

17. 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

03/03/2026

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Date

Knowledge & Skills:

Ability to work under pressure. Computer Literacy. Proven management skills in education management. Advanced analytical skills and extensive knowledge of the prescripts of the Public Service, Education Policies and Strategies.

Key Performance Areas:

- Lead the development and implementation of the organisation's strategic plans, ensuring alignment with overall mission, vision, and objectives.
- Oversee the design, review and execution of research and policy initiatives to inform evidence-based decision-making and strategic direction.
- Direct the preparation, analysis, and presentation of comprehensive reports to senior management, stakeholders, and oversight bodies.
- Monitor and evaluate the effectiveness of strategic and policy initiatives, using data-driven insights to recommend improvements.
- Collaborate with internal and external partners to gather relevant data and identify emerging trends and opportunities.
- Ensure compliance with regulatory and governance requirements in all planning, research, reporting and policy development activities.
- Manage and mentor the strategic planning, research, reporting and policy development team, thus fostering a culture of continuous improvement and professional development.
- Represent the organisation in strategic forums, conferences, and stakeholder engagements as required.

RE – ADVERTISEMENT:

Name of Post : **Director: INTERSEN x 1 Post**
Chief Directorate : Curriculum Management
Ref No. : LDOE 03/02/2026
Post Status : Permanent
Salary Level : 13
Salary Notch : R1 266 714.00 per annum (All - inclusive package)
Centre : **Head Office, Polokwane**

Minimum Requirements:

- An undergraduate qualification (NQF level 7) as recognised by South African Qualifications Authority (SAQA)
- Any relevant postgraduate qualification (NQF level 8 and above), and diploma/certificate will be an advantage.
- 5 years' relevant experience at middle/senior managerial level.
- Driver's Licence (except people living with disabilities).
- Proof of completion of SMS Pre-Entry Programme **MUST** be submitted before appointment.

Core & Process Competencies:

Strategic Capability & Leadership, Programme & People Management and Empowerment, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI), Problem Solving & Analysis, Communication

Knowledge & Skills:

Ability to work under pressure. Computer Literacy. Proven management skills in education management. Advanced analytical skills and extensive knowledge of the prescripts of the Public Service, Education Policies and Strategies.

Key Performance Areas:

- The management and the administration of the directorate.
- The development/review of learner attainment strategies at the intermediate and senior phase.
- Function meaningfully in relevant National/Provincial Policy Structures/Committees when invited to do so.
- Initiate special interventions and support programmes to Districts, Circuits and Schools.
- Provide professional support to Districts, Circuits and Schools.
- Manage and coordinate the development and implementation of policies, programmes and systems for Humanities.
- Manage and coordinate the development and implementation of policies, programmes and systems for languages.
- Manage and coordinate the development and implementation of policies, programmes and systems for commercial subjects and any other programmes to be added per organizational structure/components.

Name of Post : Deputy Director: Organisational Transformation & Special Programmes x 1 Post

Directorate : Service Delivery and Organisational Transformation
Ref No. : LDOE 04/02/2026
Post Status : Permanent
Salary Level : 11
Salary Notch : R896 436.00 per annum (All - inclusive package)
Centre : Head Office, Polokwane

Minimum Requirements

- An undergraduate qualification (NQF level 6) as recognized by SAQA.
- Qualification/s in Social Sciences will be an added advantage.
- Five (5) years' experience of which three (3) years must be at Lower Management post /Supervisory level 7/8 within related field.
- Valid drivers' license (with exception of people with disability).

Core & Process Competencies

Knowledge Management, Problem – solving and analysis, Programme & Project Management, Change Management, Client Orientation & Customer focus, Communication.

Knowledge & Skills

Knowledge of regulations, policies, procedures and applicable legislative frameworks. Technical knowledge of Work Study techniques methods. Organisational design, processes and techniques. Job Evaluation processes and techniques White paper on transformation. Presentation, Planning and Organizing Communication Skills. Report Writing skills.

Key Performance Areas

- Lead and coordinate the development, implementation, and monitoring of organisational transformation initiatives in alignment with DPSA policy objectives.
- Manage special programmes aimed at promoting diversity, equity, and inclusion within the department.
- Develop and oversee frameworks, guidelines, and policies to facilitate effective organisational transformation and the integration of special programmes.
- Monitor, evaluate, and report on the effectiveness of transformation and special programme interventions, ensuring compliance with relevant legislative and policy requirements.
- Engage stakeholders, including government departments and civil society, to foster collaboration and drive transformation outcomes.
- Identify emerging trends and best practices in organisational transformation and special programmes, recommending innovative approaches for continuous improvement.
- Prepare and manage budgets, resources, and project plans for transformation and special programmes within the Department.
- Represent the Department at relevant forums, task teams, and committees, advocating transformation and special programme priorities.
- Ensure effective communication and change management strategies are implemented to support the successful adoption of transformation initiatives.

