

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF COMMUNITY SAFETY AND LIAISON**

- APPLICATIONS** : With the implementation of the online recruitment system, applicants for any vacant post within the Province of KwaZulu-Natal may apply for a post in the following ways:
a) via the S'thesha Waya Waya - KZN Online recruitment portal at (<https://www.eservices.gov.za>)
or b) by submitting by post their Z83 and CV directly to the department to The Head: Community Safety and Liaison, Human Resource Management, Private Bag X9143, Pietermaritzburg, 3200, or hand delivered to 179 Jabu Ndlovu Street, Pietermaritzburg.
- FOR ATTENTION** : Ms. Z.R Bekwa
CLOSING DATE : 07 April 2026
NOTE : Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed curriculum vitae (Only shortlisted candidates will be required to submit certified qualifications, all non-SA citizens must submit a copy of proof of permanent residence in South Africa on or before the day of the interviews). Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). All shortlisted candidates will be subjected to (1) a technical exercise; (2) integrity assessment and (3) personnel suitability checks on criminal records, citizen verification, financial records, qualification verification and applicants could be required to provide consent for access to their social media accounts. All personal data on applications will be dealt with in terms of the provisions of the Protection of Personal Information Act, 2013. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts and to use other recruitment processes to fill these posts should it choose to do so.

MANAGEMENT ECHELON

- POST 10/383** : **DIRECTOR: SAFETY RESEARCH AND INFORMATION MANAGEMENT
REF NO: CSL02/2026**
This is a re-advertisement of post number CSL01/2025. Applicants who previously applied for this post are welcome to re-apply as previous applications will not be considered.
- SALARY** : R1 266 714 per annum, (an all-inclusive remuneration package) is payable to the successful candidate. The package includes a basic salary (70 % of package) and a flexible portion (30% of package) that may be structured in terms of the applicable rules. The successful candidate will be subject to security clearance and the signing of a performance agreement within three months of appointment.
- CENTRE
REQUIREMENTS** : Pietermaritzburg
The ideal candidate must be in possession of 3-year degree (NQF level 7) or higher in Human Sciences / Police Science or relevant equivalent qualification, together with a minimum of 5 years appropriate experience at a middle/senior managerial level in Safety Research and Information Management environment. A valid driver's license. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government (NSG) prior to appointment. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution of RSA, 1996, Knowledge of public service Act and regulations, PFMA, South African Police Act,1995, National Crime Prevention Strategy, 1996, KZN Commissions Act,1999, Domestic Violence Act,1998, Criminal Procedure Act,1977, Employment Equity Act,1998, Skills Development Act,1998, Promotion of Administrative Justice Act,2000, Promotions of Access to Information Act,2000, Civilian Secretariat for Police Service Act,2011, Communication skills, Project management skills in crime prevention, Report writing skills, Financial Management skills, Research skills, Analytical skills, Statistical analysis skills.
- DUTIES** : The successful candidate will be required to manage the provision of research, information analysis and conceptualization services to the Provincial Secretariat. Manage the review of police practices, methodologies,

performance and make recommendations in respect thereof. Direct research into the policing needs of the province and make recommendations. Manage the conceptualization and analysis of information. Develop, evaluate and review community safety models, initiatives and monitoring tools. Ensure efficient and effective management of resources for the Directorate.

Mr. N.D Mchunu Tel No: (033) 341 9300

ENQUIRIES

DEPARTMENT OF HEALTH

“We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department”.

APPLICATIONS

: Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.JobApplication@kznhealth.gov.za. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs. All applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051 Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

FOR ATTENTION

: Mr. A Memela

CLOSING DATE

: 07 April 2026

NOTE

: Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation only when shortlisted. Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. 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.

