



DEPARTMENT OF HEALTH - NORTH WEST PROVINCE

VACANCY CIRCULAR NO. 09 OF 2025/26 FINANCIAL YEAR

NOTE: In line with the Employment Equity Plan of the Department of Health it is our intention to achieve equity in the workplace by offering opportunities for promotion and fair treatment through the elimination of unfair discrimination.

People with disabilities are encouraged to apply.

NOTE: Applications must be submitted on the new form Z83 (fully completed), obtainable from any Public Service Department or www.dpsa.gov.za and should be accompanied by a recently updated, comprehensive CV and ID document and the names of three referees. Only shortlisted candidates for the post will be required to submit certified documents. Non-RSA citizens/permanent resident permit holders must attach a copy of their permanent residence permits to their applications. Should you possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in the application not being considered. All qualifications will be verified. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Applicants must indicate the reference number and center of the post in their applications. Candidates requiring additional information regarding advertised posts should direct their enquiries to the relevant person as indicated in the advertisement. Applications received after the closing date will not be considered. **Note:** Suitable candidates will be subjected to Personnel Suitability Checks and Reference checking.

The Department reserves the right not to make appointments to the advertised posts. Failure to comply with the above requirements will result in the disqualification of the application. Receipt of applications will not be acknowledged and correspondence will be limited to short-listed candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful.

NB: Candidates should note the following information on the new Z83 application form:

Part A: All fields must be completed in full.

Part B: All fields must be completed in full except when:

- Passport number: South African applicants need not provide passport numbers.
- An applicant has responded "No" to the question "Are you conducting business with the State? or are you a Director of a Public or Private company conducting business with the State? If yes (provide the details)", then it is acceptable for an applicant to indicate not applicable or leave blank to the question, "in the event that you are employed in the Public Service, will you immediately relinquish such business interests?"
- "If your profession or occupation requires official registration, provide date and particulars of registration"- Some applicants may not be in possession of such therefore it is acceptable if left blank or if not applicable is indicated.

Part C: All fields must be completed.

Part D: All fields must be completed.

Part E, F, G: Noting that there is limited space provided applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. The questions related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service and must be answered.

The declaration must be signed and initials in the second page are not mandatory.



DR M TLHOGANE

CHIEF DIRECTOR: CORPORATE SERVICES

NORTH WEST DEPARTMENT OF HEALTH



DATE

POST	CHIEF EXECUTIVE OFFICER
REF	NWH 09/2025/01
LEVEL	14
SALARY	R1 494 900.00 p.a (All Inclusive SMS Package)
CENTRE	JOB SHIMANKANA TABANE HOSPITAL (RUSTENBURG)
REQUIREMENTS	<p>Bachelor s Degree in Health Sciences. A Post-Graduate Diploma in Management will serve as an added advantage. Five (5) years' experience at a Senior Management Level in the Health Sector. Pre-entry Certificate for the Senior Management Service (SMS) as endorsed by the National School of Government. Computer literacy. A valid driver's license. CORE MANAGEMENT COMPETENCIES: Strategic capability and leadership; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Conflict Management, Client Orientation and Customer Care and Communication. Knowledge and understanding of the hospital environment.</p>
DUTIES	<p>Plan, direct, co-ordinate and manage the efficient and effective delivery of clinical and administrative support services through working with the key executive management team at the hospital within the legal and regulatory framework. Represent the hospital at provincial and public forums. Provide strategic leadership to improve operational efficiency within the health establishment. Improve health outcomes. Strategic Planning: Prepare a strategic plan for the hospital to ensure that it is in line with the national, provincial, regional and district plans. Financial Management: Maximize revenue through collection of all income due to the hospital; ensure that the hospital is managed within budget in line with the PFMA and relevant guidelines. Ensure that adequate policies, systems and procedures are in place to enable prudent management of financial resources, planning of financial resource mobilization, monitoring and evaluation and asset and risk management. Facility Management: Ensure business support and systems to promote optimal management of the institution as well as optimal service Delivery. Ensure that systems and procedures are in place to ensure planning and timeous maintenance of facilities and equipment. Human Resource Management: Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilization of human resources; promote a safe and healthy working environment through compliance with relevant legislation including occupational health and safety committees. Ensure continuous development and training of personnel and implement</p>

