment, preferably within immigration services, migration management, law enforcement, regulatory administration, or a related field.
- Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage
- Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, Government structures, and the legislative and operational frameworks governing immigration management and the enforcement of the Immigration Act.
- Sound knowledge and understanding of migration governance frameworks, including economic development considerations, international relations, international migration law, international conventions on migration, and applicable continental and regional migration protocols.
- Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV).
- A Valid driver's licence *or* ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours.
- Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services.

Skills and competencies:

- Strong strategic, digital and transformational leadership capability, including the ability to drive innovation, leverage emerging technologies, lead large-scale organisational transformation and modernisation initiatives, and oversee the modernisation of Immigration processes and systems, digital governance controls and technology-enabled oversight mechanisms within a digital-first environment.
- Advanced operational and regulatory management capability, including service delivery innovation, programme and project management, operational planning, governance oversight, risk management, regulatory compliance, and the ability to deliver results in a highly complex and demanding environment.
- Sound strategic, analytical and problem-solving capability, including data-driven decision-making, policy development, knowledge and information management, operational performance analysis, and the ability to strengthen organisational effectiveness, service delivery outcomes and regulatory compliance.
- Sound financial and resource management capability, including budgeting, financial management, financial reporting, resource optimisation and accountability for organisational performance within a complex operational environment.
- Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, business report writing, influencing, networking, negotiation and conflict management, with the ability to build and maintain effective relationships with government institutions, international partners and other strategic stakeholders.
- Strong people leadership capability, including team leadership, employee empowerment, change management, coaching and the ability to foster a high-performance, ethical and service-oriented organisational culture.
- High levels of professionalism, sound judgement, honesty, integrity, attention to detail, and a commitment to ethical governance and public service excellence.

DUTIES: **The successful candidate will be responsible for, amongst others, the following key functions:**

- Provide strategic and executive leadership to the Branch: Immigration Services, including the effective management of human, financial and physical resources, as

well as governance, risk and compliance processes. • Provide strategic leadership and guidance on immigration management matters, including the implementation of immigration legislation, operational modernisation, regulatory compliance and service delivery improvement initiatives. • Lead the implementation of strategic objectives and innovation initiatives within the Branch, including legislative reforms, digital transformation, process optimisation and organisational culture transformation to enhance operational efficiency and client service delivery. • Drive the Branch's Digital Transformation Programme through the implementation of secure, modern and future-ready immigration systems and platforms, including the Electronic Travel Authorisation (ETA), integrated biometric solutions and digital immigration registration platforms that promote digital inclusion and equitable access to services. • Provide strategic leadership on permitting services and the administration of immigration functions in accordance with the Immigration Act, 2002 (Act No. 13 of 2002), including asylum seeker management and related immigration services. • Provide strategic direction on immigration port control policy, immigration operations and regulatory enforcement capabilities. • Lead inspectorate and immigration enforcement services, including the identification and implementation of measures to detect, prevent and address illegal immigration and ensure compliance with immigration legislation. • Facilitate strategic stakeholder engagement and partnerships with government institutions, law enforcement agencies, international organisations and other key stakeholders, including representing the Department at national, regional and international forums. • Oversee the development, review and implementation of immigration policies, frameworks, systems and codes of practice aligned to legislative prescripts, governance standards and organisational priorities. • Ensure the effective delivery of immigration services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, strengthening governance and internal control systems, and supporting clean audit outcomes. • Lead the institutionalisation of digital innovation, ethical governance, organisational values and people-centred service delivery practices across the Branch.

ENQUIRIES:

Ms Proby Reddy (060 976 7508) or **Ms Sandra Mkhaliphi** (072 527 6033).

APPLICATIONS:

Applications compliant with the "Directions to Applicants" above, must be submitted **online** at <https://erecruitment.dha.gov.za>, or via **email** to imsrecruitment@dha.gov.za (limited to **2.5MB** in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or **delivered** for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.



POST NO 2:

DEPUTY DIRECTOR-GENERAL: HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT,
REF NO: HRMC 34/26/2

SALARY:

An all-inclusive salary package of **R1 885 710 to R2 124 237** (Salary Level 15), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

HEADQUARTERS:

Head Office, Pretoria, Branch: Human Resources Management and Development.

REQUIREMENTS:

- A qualification in Human Resource Management, Public Administration, Management, Industrial Psychology, Management Sciences, Social Sciences or in a related field at NQF level 8 as recognised by SAQA
- 8 years' experience at a Senior Management level
- Extensive experience in strategic human resource management and organisational development, including the development and implementation of fit-for-purpose people strategies, workforce planning, talent management, organisational design and culture transformation, leadership development, and modernisation initiatives aligned to organisational priorities
- Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage
- Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, Government structures, labour relations frameworks, and policy frameworks applicable to human resources management and development.
- Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development

Plan (MTDP), Government Planning Frameworks and principles of good corporate governance (King IV). • A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. • Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services.

