

**PROVINCIAL ADMINISTRATION: FREE STATE  
DEPARTMENT OF HEALTH**

<b><u>CLOSING DATE</u></b>	:	08 May 2026
<b><u>NOTE</u></b>	:	<p>Applications must be submitted on new Z83 form. "Applicants are advised that from 1 January 2021, a new application for employment (Z83) form will be effective which can be downloaded at <a href="http://www.dpsa.gov.za-vacancies">www.dpsa.gov.za-vacancies</a>. From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered." Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for being considered for this SMS post prior to appointment. Enrolment for the course should be made on the NSG's website at <a href="https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme">https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme</a>. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The successful candidate must disclose to the Head of Department particulars of all registrable financial interests, sign a performance agreement and employment contract with the Head of Department within three months from the date of assumption of duty. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The recommended candidate(s) for OSD production posts MUST submit endorsed service certificates from the previous employer and endorsed Persal service records where applicable within 2 days of accepting the offer. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. The employment offer to successful candidate will be subject to verified educational qualifications, previous experience, citizenship check, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan</p>

**OTHER POSTS**

<b><u>POST 13/212</u></b>	:	<b><u>MEDICAL SPECIALIST (ANAESTHESIOLOGY): GRADE 1 – 3 REF NO: H/M/31/2026 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	<p>Grade 1: R1 341 855 – R1 422 810.per annum  Grade 2: R1 531 032 – R1 623 609.per annum  Grade 3: R1 773 222 – R2 212 680 per annum  all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)  Employee must meet the prescribed requirements.</p>
<b><u>CENTRE</u></b>	:	Pelonomi Tertiary Hospital, Bloemfontein

<b><u>REQUIREMENTS</u></b>	:	Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthesiology. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthesiology. <b>Grade 1:</b> No experience required. <b>Grade 2:</b> A minimum of (5) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Anaesthesiology. <b>Grade 3:</b> A minimum of (10) years relevant experience after registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Anaesthesiology. Current registration with HPCSA (2026/2027). Knowledge And Skills: Attributes and Abilities Sound clinical concept within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnose and management of patients within the field of expertise. Good verbal and written communication skills and interpersonal skills. Knowledge of all Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Concern of excellence. ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail.
<b><u>DUTIES</u></b>	:	Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critically ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentation: Reduce medical litigation by exercising good clinical ethos, complete medico-legal documentation, and maintain adequate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long-term follow-up. Render outreach and support services to other levels of care in our drainage areas (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by Head of Department/ Head of Clinical Unit/ Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.
<b><u>ENQUIRIES</u></b>	:	Dr MJ Maseloa, Tel No: (051) 405 1936
<b><u>APPLICATIONS</u></b>	:	Applications send to: <a href="https://ihealth.gov.za/e-recruitment">https://ihealth.gov.za/e-recruitment</a>
<b><u>POST 13/213</u></b>	:	<b><u>MEDICAL SPECIALIST (OBSTETRICS &amp; GYNAECOLOGY) GRADE 1 – 3</u></b> <b><u>REF NO: H/M/32/2026 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R1 341 855 – R1 422 810.per annum Grade 2: R1 531 032 – R1 623 609 per annum Grade 3: R1 773 222 – R2 212 680 per annum all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<b><u>CENTRE</u></b>	:	Pelonomi Tertiary Hospital, Bloemfontein Placement at Mofumahadi Manapo Mopeli Regional Hospital, Phuthaditjhaba
<b><u>REQUIREMENTS</u></b>	:	Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. <b>Grade 1:</b> No experience required. <b>Grade 2:</b> A minimum of (5) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. <b>Grade 3:</b> A minimum of (10) years relevant experience after registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Current

registration with HPCSA (2026/2027). Knowledge and Skills: Attributes and Abilities Sound clinical concept within the specific domain. Ability to work in multidisciplinary team. Teaching and supervisory skills. Assessment, diagnose and management of patients within the field of expertise. Good verbal and written communication skills and interpersonal skills. Knowledge of all Public Service Legislation, Policies and Procedures. Conflict management skills. Innovation, drive and stress tolerance. Concern of excellence. ACLS, ATLS, APLS. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail.

**DUTIES** : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critically ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions Documentation: Reduce medical litigation by exercising good clinical ethos, complete medico-legal documentation, and maintain adequate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long-term follow-up. Render outreach and support services to other levels of care in our drainage areas (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by Head of Department/ Head of Clinical Unit/ Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

**ENQUIRIES** : Dr MJ Maseloa Tel No: (051) 405 1936  
**APPLICATIONS** : Applications send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/214** : **MEDICAL SUB-SPECIALIST: PAEDIATRICS NEONATOLOGY: GRADE1- 3 REF NO: H/M/33/2026**

**SALARY** : Grade 1: R1 341 855 – R1 422 810 per annum  
 Grade 2: R1 531 032 – R1 623 609 per annum  
 Grade 3: R1 773 222 – R2 212 680 per annum  
 all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)  
 Employee must meet the prescribed requirements.

**CENTRE** : Univeristas Academic Hospital: Bloemfontein  
**REQUIREMENTS** : Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Paediatrics (Paediatric Neonatology). Current registration with the HPCSA (2026/2027). Be a South African Citizen or a permanent resident. Experience. **Grade 1:** No experience after registration with the HPCSA AS Medical Specialist in Paediatric Neonatology. **Grade 2:** A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Neonatology. **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Oncology. Knowledge and skills: Experience in clinical sub-specialty care services around the field of Paediatric Neonatology. Experience in academic teaching and learning to undergraduate (medical students) and postgraduate (registrars) students. Institutional and departmental administrative and leadership duties. Knowledge of Public Service Legislative, policies and procedure. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethic.

**DUTIES** : Provide specialised diagnostic and therapeutic services in Paediatric Neonatology. Manage complex and referred cases that require advanced knowledge beyond general practice. Collaborate with multidisciplinary teams

to develop comprehensive treatment plans. Participate in clinical ward rounds, outpatient consultations and evidence-based practice. Conduct clinical audits, mortality, morbidity and monitoring and evaluating relevant clinical effectiveness indicators. Teach undergraduate and postgraduate medical students. Develop and deliver lectures, tutorials and bedside teaching session. Supervise clinical training and mentor junior doctors in research and professional development. Participate in curriculum design and evaluation within the academic institution. Conduct and publish original research relevant to Paediatric Neonatology. Apply for research funding and collaborate with national and international partners. Promote a culture of inquiry and evidence-based medicine among trainees and colleagues. Present finding at academic conferences and contribute to the development of clinical guidelines. Assist in planning and evaluating clinical services to improve patient outcomes. Participate in departmental meetings, hospital committees and policy development. May hold leadership roles as Head of Paediatric Neonatology, Clinical Supervisor or Research Coordinator.

<b><u>ENQUIRIES</u></b>	:	Dr N.E Tabane: Tel No: (051) 401 2591
<b><u>APPLICATIONS</u></b>	:	Applications to be done at: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/215</u></b>	:	<b><u>MANAGER NURSING PNA9 REF NO: H/M/34/2026</u></b>
<b><u>SALARY</u></b>	:	R1 155 099 per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<b><u>CENTRE</u></b>	:	Lejweleputswa District
<b><u>REQUIREMENTS</u></b>	:	Senior certificate or Grade 12, Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Current registration with the South African Nursing Council (2026/2027). Registration with the SANC as Professional Nurse. A minimum of 10 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse. At least 10 years of the period referred to above must be appropriate/recognizable experience at management level. At least 5 years' experience after qualifying in Primary Health care Specialty – NIMART trained and Primary Health Care Reengineering highly recommended Skills and Knowledge: Qualification in Psychiatry, Nursing Management/ Administration/ Health Care Management and Nursing Education, Diploma in Primary Health Care. Ability to function at different levels of care related to the specialty qualified for. In depth knowledge and understanding of Health-related Acts, Regulations, Guidelines and other related policies such as; Nursing Act and Regulations, Health Act, Code of Ethics, Professional Scope of Practice Act Occupational Health and Safety Act, Mental Health Care Act. Knowledge and understanding of the legislative framework governing the Public Service including: Skills Development Act, Public Development Act, Public Service Regulations, Labour Relations Act, Grievance Procedure and Disciplinary Code Procedures.
<b><u>DUTIES</u></b>	:	Ensure that holistic nursing care service is delivered to patients in a cost effective, efficient and equitable manner by the Head of Nursing Service of the Institution including the overall management (i.e. Operational HR and Finance thereof. Ensure compliance to professional and ethical practices. Develop and monitor the implementation of policies, programmes, regulations, practices, procedures and standards pertaining to nursing care. Provide guidance and leadership towards the realization of strategic goals and objectives of the division.
<b><u>ENQUIRIES</u></b>	:	Ms. NF Gigi Tel No: (057) 352 2706
<b><u>APPLICATIONS</u></b>	:	Applications to be send to: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/216</u></b>	:	<b><u>MEDICAL REGISTRARS (PHARMACOLOGY: UROLOGY) REF NO: H/M/35/2026 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R1 001 349 per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<b><u>CENTRE</u></b>	:	Univeristas Academic Hospital: Bloemfontein
<b><u>REQUIREMENTS</u></b>	:	MBCHB or equivalent degree. Current valid registration with HPCSA for the period of 2026/2027. At least more than 1-year post community service experience, preferably in a Free State Hospital. Valid Driver's license. South African citizen or permanent residence. Knowledge and skills: Additional

