

DEPARTMENT OF PLANNING, MONITORING AND EVALUATION



APPLICATIONS

Applications must be posted / or hand-delivered to: The Department of Planning, Monitoring and Evaluation (DPME), Attention: Human Resource Admin & Recruitment, at **Private Bag X 944. Pretoria 0028 or hand delivered to 330 Grosvenor Street, Hatfield, Pretoria 0028** (please quote the relevant post and reference number).

CLOSING DATE

13 February 2026 @ 16:30

WEBSITE

www.dpme.gov.za

NOTE

The relevant reference number must be quoted on all applications. The successful candidate will have to sign an annual performance agreement and will be required to undergo a security clearance. Applications must be submitted on a signed Z83 accompanied by a comprehensive CV only specifying all experience indicating the respective dates (MM/YY) as well as indicating three reference persons with the following information: name and contact number(s), email address and an indication of the capacity in which the reference is known to the candidate. Certified copies of qualifications and other relevant documents will be requested from shortlisted candidates only. Applicants will be required to meet vetting requirements as prescribed by Minimum Information Security Standards. The DPME is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) Failure to submit the above information will result in the application not being considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Reference checks will be done during the selection process. Note that correspondence will only be conducted with the short-listed candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates must be available for interviews at a date and time determined by DPME. Applicants must note that pre-employment checks will be conducted once they are short-listed and the appointment is also subject to positive outcomes on these checks, which include security clearance, security vetting, qualification verification and criminal records. All shortlisted candidates, including the SMS, 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. For salary levels 11 to 15, the inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employees Pension Fund and a flexible portion in terms of applicable rules. SMS will be required to undergo a Competency Assessment as prescribed by DPSA. The DPME reserves the right to utilise practical exercises/tests for non-SMS positions during the recruitment process (candidates who are shortlisted will be informed accordingly) to determine the suitability of candidates for the post(s). The DPME also reserves the right to cancel the filling / not to fill a vacancy that was advertised during any stage of the recruitment process. Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Candidates are **required to use the new Z83 (Application for employment)** that is implemented with effect from 1 January 2021. A copy can be downloaded on the website of the Department of Public Service & Administration (DPSA) at www.dpsa.gov.za

POST

DIRECTOR-GENERAL: PLANNING, MONITORING AND EVALUATION (5 YEARS CONTRACT) REF NO: 01/2026

Office of the Director-General

SALARY

R2 352 642.00 all-inclusive salary package per annum (Salary Level 16) and a 10% non-pensionable HOD - allowance. The remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to personal needs within the relevant framework.

CENTRE

Pretoria

MINIMUM

ENTRY REQUIREMENTS

A Bachelor's Honours Degree/Post Graduate Diploma qualification (NQF level 8) as recognised by SAQA. A minimum of 10-year experience at a Senior Managerial level in

strategic and administrative positions which involve the setting up and maintenance of systems. Proof of successful completion of Executive Induction Programme (submitted only when shortlisted). Competency requirements: Experience in the areas of planning, (short, medium and long term) and implementation, monitoring and support of programmes and priorities across all spheres of government and evaluation of Government Policies will serve as a strong recommendation. A strong understanding of the work/functioning of Government and the various stakeholders. Well-developed strategic management and leadership capabilities. A thorough understanding of Government policy and administrative processes. Well-developed innovation and organisational abilities. A good understanding of political and governance issues. Knowledge of the Public Service Act (PSA), Public Financial Management Act (PFMA) and Treasury Regulations. **Skills requirements:** Management skills including people management and empowerment and experience in managing multi-disciplinary teams. Ability to provide strategic direction and leadership. The ability/experience to create an environment for a high-performance culture and staff development. A deep understanding of key policy imperatives of Government, including relevant Public Sector Governance prescripts. A good understanding of the National Development Plan (NDP). Ability to build trust amongst relevant internal and external stakeholders at a high level. Ability to manage multiple projects. Well-developed interpersonal & communication skills (written & verbal) and the ability to communicate with diverse audiences. Highly developed negotiation skills. Conflict management skills. Strategic and analytical skills. Research and policy analysis skills. Financial management and project / programme management skills with credible experience in managing complex systems, policy and multiple sector processes. **Personal Attributes:** The incumbent must be assertive and self-driven, innovative and creative, client oriented and customer focused. Honesty and integrity, solution oriented and able to work under stressful situations. Must be willing to travel on a regular basis, possess a valid driver's licence and be flexible.

DUTIES

Reporting to the Minister in the Presidency for Planning, Monitoring and Evaluation. As the Accounting Officer in terms of the PFMA, provide strategic leadership to ensure that the Department achieves its strategic outcome orientated goals and objectives. Ensure that the strategic direction and policies of the Department are aligned with Government priorities, the National Development Plan and other Government strategic documents. Ensure that governance structures and delegations of authority are in place to deliver the strategic objectives and outputs of the Department as defined in the Strategic Plan, Annual Performance Plan, Operational Plans, Human Resource Plan, Service Delivery Improvement Plan and Employment Equity Plan. Co-ordinate and manage the implementation of the Government Planning, Monitoring and Evaluation system and Service Delivery Improvement programme. Support the implementation of the Medium-Term Development Plan (MTDP) priorities and oversee the development and implementation of a government wide Monitoring and Evaluations System. Co-ordinate and facilitate the implementation of Public Sector Administration oversight services. This includes: Overseeing Public Sector Monitoring, overseeing the effective monitoring of the implementation of the District Development Model (DDM) and overseeing the coordination of the reviews of Ministerial Performance Score cards. Ensure a smooth transition and effective SOE Centralised Entity to support economic development drive and structural reforms. Overseeing the provision of corporate management services which includes overseeing the management of financial services and Supply Chain, the provision of advice to management on the adequacy, economic and effectiveness of systems of internal control, risk management and governance processes.

ENQUIRIES

Mr N Nomlala, Tel No (012) 312-0452

Applications can also be emailed to Recruitment22@dpme.gov.za