



FREE STATE PROVINCIAL GOVERNMENT

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the Province through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.



DEPARTMENT OF POLICE, ROADS AND TRANSPORT

Directions to applicants Applications must be submitted on form Z.83, obtainable from any Public Service Department and must be accompanied by certified copies of qualifications (a transcript of results must be attached), driver's license, identity document and a C.V. (Separate application for every vacancy). Applicants are requested to complete the Z83 form properly and in full. Qualification certificates must not be copies of certified copies. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are posted or hand delivered timeously. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA), and must please attach proof of the level of their qualifications after evaluation on all applications. No e-mailed or faxed applications will be considered. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their application was unsuccessful. The shortlisted candidate will be subjected to criminal vetting and Qualification Verification. People with disability are encouraged to apply.

APPLICATIONS FOR THE DEPARTMENT OF POLICE, ROADS AND TRANSPORT TO BE SUBMITTED TO: Head: Police, Roads and Transport, P.O Box 119, Bloemfontein 9300 or delivered by Hand at Med-fontein Building, St Andrew Street Bloemfontein

CLOSING DATE: 26 February 2016

ASSISTANT DIRECTOR: TECHNICAL x (4 POST) REFERENCE NO: FS PR&T/ADT/12/08/2015

SALARY: Salary level 9 - A basic salary of R 289 761.00 per annum.
CENTRE: Lejweleputsa 1x (Post) Xhariep 1x (Post) Motheo 1x (Post) Fezile Dabi 1x (Post)
REQUIREMENTS: Appropriate Diploma/ Degree in civil engineering, 2-3years relevant experience. Project Management and Productivity Improvement.
DUTIES:The Furnishing of expect technical advice to district and regional management to ensure compliance with material specifications, acceptable work methods, policies prescripts and acts. The control of standards and quality of maintenance works to ensure cost effectiveness. Development of technical personnel within region identification of needs, development of technical training materials, presentations thereof and the coordination of all formal and informal technical training. Continuous liaison on official and technical issues with colleagues, (Regional and chief Engineers, Superintendents and Technicians). Evaluate and employ quality control of all the roads markings and roads signs within the district. The control of way leaves in the area for correctness to ensure that all the requirements are met according to policy, acts and statutes. Technical advice for District Municipalities. Manage the collection, validation and analysis of data pertaining gravel road in the district. Manage the implementation of road inspection on regular basis. Analyze data and make recommendations. Prepare district reports. Undertake people management and mentorship.

CHIEF ENGINEER GRADE A-TRAFFIC ENGINEERING: ROADS, CONSTRUCTION AND MAINTENANCE x (1 POST) REFERENCE NO: FS PR&T/CETERCM/06/04/2015

SALARY: Salary level 12 OSD. An all-inclusive salary package of R 809 988.00 per annum. The remuneration package consist of the basic salary, the Government's contribution to the Government Employee Pension Fund and flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 12th cheque, motor car allowance, home owner's allowance and medical aid assistance.
CENTRE: Head Office 1x (Post).
REQUIREMENTS: Appropriate Diploma/ Degree or relevant equivalent qualification. 2-3 years' experience in Traffic engineer.
DUTIES: Monitoring and Assessment of traffic – flow patters on provincial road network, as well as high frequency accident spots for making recommendations for safety requirements through the management of traffic counting and accident management systems. Execution of safety engineering on the provincial road network, as well as monitoring the placement of road signs and markings on the provincial roads. Ensuring the implementation of guidelines on the location and spacing of access onto provincial road. Assessment of land use change applications for their impact on traffic conditions. Managing and controlling the registration of abnormal load vehicles and issuing permits. Overseeing the performance of subordinates and other resources within the Sub-directorate, managing the Sub-directorate as well as financial management. Investigation of large claims against the Department due to serious or fatal road accident