		qualification e.g; primaries, Certificates or Diplomas relevant to the field, ACLS, ATLS, APLS, BSS etc.
<b><u>DUTIES</u></b>	:	Service delivery to inpatients, outpatients, day patients and emergencies. Teaching and training, Conduct research. Must perform commuted overtime and medical administration. Perform outreach.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Dr R Nathan Tel No: (051) 405 3469
	:	Applications to be done at: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/217</u></b>	:	<b><u>ASSISTANT MANAGER NURSING: ADVOCACY; – 3 REF NO: H/A/3/2026 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	PNA-7: R693 096 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
<b><u>CENTRE REQUIREMENTS</u></b>	:	Corporate Office, Bloemfontein
	:	Matric plus Diploma/Degree in nursing (NQF6&7) as recognized by SAQA that allows registration with South African Nursing Council as a professional nurse. A minimum of eight (8) years appropriate/ recognizable experience in Nursing after registration as a professional nurse with SANC in General Nursing. At least three (3) years of the period referred to above must be appropriate/ recognizable experience at management level PN-A5 in ACSM/TB/HIV&AIDS/Strategic health programs. Valid driver license. Current registration with the SANC AS Professional Nurse 2026/2027. knowledge and skills: Computer literacy (i.e.MS.Word. PowerPoint, Excel) Ability to work independently I a multidisciplinary context. Analytic thinking, independent decision making and problem-solving skills Knowledge in TB management, HIV&AIDS and other Strategic Health Programs. Good Communication Skills. Good Communication Skills.
<b><u>DUTIES</u></b>	:	Participate in the ACSM review of finance, allocation and procurement of promotional material such as IEC material such as material. Develop and Oversee the implementation of ACSM comprehensive plan at Province and District level for health programs. Ensure safe keeping and handling of all physical resources in the ACSM program to promote efficiency in service delivery. Convene public campaigns including imbizo; door to door visits and road shows. Organize End TB and Close the gap Campaigns and outreach campaigns. Establish and Maintain a healthy working relationship with Stakeholder at levels. Organize and coordinate ACSM events including the commemoration of health calendar events e.g World TB day, world AIDS day and Back to care campaign. Strengthen health education activities during outbreak management. Reinforce the use of DHIMS Policy for data management. Support visit facilities to monitor the quality of data captured. Co-ordinate and support activities for service excellence. Develop clinic quality improvement programmes, polies. Guidelines, and indicators with regard to ACSM program. Collate monthly, quarterly and annual reports for ACSM program and consolidate into a comprehensive report. Monitor creation of an environment that promotes the right of patients, advocating and facilitating proper treatment and care and ensuring that principles of Batho Pele are adhered to. Liaise and advise on effective communication with relevant internal and external stakeholders
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr M Chauke telephone number: (051) 408 1342
	:	send to: <a href="https://ihealth.gov.za">https://ihealth.gov.za</a>
<b><u>POST 13/218</u></b>	:	<b><u>OPERATIONAL MANAGER NURSING (SPECIALTY) (PNB3) (THEATRE) REF NO: H/O/6/2026</u></b>
<b><u>SALARY</u></b>	:	R693 096 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Pelonomi Tertiary Hospital, Bloemfontein
	:	Senior Certificate, Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (2026/2027) A minimum of 9 years' appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing Post qualification as Professional trained nurse, at least 5 years of the period referred to the above specialty. Must be willing to work shifts. Ability to provide holistic care. Knowledge And Skills: An additional post-basic qualification of 1-year duration. Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough knowledge of nursing

		care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.
<b><u>DUTIES</u></b>	:	Coordination of optimal, holistic specialised nursing care provided within set standards and a professional/legal framework. Manage effectively the utilisation and supervision of resources. Coordination of the provision of effective training and research. Provision of Effective Support to Nursing Services. Effective utilization of resources (Human and Material) participation with training and research. Maintain professional growth/ethical standards and self-development.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms LP Mangoejane – Tel No: (051) 405 1940
	:	send to: <a href="https://ihealth.gov.za/e-recruitment">https://ihealth.gov.za/e-recruitment</a>
<b><u>POST 13/219</u></b>	:	<b><u>OPERATIONAL MANAGER NURSING (SPECIALTY) (PNB3) (OBSTETRICS &amp; GYNAECOLOGY) REF NO: H/O/7/2026 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	R693 096 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
<b><u>CENTRE REQUIREMENTS</u></b>	:	Pelononi Tertiary Hospital, Bloemfontein
	:	Senior Certificate, Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (2026/2027) A minimum of 9 years' appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing Post qualification as Professional trained nurse, at least 5 years of the period referred to the above specialty. Must be willing to work shifts. Ability to provide holistic care. Knowledge And Skills: An additional post-basic qualification of 1-year duration. Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.
<b><u>DUTIES</u></b>	:	Coordination of optimal, holistic specialised nursing care provided within set standards and a professional/legal framework. Manage effectively the utilisation and supervision of resources. Coordination of the provision of effective training and research. Provision of Effective Support to Nursing Services. Effective utilization of resources (Human and Material) participation with training and research. Maintain professional growth/ethical standards and self-development.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms LP Mangoejane Tel No: (051) 405 1940
	:	send to: <a href="https://ihealth.gov.za/e-recruitment">https://ihealth.gov.za/e-recruitment</a>
<b><u>POST 13/220</u></b>	:	<b><u>OPERATIONAL MANAGER NURSING (SPECIALTY) (PNB3) (ADVANCE MIDWIFERY AND NEONATAL NURSING SCIENCE) REF NO: H/O/8/2026 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	R693 096 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
<b><u>CENTRE REQUIREMENTS</u></b>	:	Bongani Regional Hospital
	:	Senior Certificate, Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year, accredited with SANC in Advance Midwifery and Neonatal Nursing Science. Current registration with the South African Nursing Council as a Professional Nurse (2026/2027). A minimum of 9 years' appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Post qualification as Professional trained nurse, at least 5 years of the period referred to the above must be appropriate / recognizable experience in the specific specialty after obtaining 1-year post-basic qualification in the relevant specialty. Must be willing to work shifts. Ability to provide holistic care. Knowledge And Skills: An additional post-basic qualification of 1-year duration. Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough

knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.

**DUTIES** : Coordination of optimal, holistic specialized nursing care provided within set standards and a professional/legal framework. Manage effectively the utilization and supervision of resources. Coordination of the provision of effective training and research. Provision of Effective Support to Nursing Services. Effective utilization of resources (Human and Material) participation with training and research. Maintain professional growth/ethical standards and self-development. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how to impact on service delivery. Ensure clinical nursing practices by the nursing team (unit) in accordance with the scope of practice and nursing standards as determine by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate and basic understanding HR and financial policies and practices. Demonstrate effective communication with patients, supervisor, other health professionals and junior colleagues, including more complex report writing when required. Work as part of multi-disciplinary team at unit level to ensure good nursing care by the nursing team. Work effectively and amicable, at supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing services in the unit. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principle of Batho Pele. Able to develop contact, build and maintain a network of professional relations in order to enhance service delivery. Demonstrate basic computer literacy as a support tool to enhance service delivery.

**ENQUIRIES** : Mr. Tsoho T Tel No: (057) 916 8285  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/221** : **OPERATIONAL MANAGER NURSING (SPECIALTY) (PNB3) (INTENSIVE NURSING SCIENCE) REF NO: H/O/9/2026 (X1 POST)**

**SALARY** : R693 096 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

**CENTRE** : Bongani Regional Hospital  
**REQUIREMENTS** : Senior Certificate, Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year, accredited with SANC in Intensive Nursing Science. Current registration with the South African Nursing Council as a Professional Nurse (2026/2027). A minimum of 9 years' appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Post qualification as Professional trained nurse, at least 5 years of the period referred to the above must be appropriate / recognizable experience in the specific specialty after obtaining 1-year post-basic qualification in the relevant specialty. Must be willing to work shifts. Ability to provide holistic care. Knowledge And Skills: An additional post-basic qualification of 1-year duration. Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.

