

**The Department of Higher Education and Training  
GAUTENG**

**ANNEXURE**

**NB: Please ensure that you take note of the disclaimer under each advert pertaining to the sending of applications during the various lockdown levels. Ensure that you use the correct e-mail address as set in each advert. Applications with supporting documentation, including a signed Z83 form should be emailed to the respective email addresses. Applications sent to incorrect email addresses will regrettably not be considered. Requirements of applications: Applications must be submitted on a Z83 form obtainable on the internet at [www.gov.za/documents](http://www.gov.za/documents) and must be accompanied by (1) a comprehensive CV, and (2) certified copies of all qualifications (including matriculation), Identity Document, valid driver's licence (where is required) as one document in a PDF format. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Candidates whose appointments promote representativity in terms of race, gender and disability will receive preference. NB: PROSPECTIVE APPLICANTS MUST PLEASE USE THE NEW Z83 WHICH IS EFFECTIVE AS AT 01 JANUARY 2021.**

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. The successful candidate(s) will be required to undergo a Competency Assessment. One of the minimum entry requirements for SMS position is the pre-entry certificate. For more details on the pre-entry course visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The Candidate(s) will be required to sign an annual performance agreement, disclose his/her financial interests and be subjected to security clearance. If you have not been contacted within three (3) months of the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, qualification/study verification and previous employment verification). Applications received after the closing date will not be considered

**CLOSING DATE: 12 March 2021**

**DEPUTY DIRECTOR-GENERAL: UNIVERSITY EDUCATION**

**(REF NO.: DHET/01/02/2021)**

**SALARY: R1 521 591 per annum (All-Inclusive Remuneration Package), LEVEL 15**

**CENTRE: Pretoria**

Email your application to [DHET01022021@dhet.gov.za](mailto:DHET01022021@dhet.gov.za)

**REQUIREMENTS:** An appropriate bachelor's degree/advanced diploma (NQF Level 7 and a postgraduate qualification. Master's degree (NQF Level 9), with a strong policy planning, monitoring and evaluation focus. Minimum of 8-10 years proven experience at senior managerial level in post-school education and training and/or human resource development sectors. A relevant doctoral degree in the education/natural sciences/humanities or management fields will be a distinct advantage. Proven experience in policy development, management and institutional support, research and innovation in higher education. Knowledge of the public and private higher education sector in skills development and innovation. Good understanding of the strategic thrust and role of higher education, science and innovation within the economy. Acumen and understanding of the transformation challenges within the post education and training sector. Solid understanding of the dialectic relationship between the fourth industrial revolution and higher education and research. Strong stakeholder engagement skills with high level strategic management and leadership capabilities. A good understanding of the policy and legislative environment as well as socio-economic growth and development goals locally and internationally that impact on higher education. Excellent knowledge of key education legislation in the post-school education and training sector. A valid driver's licence and a pre-entry certificate into SMS within the public service.

**DUTIES, SKILLS & COMPETENCIES:** The successful candidate will report to the Director-General. Responsible for proactive leadership, professional guidance and strategic collaboration through timely and effective needs analysis and consultation with relevant national and international higher education stakeholders and others branches within the Department, in order to steer the development of a diverse and differentiated higher education sector. Monitor and evaluate public and private higher education sector achievement with respect to national government's statutory responsibilities and plans, socio-economic growth policies, transformation imperatives, and resources allocation, as defined in the Department's strategy and operational plan. Research and develop policies and plans for a strengthened, coherent and responsive higher education sector, including the development and regulation of the private higher education and national higher education colleges sectors. Ensure effective national university academic and physical planning and the equitable allocation and management of financial resources, including transfers to public higher education institutions, under the DHET, National Higher Education Institutes and public entities. Ensure a diverse, relevant accessible and efficient public higher education system through effective and advanced data analytics. Monitor and evaluate public higher education institutions, institutes and public entities use of public funds. Develop and implement effective policies and regulatory frameworks to ensure good governance, management practices and meaningful transformation and a productive use of funds and

application of monitoring systems to identify problems and enable proactive support and intervention where applicable. Ensure support and provide strategic sector engagement and guidance to universities, National Institutes for Higher Education and relevant public entities on effective institutional governance management practices and where appropriate student leadership; and provision of timely support, relevant policy and statutory compliance. Develop teaching, learning, research and capacity in public universities. Enhance student access and success through a focus on teaching and learning development. Develop a comprehensive national teacher education and development system as a sub-system of the higher education system that produces lecturers, teachers and education practitioners in line with national and provincial needs. Ensure implementation of Departmental policies for social inclusion, equity, disability, distance learning and career guidance are effectively implemented through the branch and its partner institutions. The ability to create an environment for higher-performance culture and work ethic among staff. Programme and project management skills, and ability to manage diverse stakeholders (including government, legislature, industry, university sector, labour, co-operatives, SETAs and SMEs).

**Disclaimer** Considering restrictions on travel during phases 5 to 3 of lockdown levels, you are encouraged to e-mail your application with the relevant supporting documentation. You must quote the reference number in the subject line. The successful candidate will not be appointed before completion of the Pre-entry Certificate for SMS positions as prescribed by the DPSA.

**ENQUIRIES: Mr R Kgare 012 312 5442 / Mr D Moyane 012 312 5165**