CHIEF ENGINEER GRADE A-STRUCTURES: ROADS, CONSTRUCTION AND MAINTENANCE x (1POST) REFERENCE NO: FS PR&T/CES/11/08/2015

SALARY: Salary level 12 OSD. An all-inclusive salary package of R 809 988.00 per annum. The remuneration package consist of the basic salary, the Government's contribution to the Government Employee Pension Fund and flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 12th cheque, motor car allowance, home owner's allowance and medical aid assistance.
CENTRE: Head Office x (1 Post)
REQUIREMENTS: Appropriate Diploma/ Degree or relevant equivalent qualification, NQF 6 or 7 in construction or civil engineering related field, 2-3 years' experience in Road Superintendent. Knowledge of Policies, research, system and design standards.
DUTIES:To ensure and provide strategic direction with regards to all road and structure design standards and norms in the department. To design and oversee all design related aspects related aspects related to structures and drainage on the Provincial roads network and the special integration of rural planning. To provide Information and assistance to Senior Management on related matters. To ensure reliable, economic and effective designs and inspections in all bridge aspects. To ensure the promotion of Labour intensive method in road infrastructure projects. To ensure the optimal utilization of available resources, tendering, clients liaison. To liaise with the relevant stakeholders on road and structure infrastructure matters. To formulate and execute operational plans for the implementation of the Departmental Road Infrastructure Plan. To Monitor and evaluate design put forward by Professional service firms. To set design plan and standards for roads and structures infrastructure. To ensure the integration of roads planning with urban and rural development. To determine priorities for the rehabilitation of structures. Province experiential training for Engineers and Technical staff and support development of staff compliance. Supervise Contact and budget for work related to structures, drain age and roads to ensure that set standards are met.

CHIEF ROADS SUPERINTENDENT: ROADS, CONSTRUCTION AND MAINTENANCE x (5 POSTS)

REFERENCE NO: FS PR&T/CRSRCM/05/08/2015

SALARY: Salary level 11-A basic salary R 569 538.00 per annum.
CENTRE: Bloemfontein 1x (Post), Tromsburg 1x (Post), Winburg 1x (Post), Kroonstad 1x (Post), Bethlehem 1x (Post)
REQUIREMENTS: Appropriate Diploma/ Degree or relevant equivalent qualification, NQF 6 or 7 in construction or civil engineering related field, 2-3 years' experience in Road Superintendent. Knowledge of Policies (Safety, Labour Relations, Road Ordinance)
DUTIES:Manage the execution of road maintenance in the relevant region/ area (municipal district) according to prescripts, quality frameworks and methodology. Advise Road Boards in respect of priorities and planning of road maintenance. Monitor and oversee all operational function, ensuring compliance, quality and productivity standards. Ensure appropriate allocation of resources (cost effectivity).Ensure Supply Chain Management over assets, stock. Liaise with stakeholders (contactors, Roads Board, Public.

DEPUTY DIRECTOR: ROADS TRAINING: ROADS CAPACITY BUILDING AND TECHNICIAN SUPPORT x (1 POST) REFERENCE NO: FS PR&T/DDRT/07/04/2015

SALARY: Salary level 12. A basic salary R 674 979.00 per annum.
CENTRE: KROONSTAD 1x (Post).
REQUIREMENTS: Appropriate Diploma/ Degree or relevant equivalent qualification. 2-3 years' experience in Technical Services and Training.
DUTIES:Co-ordinate and communicate with operational Centre's demands (regional and district).Monitor administration of training. Sound strategic planning& coordinating training provision. Adherence to policy development strategies and ensuring compliance during implementation. Ensure demand driven accredited training in enhancing institutional capacity of road maintenance units. Project management of training tenders and projects. Promote positive Departmental image, contribution to Provincial and National strategy, policy and co-ordination of training at Provincial and National level.

DIRECTOR: SOCIAL FACILITATION AND CDP x (1 POST) REFERENCE NO: FS PR&T/DSF/14/08/2015

SALARY: Salary level- A basic salary of R 864 177.00 per annum.
CENTRE: Head1x (Post)
REQUIREMENTS: Appropriate Diploma/ Degree in civil engineering, 2-3years relevant experience. Project Management and Productivity Improvement.
DUTIES:Ensure Compliance, Promote and Facilitate EPWP/LIC Policies and Principles for Major Roads Projects. Ensure that capacity exists to plan and execute of EPWP/LIC programmes efficient. Ensure Roads Projects Facilitation, Compliance Promote and Facilitate EPWP and LIC Policies and Principles for Emerging Contractors and Municipalities. Design measures to continuously build capacity in the LIC within the Chief Directorate and the communities. Ensure Implementation of the program to achieve compliance with EPWP and LIC guidelines. Management of Contractor Development Programme. Evaluate and assessment of local sub-contractors for departmental projects. Ensure continuous development and training of SMMEs/Cooperatives/ Local Entrepreneurs etc.