**DUTIES** : Coordination of optimal, holistic specialized nursing care provided within set standards and a professional/legal framework. Manage effectively the utilization and supervision of resources. Coordination of the provision of effective training and research. Provision of Effective Support to Nursing Services. Effective utilization of resources (Human and Material) participation with training and research. Maintain professional growth/ethical standards and self-development. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how to impact on

service delivery. Ensure clinical nursing practices by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate and basic understanding HR and financial policies and practices. Demonstrate effective communication with patients, supervisor, other health professionals and junior colleagues, including more complex report writing when required. Work as part of multi-disciplinary team at unit level to ensure good nursing care by the nursing team. Work effectively and amicably, at supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing services in the unit. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principle of Batho Pele. Able to develop contact, build and maintain a network of professional relations in order to enhance service delivery. Demonstrate basic computer literacy as a support tool to enhance service delivery.

**ENQUIRIES** : Mr. Tsoho T Tel No: (057) 916 8285  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/222** : **OPERATIONAL MANAGER PNB3 REF NO: H/O/11/2026 (X3 POSTS)**

**SALARY** : R693 096 - R778 185 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

**CENTRE** : Lejweleputswa District  
**REQUIREMENTS** : Matric, plus Diploma/ Degree in Nursing that allows registration with the SANC as a General Nurse & Midwifery plus post basic nursing qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (Primary Health Care). A minimum of 9 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC. At least 5 years of the period referred to above must be appropriate/recognizable experience after obtaining the one year post basic qualification in the relevant specialty. Current registration with the SANC 2026/2027. Knowledge and Skills: Good report writing and time management skills. Understanding of nursing legislation, ethical nursing practices and how these impacts on service delivery. Ability to provide mentoring, team building, supervisory skills and coaching to her/his supervisees. Good communication, interpersonal relation, counselling, conflict management skills and decision making. Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles, and Patients' Right Charter, Labour Relations Act, Grievance Procedures and finance policies etc. Leadership, organisation, decision making and problem solving, conflict handling and counselling. Coordination and planning skills. Ability to assist in formulation of patient care related policies. the candidate should be computer literate and possess a valid & unendorsed driver's license including competency in driving.

**DUTIES** : To plan, organise and monitor the objectives of the PHC facility in the consultation with District Management & Subordinates. Provision of Quality Nursing Care through the implementation of standards, policies and procedures coupled with supervision and monitoring the implementation thereof. To provide a therapeutic environment to staff, patients and the public. To effectively manage the utilisation and supervision of human, material and financial resources. Coordination of the provision of effective training and research. Maintain professional growth / ethical standards and self-development. Implement & monitor aspirations of PMDS. Implementation and management of Infection Control and Prevention Protocols as well as Occupational Health & Safety Standards. Maintain accurate and oversee completion of patient records according to legal requirements. Operate and manage relevant District Health Information Management System (DHIMS); particularly producing top-end data. To participate in quality improvement programmes and activities. Have insight and be able to conduct Ideal Health Facility Realization assessments. Have deep insight into OHSC processes and prescripts. Conduct periodical clinical audits. Participates in staff & student development activities. Exercise independent control over discipline line, grievance and labour relations issues according the existing policies and procedures. Identify, develop and exercise management of risk in the workplace. Liaise with the Sub District, District and all other essential stakeholders. Monitor and evaluate the performance of primary health care

services and systems within the designated services area in line with public health indicators, set norms, standards and targets with a view to report thereon and to initiate corrective action timeously. Analyze health policy and programme imperatives with a view to develop customized implementation strategies to guide the primary health care service providers in the service area towards complying with the stated norms, standards and targets. Identify transversal 'primary' health care and systems barriers (including emerging health trends in the service area) with a view to ensure corrective action at an appropriate level. Ensure and monitor that primary health care services within the designated services area are provided with adequate support by multi-disciplinary teams attached to the CHC / district hospital as well as from shared corporate service providers attached to the mothering institution. Ensure an integrated approach with the implementation of various primary health care programmes to provide a seamless service delivery platform, including the prioritising of needs within the service area and the allocation of resources accordingly. Ensure the effective and efficient utilisation of allocated resources including the development of staff, budgetary, procurement planning and maintenance and information management

**ENQUIRIES** : Ms. NF Gigi Tel No: (057) 352 2706  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/223** : **ASSISTANT MANAGER: COMMUNITY DEVELOPMENT REF NO: H/A/2/2026**

**SALARY** : R602 361 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements)

**CENTRE** : Xhariep District  
**REQUIREMENTS** : Matric (Grade 12) plus appropriate 3-year tertiary qualification Valid Driver's License. A Minimum of 8 years' recognizable experience in community development/health promotion environment. Knowledge And Skills: Strong stakeholder engagement, financial management. Planning and Organizing Policy formulation and implementation. Written and verbal communication skills. Problem solving and Conflict management. Influencing skills and Computer literate.

**DUTIES** : Coordinate the identification, facilitation and implementation of integrated development interventions in partnership with other relevant stakeholders through the efficient, effective and economical utilisation of resources by the service delivery area(s). Coordinate and manage a community development service delivery area(s) to ensure that an efficient and effective community development service is delivered through the proper utilisation of human, financial and physical resources. Keep up to date with new developments in the community development and management fields to enhance service delivery. Plan and ensure that research on community development is undertaken including the facilitation of complex community development research.

**ENQUIRIES** : Mr TGE Finger Tel No: (051) 713 8067  
**APPLICATIONS** : to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

**POST 13/224** : **CHIEF ENVIRONMENTAL HEALTH PRACTITIONER REF NO: H/C19/2026**

**SALARY** : R575 250 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements).

**CENTRE** : Lejweleputswa District  
**REQUIREMENTS** : A Grade 12 (Senior Certificate) and at least NQF 6 qualification in Environmental Health. Registration with HPCSA as an Environmental Health Practitioner, and in good standing. At least three (3) years' experience in environmental health. A valid driver's license. Knowledge and Skills: Knowledge of legislation related to environmental health, project management and stakeholder engagement. Knowledge of the International Health Regulations. Good communication (verbal and written), planning and organizing, supervisory, research/analysis, and problem solving as well as computer skills (MS Office package). Ability to work well under pressure, irregular hours, independently and in a team.

**DUTIES** : Management and supervision of EHP's in the District. Effective development of staff, Plan and implement Environmental Health Strategies, Oversee and coordinate. Environmental health services rendered by EHP's based at different units/ facilities within the district. Liaise with other stakeholders on

Environmental Health related issues, support and ideal clinics. Management and coordination of training programs in the district. Monitoring of health care facilities in accordance to national norms and standards. Develop, implement, and review environmental health policies and SOPs. Align Primary Health Care environmental health practices with national health regulations. Contribute to PHC strategic plans and quality improvement programs. Lead environmental health response during emergencies and outbreaks. Participate in disaster and emergency preparedness planning. Advise District leadership during environmental health crises. Ensure ongoing training programs for PHC staff and community awareness campaigns according to health calendar. Review food-related incident investigations and reports. Promote environmental health awareness at senior management level. Advise on chemical safety, hazardous substances, and spill management. Prepare high-level reports for District management. Provide expert advice on environmental health risks and controls. Monitor trends, incidents, and performance indicators. Advocate for resources, staffing, and infrastructure improvements. Investigate complaints related to food safety related to food safety concerns, outbreaks, and any violations to food safety regulations in collaboration with Municipal Health services. Emergency response planning in the development of emergency response plans for food related incidences such as food born illness outbreaks contamination and recalls. Liaise with provincial EHS, ensure the implementation of the department's strategies. Assist with other activities delegated by the supervisor / manager. Provide support to District Environmental Health Manager or Assistant Director Environmental Health on other related activities. Execute other tasks/duties delegated by the Assistant Director Environmental Health Manager / Supervisor. Participate in Malaria control activities. Ensure capturing of relevant data on DHIS and other systems.

**ENQUIRIES  
APPLICATIONS**

: Ms. NF Gigi Tel No: (057) 352 2706  
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

**POST 13/225**

: **OPERATIONAL MANAGER NURSING (PNA5) (AFTER HOUR DUTY  
MANAGER) REF NO: H/O/5/2026 (X2 POSTS)**

**SALARY**

: Grade 1: R549 192 - R629 121 per annum  
Grade 2: R636 126 – R723 954 per annum  
plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

**CENTRE  
REQUIREMENTS**

: Pelonomi Tertiary Hospital, Bloemfontein  
: Senior Certificate, Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (2026/2027). Diploma in Health Care Management will. A minimum of 7 years' appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Be a South African citizen or be a permanent resident. Knowledge And Skills: Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.