	<p>monitoring and evaluation of performance. Procurement and Management of Equipment and Supplies: Implement procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority and in line with the PFMA; ensure that goods and services are procured in a cost effective and timely manner. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care and establish community networks. Responsible for corporate governance inclusive of infrastructure planning and maintenance as well as occupational health and safety. Manage the institution's risks to ensure optimal achievement of health outcomes.</p>
ENQUIRIES	MR P MOKATSANE, TEL 014 590 9100

POST	DIRECTOR: PROGRAMME IMPLEMENTATION
REF	NWH 09/2025/02
LEVEL	13
SALARY	R1 266 714.00 p.a (All Inclusive SMS Package)
CENTRE	PROVINCIAL OFFICE (MAHIKENG)
REQUIREMENTS	<p>Bachelor's Degree in Health Sciences or equivalent tertiary qualification in Health Sciences. Five (5) years of experience at Middle/Senior Management Level in HIV and TB management. Pre-entry Certificate for the Senior Management Service (SMS) as endorsed by the National School of Government. A valid driver's license. Computer literacy. CORE MANAGEMENT COMPETENCIES: Strategic capability and leadership; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Conflict Management, Client Orientation and Customer Care and Communication. Knowledge and understanding of the hospital environment.</p>
DUTIES	<p>Provide strategic leadership in terms of HIV and TB management and control. Develop and facilitate the implementation of HIV and TB management and control policies, framework, guidelines, and standards that relate to the programme. Develop and implement new strategies in line with National Policies, guidelines and ensure integration with other programmes. Develop monitoring and evaluation framework for the programme, initiate projects to address emerging problems within the community, develop a coordinated and uniform approach to HIV and TB case reporting, surveillance and investigation. Develop monitoring framework that will provide for participation of</p>



	all stakeholders. Draw and monitor progress on implementation of operational project and budget plans for the project.
ENQUIRIES	MS G.B TSELE, TEL 018 391 4042

POST	CHIEF EXECUTIVE OFFICER
REF	NWH 09/2025/03
LEVEL	13
SALARY	R1 266 714.00 p.a (All inclusive SMS package)
CENTRE	JOE MOROLONG MEMORIAL HOSPITAL
REQUIREMENTS	<p>Bachelor's Degree in Health Sciences. A Post-Graduate Diploma in Management will serve as an added advantage. Five (5) years of experience at a Middle/Senior Management level in the Health Sector. Pre-entry Certificate for the Senior Management Services (SMS) as endorsed by the National School of Government. A valid driver's license. Computer literacy. Sound understanding of hospital services and broader health service delivery issues, District Health System, Human Resource, Finance, Supply Chain Management, Public Health Policy and related issues. CORE MANAGEMENT COMPETENCIES: Strategic capability and leadership; People Management and Empowerment; Programme and Project Management; Financial Management; Change Management; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Conflict Management, Client Orientation and Customer Care and Communication. Knowledge and understanding of the hospital environment.</p>
DUTIES	<p>Responsible for overall management of the Hospital. Provide strategic leadership. Manage the provision of quality and integrated health services, Clinical and corporate governance. Ensure proper management in the following areas: Nursing and Clinical Management, Financial Management (including Revenue), Supply Chain Management, Internal Control & Risk Management, Human Resource Management, Communication as well as Quality Assurance. Manage related conditional grants and funding for special health projects. Ensure accreditation and licensing of various units wherever practicable. Ensure quality patient care. Effectively manage hospital performance indicators as well as employee performance. Liaise with the District Management Team for a proper referral system. Develop essential protocol and business plan for the hospital</p>
ENQUIRIES	MS. P. TLOU TEL 018 293 4405

All applications must be forwarded to: Healthjobs@nwpg.gov.za or can be hand delivered at the Main Registry, Ground Floor at New Office Park Building, Corner Sekame and First Street, Mafikeng, Attention to: Ms I.G Mokomele. Applications submitted via email applicants are requested to use reference as the subject of the email.

CLOSING DATE: 14 NOVEMBER 2025

