



LIMPOPO

PROVINCIAL GOVERNMENT

REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF EDUCATION

Ref No: S3/1/1/1 Enq Ramaru TE Tel : 067 873 7345 E – Mail: RamaruTE@edu.limpopo.gov.za

TO: All Heads of Departments - Limpopo Provincial Administration
All Deputy Directors – General
All Chief Directors
All Directors

DEPARTMENTAL CIRCULAR No. 139 OF 2026

ADVERTISEMENT OF SENIOR EDUCATION SPECIALIST (SES), DEPUTY CHIEF EDUCATION SPECIALIST (DCES) AND CHIEF EDUCATION SPECIALIST (CES) POSTS ON THE ESTABLISHMENT OF THE LIMPOPO DEPARTMENT OF EDUCATION

1. Applications are hereby invited from suitably qualified candidates for the filling of the vacant posts, which exists in the Limpopo Department of Education. The details of the post are outlined in the attached **Annexure A of this Circular**.
2. Applications must be submitted on the new Z83 form obtainable from all Government Departments/ Institutions or can be downloaded from www.dpsa.gov.za / www.labour.gov.za.
3. The new Z83 form must be fully completed and signed by the applicant.
The following must be considered in relation to the completion of the Z83 by applicants:
 - 3.1. All the fields in **Part A, Part C and Part D** should be completed. In Part B all fields should be completed in full except the following:
 - (i) South African applicants need not provide passport numbers.
 - (ii) If an applicant responds "No" to the question "Are you conducting business with the State or are you a Director of a Public or Private Company conducting business with the State? If Yes (provide details), then it is acceptable for an applicant to indicate not applicable or leave a blank to the question. *"In the event that you are*

employed in the Public Service, will you immediately relinquish such business interests?"

- (iii) Applicants may leave the following question blank if they are not in possession of such: *"if your profession or occupation requires official registration, provide date and particulars of registration."*
- (iv) Noting there is limited space provided for Part E, F & G, applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information is not provided in the CV, the applicant may be disqualified.
- (v) It must be noted that a CV is an extension of the application of employment on Z83, and applicants are accountable for the information that is provided therein.
- (vi) The questions related to conditions that prevent re - appointment under Part F must be answered.

3.2. A specific reference number indicated on the post applied for must be quoted in the column "Reference Number" on the Z83 application form.

- 4. Candidates must submit certified copies of educational qualifications and other relevant documents with applications as prescribed by the relevant Collective Agreement/s.
- 5. All shortlisted candidates will be subjected to a Technical Competency Exercise Test, as well as oral interview. The Technical Competency Exercise Test is meant to test their ability to use MS Word, MS Excel and MS PowerPoint.
- 6. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA) and provide proof of such evaluation.
- 7. All shortlisted candidates shall undertake two pre-entry assessments. One shall be a practical exercise and the other shall be an Integrity [Ethical Conduct], an Assessment as per Directive on Human Resource Management and Development for Public Service Professionalization effective from 01 April 2024.
- 8. The successful candidates will be expected to enter into a performance agreement and sign an oath of secrecy with the Department. All appointments are subject to - personal suitability checks (criminal records, credit record check)

and security vetting) and verification of educational qualifications and reference checks, that is, recommended candidates will be subjected to security clearance

procedures. The Department reserves the right not to make any appointment/s to the posts advertised. The employment decision shall among other determinations be informed by the Employment Equity Plan of the Department.

9. Candidates will be required to disclose his/her financial interests in accordance with the applicable prescripts.
10. **The closing date for submission of applications is Friday, 21st August 2026 at 16H00.** Late applications for the advertised posts will not be considered.
11. Failure to comply with the above requirements will result in the disqualification of the application.

12. Applications should be submitted as directed below:

- 12.1. **Applications should be submitted on the following website:**
<https://erecruitment.limpopo.gov.za>

It is critical that applicants must register to apply on the above cited website.

Or

- 12.2. Handed delivered at the following addresses:

(a) The Head of Department, Limpopo Department of Education,
Private Bag X 9489, Polokwane, 0700 or handed in at 113 Biccard Street,
Polokwane at Records Management Directorate – Office No. H03
[REGISTRY]

(b) Applications for **District - based Senior Education Specialist (SES) and Deputy Chief Education Specialist (DCES)** posts must be submitted at the Education Districts on **Annexure B**.

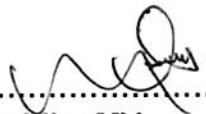
13. Correspondence will be limited to shortlisted candidates only, due to large numbers of applications we envisage receiving and if you have not heard from us within ninety (90) days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, seek reasons for the above administrative action in terms of section 5, sub-section 1 and 2 of the Promotion of Access to Information Act 3 of 2000. Applications which are forwarded/submitted to the wrong address will not be considered.

14. Enquiries should be directed to: Messrs. Lukheli TV at 081 535 3675 and Ramaru TE at 067 873 7345, Mesdames Mmowa LS at 081 532 6059, Phasiwe N at 081 550 2664 and Tema MA at 081 387 2674.

15. **Employment Equity Statement:** The Limpopo Department of Education is committed to the achievement of employment equity and transformation in accordance with its Employment Equity Plan. Consequently, the Employment Equity Plan will inform all appointment decisions. Preference will be given to suitably qualified candidates whose appointments will contribute towards achieving the Department's Employment Equity targets, particularly regarding race, gender, and disability representation.

The Department is dedicated to promoting equitable representation in its workforce through the filling of these posts. Accordingly, people with disabilities are strongly encouraged to apply.

16. Note: The contents of the advertised vacant posts will also be posted on the following website www.limpopo.gov.za, www.limpopo.edu.limpopo.gov.za and www.dpsa.gov.za and Provincial Department social media.


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Mr. Seshibe MV
Head of Department

21/07/2026
.....
Date



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
EDUCATION

ANNEXURE A

**ADVERTISEMENT OF SENIOR EDUCATION SPECIALIST (SES), DEPUTY CHIEF
EDUCATION SPECIALIST (DCES) AND CHIEF EDUCATION SPECIALIST (CES)
POSTS**

Name of Post : Chief Education Specialist (CES): Humanities, GET Band
Branch : Curriculum Management & Delivery
Ref. No. : LDoE 175/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A recognized three- or four-year qualification with any of the Humanities subjects (Life Orientation, History, Geography, Religion Studies, Social Sciences) as a major subject/s which includes professional teacher education.
- A relevant post graduate qualification will be an added advantage.
- Valid registration with SACE as a professional educator.
- Minimum of nine (9) years' experience in the educational field.
- Valid driver's license except for people with disabilities.

Core and Process Competencies

Monitoring and evaluation, Performance Management, Decision making and initiating action,
Adhering to principles and values, Analysis and interpreting, Writing and reporting,

Advertisement of Senior Education Specialist (SES), Deputy Chief Education Specialist (DCES)
and Chief Education Specialist (CES) Posts

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Initials:.....*MW*.....

Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.

Knowledge

- Proven management and leadership skills.
- A sound knowledge of all major relevant education legislation and policies, particularly those having a direct impact on curriculum in the humanities subjects.
- A sound understanding of curriculum transformation issues and capacity building processes in education.
- A sound knowledge, understanding and experience of Outcomes Based Education (CAPS and the National Curriculum Statement (NCS) for both General Education and Training (GET) and Further Education and Training (FET) and another related legislative framework.
- Evidence of experience in managing curriculum support and intervention programs in humanities subjects.
- Knowledge and understanding and implementation of the following policies: Assessment, Language in Education, Education White paper 6, and e Learning. Proven experience in managing people, projects and finances and the ability to plan strategically.