**DUTIES**

: Supervise and ensure the provision of effective and efficient patient care through adequate nursing care. Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Provide relevant health information to health care users to assist in achieving optimal health care and rehabilitation of patients. Participate in the analysis, formulation and implementation of nursing guidelines, practices, standards and procedures. Maintain constructive working relationships with nursing and other stakeholders. Manage and monitor proper utilization of human, financial and physical resources.

**ENQUIRIES  
APPLICATIONS**

: Ms LP Mangoejane Tel No: (051) 405 1940  
: send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/226** : **OPERATIONAL MANAGER NURSING (PNA5) (GENERAL SURGERY) REF NO: H/O/10/2026**

**SALARY** : R549 192 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

**CENTRE** : Pelonomi Tertiary Hospital, Bloemfontein  
**REQUIREMENTS** : Senior Certificate, diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (2026/2027). Diploma in Health Care Management. A minimum of 7 years' appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Knowledge And Skills: Computer literacy. Knowledge of Public Service Legislation, policies and procedures. Thorough knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, etc. Knowledge of HR policies such as: Skills Development Act, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure.

**DUTIES** : Supervise and ensure the provision of effective and efficient patient care through adequate nursing care. Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Provide relevant health information to health care users to assist in achieving optimal health care and rehabilitation of patients. Participate in the analysis, formulation and implementation of nursing guidelines, practices, standards and procedures. Maintain constructive working relationships with nursing and other stakeholders. Manage and monitor proper utilization of human, financial and physical resources.

**ENQUIRIES** : Ms LP Mangoejane Tel No: (051) 405 1940  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/227** : **CLINICAL PROGRAMME COORDINATOR REF NO: H/C/15/2026**

**SALARY** : R549 192 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

**CENTRE** : Pelonomi Tertiary Hospital, Bloemfontein  
**REQUIREMENTS** : Senior Certificate, diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council. (2026/2027). Knowledge and Skills: Computer literacy. Knowledge of Public Service Legislation, policies and procedures.

**DUTIES** : Facilitate and oversee the development of operational/business plans to give strategic guidelines. Provide professional and technical support for the provision of quality patient care through proper management of relevant programmes. Develop and implement quality assurance programmes, guidelines, protocols, norms and standards. Utilize information technology (IT) and other management information systems to manage information for the enhancement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes effective and efficient health care. Utilize human, material and physical resources efficiently and effectively.

**ENQUIRIES** : Ms LP Mangoejane Tel No: (051) 405 1940  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/228** : **CLINICAL PROGRAMME COORDINATOR REF NO: H/C/16/2026**

**SALARY** : R549 192 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

**CENTRE** : Pelonomi Tertiary Hospital, Bloemfontein  
**REQUIREMENTS** : Senior Certificate, diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council. (2026/2027). Knowledge and Skills: Computer literacy. Knowledge of Public Service Legislation, policies and procedures.

**DUTIES** : Facilitate and oversee the development of operational/business plans to give strategic guidelines. Provide professional and technical support for the provision of quality patient care through proper management of relevant programmes. Develop and implement quality assurance programmes,

guidelines, protocols, norms and standards. Utilize information technology (IT) and other management information systems to manage information for the enhancement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes effective and efficient health care. Utilize human, material and physical resources efficiently and effectively.

**ENQUIRIES** : Ms LP Mangoejane Tel No: (051) 405 1940  
**APPLICATIONS** : send to: <https://ihealth.gov.za/e-recruitment>

**POST 13/229** : **CLINICAL PROGRAM COORDINATOR: PNA-5: HAST REF NO: H/C/17/2026**

**SALARY** : R549 192 per annum, (OSD)  
**CENTRE** : Free State Psychiatric Complex, Bloemfontein  
**REQUIREMENTS** : Diploma/Degree in Nursing or equivalent qualification that allows registration with SANC as Professional Nurse. Qualification in Nursing Education and Psychiatry Nursing Science. A minimum of 7 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Current registration with the South African Nursing Council (SANC). Knowledge And Skills: Ability to work independently under pressure. Knowledge of Information Management systems. Knowledge of legislation pertaining to Skills Development and training procedures. Knowledge of Infection Control procedures.

**DUTIES** : Coordinate and promote implementation of Training and Development. Facilitate and oversee the development of operational or business plans to give strategic guidelines. Provide professional and technical support for the provision of quality patient care through proper management of relevant programmes. Maintain standards and norms of Nursing practices to promote the healthcare status of healthcare use. Develop and implement quality assurance programmes, guidelines, protocols, norms and standard. Utilise Information Technology (IT) and other management information systems to manage information for the enhancement of service delivery. Establish, maintain and participate in inter professional and multi – disciplinary teamwork that promotes effective and efficient healthcare. Manage and utilize resources in accordance with relevant directives and legislations. Hast Extensive knowledge and skills of the programme. Good communication and interpersonal skills. Good understanding of TB management and all treatment policies and guidelines. Knowledge of PFMA. Be willing to travel.

**ENQUIRIES** : Me M.E. Semelo Tel No: (051) 407 9207  
**APPLICATIONS** : to be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>.

**POST 13/230** : **CLINICAL PROGRAM COORDINATOR: PNA-5: MENTAL HEALTH &SUBSTANCE: REF NO: H/C/18/2026**

**SALARY** : R549 192 per annum, (OSD)  
**CENTRE** : Free State Psychiatric Complex, Bloemfontein  
**REQUIREMENTS** : Diploma/Degree in Nursing or equivalent qualification that allows registration with SANC as Professional Nurse. Qualification in Nursing Education and Psychiatry Nursing Science. A minimum of 7 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Current registration with the South African Nursing Council (SANC). Knowledge And Skills: Ability to work independently under pressure. Knowledge of Information Management systems. Knowledge of legislation pertaining to Skills Development and training procedures. Knowledge of Infection Control procedures.

**DUTIES** : Coordinate and promote implementation of Training and Development. Facilitate and oversee the development of operational or business plans to give strategic guidelines. Provide professional and technical support for the provision of quality patient care through proper management of relevant programmes. Maintain standards and norms of Nursing practices to promote the healthcare status of healthcare use. Develop and implement quality assurance programmes, guidelines, protocols, norms and standard. Utilize Information Technology (IT) and other management information systems to manage information for the enhancement of service delivery. Establish, maintain and participate in inter professional and multi – disciplinary teamwork that promotes effective and efficient healthcare. Manage and utilize resources in accordance with relevant directives and legislations. Mental Health &

Substance. Coordinating the implementation of Mental Health Care Act within the professional and legal framework. Improve communication on Mental Health Care Act knowledge providing support and assistance to district hospitals listed to render 72 hours assessment services, designated regional and tertiary hospitals, and Mental Health Review board. Strengthen Forensic Mental Health Care services in the province by coordinating and monitoring the period for awaiting trial detainees and state patients discharge process and follow ups. Utilize and manage the mental health programme within the facility so as to maximize the achievement of the strategic goals/ AOP, improved quality, risk and information management. Manage and utilize resource ( human, finance, material and facilities) in accordance with the relevant directives and legislation.

**ENQUIRIES  
APPLICATIONS**

: Me M.E. Semelo Tel No: (051) 407 9207  
: to be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>

**POST 13/231**

: **PROFESSIONAL NURSE SPECIALTY PNB 1 REF NO: H/P/14/2026 (X1 POST)**

**SALARY**

: Grade 1: R476 367 - R549 192 per annum  
Grade 2: R583 989 - R713 253 per annum  
plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

**CENTRE  
REQUIREMENTS**

: Xhariep District  
: grade 12 or equivalent qualification, plus basic r425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional Nurse. Current registration with the SANC 2026/2027. Post basic qualification with a duration of at least 1-year curative skills in primary health care accredited with SANC. **Grade 1:** A minimum of 4 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in general Nursing. **Grade 2:** A minimum of 14 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in general Nursing. Skills And Knowledge: Good interpersonal skills. Good communication skills. Computer literacy. Empathetic and compassionate. ability to work under pressure in a multi-disciplinary team.