Name of Post : **Circuit Manager x 3 Posts**
Branch : District Management & Institutional Governance
Post Status : Permanent
Salary Level : 12
Salary Notch : R1 106 808.00 per annum (All - inclusive package)
Centre : **Dzondo, Vhembe West, Ref No: LDoE 05/02/2026**
: **Nzhelele East, Vhembe West, Ref No: LDoE 06/02/2026**
: **Rakgwadi, Sekhukhune South, Ref No: LDoE 07/02/2026**

Minimum Requirements

- A recognized three (03) or four (04) year qualification, which includes professional teacher education.
- A postgraduate qualification in education or relevant postgraduate degree in management will be an added advantage.
- Minimum of nine (09) years' experience in the educational field.
- Valid registration with SACE as a professional educator.
- Valid South African driver's license (except for people with disability).

Job Purpose

To ensure the effective supervision, management functionality and performance of schools, in relation to administration, governance and curriculum delivery through professional and educational leadership, guidance and development.

Knowledge and Skills

Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. 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. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook

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.

Key Responsibilities

- Supervision and management of school principals in curriculum delivery and administration of schools.
- Support school principals, school management teams and school governing bodies in the management and governance of schools.
- Conduct performance reviews and appraisals of principals.
- Monitor and support the implementation of performance management systems in schools.
- Provide support for professional growth of educators in line with the Circuit Improvement Plan (CIP).
- Evaluate the physical infrastructure of schools and communicate to the relevant section of the Department in terms of the needs of schools.
- Assist the circuit and the district in ensuring that examinations and assessments are implemented according to plan.
- Assist schools in maintaining a fair labour environment.
- Guide the process of school establishment, rationalisation and extension of curriculum in the circuit.
- Develop a profile of all schools allocated to him/her as per the required format.
- Moderate examination schedules.
- Facilitate and coordinate the effective running of examinations.
- Drive the implementation of relevant teaching and learning initiatives in the districts in line with departmental objectives.
- Advise Principals and school management teams on the Departments strategic plans to assist them with the development of school improvement plans in order to achieve the desired objectives.

Knowledge and Skills

Report writing skills. Communication skills. Project Planning.
Interpersonal relations. Problem – solving skills. Presentation skills.
Functional Computer literacy (MS Word, MS Excel, MS Power Point and MS Outlook).

Key Responsibilities

- Coordinate the development, implementation, and review of departmental strategic plans in alignment with the Department of Monitoring and Evaluation (DPME) planning framework and relevant government priorities.
- Facilitate stakeholder engagement sessions to ensure that strategic planning processes incorporate input from all relevant internal and external stakeholders.
- Monitor and evaluate the progress of strategic objectives, ensuring regular reporting in accordance with DPME requirements.
- Provide guidance and support to directorates on integrating departmental goals with national and provincial strategic planning frameworks.
- Prepare comprehensive reports, presentations, and submissions for senior management and oversight bodies on strategic planning progress and outcomes.

RE - ADVERTISEMENT:

Name of Post : **Assistant Director: Policy Co - Ordination x 1 Post**
Directorate : Integrated Planning, Research & Reporting
Ref No. : LDOE 11/02/2026
Post Status : Permanent
Salary Level : 09
Salary Notch : R468 459.00 per annum
Centre : **Head Office, Polokwane**

Minimum Requirements

- A relevant NQF level 6 in Public Administration or equivalent as recognized by SAQA.
- Five (5) years' experience of which three (3) years must be at Lower Management post /Supervisory level 7/8 within related field.
- Valid drivers' license (with exception of people with disability).

Core & Process Competencies

Knowledge Management, Problem – solving and analysis, Programme & Project Management, Change Management, Financial Management, Client Orientation & Customer focus, Communication.

Knowledge and Skills

Report writing skills. Communication skills. Project Planning.
Interpersonal relations. Problem – solving skills. Presentation skills.
Functional Computer literacy (MS Word, MS Excel, MS Power Point and MS Outlook).