Skills

- A good understanding of Matrix Management.
- Strong communication skills (written & verbal).
- Ability to work under pressure and willingness to work extra hours.
- Strong analytical skills.
- Data mining and handling, knowledge of and experience in research on the latest developments related to curriculum management, maintaining a database and ability to analyse and report on information related to learner performance.
- Functional Computer literacy (MS Word, MS Excel, MS Power Point MS Outlook and AI).

Key Performance Areas

- Management and co-ordination of the implementation and compliance of the NCS in districts and schools in the province.
- Oversee the implementation of the curriculum and assessment framework for GET and FET bands.
- Manage the human and physical and financial resources to provide efficient and effective curriculum support to districts and schools.
- Enhance the capacity of province and district officials to ensure effective and efficient service delivery.
- Establish, maintain and support curriculum structures in commerce at district and circuit level.
- Ensure participation of provincial and district curriculum officials in National and provincial structures.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.
- Prepare and report on all program activities to the Director and relevant line function.

- General Management and leadership functions viz. strategic planning; financial management and control as per the PFMA, operational planning, staff development and appraisal and project management and general administrative duties.
- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management.

Name of Post : Chief Education Specialist (CES): Commerce, GET Band
Branch : Curriculum Management & Delivery
Ref. No. : LDoE 176/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A recognized three- or four-year qualification with any of the Commerce subjects (Accounting, Or Economics Or Business Economics/EMS) as a major subject/s which includes professional teacher education.
- A relevant post graduate qualification will be an added advantage.
- Valid registration with SACE as a professional educator.
- Minimum of nine (9) years' experience in the educational field.
- Valid driver's license except for people with disabilities.

Core and Process Competencies

Monitoring and evaluation, Performance Management, Decision making and initiating action, Adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.

Knowledge

- Proven management and leadership skills.
- A sound knowledge of all major relevant education legislation and policies, particularly those having a direct impact on curriculum in the commerce subjects.
- A sound understanding of curriculum transformation issues and capacity building processes in education.
- A sound knowledge, understanding and experience of Outcomes Based Education (CAPS and the National Curriculum Statement (NCS) for both General Education and Training (GET) and Further Education and Training (FET) and another related legislative framework.
- Evidence of experience in managing curriculum support and intervention programs in commerce subjects.
- Knowledge and understanding and implementation of the following policies: Assessment, Language in Education, Education White paper 6, and e Learning. Proven experience in managing people, projects and finances and the ability to plan strategically.

Skills

- A good understanding of Matrix Management.
- Strong communication skills (written & verbal).
- Ability to work under pressure and willingness to work extra hours.
- Strong analytical skills.
- Data mining and handling, knowledge of and experience in research on the latest developments related to curriculum management, maintaining a database and ability to analyse and report on information related to learner performance.
- Functional Computer literacy (MS Word, MS Excel, MS Power Point and MS Outlook).

Key Performance Areas

- Management and co-ordination of the implementation and compliance of the NCS in districts and schools in the province.
 - Oversee the implementation of the curriculum and assessment framework for GET and FET bands.
 - Manage the human and physical and financial resources to provide efficient and effective curriculum support to districts and schools.
 - Enhance the capacity of province and district officials to ensure effective and efficient service delivery.
 - Establish, maintain and support curriculum structures in commerce at district and circuit level.
 - Ensure participation of provincial and district curriculum officials in National and provincial structures.
 - Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.
 - Prepare and report on all program activities to the Director and relevant line function.
 - General Management and leadership functions viz. strategic planning; financial management and control as per the PFMA, operational planning, staff development and appraisal and project management and general administrative duties.
 - Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management.

Name of Post : Chief Education Specialist (CES): Humanities, FET
Branch : Curriculum Management & Delivery
Ref. No. : LDoE 177/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A recognized three- or four-year qualification with any of the Humanities subjects

(Life Orientation, History, Geography, Religion Studies) as a major subject/s which includes professional teacher education.

- A relevant post graduate qualification will be an added advantage.
- Valid registration with SACE as a professional educator.
- Minimum of nine (9) years' experience in the educational field.
- Valid driver's license except for people with disabilities.

Core and Process Competencies

Monitoring and evaluation, Performance Management, Decision making and initiating action, Adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.

Knowledge

- Proven management and leadership skills.
- A sound knowledge of all major relevant education legislation and policies, particularly those having a direct impact on curriculum in the humanities subjects.
- A sound understanding of curriculum transformation issues and capacity building processes in education.
- A sound knowledge, understanding and experience of Outcomes Based Education (CAPS and the National Curriculum Statement (NCS) for both General Education and Training (GET) and Further Education and Training (FET) and another related legislative framework.
- Evidence of experience in managing curriculum support and intervention programs in humanities subjects.
- Knowledge and understanding and implementation of the following policies: Assessment, Language in Education, Education White paper 6, and e Learning. Proven experience in managing people, projects and finances and the ability to plan strategically.

Skills

- A good understanding of Matrix Management.
- Strong communication skills (written & verbal).
- Ability to work under pressure and willingness to work extra hours.
- Strong analytical skills.
- Data mining and handling, knowledge of and experience in research on the latest developments related to curriculum management, maintaining a database and ability to analyse and report on information related to learner performance.
- Functional Computer literacy (MS Word, MS Excel, MS Power Point MS Outlook and AI).

Key Performance Areas

- Management and co-ordination of the implementation and compliance of the NCS in districts and schools in the province.
- Oversee the implementation of the curriculum and assessment framework for GET and FET bands.
- Manage the human and physical and financial resources to provide efficient and effective curriculum support to districts and schools.
- Enhance the capacity of province and district officials to ensure effective and efficient

service delivery.

- Establish, maintain and support curriculum structures in commerce at district and circuit level.
- Ensure participation of provincial and district curriculum officials in National and provincial structures.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.
- Prepare and report on all program activities to the Director and relevant line function.
- General Management and leadership functions viz. strategic planning; financial management and control as per the PFMA, operational planning, staff development and appraisal and project management and general administrative duties.
- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management.

Name of Post : Chief Education Specialist (CES): PTD
Branch : Curriculum Management & Delivery
Ref. No. : LDoE 178/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A recognized three- or four-year qualification, which includes professional teacher education.
- A relevant post graduate qualification will be an added advantage.
- Valid registration with SACE as a professional educator.
- Minimum of nine (9) years' experience in the educational field.
- Valid driver's license except for people with disabilities.

Core and Process Competencies

Monitoring and evaluation, Performance Management, Decision making and initiating action, Adhering to principles and values, Analysis and interpreting, Writing and reporting,

Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.

Knowledge

- Knowledge of the Constitution as well as other relevant Acts and Policies.
- Experience in research on the latest developments related to curriculum transformation.
- A good understanding of Matrix management.
- Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom.
- A sound understanding of curriculum transformation issues and capacity building processes in education.
- Interpret, analyse and apply current legislation and departmental policies

- Supervisory, organizational and interpersonal skills.
- Proven written and verbal skills.
- Attention to details and a high level of accuracy, effective public relations and public speaking skills.

Skills

- A good understanding of Matrix Management.
- Strong communication skills (written & verbal).
- Ability to work under pressure and willingness to work extra hours.
- Strong analytical skills.
- Data mining and handling, knowledge of and experience in research on the latest developments related to curriculum management, maintaining a database and ability to analyse and report on information related to learner performance.

Key Performance Areas

- Establish clear channels of communication with relevant stakeholders.
- Manage information by collecting, analyzing and translating data into knowledge for planning, decision making and reporting.
- Coordinate and report on implementation of the SACE Continuing Professional Teacher development (CPTD) System.
- Coordinate the development of a provincial teacher development annual Callender.
- Coordinate the development of continuing teacher professional development programs that are pedagogically sound and content rich.
- Provide management and support in line with approved Strategic and Annual Performance Plans.
- Coordinate establishment and maintenance of educators' Professional Learning communities (PLCs) across the system.
- Facilitate policy formulation, analysis and implementation.
- Undertake research and development with a view to improve service delivery. Manage the effective utilization of finances and other resources.
- Ensure proper record keeping, control and reporting.
- Develop and maintain a provincial teacher development data base.
- Any other reasonable function assigned by the employer within the job function.