**DUTIES**

: Provision of quality comprehensive community health care. Provide primary preventative health care. Provide curative health care services Referral to health support services. (rehabilitation, oral health etc. Doctors etc. Specialist) Evaluate and follow-up patients during clinic visits. Initiate treatment, implementation of programmes and evaluations of patients' clinical conditions. Promoting scientific quality nursing care Individual consultation sessions Identify community needs Initiate minor ailment treatment Initiate community participation. Coordinate between hospital and community. Maintaining professional secrecy and preventing medico-legal risks. Attend and participate in doctors' visit. Arrange admission and outpatient appointments. Function as a member of the therapeutic team. Continuous evaluation of nursing care and nursing services. Assessment of personal services delivery towards patients. Provision of administration services. Plan and organize daily tasks in clinic in co-operation with Clinical Manager. Complete and control Health Information data of all patients and activities as per policy. Ordering and control of stationary, medical stock, consumables as per delegation in absence of personnel responsible for different services. Ensure the safekeeping of stock and assets. Ordering and control of medication as necessary as per delegations in absence of Pharmacist Assistant. Control of medicine prescribed to patients as per EDL. Up to date knowledge of appropriate legislation, regulations and departmental policies. Involvement with community meetings and committees in co-operation with Operational Manager. Identify needs for financial planning and indirect control of expenditure. Provision of educational services: Clinical teaching, training and continuous evaluation of sub-category nursing personnel and support services in the clinic Manager. Teaching patients on a one-to one basis. Personnel development, i.e. Assessing in-service training needs, planning and implementing of training programme in co-operation with clinical Manager. Usage of equipment and machinery: Usage of basic medical equipment. Research responsibility Direct and indirect involvement with medical research Involvement with matching research to the needs of the community.

**ENQUIRIES**

: Mr IL Moisi Tel No: (051) 713 8050

**APPLICATIONS** : to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

**POST 13/232** : **PROFESSIONAL NURSE SPECIALTY PNB1-2 REF NO: H/P/15/2026 (X2 POSTS)**

**SALARY** : Grade 1: R476 367 - R549 192 per annum  
Grade 2: R583 989 - R713 253 per annum  
plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

**CENTRE REQUIREMENTS** : Lejweleputswa District  
: Matric, plus Diploma/Degree in nursing that allows registration with the SANC as a Professional Nurse plus post basic nursing qualification in Clinical Nursing Science, Health Assessment, Treatment and care (Primary Health Care) with duration of at least 1 year accredited with SANC. **Grade 1:** Minimum of 4 years appropriate/recognizable experience after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognizable experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year post basic qualification as mentioned above. Knowledge And Skills: Ability to plan and organise own work and that of support personnel to ensure proper nursing care. Effective communication with all stakeholders & report writing aptitude. Display uncompromising concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients' needs, requirements and expectations (Batho Pele). Demonstrate an understanding of nursing legislation and other related legal frameworks.

**DUTIES** : Management of comprehensive PHC services and PHC re-engineering, key priority programmes, ideal health facility and regulated standards. Provide more complex and advanced comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner. Act as a leader, plan and implement health promotion and prevention activities. Link to the community structures and community-based services. Competently collect and manage data generated and be able to report on it. Exercise and maintain high and quality record-keeping standards. Oversee and supervise subordinates within the facility. Provide PHC services to other facilities in Sub-District 3 & 4 as and when the need arises.

**ENQUIRIES APPLICATIONS** : Me. Makhwali-Nkadameng Tel No: (051) 408 1000  
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

**POST 13/233** : **PROFESSIONAL NURSE SPECIALTY PNB 1-2 REF NO: H/P/16/2026**

**SALARY** : Grade 1: R476 367- R549 192 per annum  
Grade 2: R583 989 - R713 253 per annum  
plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

**CENTRE REQUIREMENTS** : Dihlabeng Regional Hospital  
: Basic R425 qualification i.e diploma/ degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. A post -basic qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties. A minimum of 4 years appropriate/ recognizable experience in nursing after registration with SANC in a Professional Nurse in General nursing. Current registration with the South African Nursing Council (2026/2027) s Professional Nurse. Post basic qualification, with duration of at least 1 year accredited with SANC in Specialist Intensive Care Unit/ Nephrology. Knowledge and Skills: An additional post basic qualification of one-year duration, Computer Literacy, must be willing to work shifts, Ability to provide holistic care.

**DUTIES** : Provision of optimal, holistic specialized nursing care with set standards and within a professional/ Legal framework. Effective utilization of resource (Human &Material), Participation with training and research, Provision of support to nursing services. Maintain professional growth/ ethical standards and self-development.

**ENQUIRIES APPLICATIONS** : Me. D.E Masheane Tel No: (058) 303 0173  
: send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

<b><u>POST 13/234</u></b>	:	<b><u>PROFESSIONAL NURSE: PNB-1 REF NO: H/P/17/2026 (X8 POSTS)</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R476 367 per annum, (OSD) Grade 2: R583 989 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Free State Psychiatric Complex, Bloemfontein
<b><u>REQUIREMENTS</u></b>	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. A minimum of 4 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing and Midwifery. Registration with the South African Nursing Council (SANC) as Professional Nurse. 1 Year post basic qualification in Advanced or Child Psychiatry. Knowledge And Skills: Knowledge of the legal framework appropriate for nursing practice. Good communication skills and interpersonal relations. Knowledge of Mental Health Act, procedures and legislation.
<b><u>DUTIES</u></b>	:	Provide more complex and advanced comprehensive nursing treatment and care to patients in specialty unit in a cost effective, efficient and equitable manner. Give direction and supervision for the implementation of the Nursing plan (clinical practice /quality patient care) as a shift leader. Implement standards, practices, criteria and indicators for quality Nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to Nursing and Health Care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human, material and physical resources efficiently and effectively. Ensure that a holistic nursing care service is delivered to all patients in a cost effective, efficient and equitable manner by the unit. Ensure compliance to professional and ethical practice. Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices.
<b><u>ENQUIRIES</u></b>	:	Me M.E. Semelo, Tel No: (051) 407 9207
<b><u>APPLICATIONS</u></b>	:	to be done at: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/235</u></b>	:	<b><u>PROFESSIONAL NURSE: PNB-1: OCCUPATIONAL HEALTH REF NO: H/P/18/2026</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R476 367 per annum, (OSD) Grade 2: R583 989 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Free State Psychiatric Complex, Bloemfontein
<b><u>REQUIREMENTS</u></b>	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. A minimum of 4 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing and Midwifery. Registration with the South African Nursing Council (SANC) as Professional Nurse. 1 Year post basic qualification in Occupational Health Nursing Science. Knowledge And Skills Ability to work independently under pressure. Knowledge of Occupational health nursing science. Knowledge of legislation pertaining to Occupational Health & Safety Act and COIDA. Dispensing certificate.
<b><u>DUTIES</u></b>	:	Conducts physical assessments to diagnose common medical conditions and chronic ill health presented at the occupational health facility. Conducts a health surveillance to identify and evaluate health needs of workers in the workplace. Identifies and analyses hazards and evaluates their effects on workers and the workplace. Facilitate and oversee the development of occupational health programs. Provide professional and technical support for the provision of quality client care through proper management of relevant programmes. Maintain standards and norms of Nursing practices to promote the healthcare status of healthcare workers. Plans and manages healthcare within the occupational health environment to provide care within ethical norms. Promotes health communication and health literacy for behaviour change. Designs programmes that support a positive lifestyle and individual efforts to lower the risk of disease and injury. Plans, implements and evaluates health promotion campaigns within a team approach. Compiles/Conducts Occupational Risk Exposure Profiles (OREP) at pre-employment, periodic and exit levels of interventions. Manages occupational injuries and diseases in order to minimise residual deficit. Utilise Information Technology (IT) and other management information systems to manage information for the enhancement of service delivery. Identifies the need for EAP for the following health related issues: HIV, STI, alcoholism, substance abuse, chronic diseases, psychosocial conditions, shift work, vulnerable groups such as healthcare workers, violence and executive health management and advises on or refers employees to EAP.

