DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

The mandate of the Department is to lead on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.

APPLICATIONS: The Director-General, Department of Women, Private Bag X931, Pretoria, 0001, or hand delivered at 36 Hamilton Street, Arcadia, Pretoria.

FOR ATTENTION: Mr J Mahlangu

CLOSING DATE: 24 January 2020 at 16:00

NOTES: Applications must be submitted on form Z83, obtainable from any public service department or on the internet at www.gov.za/documents and must be accompanied by a comprehensive CV as well as original certified copies of all qualification(s) and ID-document, that were certified not longer than six (6) months previously. Non-RSA citizens/permanent resident permit holders must attach a copy of their Permanent Residence Permit. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. Should you not hear from the Department within three (3) months of the closing date of this advertisement, please consider your application to be unsuccessful. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts. All short-listed candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise for Senior Management posts, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Designated employees shall be required to disclose their financial interests within 30 days after assumption of duty. Successful candidates shall be required to enter into a performance agreement within three (3) months of assuming their duties in the Department, and within one (1) month of the date of their appointment conclude the prescribed contract of employment. Appointments will only be made on the first notch of the advertised salary level.
Note: if any applicant fails to sign the Z-83 form, that will constitute an automatic disqualification. The Department of Women, Youth and Persons with Disabilities is an equal opportunity employer. In the filling of these posts, the objectives of section 195 of the Constitution of the Republic of South Africa and the Employment Equity Act, 1998 (Act 55 of 1998) will be taken into consideration. Women and persons with disabilities in particular are encouraged to apply.

**POST**

**DEPUTY DIRECTOR-GENERAL: RIGHTS OF PERSONS WITH DISABILITIES** (ref no: DWYPD/001/2020)

Note that preference will be given to applicants with disabilities

**SALARY**

R 1,521,591 fully inclusive remuneration package per annum (salary level 15)

**CENTRE**

Pretoria

**REQUIREMENTS**

Appropriate undergraduate qualification (NQF level 7) in Disability Studies, Economic Sciences, Human Right Law, Social Sciences. Plus a post-graduate qualification (NQF level 8) in Disability and/or Management Studies. Minimum 8 years’ of experience at a senior managerial level. Minimum 8 years’ of relevant international, regional and domestic experience in managing disability inclusion, mainstreaming or rights advocacy programmes, research, management and strategic leadership and/or financial and organisational performance management. Knowledge and understanding of public policy, government-wide outcome planning, monitoring, reporting and evaluation policies. The successful applicant will be subject to personal security vetting at a top secret level.

**DUTIES**

To provide strategic leadership, coordination and oversight for the effective implementation of the White Paper on the Rights of Persons with Disabilities, inclusive of international treaties which advocate for the rights of persons with disabilities. Facilitate strategic partnerships within government and between government and its social partners that will advance equitable socio-economic rights of children and adults with disabilities. Ensure that the government-wide legislative and policy framework protecting and promoting the rights of persons with disabilities are strengthened. Advance the national disability rights agenda through effective stakeholder relations institutional arrangements. Advance strengthened global, continental and regional platforms and partnerships for the advancement of the rights of persons with disabilities. Ensure effective management of the Rights of Persons with Disabilities Programme, inclusive of full compliance with all legal and public sector prescripts.

**ENQUIRIES**

Mr Mbhazima Shiviti (012) 359 0262, email: mbhazima.shiviti@women.gov.za

**POST**

**CHIEF DIRECTOR: ADVOCACY AND MAINSTREAMING, RIGHTS OF PERSONS WITH DISABILITIES** (ref no: DWYPD/002/2020)

Note that preference will be given to applicants with disabilities
### SALARY
R 1,251,183 fully inclusive remuneration package per annum (salary level 14)

