



home affairs

Department:
Home Affairs
REPUBLIC OF SOUTH AFRICA



new
directions

The National Development Plan (NDP) 2030 is a compass pointing South Africa in a new direction where poverty is eliminated and inequality is reduced by 2030. This desired destination can be reached by enhancing the capacity of the State, and the Department of Home Affairs is committed to delivering on this goal.

Enquiries: Ms N Sindane

Tel No: 012 406 4244
Date Issued: 07 November 2025

VACANCIES - HUMAN RESOURCE MANAGEMENT CIRCULAR MINUTE NO 48 OF 2025

The Department of Home Affairs is a merit-based and equal opportunity employer. It is our intention to appoint excellent candidates whilst harnessing the power of diversity.

We are looking for committed, passionate and talented individuals to form part of a new leadership team, equipped with the right skills to facilitate the transformation of Home Affairs into a digital-first, world-class organisation. If you are committed to delivering on the Medium-Term Development Plan's priorities through digital transformation, ascribe to the Department's shared value set, have what it takes to serve the needs of South African citizens, residents and visitors with the highest levels of professionalism and integrity, and your credentials meet the requirements of any of the following positions, kindly respond before the closing date.

The Department of Home Affairs subscribes to the provisions of the Protection of Personal Information Act (Act 4 of 2013). As such, the Department will use the personal information provided by Applicants for recruitment purposes in reference to posts applied for. This information may be retained for audit purposes. The Department undertakes to protect the confidentiality of all personal information provided, and will not disclose such to any unauthorised person, except where it is legally compelled to do so or it is necessary in furthering recruitment purposes. The submission of an application (including any additional / supporting information), is considered as an Applicant's consent hereto.



DIRECTIONS TO APPLICANTS



CLOSING DATE: 21 November 2025

APPLICATIONS: Must be –

- submitted online at <https://erecruitment.dha.gov.za> or sent to the **correct address** specified at the bottom of the posts, **on or before the closing date**;
- accompanied by a fully completed 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; and a **comprehensive CV** (citing the start and end date dd/mm/yy), job title, 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), regardless of online or manual submission.

SELECTION: Shortlisted candidates -

- are required to submit a copy of their **ID document**, a **valid driver's license** (if specified as a job requirement), **relevant educational qualifications / RPL certificates / Academic Transcripts of completed qualifications**, and **Acting letters** as directed. Furthermore, applicants who possess (a) **foreign qualification(s)**, are required to submit the **evaluated results** of such qualifications, as received from the South African Qualifications Authority (**SAQA**);
- will be subjected to an **interview**, **various relevant tests and assessments**, and **employment suitability checks** (credit, criminal, citizenship, qualifications, and employment references including verification of exit reasons, and conducting business with State).

- **APPOINTMENT:** Once appointed, serving of a prescribed probation period, and obtaining of a security clearance appropriate to the post, will be required.

Correspondence between the Department and candidates will be limited to shortlisted candidates, ONLY.



POST NO 1 : SPECIALIST CYBER SECURITY ENGINEER, REF NO: HRMC 48/25/1 (2 POSITIONS)

(This is a re-advertisement, Candidates who have previously applied, and are still interested, are kindly requested to re-apply).

SALARY LEVEL : An all-inclusive salary package of **R896 436 to R1 055 958** per annum (Level 11).

CENTRE : Head Office: Tshwane, Directorate: Information System Security

REQUIREMENTS :

- An undergraduate qualification in Information Technology, Computer Science, Computer Engineering at NQF level 6 as recognized by SAQA.
- 5 Years' experience in an IS Security environment.
- Extensive experience in Cyber Security or Security Systems engineering.
- Knowledge and experience in the application of GITO requirements and Frameworks.
- Knowledge of the State Information Technology Agency Act 88 of 1988.
- Knowledge of Infrastructure Monitoring, Orchestration and SIEM tools.
- Knowledge of IT Security industry certifications, such as Certified Information Systems Security Professionals (CISSP), Certified Ethical Hacker (CEH).
- Extensive knowledge of networks, including all related components and communication protocols.
- Knowledge of the e-Government Policy Framework consultation paper developed by GITO.
- Knowledge and understanding of PAIA and POPIA, MISS the information Security Framework (ISO17799), National Strategic Intelligence Act and Draft Electronic Transactions Bill.
- Understanding of defence in depth strategies and how security devices are deployed.
- Knowledge of server hardening on multiple platforms.
- Knowledge and understanding of all relevant public service and Departmental Legislative Frameworks, as well as Government Structures.
- Excellent abilities and experience in project management, project optimization, and the use of online systems.
- A valid drivers' license.
- Willingness to travel and work extended hours.