		Manage and utilize resources in accordance with relevant directives and legislations.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Me M.E. Semelo Tel No: (051) 407 9207
	:	to be done at: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/236</u></b>	:	<b><u>ASSISTANT DIRECTOR: HUMAN RESOURCE ADMINISTRATION REF NO: H/A/11/2026</u></b>
<b><u>SALARY</u></b>	:	R468 459 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Xhariep District
	:	Matric (Grade12) plus tertiary qualification in Human Resource Management or related areas at NQF 6. Three (3) years relevant experience at supervisory level. Relevant PERSAL certificates. Valid Driver's License. Knowledge And Skills: Ability to communicate issues in a tactful manner. Problem solving skills. Computer skills. Numeracy skills. Knowledge of the PERSAL System. Knowledge of Public Service Policies and implementation strategies. Knowledge of Human Resource Management Legislation/Directives. Knowledge and understanding of Human Resource Management environment.
<b><u>DUTIES</u></b>	:	Rendering a professional human resource management service on: Conditions of Service and service benefits (Leave, Housing, Medical, Injury on Duty, Terminations, Long Service Recognition, overtime, re-allocation, Pension, Allowances etc.).HR Provisioning (Recruitment and Selection, Appointments, Transfer, temporary employment, verification of qualifications, secretariat functions at interviews, probationary periods etc.). Address human resource management enquiries to ensure the correct implementation of human resource management administration. Prepare and consolidate reports on personnel administration issues. Provide inputs on the development/amendments of Human Resource Management Policies. Inform, guide and advice Department/ personnel on human resource administration matters to enhance the correct implementation of personnel administration policies. Conduct HR Audits. Coordinate submission of information for audit queries. Monitor implementation of Audit action plan. Attend to queries/complaints pertaining to Human Resource Practices. Report on activities of the Sub-Directorate. Management of staff within the component. The development and updating of Job Descriptions for reporting staff. The performance management of staff within the component. Facilitation of training interventions. Give direction, guidance and advice to staff within the component.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr TGE Finger Tel No: (051) 713 8067
	:	to be send to: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/237</u></b>	:	<b><u>ARTISAN FOREMAN REF NO: H/12/2026</u></b>
<b><u>SALARY</u></b>	:	Grade A: R382 047 per annum Grade B: R453 609 per annum plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Albert Nzula District Hospital
	:	Grade 12 and appropriate trade test certificate as recognized by SAQA. driver's license. A minimum of 5 years recognizable experience as Artisan production. Knowledge And Skills: Planning Communication Report writing Training Coordination Computer Literacy Organizing Monitor & Evaluation Skills in trade Ability to operate equipment and machinery Skills in Trade Literacy Skills Time Management Problem Solving Numeracy. Building safety programs and protocols and SCM procedure. Knowledge of appropriate field as an Artisan. Knowledge of Public Financial Management Act, Public Service Regulation 2016, as amended.
<b><u>DUTIES</u></b>	:	Planning of work to be performed. Implement equipment maintenance program. Execute inspections of buildings equipment according to program. Ensure that work is executed according to set standards and policies. Repair broken equipment. Attend to job requests (H24). Do preventative maintenance of building / equipment. Record completed H24's of the section Obtain quotations in respect of stock and materials Complete PA1 LOGIS forms for request of equipment, tools and materials. Supervision of staff.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr TGE Finger Tel No: (051) 713 8067
	:	to be send to: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>

<b><u>POST 13/238</u></b>	:	<b><u>ARTISAN FOREMAN REF NO: H/A/13/2026</u></b>
<b><u>SALARY</u></b>	:	Grade A: R382 047 per annum Grade B: R453 609 per annum plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Embekweni District Hospital Grade 12 and appropriate trade test certificate as recognized by SAQA. Driver's License. A minimum of 5 years recognizable experience as Artisan production. Knowledge And Skills: Planning Communication Report writing Training Coordination Computer Literacy Organizing Monitor & Evaluation Skills in trade Ability to operate equipment and machinery Skills in Trade Literacy Skills Time Management Problem Solving Numeracy. Building safety programs and protocols and SCM procedure. Knowledge of appropriate field as an Artisan. Knowledge of Public Financial Management Act, Public Service Regulation 2016, as amended.
<b><u>DUTIES</u></b>	:	Planning of work to be performed. Implement equipment maintenance program. Execute inspections of buildings equipment according to program. Ensure that work is executed according to set standards and policies. Repair broken equipment. Attend to job requests (H24). Do preventative maintenance of building / equipment. Record completed H24's of the section Obtain quotations in respect of stock and materials Complete PA1 LOGIS forms for request of equipment, tools and materials. Supervision of staff
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr TGE Finger Tel No: (051) 713 8067 to be send to: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/239</u></b>	:	<b><u>EMS SHIFT LEADER GRADE III: REF NO: H/E/3/2026</u></b>
<b><u>SALARY</u></b>	:	R335 226 – R375 381 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
<b><u>CENTRE</u></b>	:	EMS Thabo Mofutsunyane District (Ems Warden / Ems Bethlehem Control Centre)
<b><u>REQUIREMENTS</u></b>	:	Senior Certificate, Successful completion of Ambulance Emergency Assistant Course, Current registration with Health Professional Council of South Africa (HPCSA) as an AEA, 3 Years after registration with the HPCSA as an AEA, Knowledge of Intermediate Life Support Protocols, Valid Driving Permit (PrDP), Valid Code 10 (C1) Driver's license Knowledge And Skills: Previous experience at supervisory level, Knowledge of Supply Chain and Financial Management, Be able to work under pressure and excessive hours, Be prepared to travel, Knowledge of Labour Relations, Computer literacy, Strong communication skills (verbal and written), Rescue qualification, Knowledge of Free State Province.
<b><u>DUTIES</u></b>	:	Management of shift, General office administration, Personnel Management, Fleet Management, Asset Management, Management of leave, second control of duty ledgers, Analyse and sign off Patient Report Forms, Rendering of Intermediate Life Support, Management of major incidents, Compile Management reports, Manage and maintain response time, attend district management meetings, attend community meetings, maintain discipline on shift, Do any other duties assigned by station Manager Attend to standby during events, Completion of trip authorities, Maintain check lists of vehicles and equipment, Implementation of SOP, policies and circulars.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr. PJ Visagie at (060) 985 1353 send to: <a href="https://ihealth.fshealth.gov.za/e-Recruitment">https://ihealth.fshealth.gov.za/e-Recruitment</a>
<b><u>POST 13/240</u></b>	:	<b><u>EMERGENCY CARE OFFICER (ECO) REF NO: H/E/1/2026 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R187 488 – R214 368 per annum Grade 2- 3: R217 983 – R286 521 per annum plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<b><u>CENTRE REQUIREMENTS</u></b>	:	Lejweleputswa District <b>Grade 1:</b> National Senior Certificate, Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with HPCSA as Basic Ambulance Assistant (BAA). Registration with the HPCSA as BAA. None after registration with the HPCSA as BAA. <b>Grade 3:</b> Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with

- HPCSA as an Ambulance Emergency Assistant (AEA). Registration with the HPCSA as AEA. Experience: None after registration with HPCSA as AEA. Current registration with the HPCSA 2026/2027. A valid code 10 driver's license with PDP. Knowledge And Skills: Knowledge of Basic Life Support protocols. Knowledge of Intermediate Life Support protocols.
- DUTIES** : Render Emergency Medical Care and Transportation of the sick and injured according to HPCSA protocols. Handle Basic administration, patient records, vehicles checklists, log sheets and other necessary administrative duties. Maintain and clean all equipment, vehicles and base station. Undertake inter – facility transfers of patients. Any other duties assigned by the supervisor.
- ENQUIRIES APPLICATIONS** : Ms. NF Gigi Tel No: (057) 352 2706  
to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 13/241** : **EMERGENCY CARE OFFICER GR1-GR3 REF NO: H/E/2/2026 (X3 POSTS)**
- SALARY** : Grade 1: R187 488 – R214 368 per annum  
Grade 3: R217 983 – R278 115 per annum  
plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
- CENTRE REQUIREMENTS** : Xhariep District  
Matric, Current registration with the health Professions Council of South Africa HPCSA 2026/2027. Valid Public Driving Permit. Valid code 10 Driver's license  
**Grade 1:** Successful completion of an appropriate, Basic Life Support, (BLS) Course that allows registration with the HPCSA as Basic Ambulance Assistant (BAA) Registration with the HPCSA as BAA, None after registration with the HPCSA as BAA. **Grade 3:** Successful Completion of an appropriate intermediate Life Support (BLS) Course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA). None after registration with the HPCSA as AEA. Skills and Knowledge: Knowledge of AEA Protocols be able to work under pressure and excessive hours. Be prepared to travel, good driving skills, strong communication skills (verbal and written) knowledge of Free State Province.
- DUTIES** : Render Emergency Medical Care and Transport. Attend accident scenes. Complete Patient Report Forms. Analyze Patient Report Forms. Clean and Maintain emergency vehicles. Execute infection Control Policy. Maintain response time. Do any other duties assigned by shift leader or supervisor. Be available for Standby during events, Complete check lists for vehicles and equipment and ensure functionality. Complete trip authority forms and logs.
- ENQUIRIES APPLICATIONS** : Mr LJ Basson Tel No: (051) 713 8063  
to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