OTHER POSTS

POST 10/384

: **DEPUTY DIRECTOR: HIV/AIDS, STI, TB CARE AND OTHER CONDITIONS TREATMENT ADHERENCE SUPPORT REF NO: G21/2026**
Cluster: Strategic Health Programmes

SALARY

: R896 436 per annum (Level 11), (an all-inclusive salary package)

CENTRE

: Head Office: Pietermaritzburg

REQUIREMENTS

: Matric Certificate; plus A National Qualification, Diploma/Degree in Health or Social Sciences or in related/relevant field as recognized by SAQA; plus, Registration SANC, HPCSA or equivalent body. 3-5 years' experience as a Clinical Programme coordinator or manager in HAST services; Postgraduate Qualification in Management or Public Health and experience in psycho-

social support will be an added advantage. applicants are submitting Z83 and CV only NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies Required: Technical and Strategic Leadership: Serve as the technical advisor for the KZN DoH HIV/AIDS, STTB and NCDs adherence, care and support. Provide expert-level guidance to the KZN DoH in HIV and TB programmes, serving as key advisor for strategic and policy programme issues relating to adherence, care and support. Work closely with other Units within the Provincial Health Office to optimize opportunities for integration and leveraging of resources across the different program components for adherence, care and support. Identify opportunities for integrated approaches, provide technical assessments and recommended strategies to test new innovations and interventions for HAST programme adherence, care and support. Provide expert oversight and guidance to Developmental Partners in the province on new approaches to HAST programme adherence, care and support. In collaboration with the other members of the Health Office, advise on the development of tools (such as dash boards) that support continuous learning and adapting to further improvement and evolve the knowledge base and data management capability related to HAST adherence, care and support activities. Project Planning, Management, Monitoring and Evaluation Review routine data for HAST programme adherence, care and support indicators to ensure that district performance is aligned with 95-95-95 targets, and ensure that provincial policies and guidance documents are adhered to. Using routine patient retention HAST programme data, identify poor performing districts and facilities and work with districts and development partners to identify bottlenecks and develop improvement plans to rapidly improve performance in key indicators. Input into provincial nerve center meetings and make sure that development partners and districts follow up and resolve bottlenecks identified in adherence, care and support. Analytically assess the HAST programme treatment retention performance, the available budget, the need for additional activities or ending activities, and input in the design of new projects or activities necessary to achieve strategic objectives. Participate in the design for new activities, including drafting, getting approval for concept papers, writing scopes of work, evaluating applications/proposals, and starting up new projects on adherence, care, and support. Lead routine meetings with implementing partners and district care and support coordinators to discuss technical and programmatic direction of the project. Conduct field visits supported activities to meet with implementing partners and government health officials as appropriate for technical, programmatic, and administrative guidance as necessary. Support reviews and approval for work plans, budgets, quarterly and annual reports, performance monitoring plans and monitoring activities. Identify opportunities and strengthen existing opportunities for integration of HAST programme with health, economic growth and governance activities, and other areas of the department as appropriate. Establish strategic working relationships with senior government officials at the national and district levels, donor agencies, civil society organizations, private sector health counterparts and medical associations, to enhance regular and timely sharing of information on TB and HIV interventions in the country, including changes in key policies, legal and regulatory environments that could affect the implementation of TB and HIV programs. Prepare reports and responses to Departments Senior Management and the funder.

DUTIES

: Coordinate activities that promote clients' advocate advocacy, explain the available options to the clients, keep records of the services offered and work closely with the District HAST Coordinator. Monitor coordination of community mobilization for linkage and retention in care activities. Champion eLABS and Results for Action where applicable as well as viral load management in general as the province struggles with viral load completion at 12 months. Monitor implementation of adherence activities whether from department or from social development partners. Promote the delivery of services offered to different groups with the aim of enhancing quality, efficiency and client satisfaction. The goal is to place the recipient of care at the center of service delivery while maximizing health system efficiency. Coordinate and manage the communication of end customer deliveries, including scheduling, transportation, delivery equipment for the HAST programme adherence, care and support. Ensure that the districts support health care facilities, develop