Name of Post : Chief Education Specialist (CES): Institutional Governance Management & Support
Branch : District Management & Institutional Governance
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Mogalakwena, Ref. No.: LDoE 179/06/2026
: Waterberg, Ref. No.: LDoE 180/06/2026

Minimum Requirements:

- A recognised three- or four- year qualification, which includes professional teacher education.
- A post graduate qualification in education will be an added advantage.
- Registration with SACE as a professional educator.
- A minimum of 9 years' experience in the educational field; and
- Valid driver's license except for people living with disabilities.

Job Purpose:

Provide strategic and managerial leadership as well as coordinate the implementation of programmes within the area of responsibility. This includes managing the DCEs and SESs.

Competencies, Knowledge & Skills:

Monitoring and evaluation. Performance Management. Decision making and initiating action. Adhering to principles and values. Analysis and interpreting. Writing and reporting. Creating, conceptualising and innovating. Organising and executing. Coping with pressures and setbacks. Time management. Knowledge of the Constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. A good understanding of Matrix management. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Functional Computer Literacy - MS Word, Ms Excel, MS Power Point and MS Outlook.

Key Performance Areas:

- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management. These will include the following:
 - Mechanisms for quality assurance;
 - Effective utilisation of human resources; and
 - Monitoring and oversight.
- Establish clear channels of communication with relevant stakeholders;
- Manage information by collecting, analysing and translating data into knowledge for planning, decision making and reporting;
- Provide management and support in line with approved Strategic and Annual Performance Plans;
- Facilitate policy formulation, analysis and implementation;
- Undertake research and development with a view to improve service delivery;
- Manage the effective utilisation of finances and other resources;
- Ensure proper record keeping, control and reporting;
- Any other reasonable function assigned by the employer within the job function

- Provide support to circuit managers as well as education management and governance development (EMGD) teams. Ensure the implementation of school safety measures at institutions.
- Support, Supervise, monitor and guide the effective and efficient implementation of Performance Management Systems (e.g. IQMS and PMDS).
- Support the undertaking of School Self Evaluation (SSE) processes and subsequent development and implementation of School Improvement Plans (SIPs).
- Support the use of Information and Communications Technology (ICT) where necessary.

Name of Post : Chief Education Specialist (CES): Systemic Evaluation
Branch : District Management & Institutional Governance
Ref. No. : LDoE 181/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A three - or four - year qualification at NQF level 7 as recognised by SAQA, which includes professional teacher education.
- A post graduate qualification in education will be an added advantage;
- Registration with SACE as a professional educator;
- A minimum of 9 years' experience in the educational field; and
- Valid driver's license except for people living with disabilities.

Job Purpose:

Provide strategic and managerial leadership as well as coordinate the implementation of programmes within the area of responsibility. This includes managing the DCEs and SESs.

Competencies, Knowledge & Skills:

Sound understanding of curriculum transformation issues and capacity building processes in education. Monitoring and evaluation. Performance Management. Decision making and initiating action. Adhering to principles and values. Analysis and interpreting. Writing and reporting, Creating, conceptualising and innovating, Organising and executing, Coping with pressures and setbacks. Time management

Good understanding of Matrix Management. Strong communication and reporting skills (written & verbal). Ability to work under pressure, extensive travelling and willingness to work extra hours. Strong research and analytical skills. Data mining and handling, knowledge of and experience in research on the latest developments related to curriculum management, maintaining a database and ability to analyse and report on information related to learner performance. Functional Computer Literacy - MS Word, Ms Excel, MS Power Point and MS Outlook.

Key Performance Areas:

- Management and co-ordination of the implementation of international, regional, national and provincial studies, assessment and surveys.
- Oversee the implementation of Systemic Evaluation programmes and systems in the province and with Department of Basic Education.
- Manage the human and physical and financial resources to provide efficient and effective curriculum support to districts and schools.
- Enhance the capacity of province and district officials to ensure effective and efficient service delivery.
- Establish, maintain and support curriculum structures in Mathematics at district and circuit level.
- Ensure participation of provincial and district curriculum officials in National and provincial structures.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.
- Prepare and report on all program activities to the Director and relevant line functions.
- Interpret, analyse and apply current legislation and departmental policies e) Supervisory, organizational and interpersonal skills.
- Perform general Management and leadership functions viz. strategic planning; financial management and control as per the PFMA, operational planning, staff development and appraisal and project management and general administrative duties.
- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management.

Name of Post : Chief Education Specialist (CES): Systems Admin.,
Monitoring, Support & Evaluation
Branches : Curriculum Management & Delivery
Ref. No. : LDoE 182/06/2026
Post Status : Permanent
Salary Level : 12 (OSD)
Salary Notch : R1 151 079.00 per annum (All - inclusive package)
Salary Range : R1 151 079.00 – R1 765 134.00
Centre : Head Office, Polokwane

Minimum Requirements:

- A three - or four - year qualification at NQF level 7 as recognised by SAQA, which includes professional teacher education.
- A post graduate qualification in education will be an added advantage;
- Registration with SACE as a professional educator;
- A minimum of 9 years' experience in the educational field; and
- Valid driver's license except for people living with disabilities.

Job Purpose:

Provide strategic and managerial leadership as well as coordinate the implementation of programmes within the area of responsibility. This includes managing the DCEs and SEEs.

Advertisement of Senior Education Specialist (SES), Deputy Chief Education Specialist (DCEs) and Chief Education Specialist (CES) Posts

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Initials:.....

Competencies, Knowledge and Skills

Monitoring and evaluation. Performance Management. Decision making and initiating action. Adhering to principles and values. Analysis and interpreting. Writing and reporting. Creating, conceptualising and innovating. Organising and executing. Coping with pressures and setbacks. Time management. Knowledge of the Constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. A good understanding of Matrix management. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies e) Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Functional Computer Literacy - MS Word, Ms Excel, MS Power Point and MS Outlook.

Key Performance Areas:

- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management.
- These will include the following:
 - Mechanisms for quality assurance;
 - Effective utilisation of human resources; and
 - Monitoring and oversight.
- Establish clear channels of communication with relevant stakeholders.
- Manage information by collecting, analysing and translating data into knowledge for planning, decision making and reporting.
- Provide management and support in line with approved Strategic and Annual Performance Plans.
- Facilitate policy formulation, analysis and implementation.
- Undertake research and development with a view to improving service delivery.
- Manage the effective utilisation of finances and other resources.
- Ensure proper record keeping, control and reporting.
- Facilitate the multi-disciplinary team approach within the Curriculum component.

Name of Post : Deputy Chief Education Specialist (DCES)
Branch : Curriculum Management & Delivery
Post Status : Permanent
Salary Level : 10 (OSD)
Salary Notch : R657 492.00 per annum
Salary Range : R657 492.00 – R1 254 945.00

Centre	Ref Number	No	Subject/Learning Area/s	Phase
Mogalakwena	LDoE 186/06/2026	01	Early Childhood Development	ECD Phase
Mopani West	LDoE 187/06/2026	01	Early Childhood Development	ECD Phase
Sekhukhune South	LDoE 188/06/2026	01	Early Childhood Development	ECD Phase
Waterberg	LDoE 189/06/2026	01	Early Childhood Development	ECD Phase

Advertisement of Senior Education Specialist (SES), Deputy Chief Education Specialist (DCES) and Chief Education Specialist (CES) Posts

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Initials:.....