Skills and competencies: • Strong strategic, digital and transformational leadership capability, including the ability to drive innovation, leverage emerging technologies, lead organisational modernisation initiatives, and oversee the transformation of HRM&D systems, business processes, digital governance controls and technology-enabled service delivery within a digital-first environment. • Advanced human capital management and organisational development capability, including workforce planning and transformation, talent, performance and succession management, organisational design and development, change management, organisational culture development, leadership development, coaching and employee empowerment. • Strong governance, programme and operational management capability, including policy development, programme and project management, financial and risk management, governance oversight, commercial acumen, planning and organising, accountability, and the ability to deliver results in a complex and demanding environment. • Sound strategic, analytical and problem-solving capability, including data-driven decision-making, workforce analytics, organisational diagnostics, knowledge and information management, and the ability to optimise organisational performance, productivity and service delivery. • Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, business report writing, influencing, networking, negotiation and conflict management, with the ability to build and sustain strategic partnerships. • Strong people leadership capability, including team leadership, talent development and the ability to foster a high-performance, ethical and values-driven culture that supports organisational objectives, workforce transformation and the adoption of new ways of working. • High levels of professionalism, ethical conduct, honesty, integrity, sound judgement, attention to detail and a commitment to public service excellence.

DUTIES:

The successful candidate will be responsible for, amongst others, the following key functions: • Provide strategic and executive leadership to the Branch: Human Resources Management and Development, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. • Lead the development, review and implementation of the Department's human resources strategy, workforce planning frameworks and organisational development initiatives in support of the Department's strategic objectives and service delivery mandate. • Provide strategic leadership on human capital management functions, including talent management, recruitment and selection, employment relations, conditions of service, employee wellness, learning and development, collective bargaining and labour relations. • Drive organisational transformation, culture change and modernisation initiatives to support the Department's transition into a digital-first organisation, including the implementation of appropriate change management, capability-building and digital enablement programmes. • Lead the innovation, optimisation, digitisation and automation of human resource management services, systems and business processes to enhance operational efficiency, governance, accountability and service delivery outcomes. • Ensure the effective delivery of human resource management services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, continuous improvement of service delivery outcomes, and the maintenance of sound governance and internal control systems to support clean audit outcomes. • Facilitate strategic stakeholder engagement and partnerships with internal business units, organised labour, government institutions and external stakeholders in support of the Department's strategic and operational objectives. • Oversee the development, review and implementation of best-practice human resources policies, frameworks, systems and codes of practice aligned to legislative prescripts, governance standards and organisational priorities. • Lead the institutionalisation of the Department's organisational values, ethical standards, compliance culture and people-centred service delivery ethos across the Department.

ENQUIRIES:

Ms Proby Reddy (060 976 7508) or **Ms Sandra Mkhaliphi** (072 527 6033).

APPLICATIONS:

Applications compliant with the "Directions to Applicants" above, must be submitted **online** at <https://erecruitment.dha.gov.za>, or via **email** to HRrecruitment@dha.gov.za (limited to **2.5MB** in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or **delivered** for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.



POST NO 3 : **DEPUTY DIRECTOR-GENERAL: INFORMATION SERVICES, REF NO: HRMC 34/26/3**

SALARY : An all-inclusive salary package of **R1 885 710 to R2 124 237** (Salary Level 15), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

HEADQUARTERS: : Head Office, Pretoria, Branch: Information Services.

REQUIREMENTS :

- A qualification in Information Technology, Computer Science, Computer Engineering, Information and Communication Technology, Information Systems or a relevant field at NQF level 8 as recognised by SAQA
- 8 years' experience at a Senior Management level in an Information Communication Technology (ICT) environment
- Proven experience in delivering complex ICT solutions, leading digital transformation initiatives, implementing AI-enabled technologies, managing business intelligence capabilities, and overseeing large-scale ICT programmes and projects in a highly demanding operational environment.
- Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage
- Extensive knowledge and understanding of digital transformation and public sector ICT environments, including the Department's Digital Transformation Strategy and Implementation Framework, government service delivery models and digital economy frameworks.
- Advanced knowledge of ICT governance frameworks, legislation and regulatory prescripts, including CGICT, COBIT, ITIL, the PFMA, POPIA, the SITA Act, as well as governance, risk management and audit processes.
- Advanced knowledge and experience in enterprise architecture, cloud computing, systems integration platforms, cybersecurity frameworks and standards, digital identity and Public Key Infrastructure (PKI) ecosystems, data governance, analytics and AI technologies.
- Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks and principles of good corporate governance (King IV).
- A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours.
- Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services.