### CENTRE
Pretoria

### REQUIREMENTS
Appropriate undergraduate qualification (NQF level 7) in Disability Studies, Economic Sciences, Human Rights Law, Social Sciences. Post-Graduate qualification (NQF level 8) in Disability and/or Management Studies will be an added advantage. Minimum of 5 years’ relevant experience at senior managerial level. In-depth knowledge and ability to apply international treaties and instruments impacting on the lives of persons with disabilities, understanding disability from a socio-political and human rights perspective, sound understanding of universal design and access theory and application, inclusive of reasonable accommodation support measures as well as advocacy and mainstreaming approaches. Good understanding of government decision-making and procedures. Ability to work across spheres of government and interact at a senior level. Advanced planning, organisational and communication skills. Strong strategic capability and skills in policy analysis, analytical thinking, programme and project management, financial and people management skills. Solution-orientated and ability to work under tight deadlines and manage stressful situations. The successful applicant will be subject to personal security vetting at a top secret level.

### DUTIES
To ensure maintenance and implementation of a 365 days integrated national disability inclusion campaign. Provide technical support for collaborative and coordinated implementation of the White Paper on the Rights of Persons with Disabilities. Facilitate development of partnership projects aimed at accelerating and advancing the realisation of socio-economic rights of children and adults with disabilities. Facilitate and support standardisation and embedding of universal access and design across public service delivery value chains. Facilitate embedding of disability inclusion in government-wide decision-making processes through, among others, effective support services to the National Disability Rights Machinery. Ensure effective management of the Chief Directorate, inclusive of full compliance with all legal and public sector prescripts.

### ENQUIRIES
Ms Lidia Pretorius (012) 312 7051, email: LidiaP@dsd.gov.za

### POST
CHIEF DIRECTOR: NATIONAL YOUTH DEVELOPMENT PROGRAMME (ref no: DWYPD/003/2020)

### SALARY
R 1,251,183 fully inclusive remuneration package per annum (salary level 14)

### CENTRE
Pretoria

### REQUIREMENTS
Appropriate undergraduate qualification (NQF level 7) in Social Sciences, Development Sciences, Economics, Public Management. Relevant post-graduate qualification (NQF level 8) will be an added advantage. Minimum of 5 years’ relevant experience at senior managerial level. In-depth knowledge of the legislative environment applicable to government systems and the development, implementation, monitoring and evaluation of policies and programmes related to youth development;
multilateral and bilateral commitments on youth affairs and youth development. The successful applicant will be subject to personal security vetting at a top secret level.

DUTIES: To facilitate the development and implementation of national youth development strategies and policies. Develop and review the National Youth Policy (NYP) and the implementation of the M&E Framework for the NYP. Leveraging of the Socio-Economic Impact Assessment System to ensure that the NYP is reflected in relevant legislation, regulations and policies; undertake research into long-term trends and analyse implementation to inform short- and medium-term plans related to youth development. Evaluate and make recommendations on the alignment of strategic plans and annual performance plans to the NYP. Provide oversight over the NYDA and ensure that NYDA programmes and activities are aligned to the MTEF and NYP priorities and provide technical support and advisory services to political principals on multilateral and bilateral youth affairs related to youth development. Ensure effective management of the Chief Directorate, inclusive of full compliance with all legal and public sector prescripts.

ENQUIRIES: Mr Mbazima Shiviti (012) 359 0262

POST: CHIEF DIRECTOR: GENDER RESPONSIVE PLANNING, MONITORING AND EVALUATION (ref no: DWYPD/004/2020)

SALARY: R 1,251,183 fully inclusive remuneration package per annum (salary level 14)

