

**GOVERNMENT TECHNICAL ADVISORY CENTRE (GTAC)**

*The GTAC is an equal-opportunity employer and encourages applications from women and people with disabilities. Our buildings are accessible to people with disabilities and reasonable accommodation is provided for persons with disabilities.*

- APPLICATIONS** : Only online applications will be accepted. Applications not accompanied by a comprehensive CV and a fully completed Z83 form will not be considered. Please register, or if you are already registered, sign in and apply for this position on the GTAC eRecruitment website <https://erecruitment.gtac.gov.za/erecruitment/>
- CLOSING DATE** : 10 April 2026 at 12h00 pm.
- NOTE** : Only South African Citizens, and Permanent Residents need apply as per PSR 2016. Applications should be accompanied by a duly completed and signed Z83 form (obtainable from any Public Service department). The post title and reference number must be clearly indicated on the Z83 form. A recent comprehensive CV. Only short-listed candidates will be required to submit certified copies of qualifications and other relevant documents. All short-listed candidates must make themselves available for a panel interview on the date determined by the GTAC. All short-listed candidates will be subjected to personnel suitability checks and the successful candidate will undergo security vetting in order to confirm employment. 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. Late applications, and those not meeting the requirements, will not be considered. Should you not receive feedback from GTAC within 2 months of the closing date, please consider your application unsuccessful. GTAC reserves the right to fill or not fill the advertised post. Preference will be given according to EE and Gender target.

**OTHER POST**

- POST 10/264** : **DEPUTY DIRECTOR: INFRASTRUCTURE FINANCE REF NO: G03/2026**  
Term: Permanent
- SALARY** : R1 059 105 - R1 247 574 per annum (Level 12), (all-inclusive package)
- CENTRE** : Pretoria
- REQUIREMENTS** : A Bachelor's degree/ Advanced Diploma (NQF level 7) in Finance, Economics, Project Management or related fields. At least 5-6 years' experience in financial analysis, and project management. Must have financial markets and modelling and Public Administration experience. A minimum of 3-5 years junior and/or middle management experience. Competencies Required: Administrative Operations: Knowledge, capabilities and practices associated with the support of administrative and management activities to facilitate organisational and mission goals and objectives. This competency requires knowledge of the appropriate rules, regulations, processes and associated systems within various enabling functions which may include human resources management, resource management, employee support services, documentation, procurement and financial management. Computer Literacy: Knowledge and ability to use computers and technology efficiently. Refers to the comfort level someone has with using computer programs and other applications associated with computers (MSOffice, Internet, email). Corporate Finance: Specific area of finance dealing with the financial decisions corporations make and the tools as well as analyses used to make these decisions. The discipline as a whole may be divided among long-term and short-term decisions and techniques with the primary goal being the enhancing of corporate value by ensuring that return on capital exceeds cost of capital, without taking excessive financial risks. Econometrics/ Statistics: The quantitative examination of economic trends and relationships using statistical techniques and the development, examination, and refinement of those techniques. Economic Principles: Basic knowledge and understanding of economics main concepts such as supply and demand, price, marginalism. Financial Analysis: Analysis of the accounts and the economic prospects of a firm or a project; it is undertaken from the perspective of the firm or the individual, rather than having an economic or