Required skills and competencies:

- Strategic capability and leadership.
- Service delivery innovation, client orientation and customer focus.
- People management and empowerment.
- Web services security.
- Threat hunting.
- Ability to translate Technology into English.
- Engineering and Technology.
- Program and project management.
- Ability to instill appropriate processes and systems, as well as enabling technology, to support the Directorate in efficiently and effectively managing the required work.
- Support digital transformation.
- Excellent verbal and written communication, as well as report writing and presentation skills.
- Problem-solving and analysis.
- Influencing, networking, conflict management and resolution skills.
- Knowledge and Information management.
- Decision-making and initiating action.
- Planning, organising and time management.
- Expenditure management.
- Computer literacy.
- Patriotism, Honesty, Integrity and Accountability.

DUTIES : The successful candidates will be responsible for, amongst others, the following specific tasks:

- Analyse and identify threats and vulnerabilities for infrastructure, systems, processes and procedures.
- Coordinate and implement Cyber-Security monitoring, analysis and incident response.
- Lead the development, communication and implementation of a security applications strategy and framework.
- Establish and maintain technical and non-technical security controls in line with relevant (IS) security requirements.
- Co-ordinate and enforce system development processes and provide security engineering and consulting services across the Department.
- Implement information security as a fundamental element of technology architecture.
- Develop and implement security solutions for DHA's data and systems.
- Research, design and advocate new technologies, architecture and security products.
- Ensure the integration of all security solutions within and across each domain.
- Develop a security product strategy and roadmap.
- Develop, implement and maintain Information System Security Service-Catalogue, Policies, Procedures and Standards.
- Implement Security protocols and measures to respond to security incidents.
- Develop and manage cyber treat monitoring, SIEM solutions, and incident detection systems.
- Implement security best practices across on premise, cloud (AWS/Azure), hybrid environment.
- Ensure successful business transformation.
- Foster effective partnerships with all stakeholders.
- Implement governance processes, frameworks, policies, procedures, and manage risks.

ENQUIRIES : **Head Office:** Ms T Rakgoale, Tel No: 012 406 2808

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at <https://erecruitment.dha.gov.za> or jsrecruitment@dha.gov.za

POST NO 2 : **SPECIALIST: NETWORK CONTROLLER, REF NO HRMC 48/25/2 (2 Positions)**

(This is a re-advertisement, Candidates who have previously applied, and are still interested, are kindly requested to re-apply).

SALARY LEVEL : An all-inclusive salary package of **R896 436 to R1 055 958** per annum (Level 11).

HEADQUARTERS : Head Office, Tshwane, Branch: Information Services, Chief Directorate: IS Infrastructure Management

REQUIREMENTS : An undergraduate qualification in Information Technology, Computer Science, Information Systems or Computer Engineering at an NQF level 6 as recognised by SAQA • 3 Years' experience at an Assistant Director or an equivalent¹ level in the Information Technology environment • Experience in designing and implementing network subnets and VLAN's, Access lists, Secure Virtual Private Networks and network security • Knowledge of Network administration • In-depth technical knowledge of network switching and routing • Knowledge of the Public Service Regulatory Framework • Knowledge of the State Information Technology Agency Act 88 of 1998. • Understanding of the Departmental Legislation and Prescripts • Knowledge of National Strategic Intelligence Act and the Draft Electronic Transaction Bill

Required skills and competencies: Management and Leadership • Service delivery innovation, client orientation and customer focus • People management and empowerment • Financial Management • Program and project management • Change management • Ability to instill appropriate processes and systems, as well as enabling technology, to support the Department in efficiently and effectively managing the required work • Support with digital transformation • Innovation • Excellent verbal and written communication, as well as presentation skills • Problem-solving and analysis • Influencing, networking, conflict management and negotiation skills • Knowledge and Information management • Decision making and initiating action • Planning, organising and time management • Coaching and facilitating • Computer literacy • Patriotism, Honesty and Integrity.