Minimum Requirements:

- A recognised three- or four-year qualification which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills. Negotiation skills.
- Language skills and ability to communicate well with people at different levels and from different backgrounds.
- People management skills.
- Sound organizational skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound and in depth knowledge of the Early Childhood curriculum programs and relevant policy prescripts.

Key Performance Areas:

- Provide professional leadership in order to assist practitioners/educators to identify, assess and meet the needs of learners.
- Coordination of all Teacher Development activities pertaining to the teaching of Languages, Life Skills and Mathematics in the Foundation Phase.
- Coordination of monitoring and support of Languages, curriculum implementation in the Pre-Grade R in all sites in the district/province. Trains ECD subject advisors and practitioners/teachers on Pre-Grade R Curriculum matters including policy dictums pertinent to Pre-Grade R activities.
- Extensive knowledge on the development of young children; Knowledge of the key challenges in ECD and how these can be mediated to improve child outcomes, school readiness, as well as to contribute to children's subsequent success in life;
- Knowledge of the National Curriculum Framework and its implementation in birth to 4; Knowledge of the National Qualifications Framework and Curriculum Development and Management processes;
- Knowledge of and ability to work with critical stakeholders within the Sector to strengthen the implementation of Early Childhood Development programmes;
- Ability to provide leadership to the ECD sector in line with the ECD Service Delivery Model.

Centre	Ref Number	No	Subject/Learning Area/s	Phase
Head Office	LDoE 189/06/2026	01	Creative Arts: GET	INTERSEN

Minimum Requirements:

- A recognised three- or four-year qualification with Creative Arts (Dance, Drama, Music and Visual) as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.

- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Tshivenda.
- Sound knowledge, understanding and experience of CAPS and NCS in the Senior phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Creative Arts.
- Developing curriculum intervention documents and assessment to support policy implementation for Creative Arts offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with Creative Arts and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No	Subject/Learning Area/s	Phase
Head Office	LDoE 189/06/2026	01	Commerce - GET	INTERSEN

Minimum Requirements:

- A recognised three- or four-year qualification with any of the Commerce subjects (major in Accounting will be an added advantage) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Teacher Development.
- Sound knowledge, understanding and experience of CAPS and NCS in both GET and FET phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of commerce educators in the districts.
- Conduct research on training and development needs of commerce educators in the district in the GET phase.
- Development/ review educator Development programmes in the commerce subjects in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in commerce subjects including EMS Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Commerce subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Mogalakwena	LDoE 190/06/2026	01	Intermediate Phase: Curriculum Management	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with any of the Mathematics or Accounting as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.

- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Mathematics subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in GET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Mathematics or Accounting field educators in the district.
- Conduct research on training and development needs of Mathematics or Accounting field educators in the district in the GET phase. Development/ review educator
- Development programmes in the mathematics fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in mathematics or commerce subjects.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Mathematics or commerce subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Head Office: HL & C - FET	LDoE 191/06/2026	01	Life Orientation	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Life Orientation as a major subject or speciality, which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills. Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Physical Sciences subject.
- Sound knowledge, understanding and experience of CAPS.

Key Performance Areas:

- Manage and coordinate training and development of Life Orientation field educators in the district.
- Conduct research on training and development needs of Life Orientation field educators in the district in the FET phase.

- Development/ review educator Development programmes in the Life Orientation fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Life Orientation subject.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Life Orientation.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Reference Number	No. of posts	Subject/Learning area	Phase
Head Office (HL&C-FET)	LDoE 192/06/2026	01	Economics/Business Studies	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Economics Or Business Economics/Business Studies as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Teacher Development.
- Sound knowledge, understanding and experience of CAPS and NCS in both GET and FET phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of commerce educators in the district.
- Conduct research on training and development needs of commerce educators in the district in the FET phase.
- Development/ review educator Development programmes in the commerce subjects in line with needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in commerce subjects including EMS Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Commerce subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.

- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Head Office	LDoE 193/06/2026	01	Technologies (Mechanical/Electrical/Civil)	MST (Senior and FET phases)

Minimum Requirements:

- A recognised three- or four-year qualification with any of the Technical Subjects(Civil Technology Or Electrical Technology Or Mechanical Technology Or Engineering Graphics and Design) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Technical subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in FET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Technical field educators in the district.
- Conduct research on training and development needs of Technical field educators in the district in the FET phase.
- Development/ review educator Development programmes in the Technical fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Technical subjects.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Technical subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 194/06/2026	01	Humanities (Curriculum Management)	FET

Minimum Requirements:

- A recognised three- or four-year qualification with History or Geography as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Teacher Development.
- Sound knowledge, understanding and experience of CAPS and NCS in both GET and FET phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Social Sciences educators in the district.
- Conduct research on training and development needs of Social Science educators in the district in the GET phase.
- Development/ review educator Development programmes in the Social Sciences disciplines in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Social Sciences disciplines.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Social Sciences.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Vhembe East	LDoE 195/06/2026	01	Languages: Curriculum Management	FET

Minimum Requirements:

- A recognised three- or four-year qualification with any of the South African Language (English, Afrikaans, Sepedi, Setswana, Tshivenda, Xitsonga, Isindebele, IsiZulu) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field

- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on languages.
- Sound knowledge, understanding and experience of CAPS and NCS in the FET phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for languages at Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for languages offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the languages and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Giyani CPTD Centre)	LDoE 196/06/2026	01	BCM Subjects	All Phases
Mokopani CPTD Centre	LDoE 197/06/2026	01	BCM Subjects	All Phases

Minimum Requirements:

- A recognized three- or four-year qualification with Economics or Accounting or Business Studies or Services Subjects as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Knowledge of the Constitution as well as other relevant Acts and Policies
- Grounded knowledge in Financial Management including PFMA and related Regulations

- Skilled in Planning and organizing, project management, Event Management and Communication,
- A good understanding of Matrix management.
- Policy development and analysis skills.
- Training Material design and development skills.
- People management skills.
- Interpret, analyse and apply current legislation and departmental policies e) Supervisory, organizational and interpersonal skills Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on the relevant Subjects.
- Sound knowledge, understanding and experience of CAPS and NCS for grades R to 12 and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Accounting, Economics, Business Studies and Services Subjects educators and Subject Advisors across the province.
- Conduct research on training and development needs of EMS educators in the district in the GET and FET bands.
- Development/ review educator Development programmes in the Accounting, Economics, Business Studies and Services Subjects in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Accounting, Economics, Business Studies and Services Subjects.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Accounting, Economics, Business Studies and Services Subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Sekhukhune CPTD Centre	LDoE 198/06/2026	01	Coding and Robotics, ICT, Maths, Science and Technology	All Phases

Minimum Requirements:

- A recognized three- or four-year qualification with Coding and Robotics or ICT or Maths or Science and Technology and as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Knowledge of the Constitution as well as other relevant Acts and Policies
- Grounded knowledge in Financial Management including PFMA and related Regulations
- Skilled in Planning and organizing, project management, Event Management and Communication,
- A good understanding of Matrix management.
- Policy development and analysis skills.
- Training Material design and development skills.