CENTRE: Pretoria

REQUIREMENTS: Appropriate undergraduate qualification (NQF level 7) in Social Sciences, Development Sciences, Economics, Public Management. Post-graduate qualification (NQF level 8) in Public Policy, Planning, Monitoring and Evaluation will be an added advantage. Minimum of 5 years' relevant experience at senior managerial level. Advanced knowledge and professional experience in public policy, government-wide outcome planning, monitoring, reporting and evaluation policies, theories, systems, practices and methods; evidence mapping and gender statistics. Strong expertise in evaluation and research methods. Experience in and knowledge of gender-responsive policy, planning, monitoring, evaluation and budgeting as well as international and national women’s empowerment and gender equality policies an advantage. Good understanding of government decision-making and procedures. Ability to work across spheres of government and interact at a senior level. Demonstrable advanced abilities in writing of analytical and complex documents. Advanced planning, organisational, communication and knowledge management skills. Strong conceptual skills, strategic capability and skills in policy development and analysis, analytical thinking, programme and project management, financial and people management skills. Self-driven, solution-orientated and ability to work under tight deadlines and manage stressful situations. The successful applicant will be subject to personal security vetting at a top secret level.
DUTIES: To develop and coordinate the implementation of government-wide, gender-responsive planning, budgeting, monitoring, reporting, evaluation and gender auditing system towards the achievement of gender equality and women’s empowerment goals. Promote gender mainstreaming within government-wide planning, monitoring and evaluation systems and instruments. Review and further develop country gender indicator framework and data collection instrument/s, baselines and targets in line with relevant global, continental, regional and national frameworks. Develop regular national and sectoral gender performance reviews and reports based on analysis of available evidence, including gender statistics and programme performance information. Develop annual evidence-based gender performance priorities and annual gender performance report. Develop recommendations on remedial measures and support interventions to improve performance. Promote gender mainstreaming within the National Evaluation System and coordinate relevant evaluations and policy research. Coordinate and manage inter-governmental structures on GRPBMEA. Ensure effective management of the Chief Directorate, inclusive of full compliance with all legal and public sector prescripts.

ENQUIRIES: Ms Annette Griessel (012) 359 0024

POST: DIRECTOR: OUTREACH (ref no: DWYPD/005/2020)

SALARY: R 1,057,326 fully inclusive remuneration package per annum (salary level 13)

CENTRE: Pretoria

REQUIREMENTS: Appropriate undergraduate qualification (NQF level 7) in Social or Development Sciences or relevant qualification. Minimum of 5 years' relevant experience at middle/senior management level. Proven knowledge of and experience in organising and coordinating public outreach programmes and campaigns, community development, gender, youth and persons with disability activism and advocacy and stakeholder relations. Intimate knowledge of public policy priorities and legislative and policy frameworks and other prescripts applicable to gender, youth and persons with disability and empowerment in South Africa. Good understanding of intergovernmental relations, gender machinery, non-governmental organisations, civil society organisations and other stakeholders. Advanced organisational and project management skills. Strong people skills, ability to lead and motivate teams and work in a consultative manner. Excellent analytical thinking and report writing skills. Innovative and solution oriented. Must be prepared to travel and work long hours where necessary. The successful applicant will be subject to personal security vetting at a secret level.

DUTIES: To develop, lead and coordinate gender, youth and persons with disability rights responsive public outreach and community mobilisation programmes and advocacy campaigns to advance gender equality and women’s empowerment as well as youth and persons with disability advancement. Facilitate stakeholder coordination and outreach across sectors of society. Facilitate and coordinate activities related to National Women’s Day,
Women’s Month, youth day and youth month including disability rights and 16/365 Days of Activism other relevant national campaigns to advance gender equality and youth, disability rights and women’s empowerment. Ensure effective coordination with other government departments and stakeholders. Effectively support the management of the Sub Programme in line with departmental and public service prescripts.

ENQUIRIES: Ms Ntsiki Sisulu-Singapi (012) 359 0131

POST: DIRECTOR: GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY (ref no: DWYPD/006/2020)

SALARY: R 1,057,326 fully inclusive remuneration package per annum (salary level 13)

CENTRE: Pretoria

REQUIREMENTS: Appropriate undergraduate qualification (NQF level 7) in Social or Development Sciences or relevant qualification. Minimum of 5 years’ relevant experience at middle/senior management level. Proven experience in gender activism, policy and, programme analysis and consolidation, governance matters related to gender and gender mainstreaming. Advanced professional knowledge of regulatory framework related to the protection of gender rights, such as the Commission of Gender Equality Act, Domestic Violence Act, Recognition of Customary Marriages Act and other policies that integrate coherent socio-economic issues related to women; intergovernmental initiatives and interventions on women’s socio-economic and gender-based violence programmes; policy formulation process within government; departmental governance framework and mandate. Gender diversities awareness, advanced verbal communication and report writing, ability to work with line functional experts across government to add value to other departments’ work, ability to effectively work under tight deadlines, compliance requests and stressful situations. Solution orientated, strong technical and innovative capability. The successful applicant will be subject to personal security vetting at a secret level.

