

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities in particular. It is the department's intention to promote representivity through filling of these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.



NOTE : The National Treasury utilises an e-Recruitment system, effective from 7 April 2021, which means all applicants must login/register to apply for positions as we no longer accept applications via email or hand delivered/post. The applicants profile on the e-Recruitment is equivalent to the new approved Z83 and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentations will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application however certification will be required prior to attending the interview. Please note: All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), not negotiable. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts or to put on hold a position and/or to re-advertise a post. The National Treasury is compliant to the requirements of POPIA.

MANAGEMENT ECHELON

POST 27/46 : **CHIEF DIRECTOR: LEGAL TAX DESIGN REF NO: S074/2023**
Division: Tax and Financial Sector Policy Division (TFSP)
Purpose: To oversee legislative tax drafting on all tax policy related initiatives and have oversight over enacted law that provides the scope and platform of authority in proposing and clearing initiatives with the fiscal and economic policy units.

SALARY CENTRE REQUIREMENTS : R1 371 558 per annum, (all-inclusive remuneration package)
: Pretoria
: A Grade 12 is required coupled with a minimum Bachelor's Degree in any of the following disciplines: Law or BProc or Economics (equivalent to NQF level 7). A minimum of 5 years' experience at a senior managerial level (Director) obtained in a tax policy development environment. Knowledge of statute review and application. In-depth knowledge of tax law and implementation. Knowledge of policy dissemination and formulation, and Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of an appointment.

DUTIES : Some key outputs include: Taxation Laws Amendment Bill: Compile two tax bills (a money bill and an administrative bill) and have control over the provision of inputs with minimum errors. Attend Parliamentary hearings on the possible completion of Annexure C amendments and final submissions. Provide adequate explanations of the supporting explanatory memorandum. Revenue Laws Amendment Bill Prepare: Presentation of appropriate bills with minimum errors presenting to parliamentary hearings. Provide adequate explanations of the supporting explanatory memorandum. Other Bills: Contribute to bills with minimum errors. Initiate negotiations with outside stakeholders impacting on

the Bill to minimise financial impact on the local industry. Liaise the completion of other bills and have oversight of meaningful explanation Annual Proposals for the Budget Review: Oversight of bills to the extent necessary, incorporate budget main proposals in an attempt to maximise research, encourage debate before a proposal is accepted as inputs into Chapter 4 of the Budget Review. Tax Treaties and International Organisations: Scrutinise Annexure C proposals and the process for accepting an item as part of the Budget Review proposals. Attend workshops with international organisations, OECD, SADC & international donor funding organisations. Respond to parliamentary Queries, taxpayer letters and draft submissions.

ENQUIRIES : Only (No applications): Recruitment.Enquiries@treasury.gov.za
To apply visit:
<https://erecruitment.treasury.gov.za/eRecruitment/#/browseJobs>

CLOSING DATE : 22 August 2023 at 12:00 am (Midnight)

OTHER POSTS

POST 27/47 : **POLICY ANALYST: GENERAL GOVERNMENT ACCOUNTS REF NO: S076/2023**
Division: Budget Office (BO)
Purpose: To provide reliable statistics on general government accounts in ensuring compliance with legislation and local and international standards.

SALARY CENTRE REQUIREMENTS : R527 298 per annum, (Remuneration package benefits exclusive)
: Pretoria
: A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in any of the following disciplines: Accounting or Public Finance or Economics or Business Economics or Management. A minimum of 3 years' experience obtained in a statistical data environment. Experience and exposure to the budgeting process in government and experience of statistical and financial accounting standards relevant to extra-budgetary accounts and wider public sector.

DUTIES : Some key outputs include: Database process maintenance and extension: Participate in the development of a database on the wider public sector accounts that improves the production of relevant information to different sectors of the national treasury and other key stakeholders. Update the database on a regular basis to ensure quality of data. Liaise with different role-players in the information field in order to ensure that the specific needs of all institutions are met. Provide workshops to relevant stakeholders. Produce extra budgetary accounts data for reporting and budgeting: Participate in providing quality data to other sections in the National Treasury for inclusion in all treasury publications. Participate in team projects to improve the quality of financial statistics compiled. Prepare consolidated statistics to be included in the consolidation of the government accounts. Implementation of international reporting standards and maintenance of compliance with these standards: Participate in the GFS Classification Committee process in order to ensure GFS compatibility of the data produced for extra budgetary institutions. Participate in the Public sector Classification Committee process to align all stakeholders (NT, SARB, Stats SA) institutional classifications to ensure compatibility of the data produced for extra budgetary institutions. Provide advice to national departments and extra budgetary institutions on the IMF's GFS classifications system. Implementation of and compliance to the economic reporting format (ERF) and local accounting standards: Align the sector classification of wider public entities between National Treasury, Stats SA and SARB for better comparability of produced statistics. Assist in developing procedures and templates for social security funds and extra-budgetary accounts to ensure compliance with the PFMA.