- People management skills.
- Interpret, analyse and apply current legislation and departmental policies e) Supervisory, organizational and interpersonal skills Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly for the relevant subjects
- Sound knowledge, understanding and experience of CAPS and NCS for all Phases and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Coding and Robotics, ICT, Maths, Science and Technology educators and Subject Advisors in the province.
- Conduct research on training and development needs of Coding and Robotics, ICT, Maths, Science and Technology educators in the province.
- Development/ review educator Development programmes in the Coding and Robotics, ICT, Maths, Science and Technology in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Coding and Robotics, ICT, Maths, Science and Technology.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Coding and Robotics, ICT, Maths, Science and Technology.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Sekhukhune CPTD Centre	LDoE 199/06/2026	01	Centre Management	All Phases

Minimum Requirements:

- A recognised three- or four-year qualification, which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of eight (8) years' experience in the educational field
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Knowledge of the Constitution as well as other relevant Acts and Policies
- Grounded knowledge in Financial Management including PFMA and related Regulations
- Skilled in Planning and organizing, project management, Event Management and Communication,
- A good understanding of Matrix management.
- Policy development and analysis skills.
- Training Material design and development skills.
- People management skills.
- Interpret, analyse and apply current legislation and departmental policies e) Supervisory, organizational and interpersonal skills Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on languages.

- Sound knowledge, understanding and experience of CAPS and NCS for grades R to 12 and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Provide professional leadership through the establishment and implementation of systems and structures that allow for effective management. These will include the following:
 - Mechanisms for quality assurance;
 - Effective utilization of human resources; and
 - Monitoring and oversight.
- Establish clear channels of communication with relevant stakeholders and clients.
- Manage the general operations of the Professional Teacher Development Centre.
- Manage the effective utilization of finances and other resource of the centre.
- Provides leadership and co-ordinate activities for effective delivery of projects and programmes in the centre.
- Manage information by collecting, analyzing and translating data into knowledge for planning, decision making and reporting.
- Provide management and support in line with approved Strategic and Annual Performance Plans.
- Facilitate policy formulation, analysis and implementation.
- Undertake research and development with a view to improve service delivery.
- Ensure proper record keeping, control and reporting.
- Manage the development and support of staff in the centre.

Name of Post : Deputy Chief Education Specialist (DCES): Inclusive Education & Special Schools
Directorate : Inclusive Education & Special Schools
Ref No : LDoE 200/06/2026
Post Status : Permanent
Salary Level : 10 (OSD)
Salary Notch : R657 492.00 per annum
Salary Range : R657 492.00 – R1 254 945.00

Minimum Requirements:

- A recognized three-four year post matric qualification, which includes professional teacher education.
- Valid registration with SACE as professional Educator;
- Minimum of eight (8) years' experience in the educational field, including experience in Inclusive Education at provincial, district or circuit level.
- Valid driver's license with exception of people with disabilities.

Competencies, Knowledge & Skills:

Facilitation and training skills. Research and evaluation skills. Policy development and analysis skills. Materials design and development skills. People management skills. Financial management skills. Communication and report writing skills. Sound knowledge of all major relevant education legislative and policies particularly those underpinning inclusion of all learners, Extensive knowledge of and insight into education policies regarding Inclusive

Education with specific reference to the identification and addressing a range of barriers to learning and participation and curriculum differentiation; A broad knowledge of the National Curriculum Statement and Knowledge of policy making processes. Functional computer literacy: MS Word, MS Excel, MS PowerPoint and MS Outlook.

Key Performance Areas:

- Providing policy guidance on the implementation of inclusive education in all public schools, Special schools, early childhood development centres and special care centres.
- Coordinating programmes to strengthen and improve the quality of learning and teaching in all schools and institutions, including ordinary public full service and special schools and special care centres
- Coordinating qualitative improvement, designation and conversion of special schools to resource centres;
- Strengthening the implementation of the Policy on Screening, Identification, Assessment and Support in all public schools, early childhood development centres and special care centres.
- Co - ordinating the implementation of national frameworks for coordinating access to specialist services, including access to assistive devices; implementing the relevant policy guidelines.
- Co - ordinating the implementation of the guidelines to ensure that learners with barriers to learning and development receive quality basic education: either academic or vocational.
- Coordinating the implementation of inclusive education in all the education districts across the province.
- Manage and coordinate training and development of educators and other stakeholders in the province.
- Conversion and resourcing of full-service schools, qualitative improvement and conversion of special schools to resource centres.
- Mobilisation and placement of out-of-school children with disabilities and youth of school-going age.
- Provision of education to learners with severe to profound intellectual disability.
- Support SIAS support structures ie school-based support teams (SBST), District based support teams (DBST), Provincial & National programs.
- Monitoring and supporting the implementation of the SIAS policy across all districts.
- Inclusive education advocacy and awareness across the province, for access to quality education in Public Ordinary Schools for all learners experiencing barriers to learning.
- Monitoring and managing the professional service and Full-service budgets.
- Monitoring, evaluating and coordinating implementation of inclusion and providing support to schools, circuits and districts.

Name of Post : Senior Education Specialist (SES) Posts
Branch : Curriculum Management & Delivery
Post Status : Permanent
Salary Level : 09 (OSD)
Salary Notch : R535 146.00 per annum
Salary Range : R535 146.00 – R1 183 578.00

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn South	LDoE 426/06/2026	04	Early Childhood Development	ECD phase
Mogalakwena	LDoE 427/06/2026	02	Early Childhood Development	ECD phase
Mopani West	LDoE 428/06/2026	02	Early Childhood Development	ECD phase
Vhembe East	LDoE 429/06/2026	02	Early Childhood Development	ECD phase
Vhembe West	LDoE 430/06/2026	03	Early Childhood Development	ECD phase

Minimum Requirements:

- A recognised three- or four-year qualification which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills. Negotiation skills.
- Language skills and ability to communicate well with people at different levels and from different backgrounds.
- People management skills.
- Sound organizational skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound and in depth knowledge of the Early Childhood curriculum programs and relevant policy prescripts.

Key Performance Areas:

- Provide professional leadership in order to assist practitioners/educators to identify, assess and meet the needs of learners.
- Coordination of all Teacher Development activities pertaining to the teaching of Languages, Life Skills and Mathematics in the Foundation Phase.
- Coordination of monitoring and support of Languages, curriculum implementation in the Pre-Grade R in all sites in the district/province. Trains ECD subject advisors and practitioners/teachers on Pre-Grade R Curriculum matters including policy dictums pertinent to Pre-Grade R activities.
- Extensive knowledge on the development of young children; Knowledge of the key challenges in ECD and how these can be mediated to improve child outcomes, school readiness, as well as to contribute to children's subsequent success in life.
- Knowledge of the National Curriculum Framework and its implementation in birth to 4; Knowledge of the National Qualifications Framework and Curriculum Development and Management

processes.

- Knowledge of and ability to work with critical stakeholders within the Sector to strengthen the implementation of Early Childhood Development programmes.
- Ability to provide leadership to the ECD sector in line with the ECD Service Delivery Model.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Vhembe East	LDoE 431/06/2026	02	Tshivenda	Foundation Phase
Mopani East	LDoE 432/06/2026	01	Sepedi	Foundation Phase

Minimum Requirements:

- A recognised three- or four-year qualification, with any of the above Languages as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on languages.
- Sound knowledge, understanding and experience of CAPS and NCS in the Foundation phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for the chosen language at Home and First Additional levels.
- Implement curriculum intervention strategies and assessment to improve learner attainment in the chosen language in the district.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Review and contextualize curriculum frameworks and supplement education materials in line with the chosen language and prescribed National policies.
- Establish, maintain and support curriculum structures within the District and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 433/06/2026	01	Mathematics	Intermediate
Mogalakwena	LDoE 434/06/2026	01	Mathematics	Intermediate
Sekhukhune East	LDoE 435/06/2026	01	Mathematics	Intermediate
Vhembe East	LDoE 436/06/2026	01	Mathematics	Intermediate
Vhembe West	LDoE 437/06/2026	01	Mathematics	Intermediate
Waterberg	LDoE 438/06/2026	01	Mathematics	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with Mathematics as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Geography.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Mathematics educators in the district.
- Conduct research on training and development needs of Mathematics educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the Mathematics in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Mathematics.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Mathematics.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Mogalakwena	LDoE 439/06/2026	01	Social Sciences	Intermediate
Sekhukhune East	LDoE 440/06/2026	01	Social Sciences	Intermediate
Sekhukhune South	LDoE 441/06/2026	01	Social Sciences	Intermediate
Vhembe West	LDoE 442/06/2026	01	Social Sciences	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with History or Geography (or both) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills. People management skills.
- Communication and report writing skills
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Sepedi language.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Social Sciences.
- Developing curriculum intervention documents and assessment to support policy implementation for Social sciences offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required. Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the Social Sciences and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Mogalakwena	LDoE 443/06/2026	01	Natural Sciences and Technology	Intermediate
Sekhukhune South	LDoE 444/06/2026	01	Natural Sciences and Technology	Intermediate
Vhembe West	LDoE 445/06/2026	01	Natural Sciences and Technology	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with Technology or NS-Technology as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Technology or NS-Tech.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Technology or NS-Tech educators in the district.
- Conduct research on training and development needs of Technology or NS-Tech educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the Technology or NS-Tech in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Technology or NS-Tech.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Technology or NS-Tech.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 446/06/2026	02	Sepedi HL	Intermediate
Mopani West	LDoE 447/06/2026	01	Sepedi HL	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with Sepedi as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Sepedi language.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN or FET phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Sepedi language at Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for Sepedi language offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the Sepedi language and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Mopani West	LDoE 448/06/2026	01	Life Skills	Intermediate
Vhembe West	LDoE 449/06/2026	01	Life Skills	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with Life skills as a major subject or speciality, which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.

- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills. Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Physical Sciences subject.
- Sound knowledge, understanding and experience of CAPS.

Key Performance Areas:

- Manage and coordinate training and development of Life Skills field educators in the district.
- Conduct research on training and development needs of Life Skills field educators in the district in the FET phase.
- Development/ review educator Development programmes in the Life Skills fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Life skills subject.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Life skills.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Vhembe West	LDoE 450/06/2026	01	English FAL	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with English as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills. Materials design and development skills.
- People management skills.
- Communication and report writing skills Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Social Sciences.

- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of English educators in the district.
- Conduct research on training and development needs of English educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the English disciplines in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in English disciplines.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in English.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Vhembe East	LDoE 451/06/2026	01	Creative Arts	Intermediate
Sekhukhne South	LDoE 452/06/2026	01	Creative Arts	Intermediate

Minimum Requirements:

- A recognised three- or four-year qualification with Creative Arts (Dance, Drama, Music and Visual) as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Tshivenda.
- Sound knowledge, understanding and experience of CAPS and NCS in the Senior phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Creative Arts.
- Developing curriculum intervention documents and assessment to support policy implementation for

Creative Arts offered in the District.

- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with Creative Arts and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 453/06/2026	02	Mathematics	Senior Phase
Sekhukhune South	LDoE 454/06/2026	01	Mathematics	Senior Phase
Vhembe West	LDoE 455/06/2026	01	Mathematics	Senior Phase
Vhembe East	LDoE 456/06/2026	01	Mathematics	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Mathematics as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Geography.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Mathematics educators in the district.
- Conduct research on training and development needs of Mathematics educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the Mathematics in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Mathematics.

- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Mathematics.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 457/06/2026	01	EMS (Accounting)	Senior Phase
Capricorn South	LDoE 458/06/2026	01	EMS (Accounting)	Senior Phase
Mogalakwena	LDoE 459/06/2026	01	EMS (Accounting)	Senior Phase
Sekhukhune South	LDoE 460/06/2026	01	EMS (Accounting)	Senior Phase
Vhembe West	LDoE 461/06/2026	01	EMS (Accounting)	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with any of the Commercial Subjects (Accounting as a major will be an added advantage) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning EMS.
- Sound knowledge, understanding and experience of CAPS and NCS in both GET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of commerce (EMS) educators in the district.
- Conduct research on training and development needs of commerce educators in the district in the GET phase.
- Development/ review educator Development programmes in the commerce subjects in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in commerce subjects including EMS Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Commerce subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 462/06/2026	02	Natural Sciences	Senior Phase
Sekhukhune South	LDoE 463/06/2026	02	Natural Sciences	Senior Phase
Vhembe East	LDoE 464/06/2026	01	Natural Sciences	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Natural Sciences (GET) as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Natural Sciences.
- Sound knowledge, understanding and experience of CAPS and NCS in GET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Natural Sciences (GET) educators in the district.
 - Conduct research on training and development needs of Natural Sciences educators in the district in the GET phase.
 - Development/ review educator Development programmes in the Natural Sciences in line with established needs and ensure implementation.
 - Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Natural Sciences.
 - Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Natural Sciences.
 - Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 465/06/2026	02	Sepedi HL	Senior Phase
Capricorn South	LDoE 466/06/2026	01	Sepedi HL	Senior Phase
Mogalakwena	LDoE 467/06/2026	01	Sepedi HL	Senior Phase
Sekhukhune South	LDoE 468/06/2026	01	Sepedi HL	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Sepedi as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Sepedi language.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN or FET phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Sepedi language at Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for Sepedi language offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the Sepedi language and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 469/06/2026	01	Life Orientation	Senior Phase
Mogalakwena	LDoE 470/06/2026	01	Life Orientation	Senior Phase
Mopani West	LDoE 471/06/2026	01	Life Orientation	Senior Phase
Sekhukhune East	LDoE 472/06/2026	01	Life Orientation	Senior Phase
Sekhukhune South	LDoE 473/06/2026	01	Life Orientation	Senior Phase
Vhembe West	LDoE 474/06/2026	01	Life Orientation	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Life Orientation as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Agricultural Sciences subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in ISenior and FET phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Life Orientation field educators in the district.
- Conduct research on training and development needs of Life Orientation field educators in the district in the Senior or FET phases.
- Development/ review educator Development programmes in the Life Orientation fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Life Orientation subject.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Life Orientation subject.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoe 475/06/2026	02	Social Sciences	Senior Phase
Capricorn South	LDoe 476/06/2026	01	Social Sciences	Senior Phase
Mogalakwena	LDoe 477/06/2026	01	Social Sciences	Senior Phase
Sekhukhune South	LDoe 478/06/2026	01	Social Sciences	Senior Phase
Vhembe East	LDoe 479/06/2026	01	Social Sciences	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with History or Geography (or both) as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.

- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills. People management skills.
- Communication and report writing skills
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Sepedi language.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Social Sciences.
- Developing curriculum intervention documents and assessment to support policy implementation for Social sciences offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required. Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the Social Sciences and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 480/06/2026	01	English FAL	Senior Phase
Sekhukhune East	LDoE 481/06/2026	01	English FAL	Senior Phase
Sekhukhune South	LDoE 482/06/2026	01	English FAL	Senior Phase
Vhembe East	LDoE 483/06/2026	01	English FAL	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with English as a major subject/s which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills. Materials design and development skills.
- People management skills.
- Communication and report writing skills Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Social Sciences.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phases including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of English educators in the district.
- Conduct research on training and development needs of English educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the English disciplines in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in English disciplines.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in English.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 484/06/2026	01	Technology	Senior Phase
Mogalakwena	LDoE 485/06/2026	01	Technology	Senior Phase
Mopani West	LDoE 486/06/2026	01	Technology	Senior Phase
Sekhukhune South	LDoE 487/06/2026	01	Technology	Senior Phase
Vhembe East	LDoE 488/06/2026	02	Technology	Senior Phase
Vhembe West	LDoE 489/06/2026	01	Technology	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Technology or NS-Technology as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.

- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Technology or NS-Tech.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Technology or NS-Tech educators in the district.
- Conduct research on training and development needs of Technology or NS-Tech educators in the district in the INTERSEN phases.
- Development/ review educator Development programmes in the Technology or NS-Tech in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Technology or NS-Tech.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Technology or NS-Tech.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Vhembe East	LDoE 490/06/2026	01	Tshivenda	Senior Phase
Vhembe West	LDoE 491/06/2026	01	Tshivenda	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Tshivenda as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Tshivenda.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Tshivenda at Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for Tshivenda offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with Xitsonga and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 492/06/2026	01	Afrikaans	All Phases
Vhembe West	LDoE 493/06/2026	01	Afrikaans	All Phases

Minimum Requirements:

- A recognised three- or four-year qualification with Afrikaans as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Afrikaans.
- Sound knowledge, understanding and experience of CAPS and NCS in the INTERSEN phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Afrikaans at Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for Afrikaans offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to

- Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with Afrikaans and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn North	LDoE 494/06/2026	01	Creative Arts	Senior Phase

Minimum Requirements:

- A recognised three- or four-year qualification with Creative Arts (Dance, Drama, Music and Visual) as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on Tshivenda.
- Sound knowledge, understanding and experience of CAPS and NCS in the Senior phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for Creative Arts.
- Developing curriculum intervention documents and assessment to support policy implementation for Creative Arts offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with Creative Arts and prescribed National policies.
- Establish, maintain and support curriculum structures at Districts and Circuits.

- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn South	LDoE 495/06/2026	01	Life Orientation	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Life Orientation as a major subject or speciality, which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills. Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Physical Sciences subject.
- Sound knowledge, understanding and experience of CAPS.

Key Performance Areas:

- Manage and coordinate training and development of Life Orientation field educators in the district.
- Conduct research on training and development needs of Life Orientation field educators in the district in the FET phase.
- Development/ review educator Development programmes in the Life Orientation fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Life Orientation subject.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Life Orientation.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn South	LDoE 496/06/2026	01	Economics/Accounting	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Accounting as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.

- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint MS Outlook and AI) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Commerce subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in FET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Accounting field educators in the district.
- Conduct research on training and development needs of Accounting field educators in the district in the FET phase.
- Development/ review educator Development programmes in the Commerce fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Accounting subject.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Accounting subject.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Capricorn South	LDoE 497/06/2026	01	Geography	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Geography as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.

- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Business Studies.
- Sound knowledge, understanding and experience of CAPS and NCS in FET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Geography educators in the district.
- Conduct research on training and development needs of Geography educators in the district in the FET phase.
- Development/ review educator Development programmes in the Geography in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Geography.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Commerce subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Waterberg	LDoE 498/06/2026	01	Physical Sciences	FET

Minimum Requirements:

- A recognised three- or four-year qualification with Physical Sciences as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those underpinning Agricultural Sciences subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in FET phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Physical Sciences field educators in the district.
- Conduct research on training and development needs of Agricultural Sciences field educators in the district in the FET phase.

- Development/ review educator Development programmes in the Physical Sciences fields in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Physical Sciences subjects.
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Sciences subjects.
- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Sekhukhune South	LDoE 499/06/2026	01	Isindebele/Isizulu	All phases

Minimum Requirements:

- A recognised three- or four-year qualification with Isindebele/IsiZulu as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Assessment and moderation skills.
- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly those having a direct impact on IsiZulu/Isindebele language.
- Sound knowledge, understanding and experience of CAPS and NCS in the GET and FET phase and other related legislative framework including curriculum transformation.

Key Performance Areas:

- Conduct action research and analyse data in order to inform decision making and improvement of classroom practices for language at IsiZulu/Isindebele Home, First and Second Additional levels.
- Developing curriculum intervention documents and assessment to support policy implementation for IsiZulu/Isindebele language offered in the District.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.
- Set intervention common assessment tasks for when required.
- Organize and coordinate learner attainment programs.
- Participate in Teacher development programs.
- Develop curriculum framework and supplement education materials in line with the IsiZulu/Isindebele language and prescribed National policies.

- Establish, maintain and support curriculum structures at Districts and Circuits.
- Engage and interact with all stakeholders to ensure policy compliance and enhance learner performance.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Tivumbeni CPTD Centre	LDoE 500/06/2026	01	Coding and Robotics, ICT, Maths, Science and Technology	All Phases
Giyani CPTD Centre	LDoE 501/06/2026	01	Coding and Robotics, ICT, Maths, Science and Technology	All Phases
Mokopane CPTD Centre	LDoE 502/06/2026	01	Coding and Robotics, ICT, Maths, Science and Technology	All Phases
Sekhukhune CPTD Centre	LDoE 503/06/2026	01	Coding and Robotics, ICT, Maths, Science and Technology	All Phases

Minimum Requirements:

- A recognised three- or four-year qualification with Mathematics or Life Sciences or Physical Science or ICT or Coding or Robotics as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly for the relevant subject.
- Sound knowledge, understanding and experience of CAPS and NCS in INTERSEN phase including curriculum transformation.

Key Performance Areas:

- Manage Development of training and development and endorsement of material for Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors and Educators
- Manage and coordinate training and development of Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors educators in the province.
- Conduct research on training and development needs of Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors educators in the district in all the phases.
- Development/ review educator Development programmes in the Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Coding and Robotics, ICT, Maths, Science and Technology Subject Advisors
- Developing curriculum intervention documents and assessment to support policy implementation.

- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Tivumbeni CPTD Centre	LDoE 504/06/2026	01	Social Science Subjects	All Phases
Giyani CPTD Centre	LDoE 505/06/2026	01	Social Science Subjects	All Phases
Mokopane CPTD Centre	LDoE 506/06/2026	01	Social Science Subjects	All Phases
Sekhukhune CPTD Centre	LDoE 507/06/2026	01	Social Science Subjects	All Phases

Minimum Requirements:

- A recognised three- or four-year qualification with History or Geography or Social Sciences or Life skills /Orientation or Religion Studies or Arts Subjects as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly for the relevant subject.
- Sound knowledge, understanding and experience of CAPS and NCS all phase including curriculum transformation.

Key Performance Areas:

- Manage Development of training and development and endorsement of material for History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects in the province
- Manage and coordinate training and development of History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects educators in the province.
- Conduct research on training and development needs of History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects educators in the district in the all phases.
- Development/ review educator Development programmes in the History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects
- Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in History, Geography, Social Sciences, Life skills /Orientation, Religion Studies and Arts Subjects

- Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Centre	Ref Number	No.	Subject/Learning Area/s	Phase
Tivumbeni CPTD Centre	LDoE 508/06/2026	01	BCM Subjects	All Phases
Giyani CPTD Centre	LDoE 509/06/2026	01	BCM Subjects	All Phases
Mokopane CPTD Centre	LDoE 510/06/2026	01	BCM Subjects	All Phases
Sekhukhune CPTD Centre	LDoE 511/06/2026	01	BCM Subjects	All Phases

Minimum Requirements:

- A recognised three- or four-year qualification with Accounting or Business Studies or Economics or EMS or Services Subjects as a major subject which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge & Skills:

- Facilitation and training skills.
- Research and evaluation skills.
- Policy development and analysis skills.
- Materials design and development skills.
- People management skills.
- Communication and report writing skills.
- Possess digital and computer literacy (MS- Word, MS Excel, MS PowerPoint and MS Outlook) skills.
- Sound knowledge of all major relevant education legislative and policies particularly in the relevant subjects.
- Sound knowledge, understanding and experience of CAPS and NCS in all phase including curriculum transformation.

