



## **KWAZULU-NATAL PROVINCE**

**TREASURY**  
REPUBLIC OF SOUTH AFRICA

**DEPUTY DIRECTOR: NORMS & STANDARDS**  
**REMUNERATION PACKAGE: R 744 255 PER ANNUM (Level 11)**  
**Ref: KZNPT22/09**

**PURPOSE:** To oversee the development, implementation and ensure compliance of financial and associated governance norms and standards to enhance performance oriented financial results and accountability within departments, municipalities and its respective entities.

**REQUIREMENTS:** A 3-year NQF level 6/7 National Diploma/Degree in Financial Management or Commerce or Law. A minimum of three (3) years junior management experience in a financial management/norms and standards environment/policy development environment applicable to departments, municipalities and its respective entities..

**KEY PERFORMANCE AREAS:** Develop financial norms and standards by reviewing existing policy/instruction notes/standard operating procedures and developing new policy/instruction notes/standard operating procedures. Manage the implementation and monitoring compliance of financial norms and standards to ensure compliance with the PFMA and MFMA and related financial prescripts and procedures, and take action where necessary. Provide effective financial management technical support service to all stakeholders including the research and issuing of guidelines and best practices. Improve accountability through effective financial delegations. Develop and implement training programs. Ensure the effective and efficient management of resources allocated to the sub-component.

**COMPETENCIES, KNOWLEDGE AND SKILLS:** Knowledge of Public Finance Management Act 1999 and Municipal Finance Management Act 2003. Knowledge Treasury Regulations. Knowledge of Provincial Treasury instruction notes, directives and instructions. Knowledge of Municipal Systems Act 2000 and Municipal Structures Act 1998 and other financial related prescripts applicable to the local government sphere. Knowledge of GRAP/GAAP. Planning and Organising, investigation, interpersonal relations. Research. Report writing. Presentation. Leadership. Supervision. Facilitation skills. Project planning/management. Decision making. Good verbal and written communication. Problem solving. Change management. Self-disciplined and able to work under pressure with minimum supervision. Computer skills.

**Enquiries: Mr N Price (033) 897 4324**

**closing date: 22 April 2022**

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**Targeted: African Females, African Males 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](http://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 licence 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, 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 Ms. S Ngema.**