

## DEPARTMENT OF PLANNING, MONITORING AND EVALUATION



- APPLICATIONS** : Applications must be posted / or hand-delivered to: The Department of Planning, Monitoring and Evaluation (DPME), 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). Or apply via link: <https://affirmativeportfolios.co.za/dpme>: Emailed applications will not be accepted
- FOR ATTENTION** : Human Resource Admin & Recruitment
- CLOSING DATE** : 08 September 2023 @ 16:30
- WEBSITE** : [www.dpme.gov.za](http://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 Z.83 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. Shortlisted candidates will be required to complete a written test as part of the selection process. 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. All candidates shortlisted for SMS positions will be required to undergo a technical exercise that intends to test the relevant technical elements of the job. 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](http://www.dpsa.gov.za).

## MANAGEMENT ECHELON

<b><u>POST 30/71</u></b>	:	<b><u>SENIOR EXPERT ON ANTI-CORRUPTION, MONITORING AND EVALUATION REF NO: 41/2023</u></b> Branch: Public Sector Monitoring and Capacity Development (2-year Contract)
<b><u>SALARY</u></b>	:	R1 371 558 per annum (Level 14), all-inclusive salary package. 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.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Pretoria A 3-year tertiary qualification (NQF level 7) in Public Administration/ Social Sciences/ Law or related field of study. A post graduate qualification (NQF level 8 or higher) will be an added advantage. Minimum of 10 years' appropriate experience in public sector governance or civil society and/or government anti-corruption sector, or criminal justice system, or forensic auditing (public procurement/supply chain management) with at least 5 years proven experience as a member of the Senior Management Service (SMS) in the Public Service or equivalent. A valid driver's license. Competencies Skills: A sound knowledge of the Constitution of the Republic of South Africa, Public Sector Legislative and Policy Frameworks, National Development Plan, Medium-term Strategic Framework and the National Anti-corruption Strategy (NACS), Knowledge of International conventions and protocols on anti-corruption initiatives and interventions that South Africa is signatory to. Strategic capability and leadership, programme and project management, financial management, change management, people management and empowerment. Experience and skills in designing and developing monitoring, evaluation and learning systems, particularly in the governance, public sector finance or anti-corruption fields. Proven ability and experience in using an agile approach to developing and deploying inter-operable ICT solutions in the South African public sector or similar complex environments. Good problem-solving and adaptive working abilities. Demonstrated commitment to advancing a capable, ethical and developmental South African State. Managerial Skills: Management skills including people management and empowerment, and experience in managing multi-disciplinary teams. The ability/experience to create an environment for high performance culture and staff development. Decision-making, Problem solving, Written and Verbal Communication, Stakeholder Management and Coordination, Strategic Thinking and Leadership, Analytical Skills, Interpersonal Relations, Team-Work, Confidentiality, Financial Management, Research, Change Management, Project and programme management with the ability to manage multiple projects. Technical Skills: Monitoring and evaluation, project management, public policy development, human rights, anti-corruption, gender, youth and disability, Generic Skills: Diversity Management, Communication and Information Management, Interpersonal Relations, Facilitation, Negotiation, Presentation, Report Writing, Computer Literacy and Conflict Management. Personal Attributes: The incumbent must be assertive and self-driven, innovative and creative, client orientated and customer focused, solution orientated and able to work under stressful situations.
<b><u>DUTIES</u></b>	:	The incumbent of the post will be responsible for managing, developing, reviewing and supporting detailed planning, implementation, monitoring & evaluation and supporting the NACS and will perform the following duties: Provide technical and strategic leadership for the development and approval of sector implementation plans for the National Anti-Corruption Strategy (NACS). Design and develop a monitoring, evaluation and learning system for tracking the implementation of the NACS and its priority projects. Design and develop a monitoring, evaluation and learning system for NACS implementation focusing on detection and diagnosis of the NACS implementation, tracking resolution across the implementation ecosystem. Bring agile, technology centric skills to the team supporting the NACAC and the implementation of the NACS. Ensure that the system specifically includes the monitoring and evaluation of the effect of corruption on human rights, gender, youth and people with disabilities. Provide reports and advice to NACAC, Presidency and DPME on progress with the implementation of the NACS. Support NACAC, Presidency and DPME to establish transparent reporting to South African society on implementation of the NACS. Ensure data and data systems are established for successful NACS implementation

monitoring and evaluation. Coordinate the participation of relevant state and non-state actors in the implementation of NACS; and advise and facilitate appropriate interventions where necessary (whole of government and societal approach monitoring). Develop and maintain a learning and knowledge management system for purposes of reporting, learning and information retention and information dissemination to relevant stakeholders from government, civil society, media, business and academia in South Africa. Collect and maintain data on the contributions of development partners to the implementation of the NACS and advise on the coordination of the contributions.

**ENQUIRIES**

Mr M Cilo Tel No: (012) 312- 0543 or Email: [Mthobisi@dpme.gov.za](mailto:Mthobisi@dpme.gov.za)