DUTIES: To ensure policies and programmes that mainstream the social transformation of women and promotion of gender equality in South Africa. Ensure policies and programmes that mainstream women’s equality in the public sector and eliminate gender-based violence. Coordinate the implementation, mainstreaming and capacity development of interventions for the social empowerment of women across government on issues of socio-economic empowerment of women, as well as gender equality considerations into government programmes. Coordinate the implementation of policies, programmes and mechanisms that promote women’s access to justice, security and gender equality; ensure that policies and programmes promote gender-responsive budgeting. Standardise and strengthen Gender Focal mechanisms and machineries to build capacity to promote gender equality across all sectors. Drive the departmental contribution to the Gender based Violence and Femicide and National Strategic Plan (GBVF-NSP); liaise and ensure the adequacy and effectiveness of systems and structures available
to victims of gender-based violence. Effectively support the management of the Sub Programme in line with departmental and public service prescripts.

ENQUIRIES
: Ms Esther Maluleke (012) 359 0276

POST
: DIRECTOR: EVALUATION (ref no: DWYPD/007/2020)

SALARY
: R 1,057,326 fully inclusive remuneration package per annum (salary level 13)

CENTRE
: Pretoria

REQUIREMENTS
: Appropriate undergraduate qualification (NQF level 7) in Monitoring and Evaluation, Public Policy, Public Management, Social Sciences, Development Sciences, Economics or relevant qualification. Minimum of 5 years’ relevant experience at middle/senior management level. Demonstrable knowledge and professional experience in evaluation science; managing and undertaking complex evaluations; evidence mapping, knowledge management, monitoring and evaluation systems. Advanced research methods and compilation of complex, analytical documents; policies and practice on gender equality, women’s empowerment, women’s rights and gender mainstreaming; public policy and programming, including gender analysis; understanding of gender programming in an economic sector, social sector and governance environment. Knowledge and understanding of National Evaluation Policy and National Evaluation Systems and procedures; advanced monitoring and evaluation theory and practice, including government outcomes planning, monitoring and evaluation policies, procedures and guidelines; evaluation science, including evaluation typologies and theory-based evaluation; advanced research methods including qualitative and quantitative research; legislation, governance frameworks and prescripts applicable to the Directorate, the branch and the DWYPD; key government policy frameworks, mandates and strategic objectives; intergovernmental initiatives and interventions on gender equality and women’s empowerment, including socio-economic empowerment programmes; government-wide monitoring and evaluation systems; international, regional, continental and national commitments on women’s empowerment and gender equality. The successful applicant will be subject to personal security vetting at a secret level.

DUTIES
: To manage and coordinate evaluations to improve government performance, outcomes and impacts in relation to gender equality and women’s empowerment. Manage and coordinate the development and implementation of gender-responsive government evaluation policies and plans, including the Gender Evaluation Plan. Commission, undertake, coordinate and/or facilitate the evaluation of policies, programmes, institutions and other relevant evaluands to improve performance on gender equality and women’s empowerment including sectoral reviews and rapid evaluations to improve results and programme outcomes in key areas. Provide technical support and advice on evaluations, particularly in relation to gender mainstreaming within the national evaluation policy and systems and
development of gender-responsive improvement plans. Monitor and report on the implementation of key evaluation recommendations aimed at advancing gender equality and women’s empowerment. Develop gender evaluation database and evidence maps as well as systems to improve the evaluableity of key programmes impacting on gender equality and women’s empowerment. Provide inputs for gender policy priorities and gender planning based on evaluation evidence. Effectively support the management of the Sub Programme in line with departmental and public service prescripts.