DUTIES : The successful candidate will be responsible for, amongst others, the following specific tasks: • Develop and implement network strategies and plans • Implement and manage LAN and WAN (VPN) environment including telephony (VOIP) for the entire Department • Connect systems and servers related to district networks for the availability of services to authorized users e.g. email systems, accounts, print queues, IP assignments, computer etc. • Coordinate and implement data network activities, computer operations and configuration for purpose of providing technical advice • Coordinate and implement the design of computer networks, physical and logical network infrastructures and service for system operations (e.g. internet, intranet, webmail, FTP service, etc) • Provide expertise on Mobile connectivity for the mobile workforce (e.g. VSAT, 3G, Wi-Fi, LAN, WiMax) • Coordinate, implement and install computer equipment, network (client and server) software and hardware on a variety of platforms • Ensure the connection of service on a website and related hardware and supporting software such as throughput, switches, patch panels and racks • Address network security threats in service level timelines • Ensure that all network incidents and problems are reported, investigated and resolved • Participate in the preparation of bid specifications for required purchases (e.g. computers router, software (email, firewall, backup)) • Provide strategic advice and guidance on Network matters • Facilitate stakeholder engagement and collaboration with key account stakeholders, and represent the Department at various forums • Ensure the effective implementation of strategic objectives and innovations (digital transformation, solutions, product / process improvements and data management and analysis), in order to enhance service delivery • Contribute to delivery of the Information Services business / operational plan against agreed timeframes and objectives • Implement governance processes, frameworks and procedures • Ensure effective and efficient management of human, physical and financial resources within the Unit • Coach and guide staff on best practices and compliance with regulatory requirements.

ENQUIRIES : **Head Office:** Ms R Masemola, Tel No: 012 406 4156

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at <https://erecruitment.dha.gov.za> or jsrecruitment@dha.gov.za

POST NO 3**DEPUTY DIRECTOR: SECURITY SYSTEMS, REF NO: HRMC 48/25/3**

(This is a re-advertisement, Candidates who have previously applied, and are still interested, are kindly requested to re-apply).

SALARY LEVEL : An all-inclusive salary package of **R896 436 to R1 055 958** per annum (Level 11).

CENTRE : Head Office: Tshwane, Branch: Counter Corruption and Security Services

REQUIREMENTS :
• An undergraduate qualification in Electronic and or Computer Electronics at NQF level 6 as recognized by SAQA. • 3 Years' Middle Management experience in an electronic security systems environment is required. • Knowledge and understanding of applying GITO requirements and Frameworks. • Knowledge of the e-Governance Policy Framework consultation paper developed by GITO. • Knowledge of the State Information Technology Agency Act, 88 of 1998 and Minimum Information Security Standard (MISS) and Minimum Physical Security Standard (MPSS) • Knowledge of Public Finance Management Act. • Knowledge of the Constitution of the Republic of South Africa. • Knowledge and understanding of all relevant public service and Departmental Legislative Frameworks, as well as Government Structures • Knowledge of electronic system security deployment and maintenance (e.g hubs and monitors). • A valid drivers' license • Willingness to travel and work extended hours.

Management competencies: • Strategic capability and leadership. • People Management and empowerment. • Service delivery innovation. • Client orientation and customer focus. • Financial Management. • Program and project management. • Excellent written and verbal communication skills. • Sound decision-making, and change management skills. • Ability to instill appropriate processes and systems, as well as enabling technology, to support the Department in efficiently and effectively managing the required work. • Support digital transformation. • Computer literacy. • Patriotic, Honesty, Integrity and Accountability.
Required skills and competencies: • Problem solving and analysis. • Report writing and presentation skills. • Negotiation skills. • Information Infrastructure Architecture. • Data management systems. • Data streamlining and management. • Data systems evaluation. • Data design and analysis.

DUTIES : The successful candidate will be responsible for, amongst others, the following specific tasks: • Identify most suitable security system technology in support of the security objectives. • Ensure that servers and IT related equipment and hardware as tools of trade within the Department, are properly protected. • Ensure the introduction of Environmental Monitoring Systems (EMS) in all DHA server rooms. • Effective management and maintenance of security technology and systems. • Provide advice and guidance on security technology and systems. • Ensure that part of the risk analysis in DHA, facilities include the server room areas. • Ensure biometric access in all DHA server rooms, cash offices, control rooms (where applicable) and high-risk areas such as face value storerooms. • Repair, prepare program and maintain security systems in the Department, e.g. CCTV. • Assemble electronic and security equipment devices which may include access control and Close Circuit Television (CCTV) for effective monitoring of threats and intrusions. • Facilitate stakeholder engagement and collaboration and represent the Directorate at various forums. • Ensure the effective implementation of operational objectives and innovations (digital transformation, records- and document management solutions, process improvements and information management and analysis), in order to enhance service delivery. • Implement governance processes, frameworks and procedures. • Ensure effective and efficient management of human, physical and financial resources within the Unit. • Coach and guide staff on best practices and compliance with regulatory requirements.

ENQUIRIES : **Head Office:** Mr R Mohlaka, Tel No: (012) 406 4246

APPLICATIONS : Applications compliant with the "Directions to Applicants" above, must be submitted online at <https://erecruitment.dha.gov.za> or ccssrecruitment@dha.gov.za