



agriculture & rural development

Department of
Agriculture and Rural Development
FREE STATE PROVINCE

FREE STATE PROVINCIAL GOVERNMENT

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

DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT

Directions to applicants Applications must be submitted on form Z83, 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. Suitable candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial / asset record check, qualification / study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

NB: SMS pre-entry certificate is a requirement. For more details on the pre-entry course visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>

APPLICATION FOR THE DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT TO BE SUBMITTED TO: Quoting the reference number, must be forwarded to Mrs S Hlekiso, Private Bag x02, Bloemfontein, 9301 or delivered by Hand to Mrs S Hlekiso in Room 228, 2nd Floor, Admin Building, Glen

CLOSING DATE: 31 MAY 2022

DIRECTOR: SUPPLY CHAIN MANAGEMENT (1 POST) REFERENCE NO: SCM

SALARY: Level 13 – An all-inclusive package of R1 037 187 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: GLEN

REQUIREMENTS: An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in Financial Management. 5 years of experience at a middle / senior managerial level. Valid driver's license (code B).

RECOMMENDATIONS: Advanced Project Management skills. Proven Strategic Management & Leadership Skills. Advanced communication / presentation skills. Advanced People Management -, Change Management - and Financial Management skills

DUTIES: Develop and monitor the implementation of supply chain internal policies, systems and processes. Render services to and advise internal units with regard to demand and acquisition of services and goods. Provide supply chain and logistics management services. Provide procurement performance and compliance monitoring services. Provide contract management services. Plan, manage & co-ordinate all resources (e.g. human, finance, equipment, etc.) of the Directorate. Participate in the development of the 5 year strategic plan, the Annual Performance Plan and Operational Plan for the Directorate. Monitor the implementation of relevant matters and report monthly, quarterly and annually to enhance the overall performance of the Directorate.

ENQUIRIES: Ms F Claassen, Telephone number: 051 861 8712

DIRECTOR: SUSTAINABLE RESOURCE MANAGEMENT (1 POST) REFERENCE NO: SRM

SALARY: Level 13 – An all-inclusive package of R1 073 187 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: GLEN

REQUIREMENTS: An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the relevant fields of Engineering / Sustainable Resource Management. 5 years of experience at a middle / senior managerial level. Valid driver's license (code B)

RECOMMENDATION RECOMMENDATIONS: Analytical & research skills (Advanced). Leadership Skills. Communication/presentation skills (advanced). People management -, Change Management - & Financial Management skills. Project management skills.

DUTIES: Manage the provision of engineering services. Promote sustainable Land Care. Promote the implementation of sustainable use and management of land. Manage agricultural risk and disaster management. Plan, manage & co-ordinate all resources (e.g. human, finance, equipment, etc.) of the Directorate. Provide inputs to provincial policies on all aspects relating to service delivery and ensure implementation of all policies which will enable the Department to fulfil its role in delivering a service in line with the strategic plan to communities / clients. Ensure partnership and coordination with relevant role players to enhance service delivery. Advise the Chief Director: Agric Dev Supp on all matters in order to ensure informed decision making and forward planning. Participate in the development of the 5 year strategic plan, the Annual Performance Plan and Operational Plan for the Directorate. Monitor the implementation of SRM matters and report monthly, quarterly and annually to enhance the overall performance of the Directorate

ENQUIRIES: Dr N Nhlabatsi, Telephone number: 051 861 8483

CHIEF FINANCIAL OFFICER (1 POST) REFERENCE NO: CFO

SALARY: Level 14 – An all-inclusive package of R1 269 951 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: GLEN

REQUIREMENTS: An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in Financial Management or Accounting. 5 years of experience at a senior managerial level. Valid driver's license (code B)

RECOMMENDATION RECOMMENDATIONS: Analytical & research skills (Advanced). Leadership Skills. Communication/presentation skills (advanced). People management -, Change Management - & Financial Management skills. Project management skills.

DUTIES: Manage and facilitate the provisioning of financial and management accounting services, supply chain and asset and fleet management services. Provide supply chain services. Provide asset

and fleet services. Provide financial support in management of funding. Establish and maintain appropriate systems (analytical tools, information systems and models or projections of cost behavior) and policies to ensure effective and efficient management of resources.