**ENQUIRIES**: Ms Annette Griessel (012) 359 0024

**POST**: DEPUTY DIRECTOR: EVALUATION (ref no: DWYPD/008/2020)

**SALARY**: R 733,257 fully inclusive remuneration package per annum (salary level 11) [note that this is a correction of the erroneous advertised salary level]

**CENTRE**: Pretoria

**REQUIREMENTS**: Appropriate undergraduate qualification (NQF level 7) in Monitoring and Evaluation, Social Sciences, Development Sciences, Economics or relevant qualification. Minimum 5 years’ relevant experience of which 3 years were at supervisory level. Demonstrative experience in undertaking evaluations, including complex evaluations, within the public sector; monitoring and evaluation approaches and methodologies; research methods and compilation of complex, analytical documents; policies and practice on gender equality, women’s empowerment, women’s rights and gender mainstreaming; public policy and programming, including gender analysis; gender programming in an economic sector, social sector and governance environment. Knowledge and understanding of monitoring and evaluation theory and practice, including government outcomes planning, monitoring and evaluation policies, procedures and guidelines; programme theory/ theory of change; evaluation science, including evaluation typologies and theory-based evaluation; research methods including qualitative and quantitative research; national evaluation policy, systems and instruments; legislation, governance frameworks and prescripts applicable to the functions of the Department; key government policy frameworks, mandates and strategic objectives; intergovernmental initiatives and interventions on gender equality and women's empowerment, including socio-economic empowerment programmes; government-wide monitoring and evaluation systems; international, regional, continental and national commitments on women’s empowerment and gender equality. The successful applicant will be subject to personal security vetting.

**DUTIES**: To undertake evaluations to improve government performance, outcomes and impacts in relation to gender equality and women's empowerment. Develop and implement gender-responsive government evaluation policies and plans, including the Gender Evaluation Plan. Undertake and/or contribute to the management of evaluations of policies, programmes and
institutions to improve performance on gender equality and women's empowerment including sectoral, programme and rapid evaluations to improve results and programme outcomes in key areas. Provide technical support and advice on evaluations, particularly in relation to gender mainstreaming within the national evaluation policy and systems and development of gender-responsive improvement plans. Monitor and report on the implementation of key evaluation recommendations aimed at advancing gender equality and women's empowerment. Support the development of gender evaluation database and evidence maps as well as systems to improve the evaluability of key programmes impacting on gender equality and women's empowerment. Coordinate and participate in evaluation steering committees where relevant. Provide inputs for gender policy priorities and gender planning based on evaluation evidence.

ENQUIRIES: Ms Annette Griessel (012) 359 0024

POST: DEPUTY DIRECTOR: INTERNATIONAL RELATIONS (ref no: DWYPD/009/2020)

SALARY: R 733,257 fully inclusive remuneration package per annum (salary level 11)

CENTRE: Pretoria

REQUIREMENTS: Appropriate undergraduate qualification (NQF level 7) in International Relations specialising in international treaty obligations, International Law or Human Rights or relevant qualification. Minimum 5 years' experience in the field of international relations working on human rights treaties (treaty obligations) and international law of which 3 years were at supervisory level. Knowledge and understanding of international treaty bodies and obligations; International instruments on women, youth and persons with disabilities; South Africa foreign policy priorities and objectives; processes to prepare international treaty reports; global agenda on gender equality and women empowerment; youth development and disability rights; processing bilateral international agreements and memorandum of understanding; preparations of multilateral and bilateral engagements; SADC, United Nations and African Union human rights systems. Advance level of experience in report writing, verbal and written communication, negotiation skills, ability to organise workshops, meetings including international and domestic travels, a valid driver's licence and ability to drive. The successful applicant will be subject to personal security vetting.

DUTIES: To prepare initial and periodic international treaty reports. Manage international commitments and obligations on women, youth and persons with disabilities. Manage multilateral engagements, bilateral relations and official development assistance that seek to promote gender equality and socio-economic empowerment of women, youth development and disability rights. Coordinate the Department’s optimal participation and interaction in multilateral and bilateral engagements. Manage reporting requirements processes in fulfilment of international treaty obligations on gender equality
and the advance of women. Coordinate the bilateral partnerships and leveraging and coordinating international development support. Oversee the provision of administrative support to the Sub Programme.

