

OFFICE OF THE PUBLIC SERVICE COMMISSION

The Office of the Public Service Commission (OPSC) is an equal opportunity representative employer. Therefore, the OPSC is intentional in promoting representivity (race, gender and disability) in the Public Service through filling these positions in line with the approved Employment Equity Plan. All candidates whose appointment/transfer/promotion will promote representativeness are encouraged to apply. Preference will be given to Coloureds, Indians, Whites and persons with disabilities. An indication of representativeness profile by applicants will expedite the processing of applications.

- APPLICATIONS** : You can apply on www.psc.gov.za under "vacancies". Forward your application/s stating the relevant reference number to: The Director-General, Office of the Public Service Commission, Private Bag X121, Pretoria, 0001 or hand-deliver at Commission House, Office Park Block B, 536 Francis Baard Street, Arcadia, Pretoria.
- FOR ATTENTION** : Mr M Mabuza
- CLOSING DATE** : 20 February 2026; 16h30
- NOTES** : Applications must consist of a) A fully completed and signed PDF Z83 application form which came into effect on 1 January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. b) A recent comprehensive PDF CV with a minimum of three (3) contactable referees with their telephone numbers and email addresses. Only shortlisted candidates will be required to bring certified copies of ID, drivers' license and qualifications on or before the interviews. Should you be in possession of a foreign qualification(s), it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). The successful candidate will be required to obtain a top-secret clearance issued by the State Security Agency. The OPSC will verify the qualifications and conduct personnel suitability checks on recommended candidates. Correspondence will be limited to shortlisted candidates only, thus, if you have not been contacted within 3 months from the closing date of this advertisement, please accept that your application was unsuccessful. Please take note that late applications will not be considered and the OPSC will not be held liable. All shortlisted candidates including SMS shall undertake two pre-entry assessments. Following the interview and technical exercise on SMS posts, the Selection Committee will recommend a candidate/s to attend a generic managerial competency assessment (in compliance with the DPSA Directives on the competency-based assessments). The competency will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Note (A pre-entry certificate (Nyukela) obtained from the National School of Government (NSG) prior appointment for all SMS appointments is required). Applicants are advised against the use of the old Z83 application form which was valid until 31 December 2020 because it will render such application/s invalid. All shortlisted candidates must avail themselves on the date and time determined by the OPSC. The OPSC reserves the right to fill or not fill any vacant post.

MANAGEMENT ECHELON

- POST 04/127** : **CHIEF DIRECTOR: INTEGRITY MANAGEMENT AND ETHICS REF NO: CD/IME/01/2026**
- SALARY** : R1 494 900 per annum, (all-inclusive remuneration package). The package includes a basic salary (70% of package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion of 30% that may be structured in terms of applicable rules. The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
- CENTRE** : Public Service Commission House, Pretoria
- REQUIREMENTS** : Ideal candidate's profile: The successful candidate must have an appropriate recognized Bachelor's degree (NQF level 7) in Public Management/Public Administration / Developmental Social Sciences, Law or related field. A Master's degree in Workplace/Business Ethics and Certification as Ethics Officer will serve as an added advantage. A Nyukela certificate for entry into the Senior Management Service (SMS) obtained from the National School of Government (NSG) should be submitted prior to appointment. Five (5) years' experience at the senior managerial level in Ethics / Integrity or Anti-corruption environment. Proven experience in advocacy. Proven experience in applied

research, monitoring and evaluation. Proficiency in coordinating multi-stakeholder projects. Thorough understanding and knowledge of the legislative framework governing ethics / integrity/anti-corruption. Skills: Knowledge of handling legal, administrative and ethical practices and corporate governance. Strategic capability and leadership. Programme and project management. People management and empowerment. Team leadership. Financial Management. Planning and organizing. Strategic capability and leadership. Communication. Honesty and integrity. Problem solving and analysis. Client orientation and customer focus. Knowledge management. Technical skills: Change management. Service delivery innovation. Risk management. Analytical skills Microsoft Office Suite. Must possess a valid driver's license (with exception of disabled applicants).

DUTIES : Provide strategic direction and conceptual leadership to ensure quality delivery in the area of Professional Ethics. Conduct research in the area of Professional Ethics. Manage and support evaluations and promotion of the Constitutional Values and Principles in the Chief Directorate. Manage the monitoring and reporting on implementation of the Public Service Commission (PSC) recommendations and directions. Provide strategic support to the Office and the Commission in the execution of the PSC mandate. Manage human and financial resources.

ENQUIRIES : Mr M Malatsi Tel No: (012) 352 1073

POST 04/128 : **CHIEF DIRECTOR: PEOPLE MANAGEMENT PRACTICES REF NO: CD/PMP/01/2026**

SALARY : R1 494 900 per annum, (all-inclusive remuneration package). The package includes a basic salary (70% of package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion of 30% that may be structured in terms of applicable rules. The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.

CENTRE REQUIREMENTS : Public Service Commission House, Pretoria
: Ideal candidate's profile: The successful candidate must have an appropriate recognised Bachelor's degree (NQF level 7) in Public Management/Public Administration/Human Resource Management/ Industrial Psychology. A Nyukela certificate for entry into the Senior Management Service (SMS) obtained from the National School of Government (NSG) should be submitted prior to appointment. 5 years' experience at the senior managerial level in Human Resource Management or Corporate Services. Thorough understanding and knowledge of the legislative framework governing human resources. Skills: Planning and organizing. Strategic capability and leadership. Communication. Honesty and integrity. Problem solving and analysis. Team leadership. Client orientation and customer focus. Knowledge management. Financial management. Programme & project management. Change management. Organisational development. Service delivery innovation. People management and empowerment. Microsoft Office Suite. Must possess valid driver's license (with exception of disabled applicants).

DUTIES : Ensure the provision of efficient Human Resource Management, Human Resource Development, Organisational Development and Transformation services to the clients of the organization. Ensure the provision of a safe, secure and conducive work environment. Ensure the provision of internal and external communication services. Lead and direct the utilization of the resources allocated to the Chief Directorate.

ENQUIRIES : Mr B Saki Tel No: (012) 352 1196

POST 04/129 : **PROVINCIAL DIRECTOR: MPUMALANGA REF NO: PD/MPU/01/2026**

SALARY : R1 266 714 per annum, (all-inclusive remuneration package). The package includes a basic salary (70% of package), State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion of 30% that may be structured in terms of applicable rules. The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.

CENTRE : Office of The Public Service Commission, Mpumalanga Provincial Office, Mbombela

REQUIREMENTS : Ideal candidate's profile: The successful candidate must have an appropriate recognized Bachelor's Degree /Advance Diploma/ Bachelor of Technology