

DIRECTOR- STRATEGIC MANAGEMENT AND INSTITUTIONAL PERFORMANCE SERVICES.

Salary: R 1057 326 P.A (All-inclusive package)
(Ref No KZN PT 21/17)

PURPOSE: To manage the provision of organizational development and institutional performance services in terms of legislative mandates.

REQUIREMENTS: A 3 year NQF Level 7 qualification in Public Administration/Management/Strategic management/Organizational Development. A minimum of 5 years middle management experience in Monitoring and Evaluation/Strategic Planning/Organizational Development environment.

Successful completion of the SMS Pre-entry certificate as endorsed by the National School of Government (NSG), please access this website for more information <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. A valid driver's license and in the case of people with disabilities who cannot personally drive, proof of ability to meet work related commitments is required.

KEY PERFORMANCE AREAS: Manage the provisioning of organizational development and change management interventions. Manage the integrated monitoring and evaluation services in the department. Manage the provisions of integrated planning and reporting services in the department. Manage the development and implementation of frameworks and policies. Manage resources of the Directorate.

COMPETENCIES, KNOWLEDGE AND SKILLS: Knowledge of Human resources prescripts and interpretation thereof. Knowledge of broad government imperatives, Treasury regulations, the Public Finance Management Act. In depth knowledge of evaluation system. In depth knowledge of the organizational design, job evaluation, job descriptions and business process. Management as well as related prescripts. Constitution of the Republic of South Africa. Planning frameworks relevant legislation and plans. Public service regulation, 2016. MTEF and the budget. PFMA, treasury regulations. Public service act 1994. Strategic plan framework. Annual performance plans. Monitoring and evaluation. National Treasury Strategic planning. Knowledge of government- wide monitoring and evaluation systems. Annual performance plans. National Treasury strategic planning. National development plan. Service delivery framework. National growth and development plan. Advanced MS office Applications. Ministerial Hand book. Protocol manual of South Africa Intergovernmental matters. Provincial growth and Development plan. KwaZulu Natal Citizen's Charter. Analytical. Financial management. Leadership, planning, organisational, management, computer literacy, policy analysis/development, interpersonal relations, presentation, problem solving, verbal communication, project management skills, ability to initiate and support organisational transformation, change management, advanced ability to communicate, creativity, conflict management, people management, negotiation, stakeholder/relationship management, strategic planning, strategic direction, risk management and time management.

Enquiries: Ms INN Zwane- Dlomo (033) 897 4444

closing date: 27 September 2021

Targeted: Females and people with disabilities who meet the requirements.

Successful candidates will be subjected to security screening prior to employment

The department will conduct reference checks with the HR of current and/or previous employer(s) apart from the referees listed.

Applicants with foreign qualifications must attach an evaluation certificate from the South African Qualification Authority (SAQA). Non-South African citizens who are permanent residency holders must submit a documentary proof.

The KwaZulu-Natal Provincial Treasury is an equal opportunity, affirmative action employer. As such, it is our intention to promote and uphold representivity in the Department in terms of race, gender and disability.

The new Z83 application form for applying for employment became effective from the 1st of January 2021 and can be downloaded at www.dpsa.gov.za/vacancies. The Z83 must be accompanied by certified copies of qualifications (including senior certificate) and comprehensive Curriculum Vitae.

Applicants are requested to provide Service records for all relevant experience, proof of management experience (where it is a requirement), job description for current position and certified copies of ID and driver's license, academic record for all qualifications and a letter from the respective Human Resources for occupying acting positions. This information is requested to support the applicant's CV and therefore failure to provide these may lead to an applicant being disqualified.

Where an applicant has lost a certificate, ID or driver's license proof of application for a replacement must be attached and an affidavit explaining the loss must be attached.

The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful.

It is regretted that due to the large volumes of applications received, it is not possible for the Department to acknowledge receipt of same and that only those applicants that participate in the final selection processes (interviews) are notified of the outcome

Applications that do not comply with all these instructions **will not be considered**.

Applications, quoting the correct reference number must be forwarded to: The Head of Department, Provincial Treasury, and Directorate: Human Resources, P.O. Box 3613 PIETERMARITZBURG, 3201 or hand-delivered to 145 Chief Albert Luthuli, Pietermaritzburg, 3201 for the attention of Mrs. Z Ndlela.