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<u>POST 27/48</u>	:	<u>POLICY ANALYST: INFRASTRUCTURE FINANCE REF NO: S077/2023</u> Division: Budget Office (BO) Purpose: To manage the infrastructure database and assist in the analysis of infrastructure projects, based on the capital planning guidelines, and to provide analytical support in the compilation of infrastructure expenditure reports and forecasts.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R527 298 per annum, (Remuneration package benefits exclusive) Pretoria A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in any of the following disciplines: Economics or Finance or Project Management or Building Sciences. A minimum of 3 years' experience obtained in an infrastructural financial environment. Knowledge of the governments' infrastructural framework and In-depth knowledge and experience of research and policy development.
<u>DUTIES</u>	:	Some key outputs include: Infrastructure Database: Assist with the development and management of a database on public sector infrastructure delivery, enhance the improvement of the integrity, content and quality of data in line with user requirements. Capital Appraisal and Evaluation: Assist with research on appropriate methodologies and parameters pertaining to project appraisal and evaluation. Provide inputs into the Capital Planning Guidelines. Assist with the evaluation process of infrastructure bids and compile evaluation reports. Budget Cycle: Assist in the update and verification of infrastructure tools for national entities and PPPs. Respond to specialised requests from stakeholders on infrastructure expenditure. Provide inputs into the infrastructure expenditure figures and estimates for the MTBPS and Budget Review. Infrastructure Spending and Estimates: Assist in the compilation of quarterly and bi-annual infrastructure reports. Perform research to enable forecasting of the Gross Fixed Capital formation.
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<u>POST 27/49</u>	:	<u>POLICY ANALYST: FISCAL POLICY REF NO: S075/2023</u> Division: Budget Office (BO) Purpose: To provide analysis and research on the interaction between fiscal policy and the economy as well as supporting the development of the budget framework used by government in achieving social and economic development.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R527 298 per annum, (Remuneration package benefits exclusive) Pretoria A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or bachelor's degree (equivalent to NQF level 7) in any of the following disciplines: Economics or Public Policy or Finance. A minimum of 3 years' experience obtained in fiscal analysis, public finance, or macroeconomic research. Experience in policy development and communication is also valued. Knowledge of Economic Analysis and Research. Knowledge of the Public Finance Management Act and Treasury Regulations.
<u>DUTIES</u>	:	Some key outputs include: Fiscal framework: Provide analysis of key fiscal variables including revenue, expenditure and debt. Analyse key fiscal balances to enhance understanding of sustainability, savings and investment. Database Management and Fiscal Framework Analysis: Assist with maintaining the SACU model and analysis. Create and maintain a standard Fiscal Policy database for analysis of information. Assist and maintain the consolidated government fiscal framework which includes the General Government Finance Statistics database. Provide analysis and reports pertaining to the fiscal framework and bi-annual budget processes. Medium Term Budget Policy Statement and Budget Review: Provide support to chapters inputs and general editing of documents. Assist with the budget media analysis prior to the official presentation. Provide inputs for the Q&A document and media lock-ups, prior to budget presentation. Stakeholder Engagement and Research: Provide research into the levels of the various fiscal indicators and their implications for sustainability, growth, and development. Prepare reports that analyse the World Economic Outlook and the International Monetary Fund Fiscal Monitor.
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POST 27/50 : **ASSISTANT DIRECTOR: EMPLOYEE RELATIONS REF NO: S079/2023**
 Division: Corporate Services (CS)
 Purpose: To implement and follow-up on labour relations matters within the National Treasury.

SALARY CENTRE REQUIREMENTS : R424 104 per annum, (Remuneration package benefits exclusive)
 : Pretoria
 : A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor's Degree (equivalent to NQF level 7) in any of the following disciplines: Human Resources Management or Employment Relations or Labour Relations or Labour Law. A minimum of 3 years' experience obtained in Employment Relations services and Knowledge of the broader public service framework on Labour Relations.