#### **DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE**

- APPLICATIONS** : Applications for the Department of Public Works and Infrastructure to be submitted to: Head: Public Works and Infrastructure, Human Resources Management Directorate. P.O Box 7551, Bloemfontein, 9300 OR Applications that are hand delivered must be brought at the Foyer of OR Tambo House where they must be placed in the appropriately marked box at: Security Ground Floor, OR Tambo House, St. Andrews Street, Bloemfontein or e-mail to [e-recruitmentfspdwi@fsworks.gov.za](mailto:e-recruitmentfspdwi@fsworks.gov.za). No Applications will be accepted by staff in offices in the building.
- CLOSING DATE NOTE** : 08 May 2026  
Directions to applicants Applications must be submitted on the new prescribed Z83 application form obtainable from any Public Service Department or on the internet at <http://www.info.gov.za>. The Z83 should be completed in a manner that allows the selection committee to assess the application based on the information provided on the form. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication. If the certified copies contradict the details on the CV or Z83 form, the candidate will automatically be disqualified and removed from the shortlist. Should an applicant possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in the application not being considered. Applicants must indicate the reference number of the vacancy in their applications. Should an

applicant wish to apply for more than one post, separate applications must be submitted i.e. all the documentation must be submitted for each post applied for. Applications received after the closing date and those that do not comply with these instructions will not be considered. Candidates requiring additional information regarding the advertised post should direct their enquiries to the relevant person as indicated in the advertisement. Note: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment, is a requirement for all SMS positions. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Short-listed candidates will on the day of interview undergo a security assessment. Suitable candidates will be subjected to personnel suitability checks as deemed appropriate and inclusive inter alia of criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification. If you have not been contacted within 4 months of the closing date of this advertisement, please accept that your application was unsuccessful. Faxed or late applications will NOT be accepted.

#### **OTHER POST**

- POST 13/242** : **PROFESSIONAL CIVIL ENGINEER REF NO: PWI 26/11**
- SALARY** : R879 342 per annum, (all-inclusive package), (OSD). The remuneration package consists of the basic salary, the Government contribution to the Government Employees Pension Fund, and a flexible portion which may be structured according to the member's needs.
- CENTRE REQUIREMENTS** : Head Office (Bloemfontein)  
: A Bachelor of Science Degree in Civil Engineering or equivalent NQF 7 qualification. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Civil Engineer. Valid driver's licence with exception of persons with disabilities. Core and Process Competencies: Programme and project management. Engineering design and analysis knowledge. Research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Creating high performance culture. Professional judgment. Networking. Decision making. Team leadership. Analytic skills. Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication. Computer literacy. Planning and organising. Conflict management. Problem solving and analysis. People management.
- DUTIES** : Design new systems to solve practical engineering challenges and improve efficiency and enhance safety; Plan, design, operate and maintain engineering projects; Develop cost effective solutions according to standards; Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology; Develop tender specifications; Ensure through evaluation that planning and design by others is done according to sound engineering principles and according to norms and standards and code of practice; and Approve engineering works according to prescribed norms and standards. Ensure training and development of technicians, technologist and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and code of practice; Supervisee the engineering work and processes; and Administer performance management and development. Manage resources and budget planning. Prepare and consolidate inputs for the facilitation of resource utilisation. Ensure adherence to regulations and procedures for procurement and personnel administration; Monitor and control expenditure and report on expenditure and service delivery. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering-related matters.
- ENQUIRIES** : Ms. L Jeppe – Acting Head Project Management Unit: Public Works and Infrastructure Tel No: (051) 492 3718

## PROVINCIAL TREASURY

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

- APPLICATIONS** : Effective from 1 April 2026, the Free State Provincial Treasury now utilises an e-Recruitment System (applicants must submit their applications via the online link <https://www.erecruitment.fs.gov.za>) which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the Free State Provincial Treasury Information Technology Sub-directorate was unable to assist.
- CLOSING DATE** : 08 May 2026
- NOTE** : The applicant's profile on the eRecruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Accompanying documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Only short-listed candidates will be required to submit certified copies of qualifications and other related documents on, or before the day of the interview following an invitation from the Department to attend an interview, and such qualification(s) and other related document(s) should be in line with the requirements of the advertisement. For SMS posts in the Public Service, no appointment shall be effected without the recommended candidate producing a Certificate of completion for the Nyukela Programme (SMS Pre-Entry Programme) offered by the National School of Government which can be accessed via the following link: <https://www.thensg.gov.za>. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Recommended candidates will also be required to undergo a competency assessment. The successful candidate will be required to enter into an employment contract and a performance agreement and will also be required to disclose his/her financial interests. Applications received after the closing date and those that do not comply with these instructions will not be considered. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA). Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial assets check, qualification verification and reference checks). The Department reserves the right not to make appointments on the advertised post(s). All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on: [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za) (no applications). Free State Provincial Treasury is compliant with the requirements of POPIA.

## MANAGEMENT ECHELON

- POST 13/243** : **CHIEF DIRECTOR: ASSET AND LIABILITY MANAGEMENT REF NO: FSPT: 002/26**
- SALARY** : R1 494 900 per annum (Level 14), (an all-inclusive salary package), (This all – inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to specific rules)
- CENTRE REQUIREMENTS** : Bloemfontein  
: A bachelor's degree or advanced diploma (NQF level 7) qualification in Commerce/Management/Public Administration, with a minimum of five (5) years' Senior Managerial level experience in an asset/liability management/supply chain management/financial management environment. Knowledge of the Public Finance Management Act (PFMA), Treasury

Regulations, Preferential Procurement Policy Framework Act, Broad Based Black Economic Empowerment Act and supply chain management policies. Working knowledge of transversal systems such as the Central Supplier Database (CSD), LOGIS, BAS and PERSAL. Must possess the following skills: Strategic capability-, policy development-, asset and liability management processes/practices-, monitoring and evaluation-, business communication-, interpersonal-, analytical-, supervisory-, leadership-, and report writing. Computer literacy. Valid driver's license.

**DUTIES** : Monitoring the effectiveness and efficiency of the management of assets, supply chain management, and public private partnership projects. Oversee the management and implementation and maintenance of transversal financial systems (LOGIS, BAS, PERSAL and Information Systems). Manage the resources of the Chief Directorate to ensure proper functioning of the Chief Directorate.

**ENQUIRIES** : Mr. P E Lebone at 082 803 4075 (Office hours only) / [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

**POST 13/244** : **DIRECTOR: INFRASTRUCTURE MANAGEMENT REF NO: FSPT: 003/26**

**SALARY** : R1 266 714 per annum (Level 13), (an all-inclusive salary package), (This all – inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion that may be structured according to specific rules)

**CENTRE REQUIREMENTS** : Bloemfontein  
 : A Degree or Advanced Diploma (NQF level 7) qualification in a Built environment: Architecture, Quantity Surveying, Construction Management, Civil Engineering, Town Planning or equivalent qualification. A minimum of five (5) years' relevant Middle/Senior Managerial level experience in the built environment. Extensive knowledge of the Infrastructure Delivery Management System (IDMS) and water & sanitation projects. Knowledge of the Public Finance Management Act (PFMA), Municipal Finance Management Act (MFMA), Treasury Regulations, Public Service Act & Regulations, Public Service policies & procedures and project management. Understanding of local government legislation, financial ratios and their interpretation. Working knowledge of the functioning of National/Provincial as well as the local sphere of Government. Must possess the following skills: Problem solving and innovation capability, good interpersonal, strategic capability, leadership and analytical skills. Computer literacy. Valid driver's license.

**DUTIES** : Oversee and support provincial & municipal infrastructure performance management. Support and monitor financial management of provincial and municipal infrastructure. Support and monitor provincial and municipal infrastructure planning portfolio management. Support and monitor provincial and municipal projects/programmes. Support and monitor operations, services and maintenance of infrastructure. Manage the resources of the Directorate.

**ENQUIRIES** : Ms. M Tadi at 060 960 3303 (Office hours only) / [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

#### OTHER POSTS

**POST 13/245** : **DEPUTY DIRECTOR: MUNICIPAL INFRASTRUCTURE PERFORMANCE MANAGEMENT REF NO: FSPT 004/26 (X2 POSTS)**

**SALARY** : R896 436 per annum (Level 11), (an all-inclusive salary package), (This all-inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, housing allowance and medical aid assistance).