Key Performance Areas:

- Manage and coordinate training and development of Accounting, Business Studies, Economics, EMS and Services Subjects educators in the district.
- Conduct research on training and development needs of Accounting, Business Studies, Economics, EMS and Services Subjects educators in the district in all phases.
- Development/ review educator Development programmes in the Accounting, Business Studies, Economics, EMS and Services Subjects in line with established needs and ensure implementation.
- Establish and manage structures to monitor the design, planning and implementation of the educator development programmes in Accounting, Business Studies, Economics, EMS and Services Subjects Provide adequate support to establishment and maintenance of Professional Learning communities (PLCs) in Accounting, Business Studies, Economics, EMS and Services Subjects Developing curriculum intervention documents and assessment to support policy implementation.
- Monitoring, evaluating and coordinating implementation of strategies and provide support and advice to Districts, circuits and schools including other relevant sections within the education system.

Name of Post : Senior Education Specialist (SES): Whole School Evaluation
x 5 Posts
Directorate : Quality Promotion and Standards
Ref No. : LDoE 512/06/2026
Post Status : Permanent
Salary Level : 09 (OSD)
Salary Notch : R535 146.00 per annum
Salary Range : R535 146.00 – R1 183 578.00

Minimum Requirements:

- A recognised three or four year qualification which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge and Skills:

Extensive knowledge of the Constitution, the South African Schools Act, the National Education Policy Act, the Employment of Educators Act, and other relevant education legislation and policies. Thorough understanding of the Whole School Evaluation (WSE) Framework, Quality Management System (QMS), School Improvement Planning (SIP), School Self Evaluation (SSE) and education quality assurance processes. Sound knowledge of curriculum implementation, learner assessment, school governance, leadership, financial management and institutional development. Strong knowledge of monitoring, evaluation, research methodologies and education performance management. Advanced analytical, problem-solving and decision-making skills. Excellent report writing, presentation and communication skills. Ability to analyse, interpret and present qualitative and quantitative education data. Strategic planning, project management and organisational skills. Leadership, coaching, mentoring and capacity-building skills. Strong stakeholder management, negotiation and conflict resolution skills. Ability to provide strategic support to districts and schools. Ability to work independently, manage multiple projects, work extra hours and meet strict deadlines. Functional Computer Literacy, including Microsoft Office applications and education management information systems.

Key Performance Areas:

- Coordinate and manage the implementation of Whole School Evaluation programmes within the districts/province.
- Lead school evaluation teams in conducting evidence-based Whole School Evaluations in accordance with national and provincial policies.
- Monitor compliance with education legislation, policies, quality assurance standards and accountability frameworks.
- Evaluate school leadership, governance, curriculum delivery, learner achievement and institutional effectiveness.
- Analyse school performance data and identify systemic challenges requiring intervention.
- Compile high-quality evaluation reports with evidence-based findings, recommendations and improvement strategies.

- Provide strategic guidance to schools in the development, implementation and monitoring of School Improvement Plans (SIPs).
- Monitor the implementation of recommendations arising from Whole School Evaluation reports.
- Facilitate professional development programmes related to school evaluation, improvement and skill to develop and make presentations.
- Liaise with provincial, district, circuit, schools and national stakeholders on quality assurance matters.
- Prepare management reports, briefing documents and submissions within prescribed timeframes.
- Contribute to policy development, implementation and continuous improvement of quality assurance systems.

Name of Post : Senior Education Specialist (SES): Monitoring Standards & Systemic Evaluation x 5 Posts
Directorate : Quality Promotion and Standards
Ref No. : LDoE 513/06/2026
Post Status : Permanent
Salary Level : 09 (OSD)
Salary Notch : R535 146.00 per annum
Salary Range : R535 146.00 – R1 183 578.00

Minimum Requirements:

- A recognised three or four year qualification which includes professional teacher education.
- Valid registration with SACE as professional educator.
- Minimum of five (5) years' experience in the educational field.
- Valid driver's licence with exception of person with disabilities.

Competencies, Knowledge and Skills:

Extensive knowledge of national and provincial education assessment policies, systemic evaluation frameworks and large-scale assessment programmes. Sound understanding of learner assessment, educational measurement, statistics and performance monitoring. Knowledge of international, regional, national and provincial research reports on education system performance. Advanced analytical, interpretation and statistical reporting skills and comparative analysis of reports findings. Ability to analyse learner performance trends and develop evidence-based recommendations. Strong strategic planning, coordination and project management skills. Excellent report writing, communication and presentation skills. Leadership, mentoring and facilitation skills. Knowledge of quality assurance and assessment administration procedures. Ability to manage confidential assessment information with integrity. Strong stakeholder management and intergovernmental coordination skills. Ability to work under pressure, work extensive hours and manage multiple projects simultaneously. Functional Computer Literacy, including Microsoft Office applications and education management information systems.

Key Performance Areas:

- Coordinate and oversee the implementation of provincial and district systemic evaluation programmes.
- Manage the planning, administration and quality assurance of systemic learner assessments.
- Monitor compliance with national assessment policies, standards and procedures.
- Coordinate the collection, validation, analysis and interpretation of learner performance data.
- Conduct detailed analysis of systemic evaluation results to identify performance trends, strengths and areas requiring intervention.
- Prepare comprehensive analytical reports for district, provincial and national management.
- Provide strategic recommendations to improve teaching, learning and learner achievement.
- Support districts, circuits and schools in interpreting assessment findings and implementing improvement strategies.
- Lead training programmes for officials, Subject Advisors and educators on systemic evaluation processes, assessment administration and data utilisation.
- Monitor the implementation of intervention programmes arising from systemic evaluation findings.
- Coordinate research and evaluation initiatives aimed at improving education quality and learner performance.
- Maintain accurate assessment databases and ensure the integrity of learner performance information.
- Collaborate with internal and external stakeholders to strengthen assessment and evaluation systems.
- Contribute to policy development, strategic planning and continuous improvement of systemic evaluation processes.

ANNEXURE B

Postal Address	Physical Address	General Enquiries
The District Director Capricorn North Education District Private Bag X 9711 Polokwane 0700	Cnr Blaauwberg & Yster Street Ladanna, Polokwane	Mr L Chipa Cell No: 082 647 2268
The District Director Capricorn South Education District Private Bag X 03 Chueniespoort 0745	Old Parliament Complex Lebowakgomo	Ms J Ntsoane Cell No: 082 906 3848
The Acting District Director Sekhukhune South Education District Private Bag X 70 Lebowakgomo 0737	Old Parliament Complex Lebowakgomo	Ms P Mageza Cell No: 082 906 3905
The Acting District Director Sekhukhune East Education District Private Bag X 9041 Burgersfort 1150	83 Aloe Street Stand No 2314 Ext 4 Aloeridge West Burgersfort	Mr MS Phasha Cell No: 082 714 3699
The District Director Mopani East Education District Private Bag X 578 Giyani 0826	Old Parliament Building Giyani	Mr N Sono Cell No: 079 693 0085
The District Director Mopani West Education District Private Bag X 4032 Tzaneen 0850	27 Peace Street Prosperitas Building Tzaneen	Mr MW Raholane Cell No: 082 881 6102
The Acting District Director Vhembe East Education District Private Bag X 2250 Sibasa 0970	Block D Old Parliament Building Thohoyandou	Ms AB Sivhabu Cell No: 066 044 2157
The District Director Vhembe West Education District Private Bag X 2250 Sibasa 0970	Old Parliament Building Makwarela	Mr NA Rasila Cell No: 082321 1554
The Acting District Director Mogalakwena Education District Private Bag X 601 Mahwelereng 0626	805 Rufus Seakamela Street Mahwelereng	Ms MO Sebyetseba Cell No: 072 623 6644
The Acting District Director Waterberg Education District Private Bag X 1040 Modimolle 0510	84 Limpopo Street NTK Building Modimolle	Ms K Songwane Cell No: 079 495 5898