DUTIES : Some key outputs include: Grievances and Complain: Investigate grievances lodged in alignment with policy and procedures. Apply prescripts in accordance with the lodging of investigations and the resolving of grievances. Assist in the evaluation of investigation reports received and formulate the outcome of an investigation. Engage and refer grievances to the Public Service Commission for further investigation. Provide feedback on outcomes emanating from the Public Service Commission's investigation. Prepare grievances to stakeholders for their inputs. Misconducts: Draft appointment letter for the appointment of IO's and PO's. Scrutinize reports and requests and issue a formal charge to an employee accused of misconduct, Guide stakeholders on application of discipline relating to misconduct. Assist with the involvement of law enforcement agencies in high profile cases when required. Process requests for the suspension of employees based on merit of the situation. Assist with the drafting of charges on misconduct and serve charge sheets on an employee. Arrange disciplinary hearings and record proceedings in the meeting for record purposes. Implement policies and maintain procedural and substantive consistency in misconduct cases. Assist in arranging the effect of sanctions pronounced during a disciplinary hearing. Engage the outcome of disciplinary hearing to the affected employee, Prepare misconduct reports to different stakeholders and an appeal request to the Minister of Finance. General Public Sector Bargaining Council Engagements: Assist with the serving of copies of referral forms of disputes are filed by the applicant. Represent the Department in conciliation and arbitration hearings at the PSCBC, GPSSBC and CCMA. Prepare documents and brief legal representatives on cases and assist them during the duration of cases. Assist with the implementation of awards issued by the Commissioner. Collective Bargaining: Assist with the facilitation and functioning of the internal collective bargaining structures. Serve as the secretariat to the Task Team and prepare discussion documents for meetings. Assist in the interpretation and application of agreements.

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POST 27/51 : **ASSISTANT DIRECTOR: ICT ADMINISTRATOR REF NO: S078/2023**
 Division: Corporate Services (CS)
 Purpose: To assist with the provision of an Information and Communication Technology (ICT) technical solutions platform through resolution of incidents, acquisitions, and maintenance of database infrastructure in line with the prescribed DPSA's ICT Governance and Government Wide Enterprise Architecture Frameworks.

SALARY CENTRE REQUIREMENTS : R424 104 per annum, (Remuneration package benefits exclusive)
 : Pretoria
 : A Grade 12 is required coupled with a minimum National Diploma (equivalent to an NQF level 6) or a Bachelor's degree (equivalent to an NQF level 7) in any of the following disciplines: Information Systems or Informatics' or Information Management or Computer Science or Information Technology, Certification in Microsoft MCSA/MCSE, Database Administrator (DBA), will be an added advantage. A minimum of 3 years' experience obtained in an ICT Governance, System, Database or Networks environment. Knowledge of the following equipment and systems, Dell/EMC, Structured Query Language (SQL), Microsoft Applications – Active Directory (AD), Microsoft Azure Databases, Backups, and Microsoft 365, Knowledge of Windows Server OS, SQL.

Knowledge of the technical aspects behind database administration, including system monitoring, database optimization (indexes, statistics, etc). Experience in managing multiple Microsoft SQL Server systems. Experience in performance tuning and optimization. Experience with disaster recovery for SQL Server and Azure SQL.

DUTIES

: Some key outputs include: ICT Technical Resolution: Coordinate with developers to meet deliverables and schedule of data. Support business and technology in design and development driving the Database Maintenance Plan's. Design, develop and implement data solutions for architecture design, prototyping of concepts standards, and test plans, code and module design, development and testing, data solution debugging, design and implementation of a solution that follows design techniques. Develop new support programs and scripts for databases to increase data storage capacity and fix existing database problems, pertaining to troubleshooting in accordance with standard policies requirements. Develop database stored procedures, triggers of support application, document database design, configure and change management. Provide ICT Database and Data Solutions: Assess ICT infrastructural and databases security risks issues and initiate research and benchmarking of best practices on the latest trends. Recommend infrastructure, database, and security solutions for implementation, Develop an ICT knowledge database on standardised faults and resolutions for future utilisation and consultation. Maintain ICT Infrastructure: Monitor the ICT database infrastructure and security measures and report discrepancies to enhance continuity on improvement. Assist with the design and implementation of an enhanced and maintain National Treasury cybersecurity operational plan. Assist with the monitoring of database infrastructure for possible security deficiencies and design counter measures for mitigation. Amend changes as requested by clients and engage on the configuration prior to implementation. Assist with the implementation of measures for maintenance, protection and recovery of applications and data in line with the prescribed ICT Governance Framework. Acquisition and Implementation of ICT Systems: Assist with the development of ICT technical and operational specifications for implementation. Define data requirements based on system design and develop entity relational diagram for conformity. Assist with the implementation and operationalization of ICT infrastructure and applications, database, and security systems in line with the Government Wide Enterprise Architecture Framework. Implement and operationalize a database aligned with the current infrastructure for document integration and record keeping.

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APPLICATIONS**

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