ENQUIRIES : Ms Tinyiko Khosa (012) 359 0275

POST : **DEPUTY DIRECTOR: GOVERNANCE AND COMPLIANCE, RIGHTS OF PERSONS WITH DISABILITIES** (ref no: DWYPD/010/2020)

SALARY : R 733,257 fully inclusive remuneration package per annum (salary level 11)

CENTRE : Pretoria

REQUIREMENTS : Appropriate undergraduate qualification (NQF level 7) in Disability Studies, Economic Sciences, Social sciences, Public Administration or equivalent qualification. Minimum of 5 years’ relevant experience in disability rights inclusion, policy analysis, report writing, monitoring and evaluation processes of which 3 years were at supervisory level. Sound knowledge and ability to apply international treaties and instruments impacting on the lives of persons with disabilities, understanding disability from a socio-political and human rights perspective, sound understanding of universal design and access theory and application, inclusive of reasonable accommodation support measures as well as research, reporting monitoring and evaluation approaches. The successful applicant will be subject to personal security vetting.

DUTIES : To collect and analyse government performance information and track statistical data on implementation of the United Nations Conventions on the Rights of Persons with Disabilities and the White Paper on the Rights of Persons with Disabilities. Support the development and maintenance of a Monitoring and Evaluation system. Conduct desktop and field research on issues affecting persons with disabilities across inter-sectionalities. Provide content support to stakeholders on reporting requirements and processes, inclusive of capacity development training and support on disability data disaggregation. Oversee the provision of administrative support to the Sub Programme.

ENQUIRIES : Ms Lidia Pretorius (012) 312 7051, email: LidiaP@dsd.gov.za

POST : **ASSISTANT DIRECTOR: ADVOCACY AND MAINSTREAMING, RIGHTS OF PERSONS WITH DISABILITIES** (ref no: DWYPD/011/2020)

SALARY : R 376,596 basic salary per annum plus applicable benefits (salary level 9)

CENTRE : Pretoria

REQUIREMENTS : Appropriate undergraduate qualification (NQF level 6) in Marketing, Disability Studies or Social Sciences, Public Administration or equivalent qualification. Minimum 2 years’ relevant experience in disability rights inclusion, monitoring and evaluation processes. Sound knowledge of international treaties and domestic policies impacting on the lives of persons with
understanding disability from a socio-political and human rights perspective, as well as advocacy and awareness strategies and measures. The successful applicant will be subject to personal security vetting.

**DUTIES**

To manage stakeholder databases. Coordinate disability rights awareness and inclusion campaigns. Develop advocacy materials. Support the management of information platforms. Provide secretariat and administrative support services.

**ENQUIRIES**

Ms Lidia Pretorius (012) 312 7051, email: LidiaP@dsd.gov.za

**POST**

ASSISTANT DIRECTOR: INTERNATIONAL RELATIONS (ref no: DWYPD/012/2020)

**SALARY**

R 376,596 basic salary per annum plus applicable benefits (salary level 9)

**CENTRE**

Pretoria

**REQUIREMENTS**

Appropriate undergraduate qualification (NQF level 6) in International Relations specialising in international treaty obligations, International Law or Human Rights or relevant qualification. Minimum 2 years’ relevant experience in the field of international relations working on human rights treaties (treaty obligations). Knowledge and understanding of international treaty bodies and obligations; International instruments on women, youth and persons with disabilities; South Africa foreign policy priorities and objectives: processes to prepare international treaty reports; global agenda on gender equality and women empowerment; youth development and disability rights; processing bilateral international agreements and memorandum of understanding; preparations of multilateral and bilateral engagements; SADC, United Nations and African Union human rights systems. Experience in report writing, verbal and written communication, negotiation skills, ability to organise workshops, meetings including international and domestic travels, a valid driver’s licence and ability to drive. The successful applicant will be subject to personal security vetting.

**DUTIES**

To support the preparation of international treaty reports. Support international commitments and obligations on women, youth and persons with disabilities. Support multilateral engagements, bilateral relations and official development assistance that seek to promote gender equality and socio-economic empowerment of women, youth development and disability rights. Provide secretariat and administrative support services.

**ENQUIRIES**

Ms Tinyiko Khosa (012) 359 0275