Support the HOD and other senior managers in the execution of their functions in terms of PFMA and Treasury Regulations. Formulate creative solutions to enhance cost effectiveness and efficiency in the delivery of the services and administration of the Department. Facilitate the implementation of national norms and standards where applicable. Advise the HOD pertaining to matters that have strategic and financial implications. Liaise with all relevant role-players in the financial environment regarding transverse financial matters.

ENQUIRIES: Dr T J Masiteng, Telephone number: 051 861 8440

DISTRICT DIRECTOR: THABO MOFUTSANYANA (1 POST) REFERENCE NO: DIR/DISTRICT

SALARY: Level 13 – An all-inclusive package of R1 037 187 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: THABO MOFUTSANYANA DISTRICT: QWA QWA

REQUIREMENTS: An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the field of Agriculture. 5 years of experience at a middle / senior managerial level. Valid driver's license (code B).

RECOMMENDATIONS: Advanced Project Management skills. Proven Strategic Management & Leadership Skills. Advanced communication / presentation skills. Advanced People Management -, Change Management - and Financial Management skills

DUTIES: Manage and implement all Agricultural Extension and Development Services in the District through the relevant departmental Local Municipality Managers in order to ensure improved service delivery to the benefits of all clients of the Department. Manage and implement the District Soil Conservation Services, in accordance with the relevant legislation through the Control Engineering Technician to ensure compliance to national programmes. Manage and implement the Food Security Programme in the District in accordance with the relevant frameworks through the Food Security Officer to ensure compliance with the relevant strategies and policies. Manage the Support Services in the District, i.e. Economic Services, Engineering Services and Administrative Support Services to ensure efficient and effective service delivery. Provide inputs to provincial policies on all aspects relating to District service delivery and ensure implementation of all policies which will enable the Department to fulfil its role in delivering a service in line with the strategic plan to communities / clients. Ensure partnership and coordination with relevant role players to enhance service delivery. Advise the Chief Director: District Services on all matters relating to Agricultural Extension and Development in the District in order to ensure informed decision making and forward planning. Plan, manage & co-ordinate all resources (e.g. human, finance, equipment, etc.) of the District to ensure effective and efficient utilization of resources. Participate on management level in strategic and operational planning for the District in order to ensure that goals and objectives are reasonable and attainable, and that reporting against the Strategic Plan takes place

ENQUIRIES: Ms M Ramabenyane, Telephone number: 051 861 8678

STATE VETERINARIAN (2 POSTS) REFERENCE NO: SV

SALARY: Level 11 – An all-inclusive package of R 744 255 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: Bloemfontein Veterinary Laboratory and Welkom

REQUIREMENTS: BVSc Degree or equivalent Qualification recognised by the South African Veterinary Council. Registration with the South African Veterinary Council. Valid driver's licence (code B). 1-2 years post qualification experience

RECOMMENDATION: Preference will be given to Free State Bursary Holders

DUTIES: Develop, analyse and audit policies, norms, standards and legislation for Veterinary Services, which would, inter alia, entail the following:- Scan local and international environment to inform policy needs, updates and impact; Collection of data and stakeholder consultation; Compile and provide inputs for policy development, norms and standards; Dissemination, implementation and auditing of policies, norms and standards. Render Veterinary Services through the implementation of the relevant legislation, which would, inter alia, entail the following:- Plan, implement, maintain and coordinate disease surveillance measures (eg. Early warning systems), identify controlled and non-controlled diseases and take appropriate corrective actions; Management of animals identification and traceability; Issuing of permits and health certificates for the movement of animals across borders / diseases free and infected zones; Identification of prevalent animal