ENGINEERING TECHNICIAN PRODUCTION GRADE B: DESIGN, DEVELOPMENT AND SYSTEM MAINTENANCE(1 X POST) REF NO: PR&T/ETPGDD/11/08 /2015

SALARY LEVEL: Salary level 9 - A basic salary of R 289 761 per annum.
CENTRE: Bloemfontein 1x (Post).
REQUIREMENTS: An appropriate Degree/ Diploma in Civil Engineering; 2-3 years' relevant experience. Knowledge of Project Management and Productivity Improvement Program. **DUTIES:** Render technical services for surveying, design, specifications, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plans. Adherence to fixed project objectives, goals, and budget. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own office furniture and equipment. Identify development needs and utilize self-development opportunities to enhance job performance, including PDMS. Maintenance and constant development of management systems (PIP).

ENGINEERING TECHNICIAN PRODUCTION GRADE B: CIVIL SERVICE, ROADS INFRASTRUCTURE MAINTENANCE- LEJWELEPUTSWA (1 X POST) REF NO: PR&T/ETPGIM/07/08 /2015

SALARY LEVEL: Salary level OSD - A basic salary R 271 779 per annum.
CENTRE: Winburg 1x (Post).
REQUIREMENTS: An appropriate Degree/ Diploma in Civil Engineering; 2-3 years' relevant experience. Knowledge of Project Management and Productivity Improvement Program. **DUTIES:** Render technical services for surveying, design, specifications, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plans. Adherence to fixed project objectives, goals, and budget. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own office furniture and equipment. Identify development needs and utilize self-development opportunities to enhance job performance, including PDMS. Maintenance and constant development of management systems (PIP).

ENGINEERING TECHNICIAN PRODUCTION GRADE B: CIVIL SERVICE DIVISION (1 X POST) REF NO: PR&T/ETPG/07/08 /2015

SALARY LEVEL: Salary level OSD - A basic salary R 271 779 per annum.
CENTRE: Tromsburg 1x (Post).
REQUIREMENTS: An appropriate Degree/ Diploma in Civil Engineering; 2-3 years' relevant experience. Knowledge of Project Management and Productivity Improvement Program. **DUTIES:** Render technical services for surveying, design, specifications, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plans. Adherence to fixed project objectives, goals, and budget. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own office furniture and equipment. Identify development needs and utilize self-development opportunities to enhance

job performance, including PDMS. Maintenance and constant development of management systems (PIP).

ENGINEERING TECHNICIAN PRODUCTION GRADE B: DESIGN, DEVELOPMENT AND SYSTEMS MAINTENANCE (1 X POST) REF NO: PR&T/ETPGDDSM/10/08 /2015

SALARY LEVEL: Salary level OSD - A basic salary R 271 779 per annum.
CENTRE: Bloemfontein 1x (Post).
REQUIREMENTS: An appropriate Degree/ Diploma in Civil Engineering; 2-3 years' relevant experience. Knowledge of Project Management and Productivity Improvement Program. **DUTIES:** Render technical services for surveying, design, specifications, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plans. Adherence to fixed project objectives, goals, and budget. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own office furniture and equipment. Identify development needs and utilize self-development opportunities to enhance job performance, including PDMS. Maintenance and constant development of management systems (PIP).

ENGINEERING TECHNICIAN PRODUCTION GRADE B: CIVIL SERVICE, ROADS INFRASTRUCTURE MAINTENANCE- LEJWELEPUTSWA (1 X POST) REF NO: PR&T/ETPGIM/08/08 /2015

SALARY LEVEL: Salary level OSD - A basic salary R 271 779 per annum.
CENTRE: Winburg 1x (Post).
REQUIREMENTS: An appropriate Degree/ Diploma in Civil Engineering; 2-3 years' relevant experience. Knowledge of Project Management and Productivity Improvement Program. **DUTIES:** Render technical services for surveying, design, specifications, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plans. Adherence to fixed project objectives, goals, and budget. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own office furniture and equipment. Identify development needs and utilize self-development opportunities to enhance job performance, including PDMS. Maintenance and constant development of management systems (PIP).