Skills and competencies:

- Strong digital leadership capability, including the ability to drive innovation, leverage emerging technologies, and lead large-scale business process and organisational transformation within a digital-first environment, including the modernisation of ICT processes and systems, digital governance controls, and technology-enabled oversight mechanisms.
- Advanced ICT capability, including enterprise architecture, platform-based operating models, cybersecurity, ICT governance, compliance management, business continuity, knowledge and information management, digital service delivery, advanced computer literacy, and AI-enabled technologies.
- Strategic leadership and execution capability, including sound decision-making, accountability, commercial acumen, and the ability to lead complex digital transformation programmes and ICT-enabled organisational change initiatives.
- Strong programme and project delivery, business process analysis and optimisation, planning and organising, financial management, performance management, and the ability to operate effectively under pressure while meeting organisational objectives and deadlines.
- Excellent stakeholder management and interpersonal skills, including client orientation and customer focus, communication, presentation, facilitation, business report writing, influencing, networking, negotiation, and conflict management, with the ability to build and sustain strategic partnerships.
- Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions.
- High levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES: **The successful candidate will be responsible for, amongst others, the following key functions:**

- Provide strategic and executive leadership to the Branch: Information Services, including the effective management of human, financial and physical resources, as well as governance, audit, risk and compliance processes.
- Drive the Department's Digital

Transformation Strategy through the modernisation of legacy ICT environments and the implementation of integrated, secure and citizen-centric digital platforms and online service delivery models. • Lead strategic digital programmes and innovations, including the Electronic Travel Authorisation (ETA), Digital Identity and Public Key Infrastructure (PKI), Smart ID and ePassport modernisation, automation initiatives, AI-enabled capabilities, and the expansion of services into digital channels. • Provide strategic leadership and expert guidance on Information and Communication Technology (ICT), including ICT strategy, Enterprise Architecture, digital innovation, ICT operations, infrastructure, systems availability, cybersecurity, digital trust and risk management. • Lead the establishment and implementation of the Department's Digital Transformation Portfolio and institutionalise innovative, paperless and technology-enabled service delivery capabilities across the Department. • Facilitate strategic stakeholder engagement, ecosystem integration and intergovernmental collaboration, including representing the Department at various forums and maintaining partnerships with key stakeholders. • Ensure the effective delivery of ICT services in accordance with applicable service standards and organisational commitments, including the achievement of Branch performance targets, continuous improvement of service delivery outcomes, and the maintenance of sound governance and internal control systems to support clean audit outcomes • Oversee the development, review and implementation of ICT policies, frameworks, standards, codes of practice and regulatory compliance measures aligned to best practice and government priorities. • Ensure the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES:

Ms Proby Reddy (060 976 7508) or Ms Sandra Mkhalihi (072 527 6033).

APPLICATIONS:

Applications compliant with the "Directions to Applicants" above, must be submitted **online** at <https://erecruitment.dha.gov.za>, or via **email** to IRecruitment@dha.gov.za (limited to **2.5MB** in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or **delivered** for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.



POST NO 4:

DEPUTY DIRECTOR-GENERAL: COUNTER CORRUPTION AND SECURITY SERVICES, REF NO: HRMC 34/26/4

SALARY:

An all-inclusive salary package of **R1 885 710 to R2 124 237** (Salary Level 15), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

HEADQUARTERS:

Head Office, Pretoria, Branch: Counter Corruption and Security Services.

REQUIREMENTS:

- A qualification in Law / Security Management / Forensic Investigation / Management / Business Management / Public Administration / Public Management or in a related field at NQF level 8 as recognised by SAQA
- 8 years' experience at a Senior Management level
- Extensive experience in an anti-corruption or security services environment.
- Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage
- Extensive knowledge and understanding of the Constitution of the Republic of South Africa, Public Service legislative and regulatory frameworks, government policies, protocols and governance prescripts applicable to security management, intelligence coordination, anti-corruption and related functions.
- Excellent knowledge of legislation, policies and frameworks governing security, investigations, intelligence and anti-corruption operations, including Intelligence Services legislation, the Criminal Procedure Act, the South African Police Service Act, anti-corruption legislation, and the National Intelligence Framework.
- Sound knowledge and understanding of governance, fraud prevention, risk management, information security and cybersecurity frameworks, including the Public Service Anti-Corruption Strategy, Fraud Risk Management Framework, Minimum Information Security Standards (MISS), Cybercrimes legislation, the Protection of Personal Information Act (POPIA), State Information Technology governance frameworks, and Digital Government and Digital Identity frameworks.
- Sound knowledge and understanding of policy development, strategic planning, operational governance, and the alignment of security, intelligence and anti-corruption functions with organisational and sector-specific business requirements.
- Sound

knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV). • A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours. • Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services.