system-wide perspective, as used in cost benefit analysis. Financial analysis aims to assess the firm's/project's performance and how to improve it, solvency or potential value. It deals with the costs and revenues flows and traces the monetary effects of an investment. Policy Development and Management: Knowledge of Treasury-related legislation, the legislative process and public affairs as it pertains to NT. Includes the ability to monitor legislation that is of interest to Treasury. Utilizes a wide variety of resources and tools to develop, maintain, monitor, enforce and provide oversight of policies and regulations. Project Management: Knowledge of the principles, methods, or tools for developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance. It deals with the costs and revenues flows and traces the monetary effects of an investment. Public Finance: Field of economics that studies government activities and the alternative means of financing them. Client Service Orientation: Client-service orientation implies helping or serving others, to meet their needs. It means focusing on discovering those needs, figuring out how to best meet them as well as putting into practice the Batho Pele spirit. The term "clients" refers to both internal and external clients. Concern for Quality and Order: Desire to see things done logically, clearly and well. It takes various forms: monitoring and checking work and information, insisting on the clarity of roles and duties, setting up and maintaining information system. Effective Communication: Ability to transmit and receive information clearly and communicate effectively to others by considering their points of view in order to respond appropriately. This may involve listening, interpreting, formulating and delivering: verbal, non-verbal, written, and/or electronic messages. It includes the ability to convey ideas and information in a way that brings understanding to the target audience. Emotional Intelligence: Capacity for recognising their own feelings and those of others, for motivating themselves and others as a result of this awareness, and for managing emotions within themselves and in others. Networking and Influencing: Establishes, maintains and utilizes a relevant network of contacts in order to keep a pulse on public, political and internal issues and make informed decisions. It implies an intention to persuade, convince, influence, or impress others in order to meet the intended objectives. Problem Solving and Analysis: Understanding a situation, issue, problem, etc., by breaking it into smaller pieces, or tracing the implications of a situation in a step-by-step way. It includes organizing the parts of a problem, situation, etc., in a systematic way; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships. Create timely and well developed solutions by examining alternatives, risks and consequences. Resilience: Ability to cap one's emotions to avoid negative reactions when provoked, when faced with opposition or hostility, or when working under stress. It also includes the ability to maintain stamina under continuing stress. Valuing Diversity: Ability to understand and respect the practices, customs, values and norms of other individuals, groups and cultures. It goes beyond what is required by governmental employment equity regulations to include the ability to respect and value different points-of-view, and to be open to others of different backgrounds or perspectives. It includes seeing others' differences as a positive part of the work environment. It also means being able to work well with a wide variety of people representing different backgrounds, cultures and socio-economic levels. Vision and Purpose: Modelling and promoting high personal and professional standards that support the organisation's vision, mandate and values. Sharing goals, objectives and ideas to encourage others to commit to and be enthusiastic about realising the vision.

**DUTIES**

: To undertake detailed financial analysis of PPP projects. Project Management: Detailed analysis of the financial models of PPP feasibility studies, specifically to assess project affordability and initial indications of value-for-money and appropriate risk transfer. To contribute to the ongoing formulation of national policy, guidelines and support systems for PPPs. Increasing awareness in the public and private sectors of government's value-for-money standards for PPPs. Financial analysis of all PPP projects regulated by the PPP Unit: At TA1 stage Analysis of all PPP feasibility studies and amendments to feasibility studies, specifically the financial models thereof, to test for affordability, value-for-money and appropriate risk allocation. At TA11B and TA111 stages: Evaluation of the financial proposals, models, PPP and Direct Finance Agreements of bid documents received from

the private parties to test for affordability, optimal value-for-money and the impact of the proposed risk allocation. Participation in negotiations with preferred bidders where required to ensure affordability, value-for-money and appropriate risk allocation in the final contract. Supervision of the work of one or more Deputy Directors to help achieve the above. Senior Project Advisor responsibilities with regards to technical assistance for all regulatory responsibilities of assigned PPP projects: Assisting departments and public entities to draft Terms of Reference and appoint Project Officers and Transaction Advisors at project initiation. Being an active member of department/public entity project management teams throughout the PPP project preparation and life-cycle phases, ensuring capacity building of the department/public entity and the transfer of skills, experience and lessons learnt on other transactions to the project management teams. Managing efficient and high-quality processing of all approval processes for Treasury Approval I, II and III in terms of Treasury Regulation 16. Supervision of the work of one or more Deputy Directors to help achieve the above. Advocacy for PPP policy and PPP guidelines of the south African National Treasury: Inputs to regular training programmes conducted by the PPP Unit for stakeholders in both the public and private sectors. Inputs to PPP Policy and guideline updates. Inputs to public communication materials of the PPP Unit. Capacity building to expand and improve government's abilities to plan for an implement infrastructure project specifically PPPs: Building the PPP financial analysis team (through recruitment and skills development) of the PPP Unit as agreed and directed by the Head: PPP Unit. Developing the PPP financial analysis and structuring skills of all professional staff of the National Treasury's PPP Unit. Interaction with senior government officials on feasibilities, financing and implementing PPPs. Developing PPP skills and capacity of project managers in institutions. Enhancement of competition and broadening participation in the PPP market: Identifying the important PPP market weaknesses, develop and propose possible solutions for corrective measures for implementation. Monitor implementation for results. Developing mechanism for cooperation and funding for PPPs with Development Finance Institutions such as the DBSA, IDC and PIC. Regular interaction with the PPP Market participants to understand their concerns. Managing Project Development Fund: Financial management responsibilities for Project Development Funds. Reporting as per PFMA. Interaction with donors and other funders. Project Appraisal: Proficiency in project appraisal. Project Management: Proficiency in project management. Negotiations: Good negotiating and influencing skills.

**ENQUIRIES**

: Kaizer Malakoane at 066 250 7072 or [kaizer.malakoane@gtac.gov.za](mailto:kaizer.malakoane@gtac.gov.za)