tracking and tracing clients who do not attend their club meetings and follow up within seven - fourteen days to determine whether they have collected their medication. Develop a stakeholder directory of adherence care and support service agencies and providers for referral processes, Ensure development of the district adherence communication plan, which will guide health talks and health education in the facility's waiting room, informing patients of available options for Differentiated Care are conducted. Monitor that the club schedule is made available to the facility, and that club venues and dates are shared with decanting Clinicians for cohort purposes Ensure continuous utilization of an adherence plan for the individuals and support groups. Monitor implementation of the AGL and SOPs, identify gaps for districts to intervene. Evaluate the quality of all adherence process care and support services and identify areas that need improvements. Compile report to inform the coverage and uptake of patients (HIV, TB and NCDs) decanted to Facility Pick Up Points (Fac PuPs), Adherence Clubs and External Pick-up Points (Ext PuPs).

ENQUIRIES

: Mrs. J.N Ngozo Tel No: (033) 395 2586

POST 10/385

: **DEPUTY DIRECTOR: PAEDIATRIC/ADOLESCENT HIV/AIDS AND TB MANAGEMENT REF NO: G22/2026**
Cluster: Strategic Health Programmes

SALARY CENTRE REQUIREMENTS

: R896 436 per annum (Level 11), (an all-inclusive salary package)
: Head Office: Pietermaritzburg
: Matric Certificate; PLUS, An undergraduate qualification (NQF Level 7 or Diploma (NQF6) in Nursing, Medicine (MBChB) PLUS Registration SANC, HPCSA or equivalent body. 3-5 years' experience as a HAST or Child health Clinical Programme coordinator or manager; Three to Five (3 to 5) years' experience after registration with professional body in Maternal, Child and Women's Health Programme/ Clinical Programme coordinator. Postgraduate Qualification in Management or Public Health and will be an added advantage. applicants are submitting Z83 and CV only NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies Required: Provide leadership and technical expertise in conducting advanced analytics to better inform pediatric/adolescent HIV/AIDS and TB and childhood illness management. Monitor and track progress on pediatric/adolescent HIV/AIDS and TB programmes, projects and activity budgets. Routinely analyze and interrogate data relating to the pediatric/adolescent HIV/AIDS, TB and Strategic Health programs, including related/linked data. Provide leadership and effective, accurate and timely monitoring, evaluation and reporting of all pediatric/adolescent HIV/AIDS, TB and other SHP and projects activities. Provide guidance and develop support materials to enable sustained utilisation of data analytics by relevant health system stakeholders. This includes capacity building on pediatric/adolescent HIV/AIDS and TB management. Ensure high-quality implementation, consistent with NDoH and KZN Provincial monitoring and evaluation guidelines, protocols, information and reporting systems for pediatric/adolescent HIV/AIDS and TB management. Lead efforts to monitor and evaluate pediatric/adolescent HIV/AIDS and TB as well as other SHP program and project interventions, especially the documentation of results and provision of feedback to stakeholders to guide decision-making and support Continuous Quality Improvement interventions. Support and conduct targeted evaluations and operations research, including design, data collection, management and analysis in pediatric/adolescent HIV/AIDS and TB management. Support the preparation of key annual and mid-term planning and reporting documents including the Operational Plan, Provincial Budget Justifications, Technical Notifications, Quarterly, Semi-Annual and Annual Progress Reports. In collaboration with other Health Office staff, initiate and coordinate targeted analyses of HIV/AIDS and TB programmes data to generate trends and patterns that inform planning and programming.

DUTIES

: Develop & review policies for child survival covering HIV/TB, pneumonia, diarrhea, EPI & IMCI. Facilitate programs and implement WHO guidelines for pediatric HIV/TB, management of pneumonia, diarrhea, EPI immunizations & IMCI protocols. Identify gaps and challenges in the implementation of the programmes, develop the necessary remedial actions; provide specialist