**CENTRE REQUIREMENTS** : Bloemfontein  
 : A relevant degree or equivalent qualification in Engineering/Built environment/Quantity Surveying with a minimum of five (5) years' experience in a junior management position/Assistant Director level in monitoring of infrastructure projects/programmes. Extensive knowledge and understanding of public service policies and procedures. Knowledge of the Infrastructure Delivery Management System (IDMS), water & sanitation projects, Municipal Finance Management Act (MFMA), Treasury Regulations, financial management and project management. Working knowledge of the functioning

		of National/Provincial as well as local sphere of Government. Must possess the following skills: good interpersonal, organizing, planning and analytical skills. Computer literacy. Valid driver's license.
<b><u>DUTIES</u></b>	:	Support municipal infrastructure performance management. Monitor municipal infrastructure financial management. Provide guidance on infrastructure planning portfolio management. Provide guidance on infrastructure projects/programmes. Support infrastructure capacity building initiatives.
<b><u>ENQUIRIES</u></b>	:	Ms. M Tadi at 060 960 3303 (Office hours only) / <a href="mailto:recruitment@treasury.fs.gov.za">recruitment@treasury.fs.gov.za</a>
<b><u>POST 13/246</u></b>	:	<b><u>DEPUTY DIRECTOR: PROVINCIAL INFRASTRUCTURE PERFORMANCE MANAGEMENT REF NO: FSPT 005/26</u></b>
<b><u>SALARY</u></b>	:	R896 436 per annum (Level 11), (an all-inclusive salary package), (This all-inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, housing allowance and medical aid assistance).
<b><u>CENTRE REQUIREMENTS</u></b>	:	Bloemfontein A relevant degree or equivalent qualification in Engineering/Built environment/Quantity Surveying with a minimum of five (5) years' experience in a junior management position/Assistant Director level in monitoring of infrastructure projects/programmes. Knowledge of the Public Finance Management Act (PFMA), Division of Revenue Act, Intergovernmental Relations Act and Treasury Regulations, financial management and project management. Must possess the following skills: good interpersonal, organizing, planning and analytical skills. Valid driver's license. Extensive knowledge of the Infrastructure Delivery Management System (IDMS). Computer literacy.
<b><u>DUTIES</u></b>	:	Support provincial infrastructure performance management. Monitor provincial infrastructure financial management. Provide guidance on infrastructure planning portfolio management. Provide guidance on infrastructure projects/programmes. Support infrastructure capacity building initiatives.
<b><u>ENQUIRIES</u></b>	:	Ms. M Tadi at 060 960 3303 (Office hours only) / <a href="mailto:recruitment@treasury.fs.gov.za">recruitment@treasury.fs.gov.za</a>
<b><u>POST 13/247</u></b>	:	<b><u>DEPUTY DIRECTOR: MUNICIPAL ACCOUNTING AND ASSET MANAGEMENT REF NO: FSPT 006/26 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R896 436 per annum (Level 11), (an all-inclusive salary package), (This all-inclusive flexible remuneration package consists of a basic salary, the Government's contribution to the Government Employees Pension Fund and a flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include a 13th cheque, motor car allowance, housing allowance and medical aid assistance)
<b><u>CENTRE REQUIREMENTS</u></b>	:	Bloemfontein A three year degree or diploma in Accounting, Economics, Municipal/Public Finance or equivalent qualification with Accounting 3 as a major subject and a minimum of five (5) years' experience in an accounting environment of which three (3) years should have been on an Assistant Director/junior management level. Knowledge of the Municipal Finance Management Act, Public Finance Management Act, Treasury Regulations, Division of Revenue Act and Municipal Structures Act. Must possess the following skills: Leadership-, report writing-, analytical-, communication-, presentation-, project management-, and conflict management. Computer literate. Valid driver's license.
<b><u>DUTIES</u></b>	:	Promote adherence to Generally Recognized Accounting Practice (GRAP) standards and timeous submission of credible financial statements. Report on compliance to National / Provincial Treasury reforms. Report on the readiness of municipalities to compile annual financial statements (AFS). Review and report on the quality of annual financial statements submitted. Promote the improvement of audit outcomes in municipalities. Provide accounting services and support to promote sound financial management in municipalities. Support monitoring and compliance with accounting and asset management. Manage the resources of the Sub-directorate to ensure effective and efficient operations.

**ENQUIRIES** : Mr. R Nkomonde at 082 890 1665 (Office hours only) / [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

**POST 13/248** : **ASSISTANT DIRECTOR: PROVINCIAL ACCOUNTING AND REPORTING REF NO: FSPT 007/26**

**SALARY** : R468 459 per annum (Level 09), (A basic salary)  
**CENTRE** : Bloemfontein  
**REQUIREMENTS** : A relevant Degree or Advanced Diploma (NQF level 7) in Financial Accounting or equivalent qualification with accounting III as major subject and a minimum of three (3) years' experience in an accounting environment. Knowledge of the Public Finance Management Act (PFMA), Generally Recognised Accounting Principles (GRAP), Treasury Regulations, Public Service Act and Regulations, Financial Systems (BAS, LOGIS & PERSAL), and SCOA. Must possess the following skills: communication-, problem solving-, organizing and planning-, report writing-, and analytical. Computer literacy. Valid driver's license.

**DUTIES** : Prepare inputs for the Consolidated Financial Statements of the Province to ensure accurate and complete reporting. Monitor and perform assessments of the submission of mandatory financial accounting information within the province. Promote the compilation of annual financial statements that includes conducting training to ensure credible accounting information. Assess the progress made by Departments and entities on resolutions emanating from the Provincial Public Accounts Committee (PROPAC). Manage resources to ensure the smooth running of the Division.

**ENQUIRIES** : Ms. M E Modupi: [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

**POST 13/249** : **ASSISTANT DIRECTOR: PROVINCIAL ACCOUNTING COMPLIANCE REF NO: 008/26**

**SALARY** : R468 459 per annum (Level 09), (a basic salary)  
**CENTRE** : Bloemfontein  
**REQUIREMENTS** : A degree in Financial Accounting or equivalent qualification (NQF level 7) with accounting as a major subject. A minimum of three years' experience in an accounting environment. Knowledge of the Public Finance Management Act (PFMA), Public Service Regulations and Treasury Regulations, Financial Systems, BAS and applicable Instruction Notes. Computer literacy. Good verbal and written communication skills. Valid driver's license.

**DUTIES** : Co-ordinate and provide training within the Free State Provincial Government to ensure capacity building. Compile provincial instruction notes, guidelines and procedure manuals in order to ensure implementation and adherence by all provincial departments. Amend and implement National Treasury prescripts. Compile, consolidate and verify KCM assessments and reports to promote accurate and credible accounting information for the allocated department/entities. Evaluate asset and liability items and any new financial systems to ensure adherence to Provincial and National norms and standards. Verify delegations against requirements and maintain financial management information for provincial departments and entities. Ensure the successful implementation of banking arrangements for provincial departments. Manage resources to ensure the smooth running of the Division.

**ENQUIRIES** : Mr. K E Mogane: [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

**POST 13/250** : **SECRETARY: OFFICE OF THE DIRECTOR: SUPPORT SERVICES REF NO: FSPT 009/26**

**SALARY** : R228 321 per annum (Level 05), (a basic salary)  
**CENTRE** : Bloemfontein  
**REQUIREMENTS** : A Grade 12 Certificate with typing experience and relevant experience within the Public Service environment. Knowledge of relevant legislation and policies, the Public Finance Management Act (PFMA) and Public Service Regulations. Computer literacy.

**DUTIES** : Provide a secretarial/receptionist support service to the Director. Provide clerical support to the Director. Remain up to date regarding prescripts or policies and procedures applicable to her or his work terrain to ensure efficient and effective support to the Director. Render supply chain management support services to the Director.

**ENQUIRIES** : Mr. S Mhlambi at 082 802 5242 (Office hours only) / [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)

**POST 13/251** : **SECRETARY: OFFICE OF THE DIRECTOR: MUNICIPAL ACCOUNTING AND ASSET MANAGEMENT REF NO: FSPT 010/26**

**SALARY** : R228 321 per annum (Level 05), (a basic salary)

**CENTRE** : Bloemfontein

**REQUIREMENTS** : A Grade 12 Certificate and experience within the Public Service environment. Knowledge of relevant legislations and policies Public Finance Management Act (PFMA), Public Service Regulations and Computer literacy.

**DUTIES** : Provides a secretarial or receptionist support service to the Director. Provides clerical support to the Director. Remains up to date with regard to prescripts or policies and procedures applicable to her or his work terrain to ensure efficient and effective support to the Director.

**ENQUIRIES** : Mr. L Moduane at 0833891778 (Office hours only) / [recruitment@treasury.fs.gov.za](mailto:recruitment@treasury.fs.gov.za)