diseases, development and implementation of appropriate intervention strategies (e.g. Primary Health Care); Design and implementation of herd health programs to promote productivity of livestock; Implement disease surveillance and other epidemiologic studies; Facilitate the development of a practical Early Warning System for all relevant diseases including disease modeling, simulation and scenario mappings; Contribute to the development of emergency diseases control preparedness systems; Liaising with the public, animal owners, organized agriculture and international organizations on the prevention and treatment of diseases; Manage and control the importation and exportation of animals and animal products; Implementation and management of the prescribed official veterinary management systems including the implementation of the National Monitoring Residue Program; Conduct veterinary risk assessments; Ensure that slaughter and other import/export facilities comply with the registration requirements with the relevant authorities; Performance of abattoir ante and post mortem inspections as required; Audit the hygiene management systems at the import / export establishment (e.g. Implementation of Hazard Analysis and Critical Control Point (HACCP) and Hygiene Assessment System (HAS)); Certification of products in accordance with International norms and standards; Management of meat inspection and disposal of condemned material in accordance with the relevant legislation; Identify illegal slaughter practices and take corrective action with assistance when necessary; Undertake post mortem, farm disease outbreak investigations and other examinations to identify causes of morbidity and mortality; Implement new procedures techniques and / or equipment to ensure that an efficient and effective Veterinary Diagnostic and Research service is rendered; Ensure animal owners and para veterinary staff follow the correct procedures and methods to collect and dispatch samples; Inspect slaughter and sterilization facilities to ensure the maintenance of essential national hygiene standards; Evaluate safety, efficacy and quality of stock remedies registration dossier applications, imports permits, labels, advertisements and make recommendations. Provision of training, development and awareness programs (extension and outreach services) to communities with regards to Veterinary Services, which would include, inter alia, the following:- Determine needs of communities through liaison with community leaders and other stakeholders; Determine interventions required to address the needs; Plan, implement and coordinate the appropriate interventions; Render veterinary advice to stock farmers and animal owners with regard to prevention of animal diseases and promotion of animal health care; Provide support to other line functionaries, i.e. extension, engineering with regard to veterinary related issues. Perform administrative and related functions which would include, inter alia, the following:- Provide inputs for the Operational Plan of the Veterinary unit; Comply with the Public Service prescripts; Comply with Financial Management prescripts; Contribute to the maintenance of databases; Compile and submit reports as required; Oversee and supervise the relevant staff i.e. Compulsory community service veterinarians. Keep abreast of National and international trends with regard to the applicable prescripts, policies, procedures, technologies and new developments to be able to render an efficient and effective Veterinary Service, through: Studying the Veterinary legal and policy frameworks continuously to enable optimum performance of the Veterinary functions according to the required standards; Studying professional journals, publications and attend relevant continuous professional development interventions to ensure that cognisance is taken of new developments and technologies.

ENQUIRIES: Dr K J Mojapelo, Telephone number: 051 - 4363677

DEPUTY DIRECTOR: FACILITIES MANAGEMENT (1 POST) REFERENCE NO: FACM

SALARY: Level 11 – An all-inclusive package of R 744 255 per annum. The remuneration package consists 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 13th cheque, motor car allowance, home owner's allowance and medical aid assistance

CENTRE: GLEN

REQUIREMENTS: Appropriate B Degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the field of Engineering / Project Management / Architecture / Facilities Management / Quantity Surveying. At least 3 -5 years' experience in a facilities management environment. Computer literate. Driver's license. Good communication skills

DUTIES: Main responsibilities of the post will be linked to Government Owned Buildings and will include: Planning of capital and maintenance projects over the MTEF, which includes planning documents such as User Asset Management Plan (U-Amp) and Infrastructure Programme Management Plan (IPMP). Implementation and supervision of capital and maintenance projects annually through policy requirements such as Framework for Infrastructure Delivery and Procurement Management (FIDPM) and Infrastructure Delivery Management System (IDMS). Reporting on capital and maintenance projects on the Infrastructure Reporting Model (IRM), e.g. monthly, quarterly and annually. Facilitate and provide office accommodation and farm buildings to management and directorates in the province. Render a support service to districts, farmers and clients in the agricultural sector. Render a training and development service to engineering and architectural candidates and graduates. Maintain records of expenditure on work in progress (WIP) and the Immovable Asset Register (IAR). Effective management of resources in terms of personnel, budget and assets of the Sub directorate.

ENQUIRIES: Mr H Grobler, Telephone number: 051 - 861 8607