ENGINEERING TECHNICIAN PRODUCTION GRADE A: WAYS LEAVES x (1 POST) REFERENCE NO: FS PR&T/ETPG/04/08/2015

SALARY: Salary level: OSD- A basic salary of R 237 702.00 per annum.
CENTRE: Head Office.
REQUIREMENTS: Appropriate Diploma/ Degree in civil engineering, 2-3years relevant experience. Project Management and Productivity Improvement.
DUTIES:Render technical service for surveying, design, specification, documents, and quantities to district and regional management in order to ensure that technical specifications are met. Evaluate and employ quality control of all maintenance activities to optimize resources. Identify and rectify deviations early by means of actions plan. Adherence to fixed project objectives, goal and budget, Comply and implement Departmental Acts, policies and prescripts. Conduct technical investigations including PMS and GMS to evaluate road conditions. As inventory holder, take responsibility for own furniture and equipment. Identify development needs and utilize self-development opportunities to enhance performance, including PDMS. Maintenance and constant development of management systems (PIP).

ROAD FOREMAN: ROADS, CONSTRUCTION AND MAINTENANCE x (3 POSTS) REFERENCE NO: FS PR&T/RFCM/03/08/2015

SALARY: Salary level: 05- A basic salary of R 132 399.00 per annum.
CENTRE: Welkom 1x (Post), Harrismith 1x (Post), Bethlehem 1x (Post).
REQUIREMENTS: Senior Certificate or equivalent Qualification, Driver's license. 2-3years experience
DUTIES:Manage the execution of business work plan to ensure a safe road network within the district through effective and efficient usage of resources. Site and Road inspection- to ensure quality control, proper work planning and execution. Management of subordinate to ensure and effective and efficient of execution of production district personnel to ensure effective work force. Attendance and scheduling of meetings to ensure proper communication to all spheres of control. Handling of systems Programs and Documents.

ROAD INSTRUCTOR SENIOR: ROADS CAPACITY BUILDING & TECHNICAL SUPPORT SERVICES x (2 POSTS) REFERENCE NO: FS PR&T/RIS/02/08/2015

SALARY: Salary level 07- A basic salary R 196 278.00 per annum.
CENTRE: Kroonstad 2x (Posts).
REQUIREMENTS: Senior Certificate or equivalent Qualification, 2-3years experience.
DUTIES:To ensure successive training of road construction and maintenance personnel. To enhance the relevancy and applicability of training. Ensuring quality works is maintained. To ensure sufficient training is conducted. Enabling the control of overheads and expenditure.

ROADS SUPERINTENDENT: ROADS, CONSTRUCTION AND MAINTENANCE x (7 POSTS) REFERENCE NO: FS PR&T/RSRCM/01/08/2015

SALARY: Salary level 08- A basic salary R 243 747.00 per annum.
CENTRE: Dewesdorp 1x (Post), Petrusburg 1x (Post), Rouxville 1x (Post), Kroonstad 1x (Post), Winburg 1x (Post), Welkom 1x (Post), Hoopstad 1x (Post).
REQUIREMENTS: Appropriate Diploma/ Degree or relevant equivalent qualification, NQF 6 or 7 in construction or civil engineering related field, 2-3 years' experience in Road Superintendent. Knowledge of Policies (Safety, Labour Relations, Road Ordinance).
DUTIES: Management of district personnel, ie discipline on the job training, evaluation, motivation and optimal utilization. Production and quality control of executed (and current) activities-the investigation of deviation from set norms / standards (monitoring). Investigation of deviations from business plan and strategic objectives and the implementation of rectifying measures. Financial management-budget distribution according to FMS requirements, costing system resources and sub element, compiling of business

plan expenditure control to ensure the effective and efficient utilization of government funds. Management of hand costing system (Per elements and resources) to check expenditure on monthly basis. Identify and prioritizing of maintenance needs and executions according to business plan. Attendance and Scheduling of meetings-function as secretary at Road Board meeting, government representative at public meeting as required and safety committee. Investigation and feedback on complaints and recommendation on possible solutions for rectifying problems, road users and hire function management. Inventory control through quarterly spot check. Compiling submissions, progress reports, feedback report for .Inspections and audits. Ensure a constant flow of correspondence, documentation and information to regional and Area management.