knowledge are necessary and facilitate research to address the technical aspect relating to child health. Interpret National policy and legislative requirements related to pediatric/adolescent HIV/AIDS and TB management and facilitate effective policy implementation through district guidance, efficient and integrated implementation in Kwa Zulu Natal Province. Develop norms and standards and treatment protocols which allow institutions to as far as possible, manage the impact of HIV&AIDS pandemic through provision of ARVs and TB treatment to eligible patients, especially in children and adolescents. Input on the development, updating, and implementation of HIV&AIDS care, treatment, and support services, policies, and standards that are sensitive to quality of care and equity of service throughout the province. Monitoring and Evaluations: monitor indicators for HIV/TB, pneumonia, diarrhea & EPI to child mortality audits, registers (CHIP, DHIS). Develop appropriate tools with the required indicators to monitor the progress in the implementation of the policy framework viz. Child mortality audit meetings, and facility monitoring and evaluation tools e.g. add register, chip, DHIS. Monitor HIV vertical transmission rates; TB co-infection rates in pregnant teens. Ensure all pregnant teens (10-19yrs) screened for TB at clinics (report quarterly). Provide expert technical assistance and capacity building including support for the design, implementation, and monitoring and evaluation of HIV interventions to ensure implementation of DMOC for children and adolescents. Facilitate processes to secure additional resources to effectively meet the impact of the pandemic for pediatric/adolescent HIV/AIDS and TB management. Develop guidance, tools, case studies, models, and other materials related to pediatric/adolescent HIV/AIDS and TB programming to promote learning across the province, and to share Department of Health's expertise with external stakeholders. Coordinate and facilitate provincial training and mentoring of the department and its counterparts on all the Paediatric and Adolescent HIV/AIDS and TB management related subjects. Monitor uptake of Differentiated Model of Care (DMOC) by stable patients across the province (age disaggregates for children and adolescents). Provide technical guidance to stakeholders to strengthen capacity of local health systems, partners and communities to deliver quality care, treatment and support health services in pediatric/adolescent HIV/AIDS and TB management. Liaise with research institutions with a view to influence research programmes being conducted in support of departmental initiatives to manage pediatric/adolescent HIV/AIDS and TB. Planning, coordinating, and monitoring HIV Care and Treatment work to meet targets aimed at closing the gaps along the 95-95-95 HIV care cascade with the aim to contribute to achieving control of the HIV epidemic. Provide technical support to health workers on pediatric HIV/TB, pneumonia, diarrhea, EPI & IMCI training. Identify gaps assess service challenges in HIV/TB, pneumonia, diarrhea, EPI & IMCI; develop remedial actions & research. Develop human resources and provide district technical support to health workers in health districts and health facilities regarding child health issues. Develop teen-friendly HIV/TB services (e.g., mobile clinics, peer educators). Provide technical assistance to district and facility management team. Conduct outreach support visits (on site or virtual to all districts) with priority given to districts with poorest performance. Facilitate training in all key areas of women's health and adolescent health Programme. Oversee PrEP rollout for high-risk adolescents (track uptake).

ENQUIRIES

: Mrs. J.N Ngozo Tel No: (033) 395 2586

POST 10/386

: **DEPUTY DIRECTOR: TUBERCULOSIS/ DRUG RESISTANT TB CONTROL PROGRAMME REF NO: G23/2026**
Cluster: Strategic Health Programmes

SALARY CENTRE REQUIREMENTS

: R896 436 per annum (Level 11), (an all-inclusive salary package)
: Head Office: Pietermaritzburg
: Matric Certificate; PLUS, An appropriate Health Science Degree or Diploma (NQF 7) as recognized by SAQA. Registration SANC, HPCSA or equivalent body. 3-5 years' experience as a Clinical Programme coordinator; Postgraduate Qualification in Management or Public Health and will be an added advantage. applicants are submitting Z83 and CV only. Knowledge, Skills, Training and Competencies Required: Specialized knowledge and skills related to the clinical management of TB/HIV. Specialized knowledge and skills of Multi and X-Treme-Drug Resistance TB. Integrated policy

development within a complex multi-disciplinary environment. Extensive knowledge and experience in the Coordination of Tuberculosis and HIV services.