Skills and competencies: • Strong digital leadership capabilities, including the ability to drive innovation, embrace emerging technologies and lead business process transformation within a digital-first environment; including the modernisation of anti-corruption and security processes and systems, digital governance controls and technology-enabled oversight mechanisms. • Strategic leadership and execution capabilities, including decision-making, accountability and the ability to lead security, counter-corruption, governance and organisational transformation initiatives within a highly regulated environment. • Advanced security, investigative and governance capabilities, including counter-corruption, fraud risk management, intelligence coordination, investigations oversight, information and physical security management, vetting, compliance and risk management. • Strong strategic, analytical and operational management capabilities, including policy development, programme and project management, financial management, governance oversight, planning and organising, problem-solving and the ability to work effectively under pressure and meet organisational targets. • Capability to drive digital transformation and modernisation within the security and counter-corruption environment through secure digital systems, information security frameworks and technology-enabled oversight mechanisms. • Excellent stakeholder management and interpersonal capabilities, including influencing, networking, negotiation, conflict resolution, communication and engagement with law enforcement agencies, intelligence structures and strategic stakeholders. • Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions. • High levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES:

The successful candidate will be responsible for, amongst others, the following key functions: • Provide strategic and executive leadership to the Branch: Counter Corruption and Security Services, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes. • Lead the Department's counter-corruption and security modernisation initiatives through the implementation of digital transformation programmes, secure systems and technology-enabled oversight mechanisms aligned to departmental priorities and digital transformation objectives. • Provide strategic leadership on physical and information security management, including the protection of personnel, assets, information, facilities and critical infrastructure, as well as compliance with the Minimum Information Security Standards (MISS) and related security prescripts. • Oversee the investigation and analysis of fraud, corruption, criminal conduct, employee misconduct and other security-related matters, including collaboration with law enforcement and prosecutorial authorities to support successful case resolution and prosecution. • Provide strategic leadership on personnel security and vetting services, including security screening, vetting compliance, security clearance processes and stakeholder coordination with relevant security agencies. • Lead the development and implementation of counter-corruption prevention, intelligence gathering, fraud risk management and ethics management initiatives, including conducting lifestyle audits, strengthening whistleblower protection mechanisms, chairing the Departmental Ethics Committee, and driving the implementation of the Public Service integrity and ethics management frameworks across the Department. • Oversee the development, review and implementation of policies, directives, governance frameworks and codes of practice to ensure regulatory compliance, effective risk management, audit readiness and alignment with departmental and national prescripts. • Facilitate strategic stakeholder engagement and partnerships with law enforcement agencies, intelligence structures and key stakeholders in support of the Department's mandate and operational objectives. • Ensure the achievement of Branch performance targets, operational efficiency, effective service delivery and the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES:

Ms Proby Reddy (060 976 7508) or **Ms Sandra Mkhaliphi** (072 527 6033).

APPLICATIONS:

Applications compliant with the "Directions to Applicants" above, must be submitted **online** at <https://erecruitment.dha.gov.za>, or via **email** to cscsrecruitment@dha.gov.za (limited to **2.5MB** in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the



POST NO 5:

CHIEF FINANCIAL OFFICER, REF NO: HRMC 34/26/5

SALARY:

An all-inclusive salary package of **R1 885 710 to R2 124 237** (Salary Level 15), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

HEADQUARTERS:

Head Office, Pretoria, Branch: Finance and Supply Chain Management.

REQUIREMENTS:

- A qualification in Accounting, Financial Accounting, Financial Management or in a related field at NQF level 8 as recognised by SAQA
- 8 years' experience at a Senior Management level.
- Extensive experience in a Financial Management environment leading complex financial management functions, including Financial Governance, Audit- and Risk Management practices.
- Proven track record of operating successfully at a strategic / executive leadership level within a large organization of comparable size and complexity as well as public sector experience will serve as an added advantage
- Knowledge of the Constitution of South Africa.
- Knowledge of Public Service Regulatory Framework.
- Advanced knowledge and understanding of the Public Finance Management Act (PFMA) and Treasury Regulations, Modified Cash Standards, Auditing Standards and practices, the PPPF Act, and accounting systems, e.g. BAS, PERSAL and LOGIS.
- Sound knowledge and understanding of government planning and governance frameworks, including the Medium-Term Development Plan (MTDP), Government Planning Frameworks, and the principles of good corporate governance (King IV).
- Understanding of all relevant human resources Legislative Framework, Regulations and prescripts.
- A Valid driver's licence or ability to fulfil the operational travel requirements of the post independently, through maintaining reliable transport arrangements for the execution of official duties, as well as willingness to travel and work extended hours.
- Successful completion of the Nyukela Pre-entry Certificate to Senior Management Services.