PROVINCIAL INSPECTORS -TRAFFIC MANAGEMENT (160 POSTS) REF NO: FS/ PR&T /PI/12/15

SALARY RANGE: Salary level 6- A basic salary of R158 985.00 per annum.
CENTRE: Free State Province
REQUIREMENTS: Senior Certificate and Traffic Diploma. Valid driver's License. Clean criminal Record. Be prepared to work 24 hour shift system and to work anywhere within the Province.
DUTIES: Enforce Road Traffic, Public Transport and passenger legislation. Provide visible traffic control, policing, promote and ensure prevention activities. Perform administrative and related duties. Examination of driver's licenses and motor vehicles and monitoring compliance at Vehicle Testing Stations (VTS) and Driver License Testing Centers (DLTC).

DEPUTY DIRECTOR: POLICE RESEARCH AND POLICY DEVELOPMENT REF NO: PR&T DDPDR 35/13

SALARY: An inclusive remuneration package of R 495 603.00 – R691 878.00 per annum (salary level 11).
CENTRE: Bloemfontein
REQUIREMENTS: Bachelor's degree or equivalent qualification.2-3 years experience in Research and Policy development. Valid driver's license.
DUTIES: Identification key research issues for the department, based on continuous scanning of internal and external environment. Conduct impact studies/research to assess whether the departmental operations contribute to wards value for money and to identify best practices to ensure continued service delivery. Development and maintenance of systems and processes to monitor and evaluate the impact of policy interventions. Conducting qualitative and quantitative analysis to support strategic decision making and Communicating key research findings. Acting as a strategic nodal point for research and development undertaken in the Department. Assist in the overall management of the strategy management process in the Department. Drive the Departments strategy development and deployment process. Develop and maintain appropriate governance to support the Department's strategy. Monitoring and evaluate the implementation of the Department's strategy.

ENQUIRIES: Mr. N.N Selai Telephone: 051 409 8481

DEPARTMENT OF TREASURY

Directions to applicants Applications must be submitted on form Z.83, obtainable from any Public Service Department and must be accompanied by certified copies of qualifications (**a transcript of results must be attached or subjects should be mentioned in CV**), driver's license if required, identity document and a C.V. Applicants are requested to complete the Z83 form properly and in full. The reference number of the advertised post should be stated on the Z.83. Candidates who apply for posts on salary level 9 and higher will also be subjected to a competency assessment as well as a practical test. Qualification certificates must not be copies of certified copies. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are posted or hand delivered timeously. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA), and must please attach proof of the level of their qualifications after evaluation on all applications. No e-mailed or faxed applications will be considered. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their application was unsuccessful.

APPLICATIONS FOR THE DEPARTMENT OF FREE STATE PROVINCIAL TREASURY TO BE SUBMITTED TO:
The Free State Provincial Treasury, Private Bag X 20537, Bloemfontein, 9300. Attention: Ms. N. Mchabasa, Fidel Castro Building, Tel No: (051) 405 4274 or deliver by hand to Ms. N. Mchabasa in Room 426(b), Fidel Castro Building, Bloemfontein.

CLOSING DATE: 26 February 2016

SENIOR EXECUTIVE MANAGER: SUSTAINABLE RESOURCES MANAGEMENT REFERENCE NO: FSPT 007/16

SALARY: Salary Level 14. An all-inclusive salary package of R 1 042 500.00 per annum (This all inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to specific rules)
CENTRE: BLOEMFONTEIN

REQUIREMENTS:
A Master's degree in commerce with a minimum of six years experience in a senior management position of which at least three years' should have been in a financial management environment. Knowledge of Public Finance Management Act (PFMA), Treasury Regulations, Division of Revenue Act and economic policies. Computer literate. Knowledge of research methodology. Good interpersonal, supervisory and analytical skills. Valid driver's license.

DUTIES: Determine and evaluate economic parameters and socio economic imperatives within a provincial and macro-economic context. Enhance the provincial revenue growth through the development and implementation of sound policy frameworks in the Free State Province in order to promote socio-economic growth. Ensure effective allocation of provincial resources in line with provincial government priorities. Manage the preparation of main budgets and adjustment budgets. Monitor and give advice on the financial and non-financial performance of provincial departments and public entities to ensure sound management of resources. Manage controls on possible risks that might hamper the smooth running of the Chief Directorate. Manage the resources of the Chief Directorate to ensure efficiency and effectiveness within the Chief Directorate.

ENQUIRIES: Mr. G. Mahlatsi: (051) 405 4268