DUTIES : Monitor implementation of finding missing TB cases strategy by Analysing performance against set target. Provide feedback on identified gap and coordinate support to Districts with gaps. Coordinates linkage to care of all TB positives patients including RR monthly and quarterly by ensuring that all districts receive NHLS alerts, analyses NHLS results against registered patients and follow up. Review district performance on outcomes (interim and final TB/HIV integration, against the set target by conducting Desktop data analysis, identify gaps and coordinate support visits and training to bridge the Gap. Give feedback reports to Districts on strength and challenges identified. Develop standardized tool for monitoring and reporting on vacant, filling and allocating of TB Grant HR resources. Develop a detailed SOP/ Guide on compilation of Quarterly National TB Control Program (NTCP) Report. Revise and finalize Drug Resistant Mortality Audit Tool. Facilitate updating of referral pathways per District according to new Decentralization plan. Facilitate and conduct Clinical reviews to ensure adherence to protocols. Coordinates DRTB and DSTB Clinical trainings and updates according to identified training needs. Coordinates community management of DRTB clinicians and Outreach Teams. Coordinates Electronic Drug-Resistant TB WEB (EDRWEB) training and updates. Assist with the coordination of quarterly TB/DR stakeholders and Provincial Technical advisory meetings. Identify together with Districts policy barriers. Link Districts with relevant stakeholders to find innovation solutions. Liaise with Districts to assist with the linking of community-based services in the TCB. Monitor implementation of the resolutions. Monitor correct implementation of suspect register during facility visits. Convene TBCP quarterly meetings to monitor and provide feedback on programme management. Compile and submit Quarterly and annual Performance Progress and Dora reports timeously. Compile and submit Quarterly NTCP report to NDOH on set submission dates.

ENQUIRIES : Mrs. J.N Ngozo Tel No: (033) 395 2586

POST 10/387 : **DEPUTY DIRECTOR: ANTIRETROVIRAL THERAPY REF NO: G24/2026**
Cluster: Strategic Health Programmes

SALARY : R896 436 per annum (Level 11), (an all-inclusive salary package)
CENTRE : Head Office: Pietermaritzburg
REQUIREMENTS : An appropriate Health Science Degree or Diploma (NQF 7) as recognized by SAQA. Registration SANC, HPCSA or equivalent body. 3-5 years' experience in Clinical ART Programme coordination or management; HIV/AIDS short course programme management and project management will be an added advantage. applicants are submitting Z83 and CV only. Knowledge, Skills, Training and Competencies Required: Knowledge of the treatment of HIV and AIDS, particularly with regard to the use of ARV's is essential. An innovative approach to service delivery processes is required. Ability to interpret legislation and national policy and translate it into a practical framework for the province. Competencies: strategic Capability and Leadership, Client Orientation and Customer Focus, Service Delivery Innovation, Change Management, Problem Solving and Analysis, Knowledge Management, Communication, people management and Empowerment, Programme and Project Management, Financial Knowledge, Honesty and Integrity.

DUTIES : Analyse national policy imperatives and facilitate implementation of the ARV programme/protocols with a view to develop/formulate integrated departmental policies to enable institutions to effectively and efficiently implement the Programme in the management of patients with HIV and AIDS prioritizing population and geographic gaps. Develop a comprehensive set of norms and standards that will enable the Department to monitor and evaluate the impact of the ARV Programme on the health status of the population. Determine the specific resource needs for Institutions regarding ARV treatment protocols and facilitate processes to enable the MEC and the HOD to unblock such barriers as well as to mobilize additional support. Mobilize expertise and support to participate in departmental initiatives to strengthen the ARV roll-out and program sustainability. Monitor implementation of all related program policies especially community-based program and ART treatment adherence guidelines. Facilitate implementation models of quality improvement at all management levels to address identified gaps in policy

ENQUIRIES

and practice. Ensure efficient utilization of all resources allocated in the ART program at all management levels.
Mrs. J.N Ngozo Tel No: (033) 395 2586