Skills and competencies:

- Strong digital leadership capabilities, including the ability to drive innovation, embrace emerging technologies and lead business process transformation within a digital-first environment; including the modernisation of financial management processes and systems, digital governance controls and technology-enabled oversight mechanisms.
- Strategic leadership and execution capabilities, including strategic planning, decision-making, accountability and the ability to lead financial governance within a complex organisational environment.
- Advanced financial management and governance capabilities, including budgeting, financial planning, expenditure management, supply chain management, revenue management, audit compliance management, financial risk management and the interpretation and implementation of PFMA and Treasury Regulations.
- Strong analytical and operations management capabilities, including programme and project management, policy development, research, business process optimisation, problem-solving, planning and organising, and the ability to work effectively under pressure and meet organisational targets.
- Excellent stakeholder management and interpersonal capabilities, including influencing, networking, diplomacy, communication, presentation and business report writing skills, with the ability to engage effectively with executive management, oversight structures and strategic stakeholders.
- Strong people management and change leadership capability, including team leadership, coaching, empowerment, talent development, and the ability to drive organisational culture transformation and workforce adoption of digital solutions.
- Strong numerical skills, high levels of professionalism, ethical conduct, honesty and integrity, attention to detail, sound judgement and a commitment to public service excellence.

DUTIES:

The successful candidate will be responsible for, amongst others, the following key functions:

- Provide strategic and executive leadership to the Finance and Supply Chain Management Branch, including the effective management of human, financial and physical resources, as well as governance, risk and compliance processes.
- Lead the modernisation and digital transformation of financial and supply chain management systems, processes and controls in alignment with Departmental priorities and national digital government objectives.
- Provide strategic leadership and direction to the Department on financial management, budgeting, accounting, expenditure management, revenue management, asset and fleet management, supply chain management and public-private partnership initiatives in

accordance with the PFMA and National Treasury Regulations. • Lead the Department’s financial planning, forecasting and budgeting processes, including medium- and long-term financial strategy development, financial modelling, resource allocation, expenditure oversight and the optimisation of financial performance and sustainability. • Provide strategic financial advice and support to the Accounting Officer and Executive Management on financial governance, fiscal planning, strategic investment decisions, financial risks and the financial implications of Departmental initiatives and reforms. • Oversee the implementation of robust financial governance frameworks, including internal control systems, audit-readiness strategies, compliance management, financial risk-management practices, and consequence management measures, to achieve and sustain clean audit outcomes and strengthen the Department’s financial maturity. • Facilitate high-level stakeholder engagement and represent the Department in governance, audit and financial management structures, including leading Audit Committee engagements on behalf of the Department, to promote effective oversight, accountability and organisational performance. • Lead the development, review and implementation of financial and supply chain management policies, directives, frameworks and operational standards aligned to national legislation, Treasury prescripts and Departmental priorities. • Ensure the achievement of Branch performance targets, operational efficiency, effective service delivery and the institutionalisation of accountability, ethical governance and organisational values across the Branch.

ENQUIRIES:

Ms Proby Reddy (060 976 7508) or **Ms Sandra Mkhali** (072 527 6033).

APPLICATIONS:

Applications compliant with the “Directions to Applicants” above, must be submitted **online** at <https://erecruitment.dha.gov.za>, or via **email** to financerecruitment@dha.gov.za (limited to **2.5MB** in size. Should an automated acknowledgement of receipt not be received when an application is emailed, this could mean that the application was not received due to the size of the attachments. Should this occur, kindly resend the application in 2 / 3 parts, splitting the attachments accordingly), or **delivered** for the attention of the enquires person cited for this post, to the Department of Home Affairs, Head Office, 5th Floor Hallmark Building, 230 Johannes Ramokhoase Street, Pretoria Central.

THE DHA SHARED VALUE SET



**ETHICAL
CONDUCT**



**COURAGEOUS
ACTION**



**INNOVATIVE
THINKING**



**CARING
INTERACTIONS**



**SOLUTIONS-ORIENTED
APPROACH**